

Spring 2010

Volume XXXIV, Issue III



With Equal Right[®]

The Official
Journal of
Minnesota
Women
Lawyers

Featuring

- The Leadership Project
- She Who Would Giants Fight
- Diversity In Practice: How Are We Doing?

Our Mission

To secure the full and equal participation of women in the legal profession and in a just society.

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With Equal Right is the official quarterly publication of Minnesota Women Lawyers, 600 Nicollet Mall, Suite 390B, Minneapolis, MN 55402

Articles do not necessarily represent the opinions or beliefs of MWL or any person other than the author.

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Printing:
First Impressions Group, Eagan, MN

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from the President



Megan Hertzler
2009-2010 MWL President

Over the last three President’s columns in *With Equal Right* I have pointed to numbers and examples that demonstrate that women continue to be significantly under represented in leadership positions within the practice of law. I have offered this information in support of a continued call to action for MWL members, and as an impetus for the changes that have begun in support of implementing MWL’s strategic plan. I am proud of the efforts MWL has undertaken in the last nine months since the approval of our strategic plan. Our self-assessment has resulted in changes to our structure, a realignment of our focus, and a greater emphasis on leadership development and pipelines. I believe that these efforts build a strong foundation for the organization as it works diligently toward fulfillment of our mission.

But putting the structure in place is not enough. In this last column authored as your President, I continue to challenge each one of us to take an active role in increasing the numbers of women leaders in this profession. Diversity in the legal profession is a journey and not a destination.¹ Even after the MWL strategic plan taskforces complete their recommendations and its Board moves to implement any final changes we will still need your energy, commitment and ideas to advance women in this profession.

The following example from the *White House Project Report* demonstrates why greater numbers of women in leadership make a difference. Using the U.S. Supreme Court as an example:

One woman is newsworthy — she’s a first.

Two is better — but still an exception, not the rule.

Three out of nine — one in three — stops being unusual.²

It is clear that the numbers will matter when it comes to the perception of women lawyers. Numbers also serve as an important influence on other women as they perceive their options for advancement and assess the potential for their success. For this reason, increasing the number of women in leadership roles has become a primary goal of many women’s advocacy groups.

We as Minnesota women lawyers have powerful examples in the women who came before us. From Judge Diana Murphy³ to Judge Magistrate Susan Richard Nelson,⁴ Justice Rosalie Wahl⁵ to former Chief Justice Kathleen Blatz,⁶ Charlotte Farrish⁷ to Marianne Short,⁸ and Lena O. Smith⁹ to Ramsey County Attorney Susan Gartner.¹⁰ These women and others provide tangible support for the conviction that women lawyers can and do succeed in this profession.

But more is needed. We must reach a critical mass of women in leadership roles.¹¹ Otherwise, to paraphrase Ms. Eleanor Acheson’s comments at the 15th Annual Rosalie Wahl Leadership Lecture last Fall, our women leaders are enthroned in “gender splendor” as a singular representative within a defined group. Such an outcome does not represent parity with our male colleagues or our growing numbers within the profession. It is only through achieving critical

mass that we will no longer be seen strictly as women lawyers, but will also be perceived as managers, leaders and effective decision makers. Such an outcome benefits us all.

To have a measureable impact on the number of women lawyers in leadership requires all of our commitment, but I believe the effort is manageable. We must seek opportunities to: mentor each other; enhance the image of other women lawyers who are also striving to succeed (however success is defined by that woman) by calling out their skills and celebrating their successes; network with each other; and invest in the knowledge and confidence of our women colleagues. And whenever possible, we must combat the perpetuation of bias and stereotype. These initiatives can occur at any level and be carried out by both individuals and groups — but it is only through such efforts that we will affect change.

It has been an honor and privilege to meet and work with the many talented MWL members over my term as your President. I look forward to working with President-Elect Liz Cutter as we continue to identify how to fulfill MWL’s mission by advancing women in the profession and striving for a just society.

¹ See ABA Presidential Initiative Commission on Diversity, *Diversity in the Legal Profession: The Next Steps*, American Bar Association, 2009–2010, at 31 (stating “Diversity must be seen as an ongoing practice, and not an end-state. It requires sustained long-term commitment, leadership, innovation, and continuous financing. Like financial planning, marketing and client relations, diversity must hold a permanent position within legal organizations’ standard operations.”), available at http://new.abanet.org/centers/diversity/PublicDocuments/Diversity_Summary_Report.pdf.

² The White House Project, *The White House Project Report: Benchmarking Women’s Leadership*, Nov. 2009, at 14, available at <http://www.thewhitehouseproject.org/documents/Report.pdf>.

³ Judge Murphy was the first woman appointed to the US Court of Appeals for the 8th Circuit. Federal Judicial Center, <http://www.fjc.gov/public/home.nsf/hisj>.

⁴ Judge Nelson has recently been nominated to the US District Court for the 8th Circuit. More information on her nomination is available at <http://www.mwlawyers.org/judicial-news.htm>.

⁵ Justice Wahl was the first woman appointed to the Minnesota Supreme Court. Minnesota Historical Society Library, http://www.mnhs.org/library/tips/history_topics/123rosalie_wahl.html.

⁶ Justice Blatz was the first woman appointed Chief Justice of the Minnesota Supreme Court. Minnesota Legislative Reference Library, <http://www.leg.state.mn.us/legdb/fulldetail.asp?ID=10065>.

⁷ Ms. Farrish practiced from 1926 until 1989, and was one of the first women to establish a successful law practice in Minnesota. See Jessica Thompson, *The 100 Most Influential Minnesota Lawyers of All Time*, Mpls. St. Paul Magazine (originally published in “Minnesota Law and Politics”), available at <http://www.mspsmag.com/law/toplawyerslawfirms/104168.asp>.

⁸ Ms. Short is managing partner of Dorsey & Whitney, an international law firm of over 650 attorneys. Her bio and practice information is available at http://www.dorsey.com/short_marianne/.

⁹ Ms. Smith was the first African American woman licensed in the State of Minnesota and an active civil rights leader. See Thompson, *supra* note 7.

¹⁰ Ms. Gartner is the first woman to hold the position of Ramsey County Attorney. Her bio is available at <http://www.co.ramsey.mn.us/attorney/susanbio.asp>.

¹¹ The White House Project, *supra* note 2, at 13. The *White House Project Report: Benchmarking Women’s Leadership* discusses this concept of “critical mass,” borrowing it from nuclear physics: “It refers to the quantity needed to start a chain reaction, an irreversible propulsion into a new situation or process.”



Alanna K. Moravetz

Alanna K. Moravetz has worked in human and organizational development for over 20 years as an educator, trainer, consultant and coach. Alanna is an attorney and a certified coach whose experience includes serving as the Director of Education and Organizational Development for the Minnesota Supreme Court. In addition to owning her own consulting firm, Alanna presently serves as the Director of Career and Professional Development at the University of St. Thomas School of Law.

The Leadership Project: Developing Potential from the Inside-Out

By Alanna K. Moravetz

I once described the inside-out process of developing leadership skills to a colleague. The response I received was interesting. "Oh that's too personal," she said. I have to disagree because, leadership, and more correctly *effective leadership* is intensely personal. That's the premise The Leadership Project begins with. It's a project that I—and MWL believe could be transformational for the careers and personal lives for us as legal professionals.

That's a big statement, isn't it? I don't say it lightly. Let me instead, paraphrase something one of my clients (also a lawyer) confided one day. She said, "After years of therapy this leadership coaching clarified my understanding of my work and my strengths way beyond what I have ever experienced."

Now, that's a nice compliment and I liked it. But the power of her words for me had less to do with my coaching prowess or my experience than it had to do with the indisputable personal strength that comes with learning leadership skills based on your individual characteristics. And, MWL and I intend to bring that outcome to workshop participants through The Leadership Project.

The facts/stats about women in leadership roles in the legal professions

The White House Project Report/ Benchmarking Women's Leadership surveyed the current state of women leadership in ten different fields. Law did not do well.

Despite being nearly half (48 percent) of law school graduates, women make up only 18 percent of law partners and only one in four judges.

Women lawyers' salaries are slipping compared to men's, at every level. Men who are of counsel lawyers earn about \$20,000 more than their female counterparts; male equity partners take home \$90,000 more than their female equivalents.

While the confirmation of Sonia Sotomayor in 2009 as the first Hispanic Supreme Court Justice is momentous, as a matter of math two out of nine justices translates to only 22 percent female representation.

The representation of women of color in law is among the worst of any of the 10 sectors in this report. Women of color account for less than two percent of partners in major law firms and of Fortune 500 general counsels.

Couple that with statistics that show high rates of dissatisfaction and depression among lawyers, job losses, firm closings and you have a clear picture of a profession desperately in need of change. Studies show a diminishing public trust in lawyers and the legal profession. And, there is an alarming level of attrition of women in leadership roles.

We need change that will help the profession thrive, and that includes the professionals who work day to day in it. That means changing how we lead, and doing it, as the workshop title suggests, from the inside-out.

Leadership Development is Inside-Out

Inside-out is a descriptive term for the process of developing your potential, and the resulting success that follows from it. I've learned over the years that in the legal profession, a major cause of job dissatisfaction is the activities and

progress of colleagues, the perceived competition between them. In other words, when professionals view success comparatively, they are measuring their results based on someone else's standards! That just doesn't work. It's a fear-based pattern of behavior that breeds not only competition, but eventually self-doubt and sometimes self-contempt. When your behavior is determined by the actions of others; you are not relying upon your inherent character strengths or skills for sound decision-making and success. Inside-out, on the other hand, means starting with who we are, not what we do, and certainly not what others do! It's about authenticity.

That's where it starts, with who we are, what our strengths are, and what is impeding our progress toward becoming more effective in our personal and professional lives. So, we start inside, recognizing our character strengths, our experiences that inform us about our values and beliefs, working through tools and practices that can be used immediately and throughout our lives to increase our effectiveness—toward the outside, the environment in which we work, manage, and interact with colleagues every day.

If we have been fortunate, we've worked with good leaders—those who have the ability to articulate a vision that is based on their own personal values (note the word personal!) and who can engage others in their passion. Unfortunately, not all of our colleagues can honestly be called effective leaders.

What makes a good leader today?

Let me first tell you what it isn't. It isn't an autocrat who directs and dictates by virtue of his or her position in the organization. Or the one without the interpersonal skills to manage conflict without causing a permanent rift. Or one who because of a manipulative, controlling or abrasive personality browbeats colleagues to get her way. It's not a person who cannot listen to others' ideas, concerns, or values. It's not the person who doesn't have the ability to be flexible—whose ideas are preset and that's that! Nor is it someone who is afraid of a colleague he/she manages who may have more knowledge or better skills in an area or two than she. And, it is not someone who cannot collaborate, who looks at every interaction as an opportunity to compete and get ahead, or more often, put someone back a step.

Leadership can be viewed much like an iceberg. What we see above the water's surface is what we **do**. It's the emphasis on what gets results, the getting ahead, the getting things done, always being busy; all with a focus on the world's expectations of us. Effective leadership also requires going "below the line" to reflect on our experience, question our beliefs and assumptions, to find out what

really matters; the things that intrinsically motivate us. Successful and effective leaders recognize the benefit of balancing the time we spend above and below the line.

What's below the line; what does the iceberg consist of underneath its visible shape? From The McKinsey Leadership Project we know that today's effective leader derives her success from the following dimensions of leadership:

She attaches meaning to her work, using her strengths toward reaching an inspiring goal or purpose.

She manages energy for sustained performance.

She frames her world view positively, gaining resilience and the ability to sustain her productivity.

She connects, partnering with others in the profession to build strong networks and mentor relationships to lead change.

She engages others, creating opportunities for collaboration and professional growth. She takes ownership of her personal and professional development.

The Professional and Personal Value of Leadership Development

Leadership development is not about merely learning a set of character traits manifested by good leaders. The skills that MWL and I address are fundamental to becoming an authentic leader, someone whose values, goals and personal characteristics are in sync. The result is personal and professional success, a renewed confidence in your personal worth, and an understanding of your values. *And these skills can be taught!*

The Leadership Project is a research-based process for helping you do just that. What does that mean for you? It means a new orientation to your career and personal life, an empowered view of your work environment and view of your career prospects, and a balance to your work/personal lives that will refresh or sustain your enthusiasm in the long-term. And, it means a new resilience that will strengthen your ability to handle crises and plain old every-day difficulties of the job. In short, it is a tool that will help you thrive in your career and in your career satisfaction. And, hopefully through the Leadership Project, we'll work on reenergizing our profession as well, inside-out, leader by leader.

(For more information on MWL's upcoming Leadership Seminars, refer to page 10)



“She Who Would Giants Fight”

By Emily Haddad

Lake Elmo, Minnesota

The woman walks into a room filled with books, photographs, prints of paintings, found objects. She’s a short, rather diminutive woman, her white hair, wavy, falling to her shoulders. She walks slowly, lowers herself carefully onto the sofa, bearing her 84 years as best she can. When she smiles, the frailty falls away – there’s spirited intelligence, but mostly there’s warmth and love and life in her face.

She recites a few lines of a poem she wrote when she was a young girl. It’s a poem about Birch Creek, the small stream in southeastern Kansas, not too far from the old stone farmhouse where she lived alone with her grandma during the Depression:

*There – in the bend of the river
Where green cutlassed corn
Caresses the Wind
I found morning glories
In guileless array
Enslaving the militant corn.*

A few minutes later, in answer to my question, she begins to sing an ancient Methodist hymn by John Bunyan: “He Who Would Valiant Be.” Her worn soprano voice softly rolls around the notes and words of the hymn. Then her voice hardens, her eyes glint; she changes the “he” to “she” when she comes to the line: “No foes shall stay *her* might; though *she* with giants fight.”

This was the hymn she sang on the night of November 6, 1978 – as reported by the *Minneapolis Star* – when she won her hard-fought judicial election victory over the unscrupulous Robert Mattson, Sr..

I ask her what other “giants” she has fought in her life. She considers only for a moment. Her rural Kansas roots are strong in her when she responds: “Well...the injustice and all the cruelty and harm that’s done to people - by

other people...the mechanism of our system that crushes people — them is giants!”

She has fought more giants during her life than anyone I have ever known.

She is Justice Rosalie Wahl, the first woman on the Minnesota Supreme Court.

The Documentary

Emily Haddad and John Kaul, partners in Lightshed Productions, LLC, a documentary production company, are making a feature-length documentary on this remarkable woman, a pioneer of our justice system. The film will tell the story of how Rosalie Wahl became who she is: a fighter for justice, for racial and gender equality; a soldier for peace; a poet and singer and writer; an inspiration for many people. The film will also tell the story of the women’s movement in Minnesota that made her 1977 appointment to the Minnesota Supreme Court possible.

“She Who Would Giants Fight” is the story of a young girl confronted with horrible tragedy and loss; about the hardships of farming during the Depression in rural Kansas. It’s about World War II and a one-room schoolhouse, and about another great loss in her life. It’s about segregation, and civil rights activism in the mid-1940’s before the great battles of the 1950’s and 1960’s.

Rosalie’s Minnesota story is about a woman struggling to reach her potential at a time when women had few opportunities outside of the family. Rosalie was an early activist for women’s rights and the story of her life’s journey from 1950’s housewife, to community activist, to lawyer and finally to first woman judge on the Minnesota Supreme Court vividly captures the women’s movement of the 1960’s and 1970’s. But Rosalie’s struggles were never just for herself. She wanted to use her skills and position to advance the cause

of those people who needed help against the “giants” — the mechanisms of our society that oppress the poor and the disadvantaged. And in her struggle, she was intent on paving the way for so many other women.

During these difficult times, it is important to remind people that, throughout the history of our country, individuals with courage, vision and self-sacrifice have been able to bring about positive change in our society, improving the lives of all of us. Rosalie Wahl is one such individual.

About Lightshed Productions, LLC

Lightshed Productions, LLC is a partnership created in 2005 by Emily Haddad and John Kaul. Its mission is to produce documentaries which tell stories that inspire and educate.

Lightshed chooses its projects very carefully. We are not interested in the sensationalism and superficiality that many films produced today bring to the screen. We tell true stories about ideas and people that enrich our understanding of history and our human potential.

To learn more about Lightshed and about its current documentary project, “She Who Would Giants Fight,” please go to www.lightshedproductions.com

Support For This Project

Lightshed Productions, LLC appreciates any support to help this film reach its greatest potential. We are looking for individuals who might sponsor future events or hold house parties. We are also looking for contributions of money and/or services.

Contributions are tax deductible

Checks should be made payable to “IFP Minnesota (Rosalie Wahl Project)” IFP Minnesota is an organization dedicated to serving independent filmmakers in Minnesota and is a non-profit 501(c)(3). IFP Minnesota is acting as fiscal sponsor for this project.

Checks can be mailed to:

IFP Minnesota
c/o Jane Minton
2446 University Ave. West
St. Paul, MN 55114



Filmmaker Emily Haddad.

Emily Haddad Biography

Emily Haddad, a former corporate attorney for Wells Fargo, is an award-winning filmmaker and screenwriter. Her short films and documentaries have been official selections in many film festivals, including the “Women with Vision” festival at the Walker Art Center, the Minneapolis-St. Paul International Film Festival, the Wisconsin Film Festival, the Los Angeles Women’s International Film Festival and the MNTV public television shorts program. Emily’s most recent feature-length documentary was selected “Best of Fest” at the 2008 Illinois International Film Festival. She was the recipient of the 2008 Freshfilmmaker grant from IFP, and recently received a Jerome Foundation film grant.



Emily Haddad with Justice Rosalie Wahl.

Join us for a CLE

“She Who Would Giants Fight – Lessons from Justice Rosalie Wahl”

Join Minnesota Supreme Court Justice Lorie Gildea, Minnesota Court of Appeals Judge Harriet Lansing and Washington County Judge Susan Miles for a unique CLE panel examining gender bias in the legal profession and the court system. With excerpts from the documentary film on the life of Justice Rosalie Wahl (“She Who Would Giants Fight”), her struggles for racial integration and gender fairness, and her own fight to become the first woman appointed to the Minnesota Supreme Court, the CLE panel of groundbreaking women judges will discuss past court cases permitting disparate treatment of women, the movement for gender fairness in the courts and how the lessons of the past can be applied to our courts today.

Date: Tuesday, May 4, 2010
Time: 4:00 to 5:30 p.m.
Location: Robins Kaplan Miller & Ciresi LLP

Our thanks to Robins Kaplan Miller & Ciresi LLP for hosting the event!



Val Jensen

Val Jensen is Executive Director of Diversity in Practice

Diversity In Practice: How Are We Doing?

By Val Jensen

I recently received an Advance Copy of a new report from the American Bar Association's Presidential Initiative on Diversity in the Legal Profession. As I reviewed the report and the recommendations, I sadly was not surprised by the findings. As the executive summary stated "Several racial and ethnic groups, sexual and gender minorities, and lawyers with disabilities continue to be vastly underrepresented in the legal profession." As I continued to read the report and recommendations I was, however, encouraged by what I see in this legal community. Specifically, I am encouraged by what *Diversity in Practice*® is doing. We are already moving forward on some of the key recommendations for private law firms and corporate law departments. While *Diversity in Practice*'s mission is to focus on lawyers of color, we are aware that access to the legal profession for any underrepresented group is critical to making progress.

Diversity in Practice® is a non-profit organization that has now been part of the legal community since 2005. The organization is an association of 21 law firms and 13 corporate law departments. The organization came out of discussions between several of the large law firm leaders in the Twin Cities. There was general agreement that we needed an organization that would keep the focus on diversity for its members, assist in the overall work of attracting and recruiting lawyers of color to the Twin Cities and then once new lawyers arrived at these organizations work to support their retention and advancement. I am the full-time Executive Director and I report to a Board of Directors that

represents many of our member organizations and consists of both law firms and corporate law departments. This unique collaboration between the law firms and their clients is a core strength of the organization and a key to the success of many of our initiatives.

While it is impossible to list all things we are doing (please visit our website www.diversityinpractice.org) I would like to focus on some of our key initiatives. Much of our initial success came around the recruitment aspect of the mission. We are now poised to deal with the much tougher issues of retention and advancement. We have a new mentoring circles program which works to connect newer lawyers with senior practitioners from both law firms and law departments and with each other across member organizations through a scheduled series of lunches focusing on professional development topics. We have a professional development committee that is working to put together comprehensive programming that supports what is already going on in our member organizations but may not have been accessible without the collective power of so many members. We have available to us some of the top people in business and leadership development to work with our attorneys. While these are only two programs, I think they illustrate the importance of working collaboratively to build a more diverse community of attorneys which serves both our members and the Minnesota legal community.

100% Club spotlight

by Patricia St. Peter

Pat is a Senior Partner at Zelle Hofmann. She also serves as the firm's Diversity Coordinator.



From left to right: Jennifer Geelan, Lindsey Davis, Kathryn Hoffman, Chris Tymchuck, Elizabeth Kniffen, Patricia St. Peter

2009-2010 100% Club Members

Barna, Guzy & Steffen, Ltd.
Beacon Hill Legal
Blethen, Gage & Krause, P.L.L.P.
Bloch & Whitehouse, PA
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Briggs & Morgan, P.A.
Brown & Carlson, P.A.
Chesley, Kroon, Chambers, Harvey and Carpenter, P.L.L.P.
Farrish Johnson Law Office, Chtd.
Gislason & Hunter, L.L.P.
Greene Espel, P.L.L.P.
Gustafson Gluek PLLC
Hammargren & Meyer, P.A.
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Littler Mendelson, P.C.
Maschka, Riedy & Ries
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Valspar Corporation, The
Viksnins, Harris & Padsy PLLP
Wagner, Falconer & Judd, Ltd.
Xcel Energy
Zelle Hofmann Voelbel & Mason LLP

Is Your Employer a Member of MWL's 100% Club?

If all female attorneys in your place of employment are current MWL members, your legal employer is eligible to be a member of the 100% Club.

Why Become a 100% Club Member?

Let the rest of the legal community know that your firm/legal employer supports Minnesota Women Lawyers and its women attorneys. 100% Club member listings are displayed in MWL's quarterly publication, on the MWL website, and at major MWL events.

If you would like a list of the MWL members at your place of employment to compare to your records, call our office at 612/338.3205. Please note: 100% Club members must report their employers' participation to MWL in order to be listed.

100% Club Spotlight: Zelle Hofmann Voelbel & Mason LLP

Zelle Hofmann Voelbel & Mason LLP is a national litigation and dispute resolution law firm with more than 75 attorneys across offices in Boston, Dallas, Minneapolis, San Francisco, and Washington, DC. The firm excels at handling complex litigation and disputes on a national and international basis. The firm has an international presence through its affiliate offices in Shanghai and Beijing, People's Republic of China.

Zelle Hofmann attorneys are proud to represent clients in their most challenging insurance-related disputes (including the 9/11 World Trade Center terrorist attack and losses arising from the aftermath of hurricanes Ike, Katrina, Rita, and Andrew), antitrust claims (the firm's antitrust litigation practice is unique because the firm is experienced in representing both plaintiffs and defendants in major antitrust cases) and other complex litigation in venues across the United States and around the world. The firm's experience in successfully resolving high-profile, high-exposure cases and commitment to efficient and responsive service supports everything it does.

Zelle Hofmann serves global and increasingly diverse clients, who gain from the varied perspectives, creativity, innovation and energy created by a diverse and inclusive workforce. The firm is committed to maintaining an environment in which its lawyers and staff are valued for their unique backgrounds, personal characteristics, and thinking and working styles. Zelle Hofmann is committed to achieving diversity through recruiting, nurturing the trust and open discussions that promote inclusiveness, and experimenting with ways to enable its attorneys to achieve work/life balance while fully contributing to serving its clients.

The firm's Diversity Committee has implemented many important and creative programs, including the Zealous Women website (www.zealouswomen.com), adopting a broad and flexible alternative work policy, and initiating a policy to allow associates to obtain billable credit for significant non-billable contributions to the firm, including work on diversity initiatives, pro bono matters and business development.

Recently, Zelle Hofmann launched its own Affinity Group which seeks to raise awareness, both internally and within the firm's communities, as to the value diverse viewpoints and perspectives bring to the legal profession. The Affinity Group also seeks to facilitate the firm's attorneys' involvement with the communities they live in, by identifying pro bono opportunities and providing a supportive forum in which its lawyers can develop their pro bono efforts and other community initiatives. Through these activities, the Affinity Group helps to sustain an environment that is inclusive and supportive, which fosters both personal and professional success.



MWL calendar of events

Developing Your Leadership Potential from the Inside Out

Tuesday, April 20th, 2010

7:30 a.m. to 1:30 p.m.

hosted by: Dorsey & Whitney LLP

50 South Sixth Street, Suite 1500 in Minneapolis

Minnesota Women Lawyers is pleased to present Developing Your Leadership Potential from the Inside Out. Designed specifically for women in the law, the seminar will focus on what drives personal and professional achievement in female leaders. During the morning session, participants will be introduced to a leadership model called *Centered Leadership* from the McKinsey Leadership Project, which presents leadership as a state of being not a position that is held.

Over lunch, our keynote panel will discuss our personal impact on advancing the profession itself for women across all practice areas. With its 2009 – 2012 Strategic Plan as a guide, Minnesota Women Lawyers continues to focus on initiatives and projects which advance the success of women attorneys, across all practice areas.

While the seminar's morning session will discuss leadership competencies as they relate to each individual, MWL is honored to present an accomplished panel of speakers who will focus on the "why" of leadership. The keynote panel is designed to inspire participants, not only to achieve personal success, but to impact the profession itself.

In November 2009, The White House Project released a report entitled *Benchmarking Women's Leadership*. The report surveyed the current state of women's leadership in ten different professional fields, including law. Although making some progress, the report highlights possible methods for making real and permanent change to address the bias and inequalities that are yet all too commonplace in the legal profession. The White House Project report will serve as the starting point for our keynote discussion.

Seminar Details:

Registration and credit card payment is available online at www.mwlawyers.org (click on "MWL Calendar of Events" in right-hand column) or by mailing the registration form on page 21, along with a check payment, to MWL.

4.0 continuing legal education credits will be applied for (1.0 elimination of bias and 3.0 professional development credits). Seating is limited and will be filled on a first come basis.

The registration fee includes all seminar materials, as well as a continental breakfast and lunch. Registration is also available for the luncheon only. Please indicate any dietary restrictions or other requests at the time of your registration. Cancellations will not be refunded after April 16th.

MWL extends its thanks to our seminar host Dorsey & Whitney LLP.

Agenda

7:45 Registration and Networking (continental breakfast will be available).

8:15 Welcoming Remarks - Megan J. Hertzler, 2009-2010 MWL President

The morning session will be presented by Alanna K. Moravetz, J. D., *Alanna Consulting, LLC* and Kathy Story, M.A., J.D., *Story Consulting*

8:30 What We Value Most about our Profession

Values are at the core of all leadership. Successful and satisfied attorneys work from a set of well established and understood values. Developing our leadership capacity is about recognizing what is already part of who we are and using these values in what we do. It's less about taking in more new information and trying out the latest "leadership technique." In this session, we will identify when we are at our best in the practice of law and the solid values that guide us.

9:30 Break

9:45 What is Centered Leadership?

You have the intelligence, the talent, and the desire to lead and influence how the legal profession can be in the 21st century. We'll take a look at five years of research from the McKinsey Leadership Project to understand what drives women leaders like you in both personal and professional achievements.

11:00 Break

11:30 What Leadership Skills (Development) do you Need Right Now?

Working individually and in pairs, you will identify next steps you want to undertake now to develop the leadership skills you need to manage challenges you are facing.

11:45 Bringing it All Together

12:00 Luncheon and Networking

12:30 Keynote Presentation

Moderator:

Bonnie Bennett, Practical Leadership

Panelists:

Margaret Chutich, U of MN Humphrey Institute for Public Affairs

Melisa Lopez Franzen, Target Corporation

Hon. Natalie Hudson, MN Court of Appeals

Marianne Short, Dorsey & Whitney

1:30 Closing

Visit www.mwlawyers.org for more information, including complete seminar descriptions, speaker bios and registration details.

Minnesota Women Lawyers is pleased to announce:

The MWL Leadership Project: A Core Development Program for Women in the Law

Fall 2010 through Spring 2011

The MWL Professional Development Committee is pleased to announce an intensive leadership development program for women attorneys in which, over the course of several months, participants will identify and develop competencies that will support them in managing change and contributing to their organizations and communities. This program is designed using a model called *centered leadership* from the McKinsey Leadership Project that identifies what drives personal and professional achievement in female leaders.

Core topics will include:

Thriving in Times of Change - Mastering Resilience and Renewal

Developing Authentic Leadership

Learning Styles and Leadership

Managing Change and Transforming Legal Careers

Emotional Intelligence and the Practice of Law

Professional Satisfaction - The New Science of Happiness

Developing Effective Mentor Relationships

Managing Energy Not Time

"The Level Playing Field"

Advanced Communication - Using Dialogue to Facilitate Challenging Discussions

An Overview

The MWL Core Development Program will bring together 24 experienced attorneys for an initial two-day retreat (late September, 2010) followed by 3 additional days of workshops over the course of 6-8 months (November, 2010; January, 2011; March, 2011). Individuals will create their own customized professional Leading and Learning Plans which will guide their development through the Program. 20-25 CLE credits (including elimination of bias and ethics credits) will be applied for.

The MWL Core Development Program will build on concepts introduced in MWL's April 20th seminar at Dorsey & Whitney. However, participation in the half day seminar is not mandatory for participation in the Core Development Program.

The Program will be facilitated by Alanna K. Moravetz, J.D., *Alanna Consulting, LLC* and Kathy Story, M.A., J.D., *Story Consulting*. Visit MWL's website for facilitator biographies.

Complete program and registration details are available at www.mwlawyers.org. For more information, contact Debra Pexa at dpexa@mwlawyers.org.

MWL Chapter Update

MWL Central Chapter Meeting

Date: Friday, April 9th, 2010

Time: 12:00 noon

Location: Ciatti's in St. Cloud

RSVP: To Chapter President Laura Moehrle at lmoehrle@quinlivan.com

Ongoing: 2nd Friday of each month

MWL Northeastern Chapter Meeting

Date: Tuesday, April 27th, 2010

Time: 12:00 noon

Location: Porters Restaurant in Duluth

RSVP: To Chapter President Terry Trogdon at ttrogdon@gerlachlaw.com

Ongoing: Last Tuesday of each month

MWL South Central Chapter Meeting

Date: Thursday, April 8th, 2010

Time: 12:00 noon

Location: WOW Zone in Mankato

RSVP: To Chapter President Beth Serill at bserrill@bgklaw.com

Ongoing: 2nd Tuesday of each month

MWL St. Croix Valley Chapter Meeting

Date: To be announced

Contact: Chapter President Jennifer Nodes at jnodes@eckbergglammers.com

For more information on upcoming chapter events and projects, visit www.mwlawyers.org/MWLLeadership/default.htm.

MWL strives to be as accessible and relevant to women attorneys throughout the state of Minnesota. To explore opportunities to develop a chapter in your area, please contact MWL Executive Director Debra Pexa (dpexa@mwlawyers.org).

MWL calendar of events continued

MWL Attorney to Attorney Mentor Program

Date: Thursday, April 8th, 2010
 Time: 12:00 noon to 1:00 p.m.
 Location: Briggs and Morgan, P.A. (80 South 8th Street, Suite 2200 in Minneapolis)
 Fee: \$15.00 (includes lunch)
 RSVP: by Tuesday, April 6th, 2010
 Register: at www.mwlawyers.org or email gwinther@mwlawyers.org
 Topic: *Speed Networking*

"Speed Networking" is designed to encourage mentoring relationships through open discussion and one-on-one contacts with other attorneys. Speed Networking involves each attendee sharing information about who she is, what she does, where she works, and 1 thing she needs in the next 30 days (either business or non-business related) in a brief period of time with other attendees. If someone is able to provide that one thing – or give them a name of someone who can help them – they exchange business cards for later follow-up. The goal of Round-table Networking is for attendees to feel more confident meeting new people, making business contacts, learning how to ask for what she needs for business or life, and develop a broader network of contacts.

Date: Thursday, May 13th, 2010
 Time: 12:00 noon to 1:00 p.m.
 Location: MWL Office (600 Nicollet Mall, Suite 390B in Minneapolis)
 Fee: \$15.00 (includes lunch)
 RSVP: by Tuesday, May 11th, 2010
 Register: at www.mwlawyers.org or email gwinther@mwlawyers.org
 Topic: *Marketing for the New or Junior Associate*
 Speaker: David Bateson, Director of Mentor Externship at University of St. Thomas School of Law

MWL Solo & Small Firm Practitioner Group

Date: Friday, May 7th, 2010
 Time: 9:30 a.m. to 11:00 a.m.
 Location: Bloch & Whitehouse, P.A. (8120 Penn Avenue South, Suite 550; Bloomington, Minnesota 55431; 952/224-9977; www.blochandwhitehouse.com)
 RSVP: To Mary Szondy at maryszondylaw@gmail.com

Join other MWL members who are solo and small firm practitioners to discuss issues of common interest.

MWL Book Club

Date: Thursday, May 14th, 2010
 Time: 6:30 p.m. to 8:30 p.m.
 Location: Cafe Biagio, 2356 University Avenue West, St. Paul (651/917-7997)
 Book: *The Virgin of Small Plains* by Nancy Pickard
 RSVP: to Karen Bohaty (kbohaty@blackwellburke.com) by Tuesday, May 12th
 Fee: FREE; dinner on your own

All MWL members are invited to join the group for dinner and a lively book discussion. If you would like to be added to the email list for upcoming Book Club dates, contact Karen Bohaty.

Next Date and Book Selection:
 Thursday, July 8, 2010 *Blind Assassin* by Margaret Atwood

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"Helping Lawyers Create Successful and Satisfying Careers"

MWL Law Student/Attorney Speed Networking Event

Co-hosted by the MWL Professional Development Committee and the MWL Student to Attorney Mentor Program

On Wednesday, April 14th from 4:30 to 6:30 p.m., MWL will host a unique speed networking event for law students at the MWL office (600 Nicollet Mall, Suite 390B in Minneapolis; 3rd floor of City Center, inside the HCBA office area).

The event will be kicked off by Dana Bartocci, Employer Relations Coordinator for the University of Minnesota Law School, who will share tips on the art of networking and informational interviewing. Then, over the course of an hour, students will rotate around the room, meeting several attorneys who have successful careers in a wide variety of practice areas and professions. Sample topics and questions will be provided to both students and attorneys to get the conversation rolling.

New This Year:

After each time that an attorney and student meet with one another, the attorney will complete a brief written feedback form and hand it in to event volunteer. Feedback forms will be collected and provided to each student anonymously at the end of the event. This concrete feedback will be very useful to the law students as they continue to hone their networking and information gathering skills.

After speed networking, we invite all participants to join us for a reception, allowing the opportunity to mix, mingle and further practice networking skills.

Attorneys:

Please join us to share your knowledge and experience with the future of the legal profession. Last year, we had a tremendous response from law students, so we need a strong attorney turnout to meet this year's anticipated interest.

Law Students:

This is a fabulous opportunity to network one-on-one with distinguished professionals in our legal community. Gain practical experience in asking targeted questions that will allow you to focus on what you really want to know and what you really need to learn.

Event Details:

4:15 p.m. Registration Begins
 4:30 p.m. Welcome and Presentation
 5:00 p.m. Speed Networking
 6:00 p.m. Reception

This event is FREE. *Space is limited and advanced registration is required.* RSVP's must be received by Monday, April 12th, 2010. Register HERE or email gwinther@mwlawyers.org. (ATTORNEY NOTE: when you register, please include your practice area, for inclusion on your event nametag).

Note: If you need to cancel your registration for any reason, please contact MWL at your earliest convenience.

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MWL calendar of events continued

Minnesota Women Lawyers presents: The MWL “She Said” Seminar Series

The Minnesota Women Lawyers Leadership and Professional Development Committees are pleased to present a spring seminar series for women attorneys taught by women practitioners who have demonstrated leadership in their careers. Focusing on the “core competencies” that all attorneys need to succeed, the MWL “She Said...” Series will feature senior women attorneys sharing their professional experience and knowledge on a variety of specific topics. MWL members and their guests, regardless of practice area, are invited to join us and hear from women professionals who will share their expertise on the specific skills which are key to advancing a successful career in the law.

Seminar One:

On the Leadership Track: Managing Your Career

Held on March 18th, our kickoff seminar in the “She Said ...” Series featured a discussion on taking the “next step” along your career path.



Thanks to all those who made the first “She Said...” seminar a great success. L to r: MWL Professional Development Committee Co-Chair Jennifer Huelskoetter; moderator and host Jacqueline Mrachek; and panelists: Martha Holton Dimick, Kathy Mahoney and Kate Wilson

Upcoming Seminars:

Seminar Two:

Everyday Mentoring: Teaching & Learning

Date: Thursday, April 15th, 2010
 Time: 12:00 noon to 1:00 p.m.
 Location: Faegre & Benson (2200 Wells Fargo Center, 90 South Seventh Street in Minneapolis)
 RSVP: by Monday, April 12th, 2010
 Register: at www.mwlawyers.org or email gwinther@mwlawyers.org

Moderator: Ann Rainhart, Director of Legal Personnel and Professional Development at Faegre & Benson

Speakers: Elizabeth Brama, Shareholder and Treasurer at Briggs and Morgan, P.A.
 Katie Lichty, Corporate Counsel at Effect Partners
 Cathy Haukedahl, Deputy Director of Mid-Minnesota Legal Assistance

The second seminar in MWL’s “She Said...” Series will focus on the key skills necessary to develop strong mentoring relationships, both as students and as teachers. Although setting aside time and creating space for “mentoring” can be challenging, we will examine how mentoring can be an everyday and practical experience. Topics will include:

How to develop mutually beneficial relationships with lawyers in your practice and in the community, without having to directly approach someone and ask the often off-putting question “will you be my mentor?”

How to become a mentor/resource for law students and lawyers who are junior to you; to the staff and para-professionals you work with.

If you are solo – either in private or corporate practice – how to identify, navigate and cultivate relationships with people who are outside your office. Panelists will also offer their top 5 methods for developing informal mentoring relationships.

Seminar Three:

Building Strong Professional Relationships: General Counsel and Law Firm Attorneys

Date: Wednesday, May 19th, 2010
 Time: 12:00 noon to 12:30 p.m. – networking lunch;
 1:00 to 1:30 p.m. – panel.
 Location: Fredrikson & Byron (200 South Sixth Street, Suite 4000 in Minneapolis)
 RSVP: by Monday, May 17th, 2010
 Register: at www.mwlawyers.org or email gwinther@mwlawyers.org

Moderator: Megan Hertzler, Assistant General Counsel at Xcel Energy & MWL President

Speakers: Maria Christu, General Counsel of Children’s Hospital
 Kathlyn Noecker, Partner at Faegre & Benson
 Karen Schanfield, Shareholder at Fredrikson & Byron

The last seminar in MWL’s “She Said...” Series will focus on methods for developing strong professional relationships between in-house counsel and law firm attorneys. Our panelists, who have actually have professional relationship with one another, will engage in an honest conversation on making the most of this relationship, from the perspective of both in-house counsel and law firm attorneys. Topics will include:

Understanding the difference between merely being a provider of legal research from being a strategic partner with the client, and how you can demonstrate your ability to be the later.

The importance of money in the relationship, and how to manage the interests of both sides.

Getting it right the first time: good communication, effective planning and understanding the deliverable.

Effective marketing.

Panelists will also share their top five tips for creating and maintaining lasting effective relationships.

Also, to celebrate our successful series, this last seminar will begin with a half hour of networking among participants. Not

only will guests have an opportunity to meet one another, but they will also have an opportunity to utilize some of the practical skills gained throughout the “She Said...” Series.

The Seminar Details:

Lunch will be provided at each seminar. (please indicate dietary restrictions or other requests on your registration form). One (1.0) CLE credit will be applied for each seminar (professional development).

Fees:

MWL Members: \$25 per seminar
 Non-Members: \$40 per seminar
 Students/Low Income: \$10 per seminar

Registration is available at www.mwlawyers.org. Early registration is encouraged, as seating is limited at each seminar. RSVP’s should be received at least 3 working days prior to each seminar. Cancellations will not be refunded after the RSVP deadline.

For additional information or to answer any questions, please contact Debra Pexa at dpexa@mwlawyers.org. MWL extends it’s thanks to our three seminar hosts:

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THE LEGAL PROFESSION
MAKE THEIR OWN CASE
— STRONGER. —

Xcel Energy believes that diversity and inclusiveness is a fundamental responsibility of our legal profession, and a vital element of a positive, productive work environment. That’s why we are proud to support outstanding organizations like Minnesota Women Lawyers in their efforts to advance women and promote inclusiveness in the legal profession. They have earned our support and gratitude. We’re also proud to congratulate Megan Hertzler on her term as president of MWL.



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MWL's 2010 Winter Celebration is a Great Success!

Minnesota Women Lawyer's 2010 Winter Celebration was held on Tuesday, March 16th, 2010. It was our premier networking event of the year, complete with dinner and a keynote address. MWL was pleased to welcome Lani Guinier, Civil Rights Attorney & First Tenured Black Woman Professor at Harvard, as its 2010 Winter Celebration keynote speaker.

In true MWL style, this event provided our members and guests with an opportunity to hear from a fabulous national speaker, as well as the chance to reconnect with old MWL friends, and meet a few new ones too. Also, our featured silent auction raised over \$5,000 to support MWL's newly created law student scholarship fund.

MWL extends its sincere thanks to the many sponsors who made this event possible:

A Special Thanks To Our Event Sponsors:

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Susan C. Rhode
Hon. Terri Stoneburner
Mary Vasaly
Cynthia Vermeulen



Keynote Speaker Lani Guinier



from left to right: Mary Madden, Megan Hertzler, Lani Guinier, Carol Klaphake and Carrie Daniel Russell

MWL Hosts President's Reception to Thank Its 2009 Partners

On Tuesday, January 26th, 2010, MWL President Megan Hertzler hosted a reception at the MWL offices in Minneapolis. With nearly 70 people in attendance, the evening event provided MWL's leadership with the opportunity to personally thank its 2009 legal employer Partners for their strong support over the previous year. In addition to enjoying good food and conversation, Ms. Hertzler handed out plaques of recognition to representatives of MWL's 2009 Partners.



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“Day on the Hill”

By Sherri Knuth,
Public Policy Advocacy
Committee member

The Public Policy Advocacy Committee went to the Minnesota State Capitol on Feb. 9, 2010 for MWL's first “Day on the Hill.” Committee members met in the State Office Building for a one-half hour training and then went out in groups of two or three to meet with their own senators and representatives. Amy Brenengen of the Minnesota Office on the Economic Status of Women helped the committee organize the event.

In the meetings with legislators, PPA Committee members identified MWL's public policy concerns: violence against women and children, pay equity, access to justice, and girl empowerment. They advocated for an amendment to the Domestic Abuse Act that would provide the same protection to a victim who receives an *ex parte* order for protection as is provided to a victim who receives a permanent order. This amendment is being sought this session by the Minnesota Coalition for Battered Women.

Committee members remarked on how interesting it was to see the action at the Capitol when the legislature is in session. Rep. Hornstein assured constituent Kelly Francis, a co-chair of the PPA Committee, that having constituents come to the Capitol is important. “Two constituents is a movement,” he said. “Four is a revolution.”



Committee members Sandra Feist and Sherri Knuth with Representative Alice Hausman (D) District 66B



Committee Co-chair Kelly Francis and committee member Andrea Amidon with Senator Katie Sieben (D) District 57

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We applaud Minnesota Women Lawyers for inspiring women attorneys to seize every opportunity available.
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Please Join Us . . .

Wednesday, May 12th, 2010 Minnesota Women Lawyer's 38th Annual Meeting

Date: Wednesday, May 12th, 2010
Location: Windows on Minnesota
(IDS Tower 50th Floor,
80 South 8th Street in Minneapolis).
Time: 11:45 a.m. – Registration;
12:00 noon – Luncheon & Program
Fee: \$40 for MWL Members; \$60 for Non-Members;
\$25 for MWL Student and Low Income Members;
\$500 for a Table of 10
(corporate name will be listed in the program).
RSVP: By Friday, May 7th, 2010
Register: Registration is available online. Registration is also
available using the form in this issue of *With Equal
Right* on page 21.

Additional invitations **will not** be mailed to members.

MWL is pleased to announce its 38th Annual Meeting. This luncheon event will offer an opportunity to take a look at the past year and at the year ahead; we'll elect our new board of directors; and we'll honor our 2010 Annual Award recipients. We will also update progress on MWL's new strategic plan. Plus, this event is always a fabulous opportunity to catch up with colleagues and friends! We hope you'll join us to celebrate our past accomplishments and plan our future successes.

MWL Annual Awards

Minnesota Women Lawyers continues to accept nominations for its 2010 Annual Awards, to be presented at its 38th Annual Meeting on Wednesday, May 12th, 2010. For complete information on each award, visit www.mwlawyers.org. The deadline for submissions is Friday, April 16th, 2010.

Myra Bradwell Award

Presented to an MWL member who expresses the highest ideals of the legal profession and who possesses the qualities exemplified by Myra Bradwell such as courage, perseverance, and leadership on issues of concern to women.

Service to MWL Award

The Service to MWL Award was created to recognize the MWL member, group of members or 100% club member whose efforts during the past program year have contributed substantially to advance MWL's mission.

Leadership Award

In 1992, Minnesota Women Lawyers established its Leadership Award to recognize legal employers throughout the state that strive to enhance the status, influence and effectiveness of women lawyers in their employ.

Equal Justice Award

All Minnesota Law Students are invited to submit articles or essays they have written on a topic involving equal justice. A \$1,000 cash prize is awarded to the winner.

Visit www.mwlawyers.org/Archived/AnnualAwards/default.htm for complete details and submission requirements for each award.

MWL Announces Slate of Candidates for 2010-2011 Board of Directors

In January 2010, MWL President Megan Hertzler appointed members to the MWL Nominating Committee. The Nominating Committee was charged with recommending a slate of candidates to the Minnesota Women Lawyers membership for the 2010-2011 Board of Directors. The deadline to submit nominations was February 16th, 2010. The Nominating Committee extends its thanks to the many members who submitted nominations.

The MWL Nominating Committee recommends the following slate of candidates for the 2010-2011 Board of Directors:

President-Elect (1 year)

Carrie Daniel Russell
Graco, Inc.

Secretary (1 year)

Teresa Fariss McClain
Hallberg & McClain, P.A.

Treasurer (1 year)

Dana Bartocci
University of Minnesota Law School

Board Members (2 years)

Stacy Bettison
Rotenberg Associates LLC
Molly Borg Thornton
Briggs and Morgan, P.A.
Katie Lichty
Effect Partners, Inc.
Terry Trogdon
Gerlach Beaumier & Trogdon
Kate Westad
Lommen Abdo.

Kari Hainey, Kristin Haugen, Carol Klaphake, J. Alison Morris and Pam Rochlin and will serve the second year of their current terms. Liz Cutter will assume the President position and Megan Hertzler will serve as Past-President.

The Central Minnesota, Northeastern Minnesota, South Central Minnesota, and St. Croix Valley Chapters will elect a representative to serve on the Board. Additionally, the women's law student organizations at all four Minnesota law schools will elect members to serve as non-voting liaisons to the Board.

MWL bylaws provide for nominations by petition. A petition nominating a qualified individual for any office or director position must be signed by at least 25 members and submitted to the Nominating Committee Chair Luz Frias no later than April 16th, 2010. Candidates for the 2010-2011 Board of Directors will be voted on by the membership at MWL's 38th Annual Meeting on May 12th, 2010.

2010 MWL Partners

MWL is pleased to offer year-long partnerships to the legal community. By signing on as a **2010 MWL Partner**, legal employers demonstrate their commitment to MWL and to diversity and equity within the legal profession, streamline their support with one annual contribution, and enjoy the benefits all year long.

Many Thanks to MWL's 2010 Partners

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As MWL looks forward to the coming year, continued strong support from the legal community will be the key to MWL's ongoing growth and success.

MWL extends a special thanks to the 2009 Partners who demonstrated their leadership and commitment to MWL's mission by signing on early as a 2010 Partner. (please refer to the ad on the inside back cover).

MWL Members on the Move...

Megan J. Hertzler has been promoted to Assistant General Counsel and Director of Data Privacy for Xcel Energy. Ms. Hertzler will provide legal counsel and strategic advice to Xcel Energy on matters related to the management of data privacy and information security for the eight states in which it operates. Ms. Hertzler is a 1997 graduate of William Mitchell College of Law, and the current president of Minnesota Women Lawyers.

Angela Lageson has been named senior vice president, general counsel and secretary for Pentair. Previously, Lageson was a partner in the law firm of Henson & Efron, P.A. She graduated cum laude from the University of Minnesota Law School and summa cum laude from Concordia College in Moorhead, Minn., where she earned bachelor of arts degrees in English and German.

Chris Tymchuck of Zelle Hofmann Voelbel & Mason LLP was recently appointed to the Federal Bar Association (FBA) Minnesota Chapter's Diversity Committee.

Coming Soon! An Exciting and Interactive MWL Website

In accordance with the revised 2009-2012 Strategic Plan, the MWL Technology Committee and Communications Committee has been working with staff over the past year to research, develop and adopt new technologies that will better serve our members. How does this translate into better communication with our members? The new MWL website, in addition to being more visually appealing, will have interactive features making it easier to communicate with one another, access our publications and member directory online, view photos from events, and more! Look for future announcements regarding this big change in the MWL Happenings online newsletter.

MWL Thanks Its 2009-2010 Premier Members!

Thanks to each of these members who have committed their strong support to Minnesota Women Lawyers.

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Reminder:

Annual MWL Membership Renewals starting July 1st 2010

Just a reminder to our membership, beginning on July 1st, 2010 at the end of the fiscal year ALL current MWL members will receive annual renewal notices. This shift to an annual process (rather than monthly) was a direct response to member and legal employer requests. Thanks to all MWL members who have renewed their membership for the 2009-2010 fiscal year! Your strong support is vital to our many projects and initiatives, all dedicated to advancing the success of women attorneys. If you have any questions regarding the upcoming annual renewal, please contact Membership Coordinator Gina Winther gwinther@mwlattorneys.org.



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MWL Announces 2010-2011* Premier Membership Opportunities for Individual Members

Three "Gem" Levels are Available for FY09-10 *Diamond ~ Sapphire ~ Emerald*

During fiscal year 2010-2011, MWL PREMIER MEMBERSHIP opportunities will be available to individual members at three levels (Diamond - \$1,000; Sapphire - \$500; Emerald - \$250). An MWL Premier Membership allows members to demonstrate their commitment to MWL's mission, streamline annual support, and enjoy the benefits all year long. MWL is pleased to offer a wonderful package of event and marketing benefits in conjunction with its Premier Memberships. We invite all MWL members to consider renewing their support at a Premier Membership level for the year ahead. Complete information about 2010-2011 Premier Membership opportunities will be available in early May.

If you'd like further information about MWL's Premier Memberships, visit www.mwlawyers.org or feel free to contact MWL Executive Director Debra Pexa at 612/338-3205 or dpexa@mwlawyers.org.

Why Support Minnesota Women Lawyers With an Premier Membership?

Strong Support for MWL's Mission . . .

For nearly 38 years, MWL has been a mission-driven association. Your Premier Membership allows MWL to do even more to advance the success of women in the legal profession and strive for a just society.

One Stop Shopping for the MWL "Regular" . . .

If you are already a "regular" at MWL's events and programs, this is a great way to make your participation effortless. (Diamond Members have an automatic pass to MWL events . . . all you have to do is email us an RSVP; Sapphire and Emerald Members get a designated number of tickets to MWL events.**)

Help Make MWL More Accessible To All . . .

With increased support from a portion of our membership, MWL is able to make our association more accessible to the entire legal community. Our intention is to make MWL as diverse as the legal profession itself.

Premier Marketing Opportunities for Our Premier Members . . .

Enjoy unique marketing and networking opportunities only available to MWL's Premier Members. Plus, we'll cap off a fabulous year of support with the MWL President's Summer Tea in June 2011.

Together We Are Strong . . .

You'll be secure in the knowledge that your strong support, along with that of other Premier Members, is key to MWL's ongoing growth and success.

*MWL's 10-11 Premier Memberships run in conjunction with our fiscal year, from July 1, 2010 to June 30, 2011. Members can sign on at any point and take advantage of benefits remaining in the fiscal year.

**Automatic pass / tickets do not apply to events for which MWL is not the sole sponsor such as the Joint Dinner, nor for The MWL Leadership Project: A Core Development Program for Women Attorneys.


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MWL Registration Form

Name: _____ Employer: _____

Phone: _____ Email: _____

Special dietary or other requests (please specify): _____

Please check the event(s) you are registering for, and complete any additional information requested for that event.

- Developing Your Leadership Potential from the Inside Out**
Tuesday, April 20th, 2010 (see complete details on page 8)

Fee:

\$150 – MWL Members
\$225 – for Non-Members
\$80 – for MWL Law Student or Low Income members

- MWL's 38th Annual Meeting**
Wednesday May 12th, 2010 (see complete details on page 17)

Fee:

\$45 for MWL Members
\$70 for Non-Members
\$25 for MWL Law Student or Low Income Members
\$500 for a Table of 10 (corporate name will be listed in the program)

Notes: Checks should be made payable to Minnesota Women Lawyers and sent to:

MWL, 600 Nicollet Mall
Suite 390B
Minneapolis, MN 55402.

Registration and credit card payment for each of these events is also available online at www.mwlawyers.org. Click on "Calendar of Events" in right column.

save the date

The National Association of Women Judges' National Night of Giving

Presented by

Girls In Action

Thursday, April 22, 2010
6:00pm - 8:00pm

General Admission: \$45
Corporate Sponsorship: \$500
Sponsorship: \$100

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www.informationtofollow.com/naojnl

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