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**EVENTS &  
REMINDERS**

- It's time to send in your membership renewal—find the form at [www.wlastl.org](http://www.wlastl.org) OR on page 7!
- **5/22/07, 5:00pm—7:00pm**, WLA's Judicial & Scholarship Reception at Washington University School of Law. Join us to salute this year's recipient of the Linda J. Murphy Memorial Scholarship and to honor all new women judicial appointees.

**President's Column by Lynn Ricci**



I have accomplished two firsts this year: I ran for office on University City's

City Council and entered the University City photo contest. While over the years I have run for and held many leadership positions, I have to this point never run in a political election. Campaigning was hard work, at times overwhelming, but more often than not inspiring. And I am happy to report that I won by an overwhelming majority ... 81%.

This leads me to the photo contest. I have always wanted to enter such a contest, but had never done so. I learned about this particular contest the day before the entries were due and just several days away from the election. This contest was open to all St. Louisans without restriction. Judging would be done in the blind, meaning there would be no identifying information on the entries so the judges would not know whose photos they were considering. Thus, I scurried to make my submission. The election occurred while the judges were deliberating. Photo awardees were announced after the election and to my great delight I received recognition. Well.....I was now on Council and this created some discussion. Did I receive favoritism or spe-

cial consideration because I was on Council? Absolutely not. Judging was done in the blind. The judges knew not the identity of the photographers.

This experience prompts me to wonder ..... might simply being female affect one's opinion of that individual or that individual's work, prior to actually judging its content? Are they sensitive to how they are assessing work content and whether they are letting gender bias creep in? Are they making stereotypical assumptions?

Our bosses, judges, opposing counsel, court personnel, colleagues know we are female and cannot judge our work in the blind. Nonetheless, judging must be on work content and not on gender.



My Back Yard: Night Dill

**Extra, Extra: The Online Directory is Finally Here!**

At long last (or maybe you didn't even know you were waiting for it) the online directory is here. Potential clients, other attorneys, judges, journalists, and tons of others can now find you, a woman lawyer, on line. You can get it to by go-

*(Continued on page 3)*

## Opportunities & Classifieds

*We all need to do something a little new and different every once in a while, here's some upcoming opportunities for you or your friends.*

- The Missouri Bar's 12th Annual **Solo & Small Firm Conference** will be held **June 7-9, 2007** at Tan-Tar-A resort at Lake of the Ozarks. Learn why headline speaker Arthur Bryant from Public Justice believes the solo and small firm lawyer is the heartbeat of the justice system. Learn all about it at <http://members.mobar.org/sasf2007/index.html>
- Help **UM-SL's Sue Shear Institute for Women in Public Life** celebrate its 10th year of encouraging women's public service and civic engagement by attending one of these exciting events: Meet the 2007 Shear Fellows of the 21st Century Leadership Academy for dinner and a keynote address at the Crowne Plaza- Clayton, **May 24, 2007, 6:00 p.m.** This year's speaker is Sen. Jean Carnahan, the first woman U.S. Senator from Missouri. Cost is \$75. For tickets, contact the Institute at 314.516.4727; Lace up your walking shoes and grab your friends for "**Women Walk Before They Run,**" a moving celebration of women in public life. **September 29, 2007, 9:00 a.m.**, Blackburn Park in Webster Groves. Save the date and stay tuned for more information! If your pulse is racing after the walk and you want to try your hand at a campaign, join us for the **Pipeline to Public Office**, a nonpartisan program designed to teach participants the personal skills and organization strategy that are the key elements in successful campaigns for elected office. **Nov. 2 & 3** at the University of Missouri–St. Louis. For more information about all upcoming Institute programs, visit our website at [www.umsl.edu/~iwpl](http://www.umsl.edu/~iwpl)
- The **National Association of Women Lawyers'** is seeking an **Executive Director**. It's a full time position in Chicago, the **applicant** need not be a lawyer but should hold a Bachelor's degree in a relevant field, with 5-10 years of professional experience, including 3 years in a senior management position and should have experience working in the non-profit field, with professional association expertise a plus. If you are interested in the position, please contact Stacie Strong at [strongs@nawl.org](mailto:strongs@nawl.org)

### Our Condolences to the Family of The Hon. Donald P. Lay

The Honorable Donald P. Lay, chief judge of the 8th Circuit between 1979 & 198, died at age 80 on Sunday, 4/29/07. Judge Lay was a vigorous defender of women's right during his 40 years on the bench.

He is perhaps best known for his opinion in *Jenson v. Eveleth Taconite Co.*, which stemmed from a 1997 sexual harassment class-action suit brought by women working at a company mine (the case was the subject of the recent movie *North County*). Judge Lay wrote: "It should be obvious that the callous pattern and practice of sexual harassment ... inevitably destroyed the self-esteem of the working women exposed to it. The humiliation and degradation suffered by these women is irreparable."

Judge Lay was also a staunch supporter of the right to habeas corpus and other rights of the least powerful members of society. He has been said to have always believed in the federal courts as the protector of citizens' civil and equal rights.

### Save the Date for the Annual Linda J. Scholarship and Judicial Reception

**When: TUESDAY, MAY 22nd, 2007**  
5:00pm – 7:00pm

**Where:** The Courtyard\* at Washington University  
School of Law, Anheuser-Busch Hall  
1 Brookings Drive, St. Louis MO 63130

**What:** A reception to honor **Mary Delworth** this year's recipient of the Linda J. Murphy Scholarship and our Women Judicial Appointees – ALJ's **Karla Boresi, Margaret Landolt** and **Linda Wenman**.

**How**

**Much:** \$15.00 at the door

*Help us Celebrate these women's accomplishments  
with cocktails, appetizers and a lovely spring  
evening.*

# EXTRA, EXTRA: THE ONLINE DIRECTORY IS FINALLY HERE!!!

(Continued from page 1)

ing to [www.wlastl.org](http://www.wlastl.org) and selecting "Find a Woman Lawyer" from the sidebar at the left of the page.

Or you can go straight to it at [www.wlastl.org/legalfind.php](http://www.wlastl.org/legalfind.php).

Check out the sample to the right—not only does it work well, but it looks good. The directory offers four searching parameters: Last Name, Practice Area, Location & Committee Membership—combine one or more of the parameters to narrow your search .

Looking for another attorney to help you with your clients' personal injury issues? Not a problem, selecting from the practice area pull down menu is a snap and gets you to the right woman for the job. Too many choices in that practice area? Narrow it down by location to get exactly what you're looking for. Need an email address for the lawyer you met at the last WLA function? Simple as pie, just type in her last name and get all her contact info. As an added bonus, you can search the directory for members of WLA's various committees

Best of all, it's affordable: a one time fee of **\$10.00** gets you on the information superhighway. If you are already a member of WLA, simply cut out the application on this page and send it in.

If you have already enrolled in the online directory, please go and check your listing today. If it is incorrect, email me at [nichols@coffey-law.com](mailto:nichols@coffey-law.com) and I'll fix it right away.

An online directory of women lawyers? What more can a girl ask for?


Find a Woman Lawyer

Last Name	
Practice Area	Personal Injury
Location	South City
Committee	ANY

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Results

**Genevieve Nichols**  
 Coffey & Associates  
 6202 Columbia Avenue  
 St. Louis, MO 63139  
 (P) (314) 647-0033  
 (F) (314) 647-8231  
[nichols@coffey-law.com](mailto:nichols@coffey-law.com)  
[www.coffey-law.com](http://www.coffey-law.com)



**WLA**  
THE WOMEN LAWYERS' ASSOCIATION  
OF GREATER SAINT LOUIS

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### ONLINE DIRECTORY ENROLLMENT

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If you are already a member of WLA, but would like to be listed in the online directory, send this form and the \$10.00 enrollment fee to WLA, P.O. Box 1428, St. Louis, MO 63138.

Name: \_\_\_\_\_ Firm/Corp: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_ Web site address: \_\_\_\_\_

Please circle 3 practice areas from the following:

Administrative Law	Admiralty/Maritime	Adoption	Advertising	Agricultural
Antitrust & Trade Regulation	Appeals	Arbitration/Mediation	Banking & Finance	Bankruptcy
Business Litigation	Civil Litigation	Civil Rights/Constitutional Law	Collaborative Law	Collections
Commercial Litigation	Eminent Domain/Land Use/Zoning	Construction Law	Consumer Law	Contract Law
Corporations/Not For Profits	Criminal Prosecution	Criminal Defense	Disability Law	Elder Law
Election Law	Employment Discrimination - Employees	Employment Discrimination - Employers	Entertainment & Sports Law	Environmental Law
Family Law/Divorce/Custody & Support	General Practice	Government/Municipal Law	Health Law	Immigration
Insurance Defense	International Law	Internet/Technology	Judicial	Labor & Employment - Employers
Labor & Employment - Employees	Landlord/Tenant	Legal Aid	Legislative/Political	Medical Malpractice
Medicare/Medicaid	Military Law	Patent Law	Pensions/Employee Benefits	Trademark & Copyright
Personal Injury	Legal Malpractice	Public Interest	Railroad	Real Estate
Retired	Regulatory/Licensing	School/Education	Securities	Social Security
Taxation	Traffic	Wills/Trusts/Estate Planning	Workers' Compensation	Legal Placement

## NEGOTIATING ON YOUR OWN BEHALF

*By Wendy L. Werner, Werner & Associates*

Although we are all aware that the number of women attorneys graduating from law school is close to (or in some years greater than) the number of men completing their legal educations, much has also been written about women leaving law, or stopping out of the profession. Women's legal salaries lag behind their male counterparts. If you are a woman in law I strongly recommend that you read the book, *Women Don't Ask – Negotiation and the Gender Divide*, by Linda Babcock and Susan Laschever. (website: [www.womendontask.com](http://www.womendontask.com)) The authors, professors at Carnegie Mellon University, have done extensive research on how much less frequently women negotiate on their own behalf as compared to their male counterparts. This does not mean that women are poor negotiators. In fact, the authors found that women are excellent at negotiating on the behalf of others. It is when it comes to negotiating on their own behalf that they fall short. The impact is startling. Some research information from the book includes:

In surveys, 2.5 times more women than men said they feel "a great deal of apprehension" about negotiating.

Men initiate negotiations about four times as often as women.

When asked to pick metaphors for the process of negotiating, men picked "winning a ballgame" and a "wrestling match," while women picked "going to the dentist."

Women are more pessimistic about the how much is available when they do negotiate and so they typically ask for and get less when they do negotiate—on

average, 30 percent less than men.

By not negotiating a first salary, an individual stands to lose more than \$500,000 by age 60—and men are more than four times as likely as women to negotiate a first salary.

The authors go on to talk about why women are less likely to negotiate and the societal pressures that discourage women from doing so. They also offer recommendations about how women can learn to negotiate successfully.

A second 'must read' for women in the workplace is the book, *Necessary Dreams: Ambition in Women's Changing Lives*, by Dr. Anna Fels. An article which was a predecessor to this book was published in *The Harvard Business Review*. Fels, a New York psychiatrist and medical school professor, describes why, for women but not for men, ambition still remains fraught with often painful conflict. Fels draws on case studies, research, interviews, and autobiographies of accomplished and celebrated women past and present—writers, artists, architects, politicians, actors—to explore the ways in which women are brought up to avoid recognition and visibility. Years after the feminist revolution, Fels helps the reader understand – why is achieving success and recognition so difficult? According to the *New Yorker* review, "Although women now have access to schools and jobs, "social resources" like affirmation, support, and simple encouragement are jealously guarded male preserves. Recognition, Fels writes, is something that makes us better at what we do, and without it ambitions die." This book does much to



*Wendy L. Werner is the owner and principal of Werner Associates, LLC a career coaching and law practice management firm. She can be reached at [www.wendywerner.com/associates](http://www.wendywerner.com/associates)*

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## BRAGGIN' RIGHTS

***Our mothers were wrong. WLA encourages everyone to submit your own or your colleagues' accomplishments so we can recognize you here and encourage others to keep plugging away.***

It's always great to see women lawyers (and WLA members) doing great things and it's our pleasure to show off these ladies' (and gents) huge accomplishments. For those whose announcements we've missed, Congratulations and please let us know what you're up to at [nichols@coffey-law.com](mailto:nichols@coffey-law.com) so we can be sure to give you your due.

A big ole pat on the back of **US Sen. Claire McCaskill** for being named the Daily Record's Woman of the Year. In the same vein, a rousing well done to **Carrie Hermeling** and **Kayla Vaughn** who were given the same publication's **Justice Award** and **Citizenship Award**, respectively. Rah, rah, rah to another worthy woman lawyer **Doreen Dodson** and one of our members the **Hon. Richard Teitelman** on their receipt of the **ABA's Legislative Advocacy Award**. The awards continue with **Margaret Donnelly's** honor with the Family Support Network's **Guardian Angel Award** and our own **Heather Hays'** nod from BAMSL with the **John C. Shephard Professionalism Award**. A huge round of applause for **Frankie Muse Freeman** on her being named **BAMSL's Distinguished Lawyer**. A tip of our collective hats to **Ruth A. Przybeck** for her appointment to **Chief Counsel of the National Tort Center for the United States Postal Service**. We're proud to know you and good luck to **Katie Wessling** on her win in the election for **St. Louis City School Board**. Another worthy election winner was WLA President **Lynn Ricci** who was elected to the **University City Council**. Rock on to **Dianne Mispagel** who was named **Vice-President and Shareholder** at **Paster, West & Kranner, PC**. Way to go to **Kimberly Mathis** for her gubernatorial appointment to the **Children's Trust Fund Board**. Let's party for **Jennifer Marler** for being named partner at **Sonnenschein Nath & Rosenthal**. And last but not least, rock on and see you around to **all those ladies** who just **passed the Missouri Bar**.



**Claire McCaskill**



**Carrie Hermeling**



**Kayla Vaughn**



**Doreen Dodson**



**Hon Richard Teitelman**



**Margaret Donnelly**



**Heather Hays**



**Frankie Freeman**



**Katie Wessling**



**Lynn Ricci**



**Kimberly Mathis**



**Jennifer Marler**

*(Continued from page 4)*

explain the gaps that still exist between men and women in terms of recognition, position, and income. For your own education, and that of your friends, spouses, and daughters, I strongly encourage you to read these two books. They have much to offer, not just in terms of ideas, but also in terms of practical advice. The life they bring understanding and strategy to may be yours.

Lynn Ricci, President  
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[www.wlasi.org](http://www.wlasi.org)



**MEMBERSHIP INVOICE**  
**September 2006-2007**

Please provide the following information for our records and return to: PO Box 1428, St. Louis, MO 63188.

Membership Type:     Renewal                       New Membership

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Firm/Corp: \_\_\_\_\_ Fax: \_\_\_\_\_

Address: \_\_\_\_\_ E-mail: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_ Website: \_\_\_\_\_

School/Year: \_\_\_\_\_ States admitted: \_\_\_\_\_

Please check to be included in the following:

- List of professionals willing to receive requests from media for comment on an issue in my practice.
- Law students and less experienced lawyers can contact me for mentorship, resume review, mock interviews and similar.

Please check the committees in which you would like to participate:

- |  |   |
|--|---|
| <input type="checkbox"/> Legislative Committee                     | <input type="checkbox"/> Golf Tournament Committee  |
| <input type="checkbox"/> Holiday Party & Charity Auction Committee | <input type="checkbox"/> Scholarship Committee  |
| <input type="checkbox"/> Membership/Mentorship Committee           | <input type="checkbox"/> Judicial Committee   |
| <input type="checkbox"/> PR/Communication/Media Committee          | <input type="checkbox"/> Advisory/Historian Committee<br><i>(open to past presidents)</i> |

Please check you desired level of membership:

- |                          |                                   |   |
|--------------------------|-----------------------------------|---|
| <input type="checkbox"/> | Gavel Club                        | \$110.00*   |
| <input type="checkbox"/> | Scales of Justice                 | \$85.00*  |
| <input type="checkbox"/> | Regular Membership                | \$65.00   |
| <input type="checkbox"/> | 2006 Graduates/New Admittees      | \$ 0.00   |
| <input type="checkbox"/> | Law Student Membership            | \$ 0.00   |
| <input type="checkbox"/> | One Time fee for Online Directory | \$10.00 <i>(must pay this one time fee to be included in the directory)</i> |

**TOTAL ENCLOSED \$ \_\_\_\_\_**

*\*Proceeds from additional dues paid by Gavel Club & Scales of Justice Members will be given to the WLA Foundation for WLA's Charitable Activities Including the Linda J. Murphy Scholarship Fund for women law students.*

If you are enrolling in the Online Directory, please select three of the following practice areas for publication:

Administrative Law	Admiralty/Maritime	Adoption	Advertising	Agricultural
Arbitrat & Trade Regulation	Appeals	Arbitration/Mediation	Banking & Finance	Bankruptcy
Business Litigation	Civil Litigation	Civil Rights Constitutional Law	Collaborative Law	Collections
Commercial Litigation	Eminent Domain/Land Use/Zoning	Construction Law	Consumer Law	Contract Law
Corporations/Not For Profits	Criminal Prosecution	Criminal Defense	Disability Law	Elder Law
Election Law	Employment Discrimination - Employees	Employment Discrimination - Employers	Entertainment & Sports Law	Environmental Law
Family Law/Divorce/Custody & Support	General Practice	Government/Municipal Law	Health Law	Immigration
Insurance Defense	International Law	Internet/Technology	Judicial	Labor & Employment - Employees
Labor & Employment - Employees	Landlord/Tenant	Legal Aid	Legislative/Political	Medical Malpractice
Medicare/Medicaid	Military Law	Patent Law	Pensions/Employment Benefits	Trademark & Copyright
Personal Injury	Legal Malpractice	Public Interest	Railroad	Real Estate
Retired	Regulatory/Licensing	School/Education	Securities	Social Security
Trafficon	Traffic	Wills/Trusts/Estate Planning	Workers' Compensation	Legal Placement

## OUT AND ABOUT WITH WLA

### *Annual Legislative Lunch*

Legislative Committee hosted 2007 Legislative Luncheon this year. Always a popular event, this years' CLE topic was "What's Up With Health Care"? We had a great turnout of Legislators Including Senator Rita Heard Days, Senator Joan Bray, Representatives Jeanette Mott Oxford, Rachel Storch, Margaret Donnelly, and Michelle Sherod, U.S. Senator Claire McCaskill's Representative in St. Louis. Vivian Eveloff (pictured at left) of the Sue Shear Institute for Women in Public Life kicked off the discussion.



In addition to addressing proposed Medicaid Reforms, the speakers also spoke about some of their pet projects and other concerning issues on the horizon including threats to Missouri's Bipartisan Plan.



This year the panel was entirely made up of Democratic members. Next year we hope to see more participation from the Republican Women in Jefferson City.

The program concluded with the Legislators requesting more contact from our members. Especially, with the absence of attorneys in state legislature many felt it would be helpful to have some of our members available to answer quick questions by e-mail or telephone. The Legislative Committee is following up with this. Stay tuned . . . the Legislative Committee will calling members to action!!



### *First Annual Brown Bag Lunch in Honor of Black History Month*

WLA was proud-as-punch to officially recognize Black History this year with a Brown Bag Luncheon at the St. Louis History Museum in Forest Park. Our keynote speaker was **Margaret Bush Wilson** (pictured at left) a trailblazing woman lawyer and a native St. Louisan. Ms Bush-Wilson gave an inspiring speech about the history of African-American women lawyers in our community, bringing to life the obstacles these women had to overcome to become what most of us take for granted.



When she began law school, the State of Missouri did not allow African-Americans to attend the law school at the University of Missouri, needless to say at the time women African-American attorneys were almost unheard of. She did have a friend at law school in **Frankie Muse Freeman**, another honoree at the luncheon. The stories were amazing—anyone who has not heard them needs to find out—did you know that when the University of Missouri was ordered to admit African-American's to it's law school, the first applicant disappeared?

Stories from women like Ms Bush should not be forgotten and WLA thanks her for sharing her story and her wisdom. Thanks so much also to WLA Board Member Nicole Colbert-Botchway for putting the whole thing together.



Women Lawyers' Association of Greater St. Louis

P.O. Box 1428  
St. Louis, MO 63188  
Phone: 314-963-5290  
Email: [wlastl@yahoo.com](mailto:wlastl@yahoo.com)



**WLA Mission Statement.** Our mission is to:

- Promote and assist women to obtain positions of influence and leadership within their workplace, the legal profession, the judiciary, and the community.
- Raise awareness of and combat biases against women within the community at large, the legal profession, and under the law.
- Advocate for diversity, equality, and justice under the law and within the legal system.
- Support women lawyers in their personal and professional lives.
- Provide opportunities for volunteerism and advocacy on issues affecting women.
- Collaborate with other individuals and organizations to improve the status of women.

**RENEW YOUR MEMBERSHIP TODAY!**

**WLA BOARD NOMINATIONS OPEN**

**5/1/07-5/31/07**

Now's your chance to get more involved in WLA: nominations for Board positions open on 5/1/07. You can nominate yourself or nominate someone you know. There are 6 Member at Large positions and 3 officer positions available (Secretary, Vice-President & President-Elect). The Board meets once a month and has the pleasure of being involved in all of WLA's annual events.

**Read all the details and download your application at [www.wlastl.org/members.html](http://www.wlastl.org/members.html)**

Remember, in order to vote in the election or run for any office, your membership dues and application must be current. Nominations must be received by 5/31/07 so send in your Nomination Petition today and become a bigger part of WLA.

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