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2008: Political History in the Making

President's Message

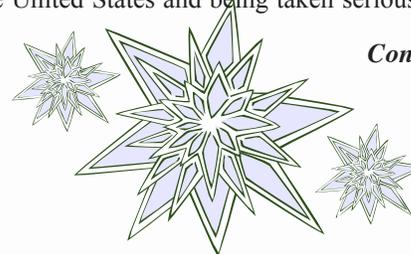


Susan E. Petersen

Whether you are Democrat, Republican, Independent, or otherwise, there must be a bipartisan concession that this has been a pretty amazing election year thus far. There's a real chance that the first woman may be elected president in 2008. There's also a real chance that the first African American may be elected . . . or the first Mormon, or the first person over 70. The list of White House hopefuls includes candidates whose race, gender, ethnicity, religion or personal history probably would have eliminated them from the race just 25 years ago. Each of the last 42 presidents over the last 218 years has been white and male. If elected, New York Senator Hillary Rodham Clinton would be the first female president. Illinois Senator Barack Obama would be the first African American. Former Massachusetts governor Mitt Romney would have been the first Mormon. John McCain would be the oldest to be elected to a first term.

That's pretty amazing stuff when you sit back and think about it. I was fortunate enough to have a front row opportunity to do just that. Early on as President of the OWBA, I was invited as a guest to a fundraiser for Senator Hillary Clinton in Cleveland. I was impressed. I'm not talking about the politics of it all or whether or not Senator Clinton is qualified or is the right choice for our next President. I'm talking about the big picture of Election 2008. It is history in the making. We have a woman running for the position of President of the United States and being taken seriously. Senator Clinton

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has likened her challenge to that once faced by JFK. "A lot of people back then said, you know, 'America will never elect a Catholic as a president.' Some people tell me ... 'I don't think a woman can be elected president.' I say we'll never know unless we try." There haven't been very many attempts. Remember Geraldine Ferraro? It's been nearly a quarter-century since she became the first woman on the national ticket of a major party. There hasn't been another female nominated for president or vice president since. There's never been an African American ever.

Pop culture has helped us along in our quest for diversity in our government and workplaces. Turn on your TV or stick in a movie and all sorts of images will come to life that help shatter the "Leave it to Beaver" stereotypes of the 1950's. Actress Gina Davis was President of the United States in the television series, "Commander in Chief." NBC's *West Wing* went off the air last season with a Hispanic being elected president. A woman became president on Fox's *Prison Break*. On Fox's *24*, the second African American president in the show's six-year run is now in the Oval Office. The more images people see with diverse faces in positions of power, the more socially acceptable it becomes. It is conditioning.

Many believe this non-traditional group of Presidential hopefuls represents broad trends in American life that have also affected our workplaces, our schools, and neighborhoods . . . that the civil rights and feminist movements, and a more liberal society played a part in rewriting the rules about who can be elected to the White House. These believers have said that the presidential elections don't really lead the way, they'll follow the change and that the election of a woman president or an African-American President will be the last hurdle, not the first.

Is America ready for this kind of change in leadership? We shall see soon enough. According to a USA TODAY/Gallup Poll, only one in five Americans were "completely comfortable" with all of the breakthrough traits represented by the leading contenders in the 2008 field. Nearly a third had reservations about most of them. "Women were no more likely than men to be comfortable voting for a woman; women over 50 were among the most skeptical of all. Blacks were no more likely than whites to be comfortable voting for a black. And seniors were less likely than the middle-aged to be comfortable voting for a 72-year-old to become president."

Regardless, it should bring a strange sense of calm to each of us . . . male or female. It is a strong whisper of encouragement and inspiration. America is growing up. Society is changing. We are evolving as a people. Whether in the political arena or the board room or your next partner's meeting, some of those past biases and prejudices are being broken down. Breaking barriers is certainly an appealing notion.

Who knows if one of these breakthrough candidates will prevail this go around? Regardless, they have certainly paved the road for future candidates be it politics, law, business, etc., etc.. These candidates got America to think differently. . . to consider something that it would never had been considered in past. It is happening before our eyes. So love 'em or hate 'em, each of them has played a critical role in changing America. And that is what we call progress, ladies and gentlemen. ■

Susan E. Petersen is with Petersen & Ibold, 401 South Street, Chardon, Ohio 44024. T. 440.285.3511, ext. 233 F. 440.285.3363 Email.sep@peteribold.com Web.www.peteribold.com. Her practice focuses on the representation of victims of personal injury in the areas of wrongful death, medical malpractice, personal injury, automobile crashes, nursing home negligence, product liability, employment discrimination, and general litigation.



Members in the News



Judge Arlene Singer of the Ohio Sixth District Court of Appeals has been elected chair of the Supreme Court of Ohio's Board of Commissioners on Grievances and Discipline for 2008. Judge served as vice chair in 2007 and has been on the Board since January, 2003.

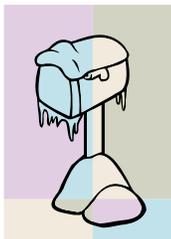
Judge Singer was elected to the 6th District Court of Appeals in 2002 and previously served as Judge in the Toledo Municipal Court for 12 years. She received both her undergraduate degree and J.D. from the University of Toledo.

The Sixth District Court of Appeals has jurisdiction in Erie, Fulton, Huron, Lucas, Ottawa, Sandusky, Williams and Wood counties and is located in Toledo.

The Ohio Supreme Court's Board of Commissioners on Grievances & Discipline has 28 members who are appointed by the Supreme Court. It is the Board's responsibility to issue findings and recommendations to the Supreme Court on charges of ethical misconduct that have been brought against Ohio lawyers and judges.

SAVE THE DATE!

Date/Time	Location	Event Description
Tuesday, March 4, 2008 8:45 a.m. to 5:30 p.m.	Ninth Floor Conference Center in Key Tower	Diversity Networking Conference See Page 11 for Details.
Tuesday, March 11, 2008 12:-00 Noon	Via Teleconference	Full Board Meeting Attendance at Board Meetings is mandatory for OWBA's Executive Committee, District and At-Large Trustees, Committee Chairwomen, and is now open to the entire membership. We encourage you to participate. Contact Executive Director Violet Imre for attendance details/directions: violet@owba.org
Tuesday, March 26, 2008 5:00 p.m.	CSU's Cleveland-Marshall College of Law <i>*Includes one free hour of CLE credit</i>	The 2008 Littler Mendelson Employment and Labor Law Speaker Series. Speaker Ann C. McGinley speaks on <i>Masculinities, Gender Identity and Harassment at Work</i> . See Page 10 for Details.
Wednesday, April 2, 2008 5:30 to 7:30 p.m.	Location to be announced	OWBA and NAWBO Networking Evening and Fundraiser Pajama Party See Page 7 for Details.
Tuesday, April 8, 2008 12:00 Noon	Via Teleconference	Executive Committee Meeting
Thursday, April 24, 2008 5:00 to 8:00 p.m.	Offices of Rennillo Court Reporting, Records & Media 100 Erieview Tower 1301 East Ninth Street Cleveland, Ohio 44114 Phone: 216-523-1313	Leading with Style See Page 5 for Details.
Friday, May 9, 2008 11:30 a.m. to 5:30 p.m.	CSU's Cleveland-Marshall College of Law	Improve Your Bottom Line See Page 11 for Details.
Wednesday, May 14, 2008 Luncheon	The Columbus Athenaeum Columbus, Ohio	Annual Meeting Details to be announced.



Address Updates

OWBA's 1997-1998 President Kirsti Talikka Garlock can now be reached at:
6169 McLendon Court
Alexandria, VA 22310
Phone: 703-313-6135
E-mail: kirsti.garlock@gmail.com

Updated mailing address for Howard Schulman:
Schulman, Schulman & Meros
1370 Ontario Street
Suite 600
Cleveland, OH 44113

Beth Bolyard, OWBA's Treasurer, has joined The Ohio State University Medical Center
410 West 10th Avenue
Columbus, OH 43201
Phone: 614-366-7463
E-mail: Beth.Bolyard@osumc.edu

Have you recently moved or switched jobs?
Call OWBA at 440-582-2769, fax (440-582-2856) or e-mail (violet@owba.org) with your new contact information. Please include the firm name, address, phone, fax, email address and website (if applicable).

Women in Power: Finding Balance In the Wardrobe

By Christina Binkley

The Wall Street Journal — Thursday, January 24, 2008

Say the word "pantsuit" these days, and everyone knows whom you are talking about.

Never has fashion been so prominent in a presidential election. The reason, of course, is that one of the pants-wearing candidates is female.

Women in positions of authority, from Washington to Wall Street, face fashion scrutiny that's so intense it can border on comical -- though it's serious business to the women, their organizations and, it turns out, lots of working women.

Female politicians in particular are becoming sartorial role models. Nowadays, women who want to be taken seriously look to Hillary Clinton, Nancy Pelosi and Condoleezza Rice for style cues, much the way young women have long followed the lead of the celebrity set.

At the St. John fall 2008 runway show this week, a publicist for the iconic power-woman design house gushed that the U.S. Secretary of State "loves St. John." The publicist, who also touted the fact that Mrs. Clinton has worn St. John in the past, noted with regret that designers can't give clothes to political candidates as they bestow gowns and bags on actresses because the candidates would have to report them as political gifts. Just imagine Oscars-style gifting suites in our nation's capital: Alpha-woman designers like Armani, Akris, Oscar de la Renta and jeweler David Yurman would do a big business.

Enough women are paying attention to what female politicians wear that it has affected sales of at least one signature style. Kirsten Wolff, executive vice president of the Web retailer PearlParadise.com, told me recently that sales of pearl jewelry rise when Ms. Pelosi and other woman politicians wear it on C-Span: People actually call up and ask for duplicate pieces.

Female business leaders may play to a smaller audience, but the examination they face can be just as rigorous. According to unwritten rules, their appearance at work should be attractive but not alluring, feminine but not girly, strong but not severe. In both politics and the executive suite, they face hazier, harder-to-meet style standards than men. "We are looked at and dissected very differently than men are," says Joyce Newman, founder of the Newman Group consulting organization in New York. "That's unfair."

"I know I'm being assessed for my clothing and what I wear," says Kathryn Marinello, chairman and chief executive of Ceridian Corp., who took the human-resources company private in a \$5 billion deal last November. She is a veteran executive of General Electric Co. and the banking industry. Yet like many female chief executives, she tends to keep her attention to style under wraps. "You hate even talking about it because it's such a woman thing," she says.

High-ranking women on Wall Street in particular are a thinly traded commodity, and they quickly learn to keep their fashion issues in the closet. In fact, most don't like the word "fashion."

Instead, many women focus on practicality. Michaela Jedinak, a London-based stylist who advises executives on communications and style, says women need "hard-wearing" clothing that won't look sloppy and wrinkled by late afternoon. Don't wear make-up that has to be reapplied, she suggests, because it will make you too "self-conscious."

The attention brought to clothing is a two-edged sword for authoritative women everywhere. A style misstep can be career-limiting. Yet paying too much attention to one's appearance risks accusations of frivolity -- which is equally career-limiting.

Carly Fiorina writes in her memoir, "Tough Choices," of being questioned by a BusinessWeek editor during her first week as chief executive of technology giant Hewlett-Packard Co. in 1999. There was a technological revolu-

Wardrobe Continued on Page 6

LEADING *with Style.*

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A RECENT WALL STREET JOURNAL ARTICLE REPORTED THAT "A WOMAN WHO FAILS TO DRESS TO IMPRESS WILL PAY A HIGH PRICE." IF YOU'VE TAKEN CARE OF OTHERS, AT THE EXPENSE OF TAKING CARE OF YOU, IT'S TIME TO FIND A BALANCE.

IT'S TIME TO FIND YOUR LEADERSHIP STYLE.

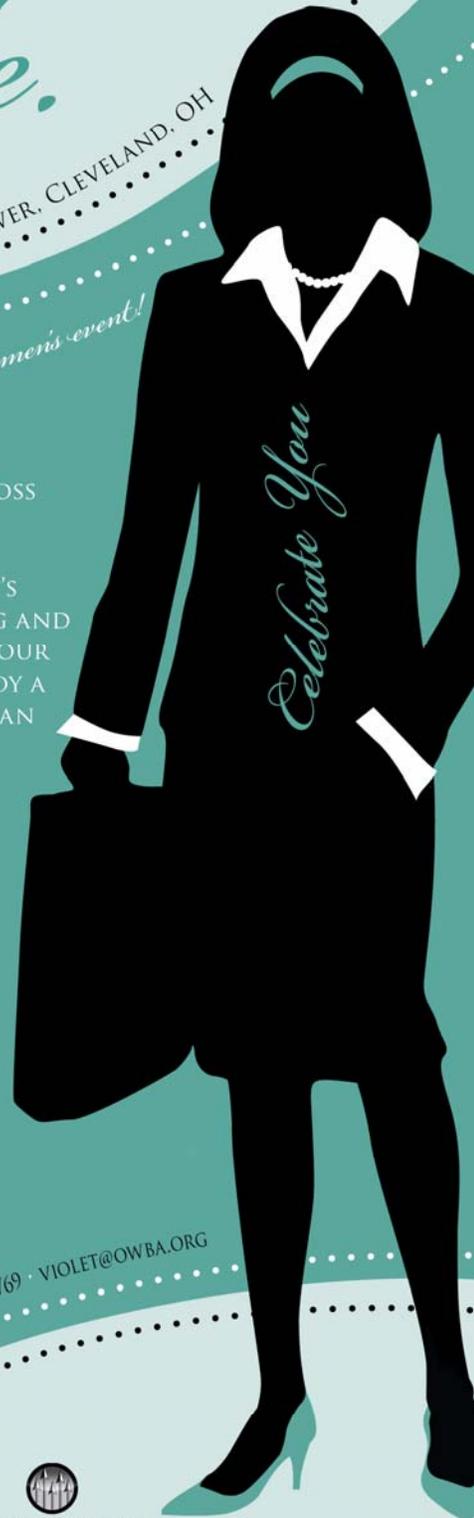
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ALL PROCEEDS FROM ADMISSION WILL BENEFIT THE OWBA SCHOLARSHIP FUND.
A MATCHING FUND WILL BE CONTRIBUTED BY RENNILLO TO THE URBAN COMMUNITY SCHOOL.

Wardrobe Continued from Page 4

tion going on in Silicon Valley, but the first question lobbed her way was: "Is that an Armani suit you're wearing?" Ms. Fiorina, who discusses her frustration with style scrutiny in her book, declined a request for an interview for this column.

Hollywood offers few helpful ideals. In two new power-women shows, ABC's "Cashmere Mafia" and NBC's "Lipstick Jungle," the characters lounge around in gowns and display cleavage to their belly buttons. Amanda Ross, stylist for "Lipstick Jungle," notes people look to Hollywood "for wish fulfillment -- a little bit of daringness."

Ms. Ross, who has also worked with real women as a style consultant, notes that in real life, unlike in Hollywood, dressing powerful women means choosing designers for how their clothes fit rather than for their fashion quotient.

Oddly enough, several communications consultants told me it's mostly male executives who hire them for advice on grooming and attire. Women, by contrast, "don't understand that the things that shouldn't matter count as much as they do," says Dee Soder, a psychologist and founder of the executive-coaching firm CEO Perspective Group in New York.

Helpful feedback rarely reaches female executives' ears, because people are loath to discuss work attire directly with the wearer. Dr. Soder says she is often hired just to deliver a fashion message for an executive who quails from the duty. She once was hired to tell a company president that he needed new shirts, preferably with French cuffs. Another time, she was hired to tell a female advertising executive to wear less perfume.

Ms. Newman of the Newman Group says she was once hired by a male executive to help a female executive whom he found "too masculine because in meetings she put her feet on chairs and didn't wear lipstick."

Perhaps the focus on style reflects people's difficulty coming to terms with women in positions of real authority. Hence, Mrs. Clinton's now famous "humanizing moment," on the verge of tears in New Hampshire, may have balanced her oft-criticized regime of pantsuits in the eyes of some voters.

One of the first things Ms. Marinello did when she took the top job at Ceridian in 2006 was to hire Ms. Newman to advise her on her wardrobe, grooming and presentation skills. They spent a day on hair and makeup and went shopping for clothes at St. John's and Saks, where they focused on practical clothes, like suits and jackets that travel well. ("Think knit," says Ms. Newman.)

This was no girl-talk afternoon -- they also discussed how to present quarterly financial results to shareholders. With authority comes responsibility. Ms. Marinello was keenly aware that Ceridian's future rested on her lapels.

"If you're asking someone to lend you \$3 billion, you'd better look good," she says.

Write to Christina Binkley at christina.binkley@wsj.com. ■

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SAVE THE DATE!



We're Having a Pajama Party!!

**Please join us for a
networking event with
OWBA and NAWBO**

*Wednesday, April 2, 2008
5:30p.m. to 7:30p.m.*

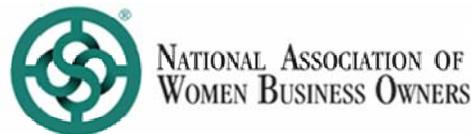


Location to be announced

All attendees will be asked to bring new children's pajamas to donate to New Life Community.

New Life Community provides four months of rent free housing to families who are homeless. The head-of -household attends five weeks of intensive classes designed to teach the necessary information related to finding and keeping a job. Additional classes teach a variety of living skills such as time management, money management, parenting, nutrition, and raising self-esteem.

Following the classroom portion of the program, residents enter a job and housing search phase of the program. Once a position is secured the resident continues to work and build up savings until the designated move-out date.



What Women Lawyers Really Think of Each Other

We asked who they'd rather work with—men or women. The answers were surprising

February 2008 Issue — ABA Journal

By [Stephanie Francis Ward](#)

Would women lawyers prefer to work with men or other women? The answer may depend on the age of the female lawyer you're asking, an *ABA Journal* survey has found.

Of more than 1,400 respondents who answered the question, 58 percent said the gender of their colleagues made no difference, while 42 percent expressed a preference for working either with men or women.

Female supervisors age 40 and over who said gender mattered to them preferred working with women. About 80 percent said female lawyers take direction better, take constructive criticism better (59 percent) and have more discretion (79 percent).

But younger female attorneys who are following in the footsteps of that trailblazing generation don't hold their older colleagues in such high regard. Among female lawyers under 40 who thought gender matters, 58 percent said male supervisors give better direction, give more constructive criticism (56 percent) and are better at keeping confidential information private (64 percent).

A total of 4,449 individuals who identified themselves as female attorneys answered all or part of the survey. The survey was co-authored by Linda Marks, director of the Center for WorkLife Law at the University of California's Hastings College of the Law in San Francisco.

Why do opinions about the role of gender in the workplace depend on the age of the female attorney?

Some experts cite generational tension: Female lawyers entering the profession often don't want to make the same personal sacrifices as their predecessors, and they question whether such sacrifices are even necessary to succeed. Senior women may not understand this mindset, much less realize that the playing field has changed, experts suggest. And that can block useful dialogue.

"I'm concerned that more senior women don't fully understand the profound demographic changes taking place," says Lauren Stiller Rikleem. A senior partner at Bowditch & Dewey in Framingham, Mass., she advises law firms about workplace issues. She also wrote *Ending the Gauntlet: Removing Barriers to Women's Success in the Law*.

Rikleem says female partners often tell her that there will always be associates who, like themselves, will sacrifice their personal lives for successful careers. But she says younger men are also less willing to make the personal sacrifices of their predecessors.

"It's not purely gender-based," says Rikleem, a member of the American Bar Association's Commission on Women in the Profession. "That says to me that if I'm a leader of a workplace, I need to think about what's happening here in the future—and how to position this place."

When Rikleem talks to younger women lawyers, she says, they're often relieved that she understands their complaints. Women closer to her age are often surprised that she doesn't share their perspective.

Arin Reeves, a Chicago lawyer who focuses on diversity consulting, also sees differing views between women younger than 35 and those older than 45. She mentions that when female partners develop a women's initiative, the female associates generally don't find it useful.

"There's no such thing anymore of all the women being in the same boat, who need a particular set of strategies to be kept afloat. Now that women have a lot more models to choose from, they are becoming more selective as to which women they identify with."

Women can be one another's best advocates, but senior women lawyers need to understand that younger women can build careers differently, says Deborah Epstein Henry, an attorney who advises law firms on the retention and promotion of female lawyers. And younger women, Henry says, need to think about how they can have better relationships with senior female lawyers.

"They don't have to be a role model in every capacity, but the junior women can select different things from different people," Henry says. Her company, Flex-Time Lawyers, has chapters in New York City and Philadelphia, where members meet to network, share information and effect change in the workplace. "I really do believe that women need to move away from placing judgment on other women," she says, "and accept more diversity among ourselves."

METHODOLOGY

The *ABA Journal* and ABAJournal.com invited female lawyers to respond to a Web-based survey regarding their workplace experiences; the survey was open from May through July last year. The 4,449 who responded in this self-selecting survey were asked whether they perceived gender-related differences in workplace performance and behavior.

On most questions, a majority said they perceived no difference. But among those who perceived differences, some were

dramatic. The following charts reflect the opinions of those who perceived gender differences. The end of the questionnaire offered those surveyed the opportunity to share their thoughts or experiences anonymously. More than 600 did so, and selections from their comments appear [at the end of] this article.

“My female co-workers and I are all very supportive of each other. I think that’s because I work for a legal aid organization where we all handle cases against the same group of opponents; we focus on the grudges we have against our opponents. Shared hatred of other people has allowed us to bond.”

WOMEN UNDER 40 WHO THINK GENDER MATTERS SAID:

WHICH SUPERVISOR DO YOU FEEL IN GENERAL ...

GIVES YOU BETTER DIRECTION?

Female 42%

Male 58%

GIVES YOU BETTER CONSTRUCTIVE CRITICISM?

Female 44%

Male 56%

IS BETTER AT KEEPING CONFIDENTIAL INFORMATION PRIVATE?

Female 36%

Male 64%

DO YOU FEEL THAT YOUR FEMALE SUPERVISORS ARE MORE DEMANDING OF THEIR EMPLOYEES WHO ARE ...

Female 93%

Male 7%

WOMEN SUPERVISORS OVER 40 WHO THINK GENDER MATTERS SAID:

IF YOU SUPERVISE BOTH MALE AND FEMALE ATTORNEYS, WHO DO YOU FEEL IN GENERAL...

TAKES BETTER DIRECTION?

Female 80%

Male 20%

TAKES CONSTRUCTIVE CRITICISM BETTER?

Female 59%

Male 41%

HAS BETTER DISCRETION?

Female 79%

Male 21%

“I don’t have children. My contemporaries who do have not had as smooth a ride as I have, including basic daily interactions with other attorneys (male and female).”

“If I could find a male mentor that identified with my issues (mother of two small children), I would gladly go to him for advice, but I haven’t found any men with advice on how to balance work and kids.”

“In general I feel a number of women attorneys are so interested in joining the ‘male club’ that they will turn on other women to be the one women the men accept. The sad reality is that many of the men are placing those women in subservient roles, so the women are never really accepted. The women willingly become second-class citizens just to be superficially accepted.”

“I find that male lawyers are often more congenial, relaxed and easier to be around than women lawyers, but the women lawyers I have supervised over the last 20 plus years have by and large been sharper, more conscientious and more detail-oriented producing better work more efficiently than the male lawyers.”

“The female attorneys I have worked with and for seemed to value having a personal relationship with their co-workers and seemed to need more daily hand-holding for the working relationship to thrive. The men I have worked with and for seem more comfortable just working and do not need to be close friends as well as co-workers.”

“A female supervisor that I had was great in terms of the support that she provided me and the mentoring; but many times I felt we were too emotionally turned in to one another and that made me very uncomfortable. For example, if I was upset with her, she could sense it and I got the feeling it made her upset in return. With male supervisors, they are so emotionally turned off that it is never an issue.”■

An Evening at Spice

On Thursday, February 21st, OWBA's President-Elect Michele Shuster hosted the second Women's Wine Tasting Dinner at *Spice Lounge and Restaurant* in Columbus. The evening featured excellent food, great door prizes, and wonderful company in a pleasant atmosphere. The event featured a delicious multiple course meal, with each course professionally paired with an appropriate wine. Because the evening featured typical February Ohio weather, the Columbus area was hit hard by a snow storm, hindering attendance, but we had over 30 people come and enjoy this evening. Proceeds from the event benefited OWBA's Law Student Scholarship, to be awarded at OWBA's 2008 Annual Meeting.



President-Elect Michele Shuster, Sandy Lynskey (OWBA's Long-Range Planning Committee Co-Chair) and Heather Deskins (Rea & Associates, Inc.) enjoy dinner and cocktails with the evening's wine concierge and guests.



Masculinities, Gender Identity and Harassment at Work

March 26; 5:00 p.m.

The 2008 Littler Mendelson Employment and Labor Law Speaker Series
Cleveland-Marshall College of Law – Moot Court Room

Ann C. McGinley
Associate Dean for Faculty Development and Research
William S. Boyd Professor of Law
William S. Boyd School of Law
University of Nevada

Before beginning her teaching career, Dean McGinley spent five years in private practice specializing in civil rights, employment rights and commercial litigation. Among her many articles on gender and employment discrimination are Harassing "Girls" at the Hard Rock: Masculinities in Sexualized Environments, forthcoming in the University of Illinois Law Review (2007), Harassment of Sex(y) Workers: Applying Title VII to Sexualized Industries in the YALE Journal of Law and Feminism (2006) and Discrimination in Our Midst: Law Schools' Potential Liability for Employment Practices in the UCLA Women's Law Journal (2005). For further information: <http://www.law.csuohio.edu/newsevents/>.

***One free hour of CLE credit**

DIVERSITY NETWORKING CONFERENCE

March 4, 2008 • 8:45 a.m.-5:30 p.m.

Ninth Floor Conference Center in Key Tower, 127 Public Square, Cleveland

5.0 CLE hours

This event will provide attendees with the training needed to bring business into their law firms! This will be invaluable to associates in any size law firm and solo practitioners, too. In addition, attendees will network with in-house counsel of important corporations who are looking for women and minority lawyers to work on their pieces of business!

Featuring Keynote Presentation by

- Roderick Palmore, *Executive Vice President, General Counsel, General Mills, and Author of the national "Call to Action"*
- James Diggs, *Senior Vice President, General Counsel, PPG Industries Inc.*
- Philip Harris, *Partner, Jenner & Block, Chicago*

Conference Topics

- Establish and Maintain Successful Relationships with Corporate Clients
- Moving into Leadership Positions in Law Firms
- The Value to Corporations of Having Female and Minority Representation

The conference will conclude with a networking reception with corporate counsel. Participating in-house counsel will receive a "Book of Resumes" of attendees who provide a resume by Feb. 15.

For more information call (216) 696-3525 or go to www.clevelandbar.org.



Thank you to KeyCorp, Signature Corporate Sponsor for this event.



IMPROVE YOUR BOTTOM LINE

Attract, Retain and Promote Women and Minority Lawyers

May 9, 2008 • 11:30 a.m.-5:30 p.m.

Cleveland-Marshall College of Law

Featuring Nationally Renowned Speakers

- James Turley, *CEO, Ernst & Young*
- James Potter, *Senior Vice President & General Counsel, Del Monte Foods*
- Amy Bess, *Partner, Sonnenschein, Nath & Rosenthal LLP*
- Maureen A. McGinnity, *Partner, Foley & Lardner LLC*
- Joan Williams, *UC Hastings, Center for WorkLife Law*

Forum Topics

- The Business Case for Diverse Workforce
- Best Practices to Promote a Work/Life Balance
- Other Barriers Facing Women and Minority Lawyers
- Work/Life Balance Litigation

Sessions will be facilitated by law firm and business leaders and are specifically designed for law firm leaders, including managing partners, recruiting personnel, hiring committee members, and HR professionals.

The Forum will conclude with a networking reception spotlighting women and diversity initiatives in Cleveland law firms.

For more information call (216) 696-3525 or go to www.clevelandbar.org.



In partnership with the Cleveland-Marshall College of Law



THIRD ANNUAL OWBA LAW STUDENT SCHOLARSHIP

The Ohio Women's Bar Association will be granting a scholarship in the amount of \$1,000 to one law student for the 2008-09 school year. The deadline for submission is **March 31, 2008** and the scholarship will be presented to the winner at OWBA's Annual Meeting (date/time and location to be announced).

OWBA Mission:

The Ohio Women's Bar Association, formed in 1991, is the first state bar association that brings together women and men lawyers interested in issues that uniquely affect women. The purpose and goals of the OWBA are:

- Fostering communications and networking among women attorneys.
- Promoting and advancing professional opportunities for women attorneys.
- Promoting the appointment and selection of women to various federal, state and local positions of influence.
- Promoting women as leaders.
- Promoting and providing continuing legal education targeting areas of particular interest to women attorneys.
- Monitoring and supporting government legislation, policies, and practices affecting women.
- Serving as a statewide resource representing perspectives of women in the legal profession.

APPLICATION

Please send applications attention to *Third Annual OWBA Law Student Scholarship*
c/o Ohio Women's Bar Association, 9705 State Road, North Royalton, Ohio 44133-1931.

In the alternative, applications can be emailed to violet@owba.org.

The deadline for submission is **March 31, 2008**.

Name: _____

Address: _____

Phone Number: _____

Email Address: _____

Law School attending and expected graduation date: _____

GPA: _____

Identify involvement in student organizations: _____

Identify involvement in community service/outreach: _____

Personal Statement: Explain in 500 words or less how you have promoted or intend to promote the mission of the Ohio Women's Bar Association.

NOMINATIONS FOR OWBA'S SIXTH ANNUAL
FAMILY FRIENDLY AWARD ACCEPTED UNTIL MARCH 31, 2008

FAMILY FRIENDLY AWARD GUIDELINES

It is the position of the Ohio Women's Bar Association that the advancement of work-life balance in our profession benefits both lawyers and legal employers. As the ABA Commission on Women in the Profession has noted, what many lawyers want is not necessarily to be "part time" but to have "balanced lives" combined with suitable career development. Thus, in an effort to promote and recognize Ohio firms and employers who promote work-life balance, the OWBA accepts nominations and awards the "Family Friendly" Award to a firm/employer each year.

The OWBA has established guidelines for nominations and selection for the "Family Friendly" Award. These guidelines are set forth below and appear in no particular order. These are not mandatory requirements, but are factors which the OWBA feels are important in establishing, promoting, and supporting work-life balance in the legal profession –

- Efforts to recruit, hire and retain female lawyers.
- Women at partnership and management levels.
- Promotes and supports telecommuting. Appropriate work may be completed from home. The firm/employer provides technological support to facilitate telecommuting when appropriate.
- Promotes and supports job flexibility by offering a variety of alternative and creative work arrangements which support work-life balance. Examples include part time, reduced schedules, flex-time, job sharing, and telecommuting. Flex-time options may include allowing employees to work condensed or flexible schedules, such as four day workweeks, a reduced lunch hour with a shortened work day, and the ability to start and leave early or start and leave later than standard hours.
- Supports balanced hours. Examples include allowing attorneys to work individually tailored, reduced schedules that are designed to meet the firm or employer's business needs while maintaining the attorney's ability to have work-life balance.
- Follows proportionality. Attorneys working flexible schedules should be paid in proportion to the work they are doing, should continue to be assigned meaningful, interesting and challenging work, and should be promoted based upon the same criteria as other attorneys.
- Has written criteria for employee eligibility for flexible work arrangements and written criteria for the effect a reduced or flexible schedule has on advancement or partnership track.
- Has a system for tracking data to show the impact, if any, flexibility has on clients or customers as well as employee productivity.
- Respects the employee's schedule, off hours, and family leaves. For example, some effort is made to avoid scheduling mandatory meetings during these times.
- Receptive to and/or has a system in place for working with employees before a leave to map out options for return, while recognizing that decisions are often not made until once leave begins or ends.
- Has a parental leave policy, which may include the following considerations: Three months maternity leave; paternity leave; Option for additional unpaid leave; a "phase back" return to work following parental leave (*i.e.*, an employee has the option to return for half days or part time for a designated period of time following leave.); Equal benefits for adoptive parents.

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- Recognizing and supporting other leaves for family needs, such as parental care, and having in place an elder care leave policy.
- Is supportive of breast pumping for new mothers which may include providing a private location dedicated to needs of nursing mothers.
- Is receptive to taking into account family situations when staffing employees on matters.
- Offers financial assistance to employees with adoption expenses.
- Can demonstrate a pattern of promoting women on part-time/flexible schedules to partner and/or other leadership positions.
- Has family friendly social activities.
- Has reasonable billable hour requirements.
- Has written policies and procedures which address these work-life balance issues and applies such policies and procedures in a flexible and fair manner.
- Management demonstrates support of these policies and procedures.
- Has a designated representative responsible to act as a liaison with employees and ensures fair implementation of the firm or employer's policies.

Any employer nominated previously may be nominated again. Please send nominations to:

OWBA's 2008 Family Friendly Award
Ohio Women's Bar Association
9705 State Road
North Royalton, OH 44133-1931
E-mail to violet@owba.org
Fax: 440-582-2856
Questions: 440-582-2769

Deadline: March 31, 2008

Thank you to the Part-Time Employment Committee for its hard work in formulating these guidelines: Mary A. Cavanaugh, Chair; Jennifer Mingus Mountcastle, Barbara F. Yaksic, Susan Clady and Elise Hara

OWBA's Annual *Founders' Award* to be presented at upcoming Past Presidents/Founders' Banquet in Autumn 2008. Details to be announced.

Ohio's First 100

In Honor of *Women's History Month*, Committee Chair Susan Petersen shares this interesting write-up of Florence Cronise, one of the first women attorneys in Ohio.



FLORENCE CRONISE, Tiffin. Miss Florence Cronise, a member of the Tiffin Bar, is a native of Ohio. She was born in the town of Republic, Seneca County, October 28, 1845. She is of German descent, but her lineage is American for three or four generations.

Some of her ancestors settled in Maryland and Virginia prior to the Revolution. The German orthography of the name was preserved long after the transplanting to this country. Her great-grandfather, Henry Kronise, served in the Colonial Army during the Revolutionary War, and her grandfather, Henry Cronise, served in the War of 1812. The family removed to Ohio and settled in Seneca County in 1827, among the first settlers in the neighborhood.

The early education of Miss Cronise was received at home, and later she attended Heidelberg College (now University) at Tiffin. This is the western educational institution of the Reformed Church. She was a student there five years, completing the regular classical course, and was graduated as a Bachelor of Arts in 1865. In 1870 the degree of Master of Arts was conferred upon her by reason of continuance in literary and educational pursuits. For six years after graduation Miss Cronise devoted

herself to teaching, most of the time at Princeton, Illinois, as teacher of mathematics in the township high school. At the end of that time, having returned to Ohio, she accepted the position of principal of the high school at Tiffin, with the understanding and agreement on the part of the board of education that she was to receive the same salary as a male teacher for the same grade of work. At the end of the year the board was unwilling to carry out its agreement except on the condition that she would continue in the position five years. She declined to accede to the new condition, and abandoning school work, entered upon the study of the law. Three months later the school board sought ineffectually to re-employ Miss Cronise, offering her the position of principal of the high school at a salary of \$1,000.00 per annum, unconditionally. The offer was declined with thanks. She had deliberately formed the purpose to devote all of her time and talents to the law, which she had already been reading for some time in rather a desultory manner.

In the furtherance of her resolution she entered the law office of Judge John McCauley in 1872, and pursued her studies under his instruction until she was admitted to the Bar, after an examination before the District Court at Kenton, Ohio, in September, 1873. Without any delay she commenced the practice in partnership with her sister, in the firm of N. & F. Cronise. In the course of a year her sister withdrew from the partnership to marry N. B. Lutes, a prominent lawyer of Tiffin, and become one of the firm of Lutes & Lutes. For about eight years thereafter Miss Cronise continued in practice alone and succeeded in building up a profitable business supported by an excellent clientele. In 1882 she admitted to a partnership Miss Edith Sams, who had studied law in her office, forming the firm of Cronise & Sams. This relationship was also broken by the marriage of the junior partner. Since that time Miss Cronise has continued to conduct a general practice alone. She has devoted herself almost exclusively to civil business, and has managed cases in court with gratifying success. She has displayed real ability in the profession, both in the preparation of pleadings and the conduct of litigation. Calm, dignified, earnest in manner; clear, dispassionate, logical in style, she makes a strong argument before court or jury. Without any show of pedantry, she chooses from an extensive vocabulary the familiar words which will most clearly express her meaning, most readily be understood by a jury, and hence most effectively impress her argument. There is method in her speech, which is plain and simple rather than ornate. She has a genius for the law and is a good counselor.

Miss Cronise was for eight years a member of the city board of school examiners, and for many years a member of the city board of examiners. She was nominated in 1895 as a candidate for membership in the board of education, by the Republican party, of which she is a supporter. Complying with a request of the editor for information, a prominent Tiffin judge contributes the following:

"Miss Cronise first obtained a collegiate education, and was really a good scholar. She seemed to have taken most interest in mathematics and languages, and paid less attention to the trifling and effeminate studies in the course. After she left college she taught for a year or two in a high school, and could have continued teaching on very favorable terms. But she gave it up and began the study of law. From the beginning of her studies she showed unusual ability to understand it, and with the mature scholarship she went rapidly through a course of legal study, and when she was admitted to practice she was really a well disciplined and well educated lawyer. She has now had perhaps twenty years of practice, and is very capable to try any case. She is to-day capable to be a very efficient judge of any court in the State. She is not a voluble talker, nor an eloquent one. She makes no effort to talk learnedly; is free from any affectation. She attends mainly to the logic and reason of her case. Her real worth of character amply protects her from the unpleasant things that might be sometimes said by an opponent wanting in delicacy. She is a good lawyer-I think probably there is not a better woman lawyer than she in the whole country."

Another judge says: "Miss Cronise entered the profession at a time when women in the law were not regarded with that favor accorded them in later years; but by her force of character, ability and close attention to business, she made rapid advancement, until to-day her position at the Bar is second to none. All members of the Tiffin Bar recognize the fact that whatever she has to do is done at once; and while courteous to all, professional courtesy is never permitted to interfere with the interests of her clients. She never enters upon the trial of a case without giving the closest attention to the law and the evidence, and she has a clientele and success that place her on a level with the foremost in the profession." ■

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