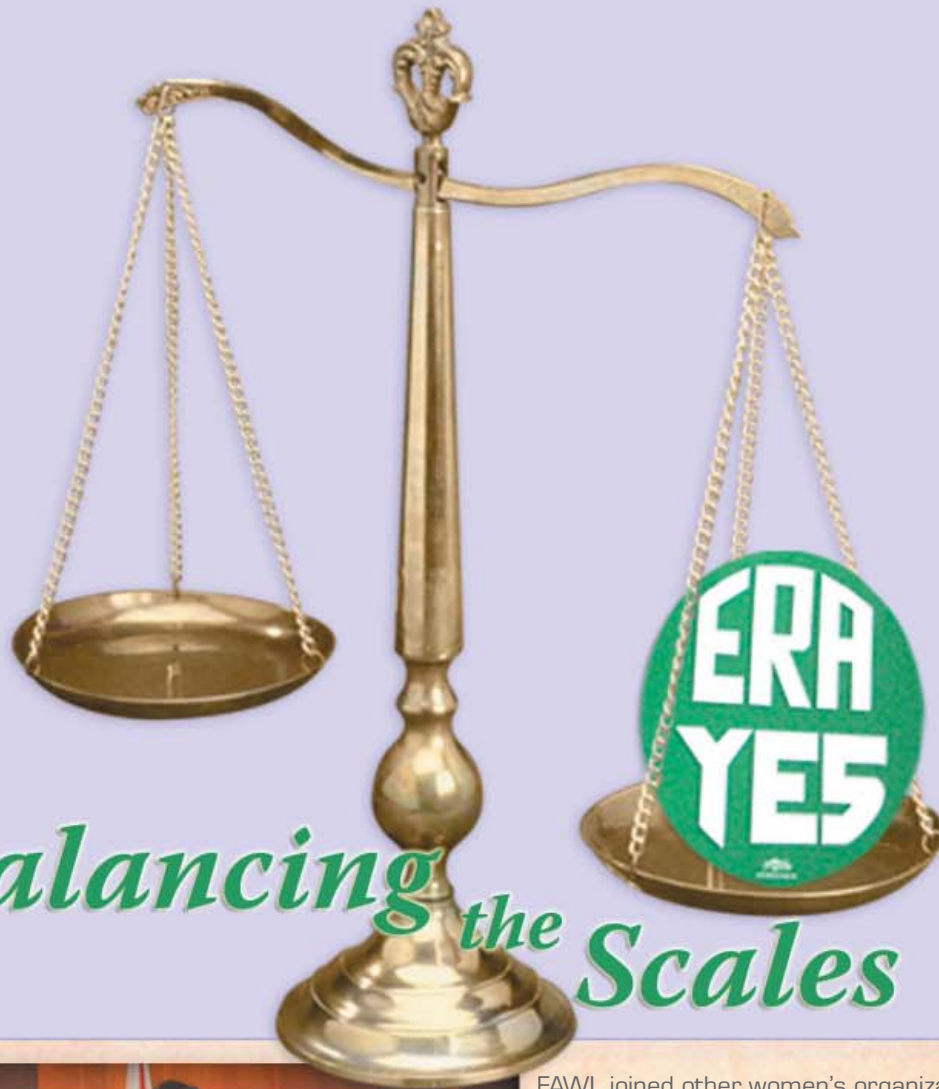




F.A.W.L. JOURNAL

A Publication of the Florida Association for Women Lawyers

SPRING 2006



FAWL joined other women's organizations at an ERA press conference and rally outside the Senate Chambers. FAWL President June C. McKinney Bartelle, pictured here, spoke in favor of ratification of the Equal Rights amendment, as did Senate sponsor Gwen Margolis and House co-sponsors Arthenia Joyner and Curtis Richardson.

SEE PAGE 10

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VISIT US ON THE WEB AT

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AND ADVERTISING INFORMATION.

ARTICLE SUBMISSION:

We encourage authors to submit articles through FAWL's *Journal* editor,
Sherri Johnson, at sjohnson@dentjohnson.com,
or contact the Association's office as referenced above.



PRESIDENT'S MESSAGE

Balancing the Scales

by
June C.
McKinney
Bartelle

It has been a banner year, filled with excitement, challenges, and successes. Across the state, FAWL's Board and members have worked tirelessly and unselfishly to carry out the focus of the 2005 - 2006 theme, "Balancing the Scales." My sincerest appreciation to everyone who worked to make this a successful year. I am honored to have served as FAWL's 54th President. It has afforded me immense personal satisfaction to represent you in so many arenas.

In January, FAWL put out a call to its membership to provide examples of biases or discriminations currently faced by women attorneys. Many members responded by asking how the information would be used and by requesting that their names not be used in any way. These questions and requests demonstrate that problems still exist today. This knowledge provided me the momentum to testify before the Florida Supreme Court Standing Committee on Fairness and Diversity on your behalf. I told our story about the plight of women and their treatment as attorneys in the courtroom by judges, opposing counsels, bailiffs, and often by the clients they seek to help.

FAWL's midyear meeting held in Miami, provided FAWL members an opportunity to immerse themselves in topics and activities to enhance their leadership capabilities. Participants were empowered and enlightened as

they were taught strategies to strengthen and promote their career goals. Timely and practical information was given regarding development of skills needed for women lawyers to take charge of their careers and lead successful professional lives while simultaneously balancing their personal lives.



*FAWL partnered with the National Association of Women Lawyers to present "Effective Techniques to Advance Women Lawyers to the Top" held in Washington, D.C. Pictured from left: FAWL President **June McKinney Bartelle**; President of the National Conference of Women's Bar Associations, **Carole Aciman** from Hughes, Hubbard & Reed LLP and President of the National Association of Women Lawyers **Lorraine Koc**, General Counsel to Debshops, Inc. in Philadelphia.*

Our "Balancing the Scales" initiative made us take a good look at The Florida Bar. We asked ourselves, "Does the role of our ex-officio seat on the Board of Governors serve any purpose?" We decided that it certainly does. It keeps our members informed about issues that may impact them. In addition, it provides FAWL an opportunity to inform Bar leadership about the dynamic, capable, credentialed members who stand ready to serve the Bar in various capacities. Ex-officio membership provides an opportunity to advocate for committee and other appointments for our members. Even limited participation in the Board of

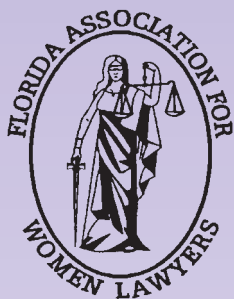
Governors' process provides FAWL an opportunity to raise the awareness of the Bar regarding women's issues and to work with the Bar for the benefit of our membership.

Throughout the year, FAWL chapters monitored the Judicial Nominating Commissions interviews under the leadership of **Evelyn Moya**, our Judicial Monitoring Chair. She met with JNC chairs and notified chapters of interviews in their circuits to monitor. We wrote letters on behalf of our members to support their applications for appointments, and we made telephone calls on behalf of our member-candidates. We saw our members appointed to the positions that they sought. We are also pleased that there are more women on the bench today than there were a year ago, but we recognize that these numbers still do not reflect our percentage of Bar membership. Hopefully, SB 766/HB 113 will pass to fund and increase the number of judges in the state so there will be other opportunities to increase the number of women on the bench in the state.

FAWL has been blessed this year to have Lobbyist **Yolanda Cash Jackson** advocate on its behalf. She has done a masterly job of raising our political awareness. She often says, "There are no professional groups on the hill taking care of women's issues." Lobbyist Cash Jackson planned and implemented a legislative strategy for FAWL that has made us a more effective entity. The key strategy was to create access. She initiated

► **PRESIDENT**, Continued on Page 11

"We are pleased that there are more women on the bench today than there were a year ago, but we recognize that these numbers still do not reflect our percentage of Bar membership."



FAWL ANNUAL MEETING

Boca Raton Resort and Club
in conjunction with
The Florida Bar
Annual Convention
June 22-23, 2006

Thursday, June 22

3:30 to 6:00 p.m.

FAWL BOARD OF DIRECTORS
MEETING

Friday, June 23

8:00 to 9:30 a.m.

FAWL 55TH ANNIVERSARY
BREAKFAST



With Remarks
honoring FAWL Past
Presidents and the
Installation of the
2006-2007 FAWL
Officers conducted

by the Honorable **Patricia Seitz**.

Friday, June 23

12:30 to 2:00 p.m.

JOINT AWARDS LUNCHEON

Sponsored by the Florida
Association for Women Lawyers;
The Equal Opportunities Law
Section of The Florida Bar and the
Virgil Hawkins Florida Chapter
National Bar Association.



Honoring Supreme
Court Justice **Peggy
Quince**, Recipient of
the 2006 Rosemary
Barkett Outstanding
Achievement Award.

JOINT AWARDS LUNCHEON KEYNOTE SPEAKER:

Judge Gill Freeman to Speak on Fairness in the Courts

by Janeia Daniels, Esq.

The Honorable **Gill Freeman** of the United States Eleventh Circuit Court of Appeals will deliver the keynote address, "Fairness in the Courts."

No stranger to the judiciary's efforts to promote fairness and equality, Judge Freeman has served in various lead roles on past fairness commissions, the Gender Bias Commission, and the Racial and Ethnic Bias Commission 10 Year Retrospective, and also teaches a fairness course at the New Judges' College. She also served as president of FAWL from 1984-1985.



In 2004, Judge Freeman was appointed chair of the Supreme Court Standing Committee on Fairness and Diversity, which was established to advance the court's efforts to eradicate inappropriate bias from court operations. Since its inception, the Standing Committee has established a Diversity Information Resource Center that provides links to diversity and fairness court education curricula, best

practices for diversity recruitment and retention utilized by state and national organizations, and other research materials relevant to the ongoing development of diversity perspectives.

In addition, the Committee recently released a report of recommendations "Promoting and Ensuring the Diversity

of Judicial Staff Attorneys and Law Clerks within the Florida State Courts System." The Committee also hosted a two-day town hall meeting at the Florida Bar's Midyear Meeting in Miami, and is currently gathering information regarding the perception

of fairness in the court system from judges, court staff, lawyers, jurors and citizens throughout the state.

Judge Freeman will discuss the findings from the Committee's research endeavors and provide an overview of the implementation plans and recommendations to address the pervading fairness issues in the court system. "We are dedicated to making our court system accessible to everybody and fair to everybody," says Freeman. ■

TICKET INFORMATION: Registration to attend the luncheon is through The Florida Bar.

Tickets are \$35 and should be ordered through The Florida Bar's Annual Meeting brochure in the May *Bar Journal* or visit **www.floridabar.org** to order tickets online. This event has a history of selling out. Tickets should be purchased in advance and will not be sold at the door.

Thank you to our Annual Meeting sponsor:

**ACCURATE REPORTING SERVICE
OF JACKSONVILLE**

Florida Association for Women Lawyers Annual Meeting

FAWL ANNUAL RETREAT

SATURDAY AND SUNDAY, JULY 22-23, 2006

Marriott Harbor Beach Resort & Spa – Fort Lauderdale

Mark this weekend to attend FAWL's Annual Retreat and The Florida Bar's Voluntary Bar Leaders Conference. FAWL is once again combining its Annual Retreat with the Voluntary Bar Leaders' Conference in order to take full advantage of opportunities offered to the leadership of Florida's bar associations.

Take advantage of this once-a-year opportunity to combine the educational program offered to all voluntary bar leaders in Florida with a chance to network first hand with other FAWL chapters around the state.

VOLUNTARY BAR LEADERS' CONFERENCE

Registration to attend this event is \$100 through The Florida Bar and scholarships are available on a limited basis. The Annual Voluntary Bar Leaders Conference is scheduled to begin on Friday, July 21, 2006 and run through Saturday, July 22 around noon. All voluntary bar leaders should receive a brochure in the near future, but for additional information on the conference or scholarship requirements, contact **Toyca Williams**, Voluntary Bar Liaison at The Florida Bar, at twilliams@flabar.org or 850/561-5764.

FAWL RETREAT AND BOARD OF DIRECTORS MEETING

The FAWL Retreat is scheduled to begin Saturday afternoon, following the Voluntary Bar Leaders Conference.

Attendees should plan to book a room for Saturday in order to take advantage of the hotel property, attend the evening social function, and attend the Board of Directors meeting on Sunday morning. Plan now to send several members of your Chapter. Meet other FAWL leaders as we plan for the coming year and share valuable information to assist local Chapters. Registration is through the state FAWL office. Call 850/894.0055 or email: fawl@fawl.org. Additional information is posted on the FAWL website at www.fawl.org.



HOTEL INFORMATION

Marriott Harbor Beach Resort & Spa, tucked away on 16 sun-drenched oceanfront acres, is Fort Lauderdale's preeminent resort. The resort offers an irresistible list of indulgent pastimes, superior meeting space and outstanding service. Located just 10 minutes from Fort Lauderdale/Hollywood International Airport, the resort affords guests the seclusion of a tropical resort, with all the exciting dining, shopping, entertainment and cultural options

of the city at its doorstep. To secure the discounted room rate of \$159, reservations should be made by calling 888/236-2427 or 954/525-4000, prior to June 23, 2006. Request your reservation under the group name "Florida Association for Women Lawyers."

CHAPTERS TO RECEIVE OUTSTANDING MEMBERSHIP RECRUITMENT AWARDS

FAWL's Treasurer, **Amy Furness**, and Membership Chair, **Mary Gomez**, are pleased to announce that the following Chapters have experienced 10% or more increase in membership this year, and are eligible to receive recognition and awards, including one paid registration at the Marriott Harbor Beach on Saturday, July 22, 2006:

- ▶ **Central Florida Association for Women Lawyers**
- ▶ **Collier County Women's Bar Association**
- ▶ **Hillsborough Association for Women Lawyers**
- ▶ **Lee County Association for Women Lawyers**
- ▶ **Sarasota FAWL**
- ▶ **South Palm Beach County FAWL**
- ▶ **FAWL at Stetson**

The chapter with the highest percentage increase in membership will also receive complimentary lodging for one member to the FAWL Retreat.

Interested in learning how they did it? Come to the FAWL Retreat and find out! ■

Nominating Committee Proposes 2006-2007 Slate of Officers

In accordance with Article VIII of the Bylaws, the Nominating Committee, chaired by Immediate Past President **Deborah Magid**, and including committee members **Wendy Loquasto**, **Mary K. Wimsett**, **Jennifer Coberly**, **Julie Koves**, and **Siobhan Shea**, proposes the slate of officers set forth below. The offices of President and Treasurer are automatically filled by the current President-Elect and Treasurer-Elect. The remaining slate of nominees shall be approved at the Annual Meeting, unless any petitions to challenge a candidate are received.



President

WENDY S. LOQUASTO is a shareholder in Fox & Loquasto, P.A., a statewide appellate practice law firm.

She manages the Tallahassee office and has a varied practice, including civil, criminal, workers' compensation, and family law appeals; extraordinary writs; and postconviction motions. Before entering private practice, she clerked for Judge Richard W. Ervin, III, at the First District Court of Appeal for 15 years. She is on the Executive Council of The Florida Bar Appellate Practice Section and *The Florida Bar Journal* and *News* Editorial Board. She has served on the FAWL Board almost continuously since 1995 as Public Relations Officer, Secretary, Historian, Assistant Historian, Chapter Representative, and Chair of the Membership, Website, Bylaws, and Nominating Committees. She was instrumental in organizing the First 150 Women Lawyers Celebration and compiled and edited *Celebrating Florida's First 150 Women Lawyers*. Loquasto also assisted Judge Mattie Belle Davis in compiling and editing *History of Florida Association for Women Lawyers (1951-2002)*. She is a FAWL Golden Star Award recipient. Loquasto is a former president of Tallahassee Women Lawyers (1996-97) and received the Florida Council of Bar Association

Presidents' 2004 Outstanding Past Voluntary Bar President Award for her service. She graduated *magna cum laude* from Stetson University College of Law in May 1988 and currently serves on Stetson's Board of Overseers.



President-Elect

SHERRI L. JOHNSON, a past president of the Sarasota chapter, currently serves as the *FAWL Journal* Editor.

She has previously served as FAWL's Membership Director, as chairman of the judicial selection committee and the awards committee, and as a member of the bylaws committee and the nominating committee. She is also the Treasurer of the Sarasota County Bar Association, and Membership Chairman of the Judge John M. Scheb American Inn of Court. The Sarasota Chapter of FAWL recently awarded her its 2005 Outstanding Attorney Achievement Award. She graduated with honors from the University of Florida College of Law in 1997, where she was a member of Florida Blue Key and an editor of the *Journal of Law & Public Policy*. She is a partner in the law firm of Dent & Johnson, Chartered, where she concentrates her practice in ad valorem tax law representing county property appraisers, as well as appellate law, business and real estate law. She has published an article on ad valorem tax law in the *Stetson Law Review*, and is a regular presenter at property appraisers' conferences. She was named the 2005 Young Lawyer of the Year by the *Gulf Coast Business Review*.



Treasurer

CAROLYN COUKOS is a shareholder of Fowler White Boggs Banker, a statewide law firm based in Tampa with offices in nine Florida cities, including Bonita Springs where she practices trust and estate law. Before joining Fowler White, she was Vice President of Northern Trust Bank and Manager of its Southwest

Florida Estate Settlement Group. She joined Northern Trust Bank in 1997 after she and her husband moved to Southwest Florida from Indianapolis, where she had practiced for 10 years in the areas of trust and estate law and employment law. She earned her JD degree cum laude at Indiana University School of Law, where she was associate editor of the *Indiana Law Review*, and editor-in-chief of the student newspaper, *Dictum*. She earned her B.A. degree at the University of Kansas. She has served on the board of FAWL's Collier County Chapter (Collier County Women's Bar Association) since 1998 and was its president from 1999 to 2001. She received its Woman Lawyer of the Year award in 2003. She was involved in bar, civic and political activities in Indiana. Notable among them, she founded the Women Lawyers Division of the Indianapolis Bar Association and served as its first president in 1987 and on its Executive Council until 1993. She co-chaired the Indiana State Bar Association's Committee to study the adoption of community property law in Indiana and led a statewide citizens coalition in support of the proposed legislation. In 1986 she was one of three finalists nominated by the Indiana Judicial Nominating Commission to be judge of the Indiana Tax Court. She serves on the board of Planned Parenthood of Collier County. She is treasurer of the Democratic Club of Bonita Springs.



Treasurer-Elect

DAWN MARIE BATES- BUCHANAN, is the Managing Attorney at Gulfcoast Legal Services,

Inc. ("GLS"), in Bradenton, as of February, 2006. She has been doing poverty family law since her graduation from Stetson University College of Law in 1998, first in Daytona Beach, for Community Legal Services of Mid-Florida (formerly known as Central Florida Legal Services), and now for GLS. She was President of the Stetson chapter of FAWL, continued that tradition by holding the positions

of Treasurer and Vice-President at the Volusia/Flagler FAWL chapter in Daytona Beach, and has been involved in many community events to support women. She has also been a representative of the Volusia/Flagler FAWL chapter in attendance at many of the State meetings.



Secretary

REBECCA HARRISON STEELE is the Director of the ACLU of Florida's West Central Florida regional office.

She came to the ACLU from private law practice with her own law firm, which she formed after working as an attorney with the Trenam, Kemker and Holland & Knight law firms. She is an AV-rated lawyer and an experienced appellate attorney who clerked for the Honorable Charles R. Wilson for the United States Court of Appeals for the Eleventh Circuit. She received her law degree, *magna cum laude*, from the Stetson University College of Law, where she was an articles and symposium editor for the *Stetson Law Review*. She has served as an adjunct professor at Stetson University College of Law, and writes and speaks frequently on civil rights issues. Before becoming a lawyer, she was a stage director and an adjunct professor of theater at the University of South Florida and the University of Tampa. She is a past president of the Board of Directors for the community radio station WMNF-FM, and is also a past president of the Hillsborough Association for Women Lawyers. She serves on the board of FAWL and the Trial Lawyers Section of the Hillsborough County Bar Association. Other past bar involvement: Co-Chair of the Employee Benefits Committee of The Florida Bar Section of Labor and Employment Law; Co-Chair of the Ethics Subcommittee of the ABA Section of Labor and Employment Law Employee Benefits Committee (including serving as a contributing author for the BNA treatise, *Employee Benefits*). Upcoming honors are listings in the 2006 Florida Trend "Legal Elite" as well as the 2006 Florida Super Lawyers.



Journal Editor

C.J. WEINMAN, has been a member of FAWL and active in her local chapter, Tallahassee Women Lawyers, since 1990, serving as president of TWL from 1995-1996. She has served

on various FAWL committees over the years. She has been a judicial attorney with Judge James Wolf at the Florida First District Court of Appeal for 16 years, and she has also taught as an adjunct professor at Tallahassee Community College and Barry University in Tallahassee for 14 years, teaching several legal studies courses, legal research and writing, and proofreading and grammar. For the past three years, She has retreated a bit from teaching and FAWL activities, to care for her father during the last years of his struggle with Alzheimer's disease, and is writing a book about her caregiving experience. She received her J.D. with honors from FSU College of Law in 1989. She has a B.S. degree from Western Illinois University in Child Development and, prior to law school, she spent several years in child day care administration.



Membership Director

MARY MUSETTE STEWART is a Florida

native and was recently employed as sole in-house counsel at Dr. Phillips, Inc., a non-profit corporation, where her primary area of practice is real estate. She received her B.A. in 1994 from Loyola University New Orleans, and her J.D. in 1997 from Oklahoma City University School of Law. She is the President of the Central Florida Association for Women Lawyers and has been on the CFAWL Board for four years. She is also a Member-at-Large on the Board of Directors for the Orange County Bar Association/Young Lawyers Section. In addition to her longstanding involvement in charitable activities associated with the legal community, she is also heavily involved with Greyhound Ranch Adoptions, Inc., which is a Central Florida Greyhound rescue organization. She is married to John Dambrauskas, a senior investment analyst at SDR Investments. They live in Longwood, Florida and have two cats named Brittany and Brianna, and a Greyhound named Tally.



Public Relations Director

CARLA A. JONES is a partner at The Walton Law Firm in Miami. Her practice includes real estate litigation and transactions. Before joining The Walton Law Firm, she practiced in

the area of banking law with Lewis R. Cohen, P.A., which is considered the legal department for Mellon United National Bank. Since 2004, she has served on the Florida Bar Grievance Committee (11P). Additionally, she is a member of the Board of Gwen S. Cherry Black Women Lawyers Association. Further, she sits on the Board of The Portrait of Empowerment, a non-profit community-based organization dedicated to enabling individuals and families to become self-sufficient. She received her J.D. and her B.S. degree in Finance from the University of Florida.



Immediate Past President

JUNE C. MCKINNEY

BARTELLE is a past President of Tallahassee Women Lawyers. She serves

on the Commission on Professionalism, Membership Outreach Committee, Education Law Committee and is a Mediation Qualifications Board Member. She is a member of the Tallahassee Barristers Association, William H. Stafford American Inn of Court, the Florida Government Bar Association, the Tallahassee Bar Association, Virgil Hawkins Chapter of the National Bar Association, National Bar Association and National Association of Women Lawyers. A former chair of the Capital City Bar Presidents Council, she is a 2002 recipient of the Florida Association of Black Public Administrators Legal Community Service Award. She is a Senior Assistant Attorney General in Tallahassee and provides General Counsel services to the Commission for Independent Education. Formerly she was Chief Attorney for the Office of the General Counsel, Division of Alcoholic Beverages and Tobacco, and has served the Florida Public Service Commission Office of the General Counsel, Bureau of Telecommunications, the Public Defenders Office as Misdemeanor Division Chief, and the Department of Labor and Employment Security Division of Unemployment Compensation, Bureau of Appeals. She earned her J.D. at the University of Florida College of Law, where she was President of the Black Law Students Association, a Virgil Hawkins Scholar and an Earl Warren Legal Training Scholar, and worked as an Associate Editor for Development, *Journal of Law and Public Policy*. She is an active alumna of Howard University. ■

FAWL LOBBY DAYS

A Whirlwind of Legislative Activities!

For two days in March, FAWL members from throughout the State gathered in Tallahassee. We walked the halls of the Capitol, rubbed shoulders with legislators, lobbyists, and public officials, were trained in grassroots lobbying techniques at a free CLE, and had the opportunity to network with other women's groups, including the Gwen S. Cherry Black Women Lawyers Association, Florida Commission on the Status of Women, Florida Women's Consortium, Women's Law Symposium of Florida State University Law School, and the Tallahassee Women Lawyers.

Before the Board meeting, FAWL members were treated to a lovely lunch at the Governor's Club. The Board then considered the bills presented by the legislative committee, and adopted this year's legislative agenda. FAWL will take the following positions:

- ▶ Support SCR 204/HCR 8005, Equal Rights for men and women;
- ▶ Support SB 766/HB 113, which will increase the number of circuit and county court judges;
- ▶ Support SB 1178/HB 59, the Mary B. Hooks Act for breast cancer;
- ▶ Support SB 498, 1800 & 488/HB 761, relating to domestic violence;
- ▶ Support SB 972/HB 241, relating to Florida KidCare;
- ▶ Support SB 1188, which will better allow female inmates to parent their children; and
- ▶ Oppose SB 348, relating to termination of alimony in certain circumstances. ■



Florida Bar President Alan Bookman briefed FAWL members on The Florida Bar's legislative agenda, which includes legislation to limit constitutional amendments and to oppose regulation of paralegals by entities other than The Florida Bar. Pictured here are FAWL Legislative Chair Kendra Davis, Alan Bookman, and FAWL President June McKinney Bartelle.



FAWL presented a panel discussion on citizen initiatives to amend the state constitution. The panel, which included Damian Filer, moderator Chasity O'Steen, Susan L. Kelsey, and Stephen H. Grimes, explained the process and discussed efforts to restrict citizen's initiatives, and alternatives to the current proposals.

WE GRATEFULLY ACKNOWLEDGE THE FOLLOWING SPONSORS:

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| ▶ Becker & Poliakoff, P.A. | ▶ Fowler White Boggs Banker |
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Sen. Villalobos honored with Friend of FAWL Award

FAWL honored Senate Majority Leader J. Alex Villalobos with the prestigious Friend of FAWL Award at a reception hosted by Carlton Fields. FAWL selected Senator Villalobos for this honor because of his commitment to ratification of the Equal Rights Amendment and the independence of the judiciary. Pictured here from left are June McKinney Bartelle, Sen. J. Alex Villalobos, Sen. Nancy Argenziano, Sen. Paula Dockery, and Sen. Evelyn Lynn. ■



*FAWL members were treated to lunch at the Governor's Club before the Board Meeting. From left: **Sherri Johnson**, FAWL Journal Editor; **Veronica S. Prostko**, Hillsborough Association for Women Lawyers; **Yolanda Cash Johnson**, FAWL Lobbyist; **Mary K. Wimsett**, FAWL Secretary; **Denise Chancey**, CFAWL; **Stenise Rolle**, TWL; and **Kendra Davis**, FAWL Legislative Chair.*



*Supreme Court Justice Peggy Quince joined FAWL members at the Board Meeting luncheon. From left: **Sha'Ron James**, TWL Chapter Representative; **Linda Wells**, TWL Member; Justice Quince; **Nikki Mitchell**, **Gwen S. Cherry** Black Women Lawyers Association President; **June C. McKinney Bartelle**, FAWL President; **Carla A. Jones**, Miami-Dade FAWL Member.*

*FAWL Lobbyist **Yolanda Cash Jackson** introduces Representative **Loranne Ausley** at the Breakfast and Briefing.*



Look for
legislative news
at
www.fawl.org



The Florida Association for Women Lawyers gratefully acknowledges



Yolanda Cash Jackson

and

Thamar E. Harrigan

of Becker & Poliakoff, P.A.,

for assistance in coordinating the 2006 FAWL Legislative Agenda

MIDYEAR MEETING

LEADERSHIP FAWL

Balancing the Scales

by Tracy N. Webster

If you missed “Leadership FAWL: Balancing the Scales,” you missed quite an event! The day-long event, held on January 20, was co-sponsored by the Miami-Dade Chapter of FAWL. Opening the day was a dynamic presentation by **Mikki Canton**, managing partner at Gunster Yoakley & Stewart, PA in Miami, who discussed leadership from a woman’s perspective and how positive leadership traits are moving from the more masculine characteristics to, perhaps the center, with women emerging as having favorable leadership qualities not typically embraced in the past. Not only did Ms. Canton give a dynamic presentation, but she also provided attendees with copies of the book *Women Who Run with the Wolves* by Clarissa Pinkola Estes, Ph.D., to take with them to read and reference throughout their individual life journeys. Finally, to assist with cutting down on stress in the office, Ms. Canton provided an effective method for “swatting” away the negative energy that sometimes finds its way into our lives, as well as an affirmation to recite while de-stressing.

The first panel discussion was of defining one’s role as a leader where the panelists led us briefly through the paths taken to their current positions. The discussion, led by **Amy Furness**, featured **Judith Lichtman** of the National Partnership for Women and Families; state legislator **Yolly Roberson**; **Tiffani G. Lee**, partner, Holland & Knight and President of the Dade County Bar Association-Young Lawyers Division; and **Carol Licko**, partner, Hogan & Hartson.



In addition to hearing their experiences first-hand, attendees learned about the panelists through the eyes of their panel partners, who had the opportunity to explore their lives prior to the discussion, as well as through a slide presentation highlighting their achievements.

The second panel, moderated by **Edith Osman**, past president of The Florida Bar and Statewide and Miami-Dade FAWL, provided insight on the journey to bar leadership. The featured panelists were **Jennifer Coberly**, partner, Zuckerman Spaeder, LLP; **Lisa Small**, Small & Small, PA; **Sharon Langer**, Dade County Legal Aid Society; and Judge **Phyllis Kotey**. The importance of activity in local and specialty bar associations, and the benefits and rewards of involvement in Florida Bar sections and committees were highlighted by the panel. The panelists also provided insight into the road to the Board of Governors and the opportunities presented

during one’s service on the Board.

Leadership FAWL attendees had the opportunity to hear the incredible journey of **Judith Lichtman**, Senior Advisor and Immediate Past President of the National Partnership for Women and Families in Washington, D.C. In her Keynote Address, Ms. Lichtman discussed her role in the Family Medical Leave Act and her continuing fight for women’s equality, including pay equity, balancing work and family, and access to quality health care. Although much has been accomplished, Ms. Lichtman reminded us that the fight for equality must push forward, as there is so much work left to do.

The day ended with the FAWL Board Meeting where **Yolanda Cash Jackson**, partner at Becker & Poliakoff, PA, made an enthusiastic presentation before the Board about her role as FAWL’s lobbyist and about the lobbying process. Ms. Cash Jackson was also instrumental during FAWL’s Lobby Days on March 13-14.

During the program, FAWL bags were given away in a raffle that included copies of *Success Management: How to Get to the Top and Keep Your Sanity Once You Get There*, by E. Carol Webster, Ph.D. This, in addition to the books provided by Mikki Canton and Gunster Yoakley, allowed Leadership FAWL attendees to walk away not only with strategies and tips for success in leadership roles, but also with reference tools and methods for minimizing stress. The informative day long seminar taught our future leaders to focus on leadership, never fear going for the gold, and not to sweat the small stuff. ■

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*"Defining Your Role as a Leader" Panel from left: **Judith Lichtman**; **Tiffani G. Lee**; moderator **Amy Furness**; **June C. McKinney Bartelle**; and Representative **Yolly Roberson**. Not pictured: **Carol Licko**.*



*From left: FAWL President **June C. McKinney Bartelle**; "Authentic Leadership" speaker **Mikki Canton**; panel moderator **Amy Furness**; and Miami-Dade FAWL President **Sandra Hernandez**.*



*"Stepping Stones to Bar Leadership" Panel from left: Judge **Phyllis Diane Kotey**; **Wendy Loquasto**; **June C. McKinney Bartelle**; **Sharon Langer**; **Lisa S. Small**; moderator **Edith G. Osman**; and **Jennifer Rae Coberly**.*



*From left: **June C. McKinney Bartelle**; **Judith Lichtman**; and program chair **Wendy Loquasto**.*

► **PRESIDENT**, From Page 3

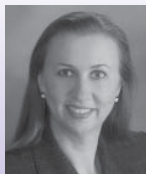
the process by setting up appointments for me to meet with female attorney legislators and the other women in the legislature prior to session. Upon meeting Women Caucus Chair, Representative **Eleanor Soble**, I was invited to a Women Caucus meeting. On your behalf, I spoke at the Women Caucus meeting, at an ERA Press Conference, and testified at a Committee meeting for SB 1800, a bill concerning domestic violence. Additionally, we submitted a letter of support that is being distributed with all ERA press kits. The Legislative

Committee, under the leadership of Chair **Kendra Davis**, has fine-tuned our legislative process. We have kept abreast of issues and have visited and called our legislators about some of the issues of interest to FAWL members.

In early March, FAWL partnered with the National Association of Women Lawyers and the National Conference of Women's Bar Associations for a seminar presented in Washington, D.C. I attended the program and met with state association presidents nationwide. I learned that FAWL's "Balancing the Scales" is a work in progress, far from complete. There are currently states

where women bar associations write legislation and participate in legislative activities year round. There are states that have a fine-tuned political system dedicated to getting women on the bench. There are states that have a significant percentage of women on their Board of Governors. Therefore, I recognize that there is still much work to do in Florida before we can say that the scales have been balanced. I challenge you to continue to build on FAWL's successes so that one day we can all say that the scales are truly in balance. It's a journey that we can continue together, one step at a time. ■

Success as leaders by empowering others



by
Dinita L.
James
FAWL
Historian

Last year, soon after the start of the fall TV season, *Newsweek* devoted an issue to “When Women Lead,” beginning the cover story with this plaintive paragraph: This should be a season of celebration. America has its first female in the Oval

Office. Everywhere you look, there are women surgeons, police officials, hard-charging executives and even amazingly resourceful undercover operatives. So why aren’t women across the country cheering? Well, perhaps because those role models — important as they are — are all fictional. They’re stars of popular TV shows like “Commander in Chief,” “Grey’s Anatomy” and “Alias.” When will the real world catch up?

Florida women lawyers are fortunate that we can celebrate role models from a source other than television. Our rich history teems with real world women who led their communities with superior intellect, strength, compassion and integrity. Not surprisingly, these pioneer women lawyers exhibited the natural qualities and leadership style that social scientists today are finding most conducive to organizational effectiveness.

A team of psychology professors based primarily at Northwestern University analyzed the available research, using a statistical methodology called meta-analysis, to determine whether the typical leadership styles of women and men differ. Their work combined data from 45 published and unpublished studies on leaders in business, academics and other areas. The meta-analysis revealed that whenever women exceeded men in a leadership trait, that trait had a positive effect on improving performance from subordinates.

The Northwestern researchers identified three leadership styles:

transformational, transactional, and laissez-faire. Women are overwhelmingly likely to adopt a transformational style, defined as serving as role models, mentoring and empowering workers, and encouraging innovation. Men, by contrast, are more likely to be transactional leaders, defined as appealing to subordinates’ self-interest by using reward and punishment as incentives. The laissez-faire style, which also was associated more often with men, is characterized by an overall failure to take responsibility for managing.

There is a fierce academic debate over the cause of the gender differences, but the Northwestern researchers identify a definite consensus that the transformational style adopted most often by women generally creates a stronger organization by inspiring commitment and creativity. The transformational leader is more an excellent teacher than a traditional boss.

FAWL Chronicles salutes five of Florida’s earliest women lawyers, women who led the way for us by transforming the practice of law in our State and serving as mentors and role models to all who have followed them to the Bar. The full biographies, with appropriate bibliographic references, for each of these inspiring women can be found in *The First 150 Women Lawyers*, published by FAWL in 2000 in celebration of The Florida Bar’s 50th anniversary.

**HERBERTA ANN
HATHCOCK
LEONARDY**
*Teacher,
Parliamentarian,
World Traveler
1893-1981*



Although the men in her family were doctors in Plant City, Herberta Hathcock was discouraged from pursuing a profession. When her father sent her off to Stetson University in 1916 to pursue graduate study of philosophy, she enrolled in law school instead. Her father did not find out until he got the tuition bill and it was too late

to stop her that year. She had to drop out after her first year and work as a teacher to earn the money to complete her law degree, earning her LL.B. from Stetson College of Law in 1926. She practiced with her husband, John Leonardy, for 15 years, but when the marriage ended, so did the Sanford, Fla., firm of Leonardy & Leonardy.

Dr. Leonardy moved to Miami in 1939 as a single mother of one son. She worked for a year as a librarian at the University of Miami School of Law and taught Parliamentary Law in its evening division. Thereafter, her day job was as a teacher in junior and senior high school, and serving as president of the Dade County Teachers’ Association. During her tenure, the teachers sued the school board over a salary dispute and won, and the school board then pressured the principal to fire her. The principal would not, because she was too valuable a member of the faculty.

She began studying parliamentary law during law school and became a national expert, writing two books on the subject, presiding over the national organization and founding one in Florida. She trained nearly every registered parliamentarian in Florida, and served as parliamentarian for 15 national organizations, including the Daughters of the American Revolution. She also was president of the Florida League of Women Voters.

Parliamentary law “is the most useful thing,” Dr. Leonardy is quoted as saying. “If the presiding officer follows correct procedure, the meeting will be eminently fair and impartial.”

Dr. Leonardy was also a student of the world and visited nearly every country. In her mid-50s, she went to Colombia, South America for six summers to pursue graduate studies. She traveled to China at age 85. When she died in her sleep at age 87, she had among her personal effects airline tickets for six pending trips to places around the world.

In an interview a couple of years before her death, she reflected: “I’ve had an adventuresome sort of life, and a pleasant one. On the whole, I can’t complain, and if I had it all to do over, I believe I’d live it much the same.” Wouldn’t we all like to earn that epitaph?

**ETHEL ERNEST
MURRELL**

*Lobbyist, Activist,
Columnist
1905-1991*



Born in Wyoming, Ethel Ernest was the product of an Eastern college education, capped by studies at the Sorbonne in Paris. She toured Europe and Asia to lecture about women's rights before marrying Miami attorney John Moore Murrell in 1931. She received an LL.B. from the University of Miami School of Law and was admitted to The Florida Bar a year later.

She used her law degree and Florida Bar membership as a springboard to promote women's equality. Ms. Murrell led a 10-year campaign that culminated with the enactment in 1943 of the Florida Married Women's Property Act, endowing married women with the same property rights as their husbands. She also is credited with promoting legislation that allowed women to serve on grand and petit juries in Florida. As early as 1946, she was leading an effort to amend the Florida Constitution to provide for equal rights for women.

She also was a journalist, writing a daily column, "Law for the Ladies," which was carried in eight Florida newspapers. She wrote a college text, *Law for the Ladies: Practical Law*, and also published a volume of poetry.

She died at age 88, having devoted her life to equalizing the legal status of women.

**CLARA BACKUS
FLOYD GEHAN**

*Integrationist,
Pro Bono Pioneer,
Mentor
1909-1992*



Clara Floyd was born to a doctor and a nurse in Alachua County and earned a college degree from Brenau College in Gainesville, Ga., in 1929. She wanted to continue her studies

after her return home to teach Latin at Gainesville (Fla.) High School, but by law women could not take courses at the University of Florida if the same courses were offered at Florida State College for Women in Tallahassee. Since 1925, the law had permitted women to enroll at the University of Florida College of Law, but no woman had exercised that right, apparently because they were openly discouraged from doing so. Miss Floyd, with the backing of a law professor, spoke to the dean, Harry R. Trusler, who reportedly stood up, bowed at the waist, and said, "My dear young lady, may I persuade you to study law?"

However serious his offer, she took him up on it. Her first day of law school was no less dramatic, as the entire (all male) student body formed two lines outside, and Miss Floyd had to walk between the rows to enter the building. "It wasn't bad," she remembered a half-century later. "You felt conspicuous; you stuck out like a sore thumb. But they [her fellow students] weren't rude. Some ignored me as a matter of principle. I still have some fine friends from law school."

Miss Floyd excelled at her studies, graduating in 1933 with honors and the Harrison Award for the highest overall average. Other than a two-year stint following husband Frederick Gehan to Utah where he served during World War II, Mrs. Gehan practiced law with Gainesville firms until 1963, when she hung her own shingle, practicing primarily in probate and real estate, and doing considerable pro bono work.

She developed her leadership skills in local bar activities, first chairing the Eighth Judicial Circuit Bar Association and later chairing its Legal Aid Committee. She was a founder of what is now Three Rivers Legal Services, Inc. and also was instrumental in creation of the Legal Aid

and Defender Clinic at UF law school.

The leadership experiences throughout her life prepared her for her most challenging and interesting work, chairing the Gainesville Advisory Bi-Racial Committee. That committee, appointed by the mayor in 1963, successfully and voluntarily integrated all public accommodations in Gainesville, save one recalcitrant restaurant, before the 1964 Civil Rights Act was passed.

Among the tactics used by the Committee was to invite business owners to appear at public Committee meetings. Mrs. Gehan put this header

*Gehan chaired the Gainesville Advisory
Bi-Racial Committee in 1963,
which "successfully and voluntarily
integrated all public accommodations
in Gainesville, before the
1964 Civil Rights Act was passed."*

on all Committee agendas: "Keep calm, keep temper." She cajoled business owners to serve all comers by asking them to be "good sports and cooperate." As she reflected in her later years: "If you get people behind you, you can by gentle persuasion accomplish a great deal and do it with more grace."

Its work done, the Committee disbanded in 1965. Mrs. Gehan continued her bar association and community service and also started a local "Lady Lawyers" group in the 1970s that ultimately became the Eighth Circuit's FAWL chapter, which, not coincidentally, honors Mrs. Gehan by bearing her name. Mrs. Gehan personally invited new women lawyers coming to practice in Gainesville to an informal luncheon, usually on Fridays, at a popular local restaurant. The group of eight to 10 women would linger for up to two hours over lunch, discussing each other's practices, recent judicial opinions

and their personal lives. Mrs. Gehan often was heard to say how much she enjoyed the gatherings, but the younger and less experienced lawyers were the ones who benefited from Mrs. Gehan's wisdom and experience. She often related memories — most amusing or humorous, a few sad — from the early days of her practice, all conveying her love for her chosen profession.



State Archives of Florida • Donn Dughi

GWENDOLYN SAWYER CHERRY

*Teacher, Legislator,
Crusader
1923-1979*

The child of the first African-American doctor in Dade County became the County's first African-American woman lawyer in 1965. Gwen Sawyer was born in Miami but went away to attend school in New York, returning to the State to enroll at Florida A&M University, where she earned a bachelor's degree in 1946. She went back to New York, earning a master's degree in human relations from NYU. The next 20 years Gwen Cherry spent teaching mathematics at Miami Northwestern Senior High School and raising two children.

She embarked on her legal career by applying to the University of Miami School of Law, and she was admitted as the first African-American to attend the school. She transferred to FAMU and graduated at the top of her class in 1965. She started in private practice and then joined the FAMU faculty as its second African-American law professor.

In 1970 she was elected to the Florida House of Representatives, where she championed the rights of women and children and worked for prison

reform. She introduced the Equal Rights Amendment to the Florida House in 1972.

She was still serving in the House in 1979, when she was killed in an automobile accident. Governor **Bob Graham** delivered her eulogy, calling Gwen Cherry "a champion for the rights of all people and a voice of reason and concern." She was inducted posthumously into the Florida Women's Hall of Fame in 1986. The Gwen S. Cherry Black Women Lawyers Association in Miami also is named in her honor.

JEANNETTE O. GIFFORD MULLENS SMITH *Teacher, Scholar, Nurturer 1910-1981*



The daughter of a tropical botanist who moved to Miami in childhood, Jeannette Gifford was trained first as a nurse before enrolling in the University of Miami School of Law. After earning her LL.B. degree in 1937, she opened the Dade County Law Library, where she found that many lawyers had rudimentary legal research skills. She taught legal bibliography to nearly all of Miami's practicing lawyers, at the same time consulting with them about legal issues arising in their cases. During her four-year stint running the law library, she also did research for the Circuit Court judges and the Assistant County Solicitor, who handled appeals.

When her son was born, she went into practice in the Assistant County Solicitor's office. During World War II, she drew on her nursing skills and acquired formal teaching experience as a volunteer instructor for nurses aides.

When the war was over, Miami Law

School Dean **R.A. Rasco** hired her as an assistant professor of law because she had impressed him with the work she had done for the Circuit Judges as Dade County law librarian. When she started teaching law in 1949, she had three children, ages 2, 4 and 6.

That year was also the high point of the influx of returning soldiers who were going to law school on the GI Bill. One of her faculty colleagues reported that these students were older, with an attitude of seriousness and respect, and that they readily accepted a female law professor with "a mind as sharp as a razor." Professor Smith was not soft, her colleague said, but "she was simpatico with her students," and imparted to them a sense of social responsibility.

She was a scholar of contracts and constitutional law, and the Florida Constitution in particular, serving on a state constitutional revision commission. Along with two other faculty members, she developed a program on Law and the Poor that won a Ford Foundation grant. In 1969 she became a full professor, the only female among her 22 colleagues.

That year, she told the *Miami Herald* how women lawyers struggle to balance career and family. She herself had raised four children in a two-career family; her husband, **Thomas F. Smith**, was Director of the Miami Beach Publicity and Convention Bureau.

"Women who want any kind of career and also want to be married are always going to feel they have a bear by the tail," she said. "You end up constantly having guilt feelings."

Yet she encouraged women to join her in her chosen profession: "Women lawyers are in there as 'natural leaders,' too. All it takes is for them to show that they're just as interested in the preservation of justice as their male counterparts." ■

*"Women lawyers are in there as 'natural leaders,' too.
All it takes is for them to show that they're just as interested
in the preservation of justice as their male counterparts."*

—JEANNETTE O. GIFFORD MULLENS SMITH

Should You Consider Florida Bar Board CERTIFICATION?

by Joni Armstrong Coffey
Board Certified City, County and
Local Government Lawyer

When the Supreme Court of Florida approved the certification program in City, County and Local Government Law in 1996, I took the first opportunity to become board certified in my practice area. Why did I do it? By then I had been privileged to serve 14 years in the Miami-Dade County Attorney's Office, in public service with terrific lawyers, an interesting client, and a deeply rewarding practice.

The chance to self-test sparked my own decision to seek certification. Perhaps that factor prompts initial interest for many who seek certification. I understand now, however, that many other benefits flow from certification, even for lawyers with an established reputation and clientele.

What Is a "Florida Bar Board Certified Lawyer"?

Twenty-five years ago, the Supreme Court of Florida expressly recognized the need for a program acknowledging lawyers with special competence, to help the public make informed decisions when selecting lawyers. The Florida Bar In re Amendment to Integration Rule, 399 So. 2d 1385 (Fla.1981). The Florida Bar has since developed and refined a high quality certification program. The Bar describes certification as "the highest level of recognition by The Florida Bar of the competency and

experience of attorneys in the areas of law approved for certification by the Supreme Court of Florida." Currently there are 20 specialty areas, with others pending Supreme Court approval. About 4000 of The Florida Bar's 76,000+ members are board certified. They are the only lawyers allowed to identify themselves as "specialists" or "experts."

Certification requires (1) at least 5 years of practice in the specialty; (2) substantial involvement in that field, often assessed as a percentage of practice; (3) a rigorous examination; and (4) peer assessment of competence and character, ethics and professionalism

in the practice area. Each specialty has additional tailored standards, including enhanced CLE and trial or other hands-on experience.

Why Become Board Certified?

Certification establishes an independent measure of competence, professionalism and peer acknowledgment, and thereby serves several purposes.

First, our Supreme Court has called for an objective measure to assist those seeking effective legal representation. As members of a calling that rewards us with professional independence and societal privilege, we owe it to the public to help those with a need for legal representation with lawyers who can best meet those needs. Certification is one important tool to that end, and

we should consider participating, as ability and experience permit.

Second, certification helps clients and fellow lawyers set expectations for our professional abilities:

- ▶ Certification serves both prospective clients and counsel seeking to refer legal matters to an expert. Certification can therefore help a lawyer grow her practice with matters in which she can best utilize her expertise. The Florida Bar supports this valuable service by providing a direct URL to its directory of board certified lawyers: www.FloridaBar.org/certification.
- ▶ Certification provides an objective measure that a corporate executive, hiring partner, government official or other leader may justifiably rely upon when selecting a lawyer and explaining the choice to stockholders, clients, citizens or others to whom the leader is accountable.
- ▶ Certification enhances the stature of a law firm or office, as tangibly demonstrated by lower malpractice insurance rates for certified lawyers. A certified lawyer thus fosters her firm's well-being and serves as a role model.
- ▶ Certification demonstrates commitment for practitioners who vary their practice styles from the traditional mode. For example, certification helps validate the commitment of a lawyer who chooses to work alternative hours, or from home, to accommodate health, family or other personal demands. Because continued certification demands minimum practice requirements and peer acknowledgment, others can be assured that the certified lawyer remains committed to excellence.

Finally, certification is not just a personally satisfying professional milestone. Rather, it is an impetus toward investing energy and thought necessary for future growth and professional contribution. ■

HOW DO I FIND OUT IF CERTIFICATION IS FOR ME?

Interested? You can find out more at www.FloridaBar.org/certification. You can also nominate one of your role models for the Justice Anstead Award for Board Certified Lawyer of the Year. The award description and nomination form are available at the same site.

FAWL Queries

GOVERNATORIAL CANDIDATES

About Judicial Appointments

EDITOR'S NOTE: In contemplation of the upcoming gubernatorial election, FAWL asked each of the four major gubernatorial candidates — Sen. Rod Smith, Rep. Jim Davis, Attorney General Charlie Crist, and Chief Financial Officer Tom Gallagher — to answer two questions regarding the governor's power to appoint judges and members of judicial nominating commissions. Here are their responses.



ROD SMITH (Dem.)

FAWL: *How much consideration do you believe the Governor should give to diversity in appointing judges and members of judicial nominating commissions?*

Smith: My first preference would be to return judicial nominating commission selection to the Bar. But under any system, diversity should be a very important factor in appointing judges and members of the judicial nominating commissions. Having intimately followed the process as an attorney for 17 years and a State Attorney for eight years (during which time I increased the percentage of women attorneys and managers to record rates in my circuit), I am very sensitive to the need for a diverse judiciary that truly reflects the make-up of society, and pledge to reach out to diverse populations to ensure that all people have an equal opportunity to serve.

FAWL: *What factors do you believe would most influence your decisions in appointing judges and members of judicial nominating commissions?*

Smith: While diversity will be an important consideration, the most important factors in appointing judges will be qualifications, competence, and judicial temperament. I want

nominees who are thoughtful and respectful of the judiciary, and I fiercely believe in independent judges who upon elevation to the bench will forget about their partisan background. Judicial nominating commission members should not be appointed on the basis of partisanship or ideology; rather, members should be appointed based on a proven commitment to serving their community and an understanding of the judicial process.

□ □ □



JIM DAVIS (Dem.)

FAWL: *How much consideration do you believe the Governor should give to diversity in appointing judges and members of judicial nominating commissions?*

Davis: I believe that diversity plays an important role in appointing judges and members of the judicial nominating commissions. Florida is one of the most diverse states in the country, and our judges should reflect that. I believe racial and gender diversity is important. I believe diversity of professional experience and personal background is important. I believe all these qualities help maintain a judiciary that has the confidence of the citizens of Florida.

FAWL: *What factors do you believe would most influence your decisions in appointing judges and members of judicial nominating commissions?*

Davis: I believe the most important factor in appointing judges and members of the judicial nominating commissions is appointing someone who has an open mind and will serve the public everyday. Appointing judges is one of a Governor's most important responsibilities. My standard will be to appoint judges who approach each case with an open mind, weigh the facts and decide each case on its merits. A judge should not allow his or her own personal political philosophy to interfere with an impartial interpretation of the law. This is the key to a strong and independent judiciary that should be the cornerstone of our democracy.

□ □ □



CHARLIE CRIST (Rep.)

FAWL: *How much consideration do you believe the Governor should give to diversity in appointing judges and members of judicial nominating commissions?*

Crist: The Governor has not only the responsibility, but also the obligation to appoint judges and nominate members of judicial commissions that reflect Florida's diversity. Governor Jeb Bush has done outstanding work to ensure that our courts mirror this unique diversity. As Attorney General, I have selected staff that is as diverse in race, ethnicity and gender as the people of this great state.

FAWL: *What factors do you believe would most influence your decisions*

in appointing judges and members of judicial nominating commissions?

Crist: We must demand honesty, integrity and experience of our judges and members of judicial commissions. Combined, they must reflect the communities in which they serve. Individually, they must practice the strong work ethic of Floridians across the state.

□ □ □



**TOM GALLAGHER
(Rep.)**

FAWL: *How much consideration do you believe the Governor should give to diversity in appointing judges and members of*

judicial nominating commissions?

Gallagher: I believe a diverse judiciary and diverse nominating commissions should flow naturally from a selection process that is open and fair to all,

regardless of creed, race, or ethnicity. If elected Governor, I will communicate to potential applicants that they will be judged on their qualifications and character, not on their religion, their sex, or the color of their skin. Moreover, I will take steps to ensure that this message of openness and equal opportunity is broadly disseminated throughout our state's myriad communities. However, I believe a Governor never should allow the desire for diversity to lead to de facto quotas or artificial "goals." Any quota system or proportional representation scheme undermines the ideal of fair, equal treatment for every individual applicant.

FAWL: *What factors do you believe would most influence your decisions in appointing judges and members of judicial nominating commissions?*

Gallagher: Aside from demonstrated legal ability, experience, and respect for the separation of powers, as Governor I would look for two qualities in judicial

applicants: humility and courage. Humility is important because judges must always remember they are not policymakers, they are impartial umpires who apply laws enacted by others. And judges who display humility are more likely to treat litigants and attorneys with dignity and respect. Courage is important because judges inevitably make unpopular decisions. Judicial independence is impossible if a judge lacks the courage to make their decisions regardless of pressure applied by politicians and pundits.

Regarding judicial nominating commissions, I would appoint individuals who are fair and open-minded, who share my judicial philosophy and who have the professional expertise to evaluate an applicant's ability and intellect.

I believe Governor Jeb Bush has set a good example in this regard and his appellate nominees, in particular, reflect the judicial qualities I would seek to promote as Governor. ■

HAWL Kicks into Gear for Self Defense Seminar

On March 17, the Hillsborough Association of Women Lawyers kicked and yelled into spring with its inaugural Self Defense Seminar, held on the Stetson Law School's Tampa campus and attended by HAWL members and employees of a local domestic violence shelter.

The Law Offices of Barkan Neff Handelman Meizlish sponsored the self defense instructor, Renshi **Anne Radke**, 4th Degree Black Belt, Chief Instructor of Alpha UPKUDO and President of the UPKUDO International Karate Federation.

Renshi (which is a title for Master) Radke is an internationally respected and known instructor and master trainer. She has been inducted into several Martial Arts Halls of Fame and her students have compiled over 800 trophies, 80 divisional titles, and one World Grand Fighting Championship title.



During her two-hour seminar, Renshi Radke emphasized the goal of training. "Self defense is not simply learning a few movements," says Radke, "but developing a lifestyle of awareness and preparedness that leads to greater security and peace of mind." After the initial statistics, she taught the participants exercises involving assessing their situations and using awareness drills to increase their overall perception of different situations. With hand pads and gloves, participants kicked, punched, elbowed, and kned different targets in order to get comfortable with various techniques. At the end of the seminar, participants demonstrated techniques learned during the seminar. According to one participant, **Kristin Norse**, "Renshi Radke stressed that YOU control the situation. You decide how far it will go."

The seminar was held as part of the Hillsborough Association of Women Lawyers Community Outreach program which also conducts its "Take Your Child to Work" program for members and local middle school students and an annual toy drive to benefit the Kinship Care Foundation. For more information about the seminar, contact HAWL member, **Anthony Reeves** at areeves@bnhmlaw.com. ■

CHAPTER NEWS



From left: Bankruptcy Judge **Raymond Ray**, former bankruptcy judge **Arthur Spector** of Berger Singerman and **Thomas Messana** of Ruden McClosky instructed Broward County Women Lawyers Association luncheon attendees on the effects of the recent bankruptcy amendments on non-bankruptcy areas of legal practice.

BROWARD COUNTY WOMEN LAWYERS ASSOCIATION

The Broward County Women Lawyer's Association recently celebrated the appointment of two of their former board members — **Catalina Avalos** and **Stacy Ross** — to the bench of the 17th Circuit. Congratulations Judges Avalos and Ross!

In addition, on February 21, the BCWLA held their *Annual Family Law Update*. General Magistrate **Barbara Beilly** spoke to a packed house of local judges and attorneys on recent changes in family law in Florida.

On March 15, the BCWLA hosted a monthly luncheon titled: *Bankruptcy Reform for Non-Bankruptcy Attorneys: Why You Need to Know About the Bankruptcy Reform Act*.

The Broward chapter hosted a special "luxury" luncheon on Professional Assistant's Day, April 26, with a panel of judicial assistants and other courtroom personnel who shared with attorneys and their legal assistants the best (and worst) ways to interact with the Court. The annual event also honors the "Best in Broward" and recognizes the tremendous value our legal assistants bring to our practices and our lives.

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CENTRAL FLORIDA ASSOCIATION FOR WOMEN LAWYERS (CFAWL)

CFAWL has continued its' annual Angel Tree Project. The program benefits students at Rock Lake Elementary, one of

the poorest schools in Central Florida. The guidance counselor at Rock Lake provides the Chapter with the names, grades, and ages of 50 children at Rock Lake, many of whom live in shelters, and CFAWL members contribute holiday presents.

Rep. **David Simmons** (R) and Rep. **Sheri McInvale** (D) provided a summary that included materials on the legislative process for the February membership luncheon at the Citrus Club in Downtown Orlando.

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COLLIER COUNTY WOMEN'S BAR ASSOCIATION

Former Attorney General **Janet Reno** was the honored guest and spoke at a January luncheon in Naples sponsored by FAWL's Collier chapter, the Collier County Women's Bar Association. The event was the chapter's most successful ever, widely attended by Naples attorneys and judges. Proceeds from the luncheon benefited Collier's Breakfast and Books program, and a number of girls from Immokolee PACE Center for Girls were able to attend as special guests.

The Association also presented two prestigious awards at a holiday reception in December. The "Distinguished Executive Award" was presented to **Martha Marland** of Northern Trust Bank and Trust Company for leading in the workplace with vision, determination and compassion, and for promoting and creating a good working environment for women attorneys within her organization.

The "Woman Lawyer of the

Collier County luncheon with Janet Reno.

Front row, from left: **Carol DiMento**, **Arlene Austin** and **Kim Spiker**. Back row: **Margaret McMorrow**, **Jeanette Lombardi**, **Carolyn Coukos**, **Jacqueline Buyze**, **Janet Reno**, **Mary Beth Clary** and **Jeanne Seewald**.

Not pictured is **Starling Hendriks**.



Year Award" was presented to **Kathleen Passidomo** for excelling in her career, overcoming traditional stereotypes associated with women, and distinguishing herself as an outstanding practitioner of law.

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JACKSONVILLE WOMEN LAWYERS ASSOCIATION

After launching its events with an opening reception at Jacksonville's exclusive University Club, the Jacksonville Women Lawyers Association (JWLA), led by President **Deborah Greene**, began yet another banner year. Building on the tradition of its successful monthly luncheon series, recent JWLA gatherings on Jacksonville's scenic waterfront have featured keynote addresses by esteemed members of the legal community, including Judges **Wendy Berger**, **Eleni Derke** and **Susan Harrell Black**, and Florida Coastal School of Law (FCSL) Professors **Susan Daicoff** and **Nancy Hogshead-Makar**. Additionally, JWLA's holiday festivities included a lively party marked by a dazzling fashion show, during which JWLA members modeled business and evening ensembles provided by Talbot's Boutique.

JWLA also continued its commitment to community service by collecting school supplies and toys for the youth of Families First, a Jacksonville affordable-housing initiative. The items — donated by JWLA, Talbot's and FCSL's Women Law Students Association — were presented to the children at a special get-together. JWLA

arranged for surprise guest appearances by Jacksonville Jaguars football players to assist with the distribution, much to the youths' delight. JWLA is currently planning its much-anticipated Annual Judicial Reception. For more chapter information, please visit www.jwla.org.

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Jacksonville Women Lawyers' fashion show

HILLSBOROUGH ASSOCIATION OF WOMEN LAWYERS

HAWL held a Judicial Reception in recognition of the local judiciary on January 26 at The Tampa Club. Approximately 30 Judges, including Justice **Charles Wilson** of the Eleventh Circuit Court of Appeals, Chief Judge **Manuel Menendez** of the Thirteenth Circuit and Chief Judge **Paul Glenn** of the United States Bankruptcy Court for the Middle District of Florida, to name just a few, joined over 50 HAWL members and supporters to socialize, share ideas and simply catch up on community events. HAWL was honored that so many of our judges joined us.

At HAWL's February meeting, **Bill McBride**, current shareholder at Barnett Bolt Kirkwood Long & McBride, former long-time managing partner of Holland & Knight and 2002 Democratic candidate for Florida governor, offered HAWL members and guests rainmaking tips. HAWL also collected prom dresses and accessories for the Cinderella Project in conjunction with Blake High School. The Cinderella Project provides dresses and accessories to young women who would otherwise miss the prom experience because of expense. Due to the efforts of HAWL members and HAWL's friends, over 100 dresses, plus shoes, handbags and jewelry, will be distributed to young women in Hillsborough County.

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SARASOTA FAWL

Sarasota FAWL received the Outstanding Business Partner of the Year award from the Cysis Teen Parent Program, which is a public school for pregnant teens and teenage mothers. In the fall, the Sarasota chapter organized a baby shower for the students, and held a clothing drive so that the women

would have appropriate attire for job interviews. This spring, Sarasota FAWL is co-sponsoring a Prom for Cysis, and will be raising funds for gift bags, photo gift certificates, the DJ, decorations, and food, since, unlike most high schools,

Cysis has no prom budget.

This spring, Sarasota FAWL will also be hosting an Annual Membership Drive & Wine Tasting, a luncheon entitled "Vital Keys to Peak Performance and Productivity: Work/Life Balance," and their annual Judicial Reception on May 18.

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LEE COUNTY ASSOCIATION FOR WOMEN LAWYERS

The Lee County Association for Women Lawyers is currently working on increasing membership. The Chapter has scheduled a judicial reception in May during Law Week to honor the local judiciary. For the January meeting, Fort Myers Mayor **James Humphrey** was the guest

speaker and provided personal views on women in the workforce and an update on the city of Fort Myers. The Chapter also hosted a holiday tea and cookie exchange in December and collected gifts for young girls who reside in a local housing project. Circuit Court Judge **Margaret Steinbeck** was the guest speaker at the November luncheon.



Former Lee County President Laurie H. Anton (left) was recognized by the Chapter and presented with an appreciation plaque by President Josephine Gagliardi.

SOUTH PALM BEACH COUNTY FAWL CHAPTER

The South Palm Beach County FAWL Chapter held its first annual judicial reception on February 16 in Boca Raton at The Muvico Palace, Lexis Premier Level. More than 140 judges and lawyers from the South County and Palm Beach area attended the event to honor Judge **Gary Vonhof**. Judge Vonhof is a probate judge for the 15th Judicial Circuit, and after 19 impressive years on the bench will soon be retiring. South Palm Beach FAWL honored Judge Vonhof for his contributions to the bar and bench, and presented him with an engraved crystal trophy. Judge **Krista Marx**, also of the 15th Judicial Circuit, introduced Judge

Vonhof and provided the crowd with some historical perspective. Members and guests enjoyed cocktails and hors d'oeuvres, as well as an opportunity to relax with friends and colleagues.

TALLAHASSEE WOMEN LAWYERS

Tallahassee Women Lawyers celebrated its 25th anniversary this year with a banquet honoring past presidents and founding members of the organization, which was started in 1980.

TWL will present its annual luncheon CLE seminars on May 3 and May 25, with a focus on ethical and practical issues related to the use of electronic media. Topics will include electronic discovery, music piracy, planning for natural disasters, and electronic record keeping. Two CLE credits are anticipated for each

► CHAPTER NEWS, Continued on Page 21



South Palm Beach Board Members and Judge Krista Marx with honoree Judge Gary Vonhof.

GETTING ORGANIZED: *You've Got Mail....But Have You Got Good Habits?*



by Kate Brown

Recently an IT consultant named Eric visited my office to work on my laptop.

As he updated my software, we chatted about our work. I explained that, as a productivity consultant, I teach clients to become more organized in their offices.

"You mean, you help them learn how to clear all their papers off their desks?" he asked. "That's part of it," I nodded.

Then Eric made an interesting observation. "You know," he said. "It's funny. Whenever I go into a business office and I see a lot of paper and piles all over the desk and the file cabinets, right away I know that I'm going to find that their computer is full of clutter."

Why am I not surprised by Eric's remark? I'm not surprised because the person managing (or not managing) their electronic desktop comes to the task with the same brain that they use for managing the space in their office. If that person can't create and maintain order in the "real world" of snail mail and management reports, why would we expect them to be organized in the virtual world?

It turns out that despite the proliferation of ever more sophisticated technology and tools, it is still true that most people are about as organized as they want to be. Fancier tools are neat, but they don't boost our productivity unless we use them in the context of sound organizing principles....because staying organized is about habits, not gadgets.

This brings me to the subject of email. Depending upon whom you ask, email is either a terrific way to get things done, or it's the biggest time waster ever invented. How do we get the productivity benefits of email without getting sucked into countless hours rearranging electrons?

First, we have to step back and look at



"Individuals give wildly inaccurate estimates of how much time they're devoting to e-mail. For those who check every time a message comes in, those little interruptions add up fast."

our own behaviors and our skills — skills that will affect how successfully we deal with not only email, but everything else that comes at us during a workday. In conducting seminars, I teach that there are six issues that affect our ability to become organized and to stay that way. Three of those issues have a direct impact on how effectively you deal with email:

- ▶ Handling what comes in: Do you have a system for processing incoming items — whether it's email, snail mail, phone messages or verbal requests? If you have a system that works, email becomes just another flavor of input, and you deal with it as you would any other item that crosses your desk.
- ▶ Rational use of time: Do you know clearly how email fits into the larger picture of how you spend your time each day? I find that individuals give wildly inaccurate estimates of how much time they're devoting to email. For those who check every time a message comes in, those little interruptions add up fast.

- ▶ Prioritization: Are you doing the right thing at the right time? Are we letting email requests jump to the top of our list of priorities just because the request was delivered by email?

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I find that those who have internalized effective behaviors don't struggle with email any more than they struggle with snail mail or telephone calls. Here are a few habits of highly effective email users:

- ▶ Schedule reading your email as you would any other task. Turn off the feature that dings every time a new message comes in. Decide when you'll check — maybe late morning, after lunch and before leaving. Interrupting your work every time a new message comes in is among the worst productivity drains I've seen.
- ▶ Understand that spam is not the problem. While we're all trying to keep unsolicited emails out of our inboxes, no spam software can take the place of your own commitment to delete, delete, delete. And the fact is, it really doesn't take long to delete unwanted messages without opening them. Email overload, according to email expert Mark Hurst, isn't measured in terms of the total number of messages received. It's measured in terms of the number of messages waiting for your attention.
- ▶ Keep your inbox empty. For some of you, this is a tall order. Think of your email inbox as a video game. Your score is shown at the bottom left of your screen where it indicates the number of "items" and your ideal score is ZERO. Don't browse your email looking for messages that are easy to deal with and leave the hard ones sitting there. Set aside the time to go through your messages sequentially (not cherry picking), make your decisions, move them to the appropriate reference folder if you must, but get them out of your inbox.
- ▶ Consider re-evaluating what content is pushed to your mail box. Use the "rules" feature in your email client program to route these messages directly to a "Reading" folder. You really must not interrupt your work to do casual email reading at unplanned intervals. Set aside specific time to do your casual email reading. That said, most of us

subscribe to more content than we'll ever digest. Unsubscribing is like cleaning out your garage — you'll be amazed at how much space you'll discover when you move out the stuff you really don't use.

- ▶ Change the email subject line when appropriate. A subject line should tell you what's inside. I'm amazed at how many emails come in with generic subject lines such as, "FYI: Meeting Notes" as opposed to "FYI: Meeting Notes 3/4/06 for Smith Company Proposal." If you get an email that's poorly labeled and you must keep it for reference, change the subject line to something that speaks to you about the contents. Then move it to the appropriate folder in your directory.
- ▶ Make sure you're using email appropriately in the first place. My observation is that people initiate email when they want to throw the ball into someone else's court—which is fine, but email may not be the most effective channel for taking the ball any further. Just because someone initiates the exchange by email doesn't mean you are required to continue the conversation via email. Pick up the phone.

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Whether we love it or hate it, it looks as though email will be around for a while because it's cheap and fast. I think most of us will agree that, in many circumstances, email is a huge improvement over licking stamps and envelopes. We just need to remember that our tools are only as good as we are at using them — and that our good habits will trump gadgets every time. ■

Kate S. Brown is a writer, speaker, consultant, productivity enthusiast and a Certified GO System Trainer. Her company, Impact Organizing, provides group workshops and executive training to help clients optimize their time, space and information. Kate has most recently co-authored of Focus. Organization. Productivity: Ideas for Improving Success in the Workplace (Dawson Publishing, 2006). She lives in Sarasota, Florida and can be reached at Kate@ImpOrg.com or 941/927-6858.

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TWL Chili Cook-off. From left: TWL Secretary Stephanie Daniel, board member and FAWL President June McKinney Bartelle, and board members Chasity O'Steen, Kim Driggers and Jessica Olmedillo.

seminar (general and ethics, respectively). Non-members are welcomed at the CLE seminars and all TWL meetings.

TWL has also continued its sponsorship of the local "Breakfast and Books" program, with an event scheduled in March at the PACE Center in Tallahassee, where the participants read and discussed *The Outsiders*. In May, TWL will continue its "Legacy of Excellence" program introducing girls in grades 8 through 12 to the legal profession.

Finally, a TWL team recently took first

place among local voluntary bars at the annual Chili Cook-off sponsored by the Tallahassee Bar Association.

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VOLUSIA-FLAGLER ASSOCIATION FOR WOMEN LAWYERS

The Volusia-Flagler Association for Women Lawyers is proud to report that it received a grant from The Florida Bar Foundation for

purposes of coordinating and hosting CLE seminars on poverty law issues. VFAWL is working with Community Legal Services of Mid-Florida, Inc. to produce three half-day CLE courses that will focus on Family Law, Consumer Law Issues, Housing Issues, Guardianships, and Estates for indigent clients. The CLE's will be free of charge, save the cost of lunch, and will begin April 21. Participants will receive up to 4 CLER credits, including 1 hour of ethics credit, for each seminar. The seminars are geared to practitioners in other areas of the law, in hopes that they will be better prepared to provide pro bono service to indigent clients. For additional information, please feel free to contact Chapter Representative, **Andrea M. Kurak**, at Andrea.Kurak@CobbCole.com. ■

Tell FAWL about your latest accomplishments

E-MAIL NEWS TO: fawl@fawl.org

IN MEMORIAM:

Judge Anne E'del Deacon Fenyvessy

Former FAWL President Anne E'del Deacon Fenyvessy passed away on February 14, 2006 at the age of 102. Judge Deacon received her law degree from Temple University in 1939, where she was the only female law student. Judge Deacon began her practice in Lantana, where she specialized in family law and probate. In 1956, she was appointed to be the first municipal court judge in Lantana, making her the first female judge in Palm Beach County and only the fourth female judge in the State of Florida. She served as president of FAWL from 1959-1960, during which time 65 women were admitted to The Florida Bar. ■



Members on the Move

► The 2006 Florida Bar President's Pro Bono Service Award for the 2nd Judicial Circuit was presented to **Gwendolyn P. Adkins** of Coppins Monroe Adkins Dincman & Spellman, P.A. She is a member of Tallahassee Women Lawyers. Adkins represented a grandmother seeking to adopt her grandchildren, and her work was instrumental in a Florida Supreme Court case that clarified the rights of adoptive parents.

► Attorney **Mikki Canton**, managing partner in the Miami office of Gunster, Yoakley & Stewart, was honored at the first annual Phenomenal Woman Awards



hosted by *Mujer* ("Woman") magazine to recognize the contributions of exceptional women in their respective professions. Approximately 15 women from television, business, law, real estate and other fields were recognized. Doral Mayor **Juan Carlos Bermudez** and other local leaders and businessmen presented the awards. Pictured with Ms. Canton is *El Nuevo Herald* Business Manager **Cesar Pizarro**. Celebrating its first anniversary, *Mujer* magazine, a local Hispanic publication, recognized women who have graced its pages since its founding. State Attorney **Katherine Fernandez-Rundle** was among women who accepted awards at the event.

► **Dinita L. James**, a partner in the Tampa office of Ford & Harrison, was elected to the Governing Council of the American Bar Association's Section of Litigation. Selected by an advisory committee as one of five new Council members from among 14 candidates, she was appointed to chair the Council's CLE Committee, after being honored for two consecutive



years with the Section's Award of Excellence for CLE Programming. She was also named President of The C.H. Ferguson-M.E. White American Inn of Court. The American Inns of Court (AIC) are designed to improve skills, professionalism and ethics of the bench and bar. This chapter of the American Inns of Court was the first chapter chartered in the Tampa area.

► Hillsborough Association for Women Lawyers member **Alyssa A. Ruge**, of Cole, Scott, & Kissane, P.A., was recently appointed to serve on *The Florida Bar Journal* News/Editorial Board Committee for a three-year term. The Board works to develop articles of current interest and concern to the profession, and reviews and selects for publication only the most worthy manuscripts.

► **Jill S. Schwartz** has been selected by her peers to be included in the 2006 Best Lawyers in America and Florida's 2005 Legal Elite by *Florida Trend* magazine. This follows her August induction as a Fellow of The College of Labor and Employment Lawyers. She is the first female attorney from the State of Florida to be inducted into the College. Election as a Fellow is the highest recognition by one's colleagues of sustained outstanding performance in the profession, exemplifying integrity, dedication and excellence. She is the founder/managing partner of the Winter Park law firm of Jill S. Schwartz & Associates, P.A., and focuses her practice on Labor and Employment Law as well as serving as a Certified Mediator and Arbitrator.



► **Dione Carroll**, General Counsel of the Miccosukee Tribe of Indians of Florida, announced The State of Our Nations, Florida's Indian Law Conference, held in February 23-25, 2006 at the Miccosukee Resort Conference Center in Miami.

The conference was co-sponsored by The Miccosukee Tribe of Indians of Florida and the Center for Indigenous Law, Governance & Citizenship at the Syracuse University College of Law. Unlike other Indian Law conferences that focus entirely on congressional and court updates, the Indian Country Law Conference is dedicated to helping attorneys improve their lawyering skills and become better advocates for Indian Nations.

► FAWL applauds the firm of **Akerman Senterfitt**, recognized in January as the Top Law Firm for Hispanic Americans by *MultiCultural Law* magazine and presented with the Thomas L. Sager Award by the Minority Corporate Counsel Association. The Sager Award is presented to the law firm that has demonstrated and sustained the highest commitment to improving the hiring, retention and promotion of minority and women attorneys. "Throughout the history of the firm we have promoted diversity and are proud of this continued recognition," said Akerman Senterfitt Chairman and CEO **Tom Cardwell**. "Our diversity is ultimately a great asset to our clients, who benefit from our wide range of perspectives and innovative thinking."

FAWL CONGRATULATES THE FOLLOWING WOMEN RECENTLY APPOINTED TO JUDGESHIPS:

Catalina Zuluaga-Avalos, an assistant state attorney in Broward, was appointed to the Broward County Court; **Laurel M. Isicoff** of the Miami-Dade Chapter and formerly with Kozyak Tropin & Throckmorton, P.A., was appointed the first woman U.S. Bankruptcy Judge in the Southern District; **Alicia L. Latimore**, was appointed to a newly created 9th Judicial Circuit position in the criminal division; and **Stacey Ross**, an assistant state attorney in the Office of the State Attorney, was appointed to fill a position in the Broward County Court. ■



FAWL President June C. McKinney Bartelle (left) attended the investiture of Judge Alicia L. Latimore.

Florida Association for Women Lawyers

MEMBER APPLICATION

Application also available at website: <http://www.fawl.org>



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PRIMARY AREAS OF PRACTICE

This information is posted in the "Attorney Locator" section of the FAWL website and is searchable by area of practice and city. Members may elect to remove public viewing. **Check this box if you do not wish to be listed in the public viewing section:** ☐

TYPE OF MEMBERSHIP: ☐ New Member ☐ Renewal ☐ Student

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- ☐ **Barry Women Lawyers Assn.**, 6441 East Colonial Dr, Orlando 32807 \$30
- ☐ **Broward Cnty. Women Lawyers Assn.**, c/o Linda Davis, One E. Broward Blvd., Ste. 700, Fort Lauderdale 33301 \$75 • \$50 Gov. • \$35 Student
- ☐ **Central FL Assn. for Women Lawyers**, c/o Sarah Reiner, 111 N. Orange Ave. #1200, Orlando 32801 \$85 • \$35 Student
- ☐ **Clara Gehan Association for Women Lawyers**, c/o Rebecca O'Neill, P.O. Box 100303, Gainesville 32610-0303 \$50
- ☐ **Collier County Women's Bar Assn.**, c/o Jacqueline Buyze, 5551 Ridgewood Dr., #501, Naples 34108 \$70 • \$50 Gov./Student
- ☐ **FAWL at Stetson**, 1401 61st Street South, St. Petersburg 33707 \$17 Student
- ☐ **Florida International University**, FIU Women in Law, University Park, GL 400, Miami 33199 \$10 Student
- ☐ **Hillsborough Association for Women Lawyers**, P.O. Box 173565, Tampa 33672-1565 \$80 • \$60 Gov.
- ☐ **Jacksonville Women Lawyers Assn.**, 9234 Audobon Park Lane S., Jacksonville 32257 \$80, \$55 Gov.
- ☐ **Lee County Association for Women Lawyers**, 6361 Presidential Court, Ste. B, Ft. Myers 33919 \$60
- ☐ **Manatee County FAWL**, P.O. Box 1591, Bradenton 34206-1591 \$50
- ☐ **Marion County Chapter**, ATTN: Janet Fuller, 1130 S.E. 17th St., Ocala 34471 \$40
- ☐ **Miami-Dade FAWL**, c/o State FAWL, P.O. Box 15998, Tallahassee 32317 \$80 Regular/Affiliate • \$60 Gov./Legal Aid – \$30 Student
- ☐ **Northwest FL Chapter of FAWL**, c/o Patricia Lott, 25 W. Cedar St., Ste. 500, Pensacola 32502 \$60
- ☐ **Miami Law Women**, University of Miami School of Law, P.O. Box 248087, Coral Gables 33124 \$10 Student
- ☐ **Nova Law Center Chapter**, Shepard Broad Law Center, 3305 College Ave., Davie 33314 \$15 Student
- ☐ **Palm Beach Cnty Assn. for Women Lawyers**, P.O. Box 3102, West Palm Beach 33401 \$75 • \$45 Gov.
- ☐ **Pinellas County Association for Women Lawyers**, ATTN: Elise Winters, 1006 Drew St., Clearwater 33755 \$65
- ☐ **St. Thomas University Law School Chapter**, 16401 NW 37th Ave., Miami Gardens 33054 \$35
- ☐ **Sarasota FL Assn. for Women Lawyers**, c/o Brenda Nelms, 355 W. Venice Ave., Venice 34285 \$80
- ☐ **South Palm Beach Cnty. Chapter**, c/o Lisa Peraza, 11555 Heron Bay Blvd., Ste. 200, Coral Springs 33076 \$70 • \$30 Student
- ☐ **Tallahassee Women Lawyers**, P.O. Box 10567, Tallahassee 32302 \$75 • \$45 Student
- ☐ **Volusia/Flagler Assn. for Women Lawyers**, P.O. Box 15211, Daytona Beach 32114 \$75 • \$50 Gov. • \$10 Student
- ☐ **Not affiliated with a Local Chapter** \$40 Regular • \$10 Student
- ☐ **Judge Mattie Belle Davis Society** (an annual contribution to State FAWL made in addition to regular dues) \$100

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