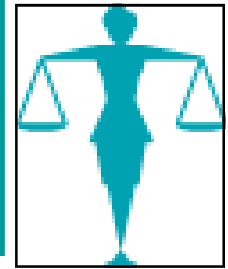


It is the mission of GAWL "To enhance the welfare and development of women lawyers and to support their interests."



March 2008

***The Pink Ghetto:
What happens when we get what we want?***

By Lee Tarte Wallace, President, GAWL

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A few years back the New York Times published an article about women in the law. It posed the question: as law schools accept larger and larger percentages of women, will law become a pink ghetto when women are fully integrated in the practice?

A "pink ghetto" is a prestigious profession, formerly dominated by men, that becomes increasingly female. Some obvious examples are secretarial, nursing, and teaching jobs. As the jobs become dominated by females, their relative salaries and prestige drop.



Lee Tarte Wallace is the President of GAWL.

Regardless of how many women become lawyers, I think law is not now, or ever, at risk of becoming a pink ghetto.

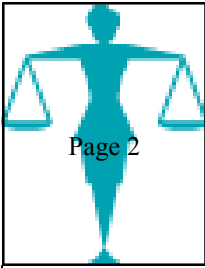
I sit on the disciplinary rules committee of the Georgia Bar. In the late 1990's, we wrote the first-ever set of ethics rules for Georgia lawyers. Under the rules we wrote (which were modeled on

the ABA rules), lawyers were not allowed to form business relationships with non-lawyers.

But several years back, the Bar's Executive Committee asked us to consider the question: should lawyers be allowed to form professional corporations with professionals other than lawyers? The possibilities are endless. For example, a lawyer might hook up with an accountant to offer full business services to clients, or a lawyer might join chiropractic or medical practices that provide medical care to injured clients.

At the time the change was proposed, the chief argument in its favor was that it was going to happen with or without our sanction: clients demanded full service, and in the end, lawyers would provide what the clients demanded.

Some on our committee opposed the idea because they saw law as a profession that stood apart, uniquely devoted to the service of justice. They saw the potential for the legal profes-



CardScan: Making You Look Good With The Details

By Heather C. Wright

The Wright Firm, LLC

www.thewrightattorneys.com

If you are like me, everything you learned about marketing your practice you learned on the job. Effective marketing is just another aspect of law practice that is never spoken of in law school, but is integral to your success as an attorney. Two years ago, I started my own practice with little more than a couple of clients and a computer. I quickly learned that I was going to have to keep up with a lot of details; the most important of which were details regarding potential clients. Kids' names, hobbies, and club memberships are all

GAWL's
Next Monthly
Meeting is
March 18th
At Noon
At Twelve at
Atlantic
Station

Visit
gawl.org
regularly.

Forward this
newsletter or
an e-blast to a
friend!

The Community Service Committee Breaks New Ground

Although infantile, the GAWL Foundation's Community Service Committee has hit the ground running, setting up a monthly community service event since its inception and coordinating with other organizations to expand its reach.

Co-chaired by Tammy Bouchelle, Myra Mormile, Lindsey Verity, and Erika Young, the Committee started in September and, ever since, it has hailed pioneering events, from GAWL's return visit to the Georgia Center for Children's PGA Tournament in September to an inaugural **Project Pipeline** seminar coming up in April.

Each month, the Committee has set the stage with something different than ever before seen – having volunteers assist with a health fair as part of Help the Homeless Day, lending a hand on Martin Luther King Jr.'s Service Day (to the shock of many a big firm partner), and by taking new and advantageous strides with **“GAWL on the Move,”** a group that will be participating quarterly in charity walks and runs across the state. GAWL on the Move eagerly awaits its

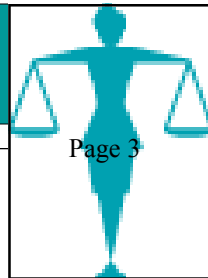
first event as the selective search has begun for that first race where women clad in pink will run or walk for a good cause. Equally alluring is the Community Service Committee's push to coordinate with other organizations, such as the Georgia Association of Black Women Attorneys (“GABWA”). On February 24, GAWL and GABWA touched the lives of 3rd through 8th graders participating in the Cool Girls program with a trip to the High Museum.

Upcoming events include the Statewide Day of Service in March; in April, Project Pipeline at John Marshall School of Law, a seminar that will be geared to pre-teen children that will teach the girls a little bit of law and a lot of leadership; in May, a Habitat for Humanity build with GABWA; and, in June, the Girl Scouts Project, where the Committee will coordinate a two-day event for Girl Scouts troops to receive their law and order badge. The Community Service Committee is always looking for new members.

Interested? Please contact Myra Mormile at (404) 853-8335 or myra.mormile@sablaw.com.

HOW YOU CAN SUPPORT THE JUDICIAL PAY RAISE BILL

by Jessica J. Harper and Maria Sheffield



In GAWL's January, 2008 newsletter, Lee Wallace and Randy Evans eloquently outlined the need for increased judicial salaries. As pointed out in their article, "[r]espect begins with fair and meaningful compensation." Perhaps you've been so busy practicing law that you've done little or nothing to study or enact it. If you aren't sure what action is needed to support HB 119, try the steps below:

Educate yourself. During this legislative session, newspapers, blogs and Sunday morning political talk shows are full of information about pending legislation. For information on particular legislation, simply go to <http://www.legis.state.ga.us/> and search.

HB 119 was transferred to the Senate on February 13, 2008. If the Senate ultimately passes the legislation with no changes, then the legislation will go to the Governor for signature. If the Senate makes changes to the legislation, then a conference committee is appointed (members from both the House and the Senate) to work out their differences. The judicial pay raise bill would provide for the following annual salaries:

<i>Judicial Level</i>	<i>From</i>	<i>To</i>
Georgia Supreme Court Justice	\$139,418	\$170,500
Georgia Court of Appeals Judge	\$138,556	\$169,500
Superior Court Judge	\$99,862	\$128,400

Communicate. When was the last time your legislator heard from you via telephone, email or letter? To search for your legislator's name and contact information, go to <http://www.legis.state.ga.us/>. Consider the following simple message:

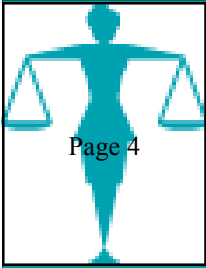
Re: Support HB 119 (Judicial Pay Raise)

Dear _____:

As your constituent, I am in favor of HB 119 and ask that you support this bill as well. As a member of the Georgia Association for Women Lawyers member and an attorney in practice for ____ years, I have seen first-hand how important it is to have a qualified independent judiciary. Our judges' pay is far from commensurate with their counterparts in the private sector. The pay raise recommended in HB 119 is an important step in remedying this inadequacy.

Get involved! If you are interested in joining GAWL's Legislative Committee, please contact its Chair, Patti Elrod-Hill at pelrodhill@bellsouth.net or Vice President, Public Affairs, Jessica Harper at jharper@brawlaw.com. This committee is active and collaborates with other groups.

In addition, consider contacting and joining groups that lobby for laws of interest to you. For example, GAWL members have also been invited recently to the Mayor's Breakfast Roundtable, "I Am an Advocate: Legislative Advocacy Skills for Women, by Women, on Women's Issues." This event was co-sponsored by Atlanta Women's Agenda and the League of Women Voters of Georgia, the Roundtable will be held at City Council Chambers, City Hall, 55 Trinity Avenue, S.W., Atlanta, Georgia 30303.



Pink Getto (con't from Page One)

sion to be run by huge conglomerates that saw law as a profit-making center, not as a profession. I wholeheartedly agreed with them, but I also saw an additional risk: the law could easily be turned into a pink ghetto, where accountants ran law firms, and women worked, perhaps for gentler hours, but for greatly reduced prestige, power, and compensation.

Our committee's only job was to draft a proposed rule, which could be accepted or rejected by the Executive Committee of the Bar. We did what we were asked, although, because many of us voiced strenuous objections, the rules we drafted were strict and narrow. Fortunately, the Executive Committee made the right choice: even the narrow rule changes we had proposed were rejected.

I do not believe that the profession of law will become a pink ghetto. Regardless of how many women or men occupy our ranks, lawyers serve as the guardians of justice itself. Our society cannot operate without justice, and so I believe, in the end, law will never become a pink ghetto. Law's prestige arises from our desperate desire to live in a just society -- and that desire transcends gender, and always will.

Lee Wallace practices plaintiffs' personal injury and whistleblower law in her own firm, the Wallace Law Firm, LLC. www.thewallacelawfirm.com.

Ruby Crawford, A GAWL Legend

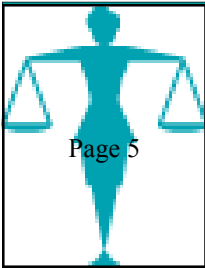
*Article by Heather C. Wright
Based upon Interview by Joan M. Gutermuth*

She is one-half of a dynamic duo. GAWL Legend, Ruby Crawford is one woman who never let gender roles get in her way. Alone, she was an anomaly for her times. Fortunately, Ruby Crawford did not have to go it alone; she had a little help kicking in doors - her identical twin sister, Ruth.

Nicknamed the "Twenty-Four-Hour Crawford Twins," Ruby and Ruth Crawford are two of GAWL's torchbearers. In a State where women did not have the right to practice law until 1916, Ruby and Ruth Crawford were undaunted. Born identical twins in Temple, Georgia, a little town forty miles west of Atlanta, Ruby and Ruth Crawford were never dejected. At every turn, in each endeavor, they had each other.

In a time when women were expected to stay home with their children, the Crawford Twins succeeded in not just law, but several male-dominated professions. As bankers, lawyers, realtors, and accountants, the Crawfords achieved individual success in their careers in spite of the barriers set before them.

In a time when women were not allowed to attend Georgia Tech or Emory, the Craw-



Taking a Seat at the Table

By Alisa Cleek

Leadership is more than a title. When I became a partner at Elarbee Thompson, I was one of the youngest attorneys to ever make partner. I was not comfortable with just the “title” of a leader within our firm; I wanted to utilize my leadership abilities and work with the decision makers of the firm.

Attending my first partnership meeting was intimidating. When I entered the conference room, I realized that the table was not large enough for all the partners to sit at during the meetings. I realized that the newer partners sat away from the table, while the partners who sat at the table were the partners who were influencing key decisions about the direction of our firm.

I had to make a decision to either sit at the table or sit with the newer partners. Despite my youth, I decided to take a seat at the table. My fellow partners were not surprised at my decision. You see, early in my career, I had been labeled the “change agent” of our firm, the person always challenging the firm to improve processes and service to stay ahead of the competition. What the partners would have noticed is if I had chosen not to sit at the table. I knew I had to hold myself out as a leader in order to be an influencer in the firm. What I decided to do once I had a seat at the table would be the true test of my leadership abilities.

Alisa Cleek is a partner with Elarbee Thompson in Atlanta. She specializes in management side employment law, representing clients in arbitration and litigation, as well as preventive counseling. She can be reached at 404-582-8467.

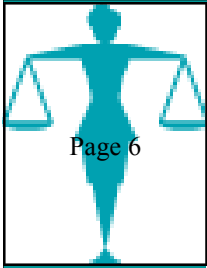
GAWL Legend. (Con’t from Page 4)

fords set their sights on medicine, not law. And, while Ruby and Ruth each wanted to be doctors, they “came along in the years of the Depression when there was just no money available to go to college or medical school and there were no scholarships available or student aid, so we thought we’d work and make enough money to go to medical school, but it just didn’t turn out that way.” So the Crawfords started working at a local bank. To obtain the requisite banking credentials, the ladies attended several law courses, instilling in both Crawfords an interest in law. We said “well, if we can’t go to medical school at least we can go to law school.” So, the Crawfords attended Atlanta Law School at night while working in banking during the day.

After law school, both sisters were employed by banks and other businesses, laboring together in many arenas. During her career, Ruby taught in several forums, including the American Institute of Banking, teaching the same law classes that inspired her interest in law. Throughout her career, she also guest-lectured at Emory Law School on several occasions, even though she had been denied admission from the school as a student.

Like many of Georgia’s female lawyers, the Crawfords were dedicated to helping others.

My twin and I were raised to be givers and not takers. And our parents always taught us that what we had in life was what we give. . . . So my twin and I always tried to live



Ruby Crawford, GAWL Legend (con't from Page 5)

up to that knowing that what we have is really what we give to others. And so we've always tried to work in attention to less fortunate people, homeless people, elderly people, particularly we were interested in, and trying to make their lives better for them. And, of course, that was the greatest payment we could get was seeing the happiness that those things brought to other people. But we didn't expect any sort of recognition or acclaim because of it . . ."

In that spirit, Ruby has contributed in our community in a variety of endeavors, from acting as a hostess at Mary Mac's Tea Room to rolling up her sleeves and serving dinner at Atlanta's homeless shelters. The Crawfords became twin fixtures in Atlanta.

The Crawfords first became involved in GAWL after being admitted to the Georgia Bar. At that time, the few female attorneys in Georgia belonged to a legal sorority, Delta Sigma Gamma, and each looked forward to joining GAWL, once they passed the Bar Exam. When Ruby joined GAWL, membership was limited to mostly Atlanta lawyers as there were no chapters in other cities or counties at the time. She often remarks at how much the organization has grown to serve women outside of Atlanta. She hopes that such growth will continue.

Based upon her avid support of GAWL, in 1954, Ruby was elected President of GAWL. Ruby remembers her term fondly, stating:

I guess I'd been so active in the Association and doing all the jobs and committee assignments and other functions that we were called upon to do in the Women Lawyers. The nominating committee apparently thought I would make a good President or else they were desperate, I don't know which one, I guess it was desperate. So they asked me to be President, which I did, and I certainly enjoyed my year and the year leading up to it too - it was a very busy year.

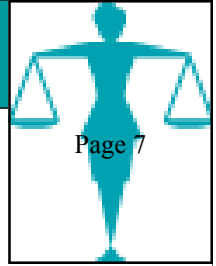
"I am proud of the fact that I'm a lady, but I don't expect special favors just because I am."

- Ruby Crawford

It was indeed a busy year as GAWL members were instrumental in passing legislation that granted women the right to sit on Georgia's juries. "I was President-Elect when that law was passed, and we were absolutely jubilant and elated that we were finally able to get it passed, because we felt like women were not treated as first-class citizens by not being able to serve on juries." Remembering the push for that legislation, Ruby jokes that the legislation was ultimately a success because Georgia's male legislatures were worn down by Georgia's few women lawyers. "Well, it was probably to get us off their backs. (Laughter) I think they decided that women were not going to go away and they were here to stay, so they might as well let them serve on juries." Interestingly, Ruby Crawford does not consider herself a "feminist." As she puts it, "I am proud of the fact that I'm a lady, but I don't expect special favors just because I am. I expect to be treated fairly, but I don't really consider myself a feminist."

Shunning accolades for breaking down barriers, Ruby admits that things are much better for young women lawyers today, but not completely equal. She hopes that in the future Georgia's women lawyers will be treated equally to their male counterparts, receiving equal pay for equal work. Even though Ruth passed away, her message is still the same:

GAWL Legend (con't from Page 6)



Go for it and that women can do anything, they can accomplish anything they really want to do. They just have to get their priorities straight and let nothing stand in the way of achieving whatever they want to do and being successful lawyers. Just don't be daunted or discouraged, just go out and do the very best job they can and eventually, recognition will come to them. But, I think they've got to work hard, maybe more than the other people, but I think that if you really want to do something, you can do it. Just set your priorities straight, decide on what you really want to do and do it. Don't let anything interfere with it.

Those inspiring words come from experience born of hard work and sacrifice. They speak to each of us as we belong to a generation where our law school classmates include many women, numbering more than fifty percent of the average law class. In their day, the only confidant that Ruby and Ruth Crawford had was each other. But what a vigorous pair they proved to be. Even though challenges still exist for GAWL members, the Crawfords certainly did a lot to open doors for each of us. So on September 9th of this year remember the Crawford sisters and their contributions to our profession fondly as on that day Ruby Crawford will have been a member of the Georgia Bar for sixty years. If only each of us accomplishes so much in our careers, Georgia will be a better place.

Happy Anniversary, Ruby.

Heather C. Wright is the owner of The Wright Firm, LLC, a general civil practice on the web at www.thewrightattorneys.net. Her primary practice areas include: business law, litigation, and family law.

Well, It's About Time!

On March 3, 2008, GAWL will release its report entitled **"It's About Time II: Examining Flexible Work Arrangements from the Attorney's and the Firm's Perspectives—A study of Part-Time Policies In Georgia Law Firms."** The report examines flexible work arrangements at law firms with 10 or more attorneys in Georgia and survey responses from more than 400 attorneys. The report concludes that flexible schedules and part-time policies are crucial to recruiting, retaining, and developing leaders in the legal profession. "It's About Time" presents fair and practical solutions for lawyers seeking alternate work schedules and law firms providing them.

Join fellow GAWL members at Kilpatrick Stockton in Atlanta on **March 20th from 5:30—8:00 p.m.** for networking at 5:30 and a panel discussion on the report, "It's About Time II" at 6:30 p.m.

The panel discussion will be moderated by Lee Wallace, GAWL President, and will feature women attorneys and an author who are all well-versed in matters of flexible work arrangements: Diane Prucino, Co-Managing Partner of Kilpatrick Stockton LLP; Lovita Tandy, Diversity Committee Chair of King & Spalding; Stephanie Crosse, Counsel at Aflac, Inc. and Columbus Chapter President of GAWL; and Penelope Huang, PhD, the author of IT'S ABOUT TIME II and professor and research consultant on gender equity issues.

To register, please visit: <http://www.kilpatrickstockton.com/news/events/invite.aspx?EventID=923>



Cardscan (con't from page 2)

important details when you are gaining clients and building business relationships that last. That's when a friend turned me on to CardScan at www.cardscan.com.

CardScan is an electronic business card scanner and software that makes keeping up with contacts easy. There are several scanner models, each possessing a different capacity for scanning. When cards are scanned, the scanner captures the image of the card as well as the information contained thereon. The software then converts the scanned image into a format similar to most database programs. You can categorize contacts into any number of categories for easy recall of particular details regarding the contact. You can also synchronize your CardScan contacts with Outlook and your PDA.

Online storage of your contacts is another feature of CardScan that is called "At Your Service." This service allows storage of your contacts on your desktop PC and online to prevent against accidental loss. With At Your Service you can view and update your contacts on the web and set up At Your Service to automatically send update e-mails to your contacts, requesting confirmation of each contact's information. The update service e-mails your contacts each quarter to confirm their information, and then updates your database automatically. It is a very unobtrusive and confidential way to keep up-to-date information on your contacts and clients.

CardScan offers easy information management. You can scan several cards in just a few seconds, and then search and organize your contacts, syncing with Outlook/Outlook Express, Palm, Windows, and many mobile devices. When you go to marketing meetings and cocktail parties, collecting cards from prospective clients and referral sources, you can quickly enter that data into your contacts and follow-up with those individuals more easily. You can create lists for where you met each contact and send notes or mailings addressed specifically to a particular individual or group based upon common interests. CardScan saves a lot of time when building your personal database. Certainly, building an efficient and effective database is a good way to effectively market your practice regardless of the size of your firm, leaving you time for the rest of your on-the-job training.

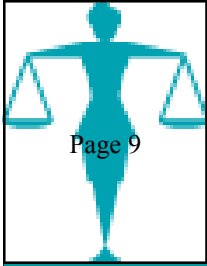
Heather C. Wright is the owner of The Wright Firm, LLC. Her primary practice areas include: business law, civil litigation, and family law.

Member Appreciation: "Swing Into Spring"

Ann Taylor Loft at Atlantic Station is hosting a fun Spring event exclusively for GAWL members on **Saturday, April 19th from 10 a.m. to 1 p.m.**

At this event, Ann Taylor Loft will provide GAWL members fantastic hors d'oeuvres, a 15% discount on all purchases, a 20% discount on purchases of \$100 or more, and honor any current in-store promotions.

Save the Date! RSVP details will follow.



TRANSITION INTO LAW PRACTICE PROGRAM

Douglas Ashworth, Director

BEGINNING LAWYER LISTING (UPDATED 02.26.08)

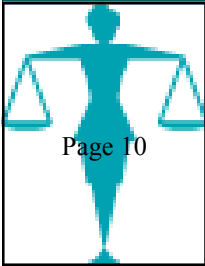
This is a listing Of Georgia Beginning Lawyers who are taking the bold step of “Hanging Out A Shingle” as a Sole Practitioner. Despite their business establishment, each Beginning Lawyer still must comply with the Transition Into Law Practice Program (“TILPP”) requirements.

Because each of these Beginning Lawyers, listed below, are starting a new business and learning the practice of law at the same time, a one-on-one pairing with an experienced attorney is important. Finding a mentor who has traveled the same path previously could make a critical difference for the Beginning Lawyer’s success and retention in the profession.

The TILPP has anecdotal experience that more newly admitted females fall into this category of being a sole practitioner immediately after being sworn into the Bar. Please consider serving as an Outside Mentor. For more information about serving as an Outside Mentor, call Doug Ashworth or go to:

http://www.gabar.org/programs/transition_into_law_practice_program/volunteer_to_serve_as_a_mentor/

New Atty	Location	Practice Areas	Education	Experience
Ms. N.L.	Snellville	General Practice.	Howard Univ. (JD) Hampton Univ. (BA)	1 st time Biz Owner Previously: Teacher; Insur- ance Underwriter; Paralegal and title examiner
Ms. C.B.	Warner Robins (Needs contacts in area)	General with em- phasis on family, probate.	North Carolina Central (JD) Chief of Editorial Bd. Of Law Review Spellman (BA)	1 st time Biz Owner Previously: High School Teacher
Mr. S.E.	Marietta (Needs contacts in area)	Family Law	John Marshall (JD) Kennesaw State (BA)	Straight through school
Ms. R.W.	Decatur (Needs contacts in area)	General Practice	Regents Univ. (JD) Pacific Union Col- lege (BA)	1 st time Biz Owner Previously: Im- port-export Busi- ness; legal aid.
Ms. M.T.	Marietta (Needs contacts in area)	General Civil Prac- tice – emphasis in family law; disabili- ty and discrimina- tion.	UGA (JD) Kennesaw State (BA)	1 st time Biz Owner



GAWL Hosts Mixer and Work-Life Balance Program for Area Law

On January 31st, law students from Emory, Georgia State, John Marshall, Mercer, and University of Georgia came together for a combination mixer and educational event hosted by GAWL. GAWL Diamond Sponsor Alston & Bird graciously provided the venue for the program and assisted with catering for the event, which was attended by **more than 100 law students and attorneys.**



Holly Miller Gentry (speaker) & Taylor Davis (1L from Emory)

GAWL President Lee Tarte Wallace of The Wallace Law Firm opened the event with remarks about GAWL and the importance of balanced work-life options for those in the legal profession.



Left to right: Jessica Harper, Alan Thomas (1L GSU), Kathy Harrington & Toni Castel.

After attendees had an opportunity to mix and mingle, they were given a sneak peek at the results of GAWL's "It's About Time II" study (IAT II) by Public Affairs Co-Chairs Holly Miller Gentry of Jeyaram and Associates and Alicia Jones of Kilpatrick Stockton. The initial IAT study provided a backdrop for showcasing the results from the more recent IAT II study, which is scheduled to be officially unveiled during a panel presentation at Kilpatrick Stockton on March 20th.

The program was organized by GAWL Programs Committee member Kristi Wallace of Smith & Carson, Inc., and GAWL Membership Chair Kathy Harrington of Harrington & Harrington.

"It's About Time II"

Read the Report online beginning March 3, 2008 at www.gawl.org.

Find out if attorneys can practice Part-Time and whether they can do so successfully.



Dr. Wilson Trivino (guest of David Trivino from Mercer), Sara Doyle (Holland & Knight partner), David Trivino (2L from Mercer), and Susanna Patterson (2L from Mercer)

Upcoming Events in March

March 6, 2008. Dunwoody Neighborhood Networking Breakfast is at 8:00 am at Goldberg's Deli. RSVP directly to Mary Beth Hebert at mbhebert@lawyer.com.

March 8, 2008. Lobby at Twelve, Atlantic Station. Board mini retreat. 9:30 am - 2:30 pm.

March 11-April 15, 2008. The ABA Section of Real Property, Trust and Estate Law presents a program series on the technical and practical aspects of trust and estate law and estate administration practices in Georgia. The program is designed to benefit to those who may be looking to shift career focus or broaden their working knowledge in this practice area. Presentations take place on Tuesday evenings, from March 11 to April 15, 2008, from 6:30 p.m. to 8:30 p.m., at the State Bar of Georgia Conference Center, 104 Marietta Street, NW, in Atlanta.

March 26, 2008. Intown Neighborhood Networking Breakfast; 7:30 am at J. Christophers on Ponce de Leon. Please RSVP directly to Ellen Malow at ellen@malowmediation.com.

March 27& 28, 2008. The Decatur Neighborhood Networking Breakfast is Thursday, March 27 AND Friday, March 28, 7:30 a.m. at Sweet Melissa's. Please RSVP directly to Jessica Harper jharper@brawwlaw.com.

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Hudson Legal

Gwen P. Newsome

Martha O'Brien of Edward Jones

Owen Gleaton Egan Jones & Sweeney

Pope McGlamry

Kilpatrick Morrison & Norwood

The Cauble Center for Skin Care