



# FAWL Journal

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Association for Women Lawyers*

**Fall 2010**

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**Success in the  
Business of Law**



# Women Lawyers. Women Leaders.

Diverse teams help us deliver creative thinking and innovative solutions to our clients. By promoting women attorneys and establishing programs that embrace diversity, we have created a culture that rewards and encourages professional achievement.

Congratulations to **Gigi Rollini** on her election to serve as President of the Florida Association for Women Lawyers (FAWL), and on her receipt of Florida's 2010 Lynn Futch Most Productive Young Lawyer Award for her service to the Tallahassee Women Lawyers and FAWL, her pro bono work at Holland & Knight, and her extensive experience and knowledge as a Florida appellate lawyer.

Congratulations also to **Karen Walker** on her receipt of the Michael K. Reese Quality of Life Award for her involvement with Holland & Knight's Women's Initiative and her participation in the development of the firm's Balanced Hours Policy. Karen is the Executive Partner of Holland & Knight's Tallahassee office and a member of the firm's Directors Committee.

Congratulations also to **Heather Pinder Rodriguez** on her designation as a 2010 FAWL Leader in the Law. Heather is a board certified construction lawyer in Holland & Knight's Orlando office, who also has been recognized by the Florida Bar and the Florida Supreme Court for her pro bono efforts and leadership in the legal profession.



**Gigi Rollini**



**Karen Walker**



**Heather Pinder Rodriguez**

## Holland & Knight

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## About FAWL

Founded in 1951, the Florida Association for Women Lawyers (FAWL) is a statewide voluntary bar association of women and men dedicated to promoting the status of women in the legal profession. Through its 28 Florida chapters FAWL achieves its mission by establishing and maintaining supportive networks to advance women within the profession.

FAWL and its chapters are consistently recognized for exceptional member promotion, educational and mentoring initiatives, and conduct nationally-acclaimed programming and community service programs.

Open to all members of The Florida Bar in good standing, Florida law students and approved community partners, FAWL members come from all levels of the judicial, legal, business and political communities.

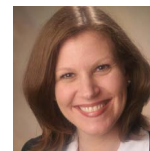
FAWL's individual chapters have active calendars, and FAWL holds three in-person gatherings each year at The Florida Bar's Annual and Midyear conventions, and in Tallahassee during Florida's Legislative Session which feature networking, educational and professional programming, in addition to FAWL's Board and member meetings.

### Benefits of Membership

- A voice on issues affecting women lawyers and representation on The Bar's Board of Governors, Florida Supreme Court committees and before Florida's Legislature
- Networking opportunities across the state
- State and local leadership opportunities
- Opportunities to build friendships with lawyers in all levels of the profession
- Supportive networks for personal advancement within The Bar, the judiciary and in public service
- Access to free CLEs designed to advance FAWL members in their everyday practice and within the profession
- FAWL Journal and E-news subscriptions that inform on legal issues, legislation and opportunities for public office, employment and awards
- Discounts on products/services, including Home Bistro, Lorman, For Counsel, Law Gallery, MarketYourLawPractice.com, Korchmar Leather and Women & Wine
- Member recognitions, including member news publications and award nominations
- Financial and administrative support for Chapters.
- National, state and local employment and legal referrals.

Join today at [www.fawl.org](http://www.fawl.org)! ●

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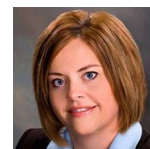
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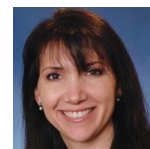
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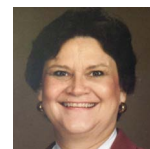
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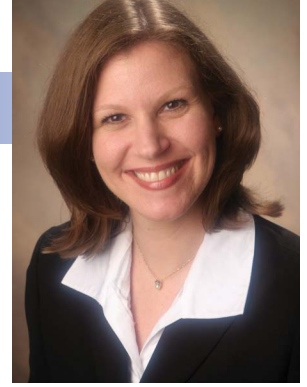
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Read about our officers at the [FAWL website](http://www.fawl.org).



# Sixty Years of Promoting Advancement for Women Lawyers

by Gigi Rollini



**A**s President of the Florida Association for Women Lawyers (FAWL), and on behalf of our 28 chapters across Florida, I am honored to welcome you to our 2010-2011 year. Thank you, members, for your friendship and support. To those who are not yet members, we hope this gives you reason to become one.

In Florida, just shy of 60 years ago, a group of lawyers formed Florida's first women lawyers' organization. Its mission: To promote the status of women in the legal profession through a supportive network of women and men. As basic as this may sound, there were significant challenges to such an organization's success.

Similar efforts have been launched across our country, and the collaborative effect has made possible a new persona of the "professional woman." The path our predecessors forged to make professional equality a mainstream expectation is, in no uncertain terms, inspiring.

The success that has come from the advancement FAWL's founders and subsequent leaders have inspired is undeniable.

We see it at every Annual Meeting, when we come together to celebrate the accomplishments of our Chapters, our Board and our members.

We see it in our courts, where so many of our members sit by appointment or election, and in our Bar leadership.

We see it in the scores of FAWL members named in *Super Lawyers*, *Legal Elite* and similar publications.

And we see it in the faces of the young women participating in our community service and mentoring projects who, every year, are more resolute that they can be anything they want to be.

### The Impact of Perception

Perception has historically been a powerful foe to professional women.

In 1959, Ruth Bader Ginsburg was at the top of her class and editor of the *Columbia Law Review*. Yet, when the school told a revered federal judge who his new clerk would be, the judge balked. Ginsburg recalled that the scene went something like: "Are you crazy? Not only is she a woman, but she also has a 4-year-old child!"

Ginsburg got the job, but only after assurances that a law student of "appropriate" gender and fewer responsibilities

would be standing in the wings, ready to take her place if needed.

### Strength to Inspire Advancement

Associations like FAWL play a crucial role in combating perceptions that prevent those who should be at the top of our profession from getting there, and in inspiring a new perception that enables advancement.

What we can achieve together through our network is the very reason FAWL exists. We hope you will become an active part of it. It is our membership, after all, that makes it possible for FAWL to continue to grow and inspire progress!

### FAWL's Commitment to Members

As we approach FAWL's 60<sup>th</sup> Anniversary, we are **celebrating our members whose impact has inspired advancement, and cultivating our next generation of leaders.**

FAWL has instituted new ways to recognize member achievements and to promote members in their advancement efforts, including expanding our **Member Promotion & Advancement team**, developing our **statewide mentoring program** for students and new lawyers, bringing our **legislative efforts** to new heights and **recognizing our next class of Leaders in the Law.**

We will continue to **support our Chapters** and **offer free CLEs** to enhance your professional development.

We will also hold FAWL's First Annual **Women's Leadership Summit next March 16-17 in Tallahassee**, to bring together women leaders dedicated to tackling new ways of advancing our profession, and to offer practical skills, business and professional development training.

All this and more promises a great year for FAWL members. So, if you haven't already, **join or renew your membership today!** ●

*Gigi Rollini practices in the Litigation Group at Holland & Knight LLP in Tallahassee, Fla. Her practice includes all aspects of Florida administrative and appellate law.*

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## ***FAWL is proud to introduce our new Executive Director, Karen Howe!***

**K**aren is a native of Pensacola, Fla., and has lived in Tallahassee, Fla., since 1997. She graduated Cum Laude from the University of West Florida in 1994, with a Bachelor's Degree in Legal Administration and a Minor in Women's Studies.

Karen's background includes more than 24 years' experience providing support to attorneys and to legal, accounting and financial organizations. Karen is also an active Affiliate Member of FAWL's Tallahassee Chapter, the Tallahassee Women Lawyers.

Karen is excited to get to know FAWL's membership and Chapter leadership, and we are confident that you will find her to be a very welcome addition to the FAWL team!

Karen can be reached by phone at 850/212-3221 or via email at [admin@fawl.org](mailto:admin@fawl.org) on **Mon.-Thurs., 8:30-4:30, and Fri., 9:00-12:00.** ●

# FAWL Launches Leadership Series at Midyear Meeting to Promote Diversity

The Florida Association for Women Lawyers (FAWL), joined by co-sponsors Virgil Hawkins Florida Chapter of the National Bar Association, the Cuban American Bar Association (CABA) and The Florida Bar Young Lawyers Division (YLD), offered a "Path to Bar Leadership" CLE at The Florida Bar's Midyear Meeting at the Orlando Hilton. The Leadership CLE unveiled the "Best Kept Secrets to Advancing Within The Bar" by some of the most recognized names associated with the Bar, including Florida Bar President Mayanne Downs; Florida Bar President-elect Scott Hawkins; Florida Bar Board of Governors members Gwynne Young, and Dori Foster-Morales; Young Lawyers Division President Renee Thompson; and FAWL President Gigi Rollini and Past President Sherri Johnson.

The Leadership CLE provided great insights to anyone looking to become



*There's always time for great networking opportunities at FAWL's Meetings.*

more involved in a Bar committee or section. The panelists covered many areas, including getting a seat on the Board of Governors and tips for succeeding once there, to the new Bar Diversity initiative and the challenges facing the Diversity and Inclusion Committee.

The conversation on insights to achieving bar leadership continued during FAWL's Leadership Networking Reception, which followed the CLE. The Networking Reception, themed "Building Relationships Within the Bar," was supported by FAWL, CABA, Virgil Hawkins Florida Chapter, YLD and the Central Florida Association for Women Lawyers, and was well attended by various members of the Bar and FAWL.

Both the "Path to Bar Leadership" CLE and the Networking Reception at the Midyear Meeting inspired advancement within the profession of law for all members. Stay on the lookout for more "path to" CLEs coming soon! ●



The Palm Beach County Chapter

wishes to congratulate our

Chapter's Past Presidents

LISA SMALL on her election to the

Circuit Court Bench for the 15th Judicial Circuit

and

MICHELLE SUSKAUER on her election to

The Florida Bar Board of Governors



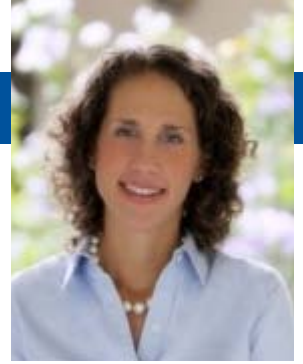
*Miles McGrane IV (YLD Board of Governors), Gigi Rollini (FAWL President), Renee E. Thompson (YLD President) and Mary Ann Morgan (Florida Bar Board of Governors)*



# Opting Not to Choose:

*Strategies for Successfully Managing Both Your Career and Your Life*

by Alexa Sherr Hartley



Despite the fact that at least 50 percent of law school graduates are women, most judges, partners and leaders in politics and business are men. The most obvious explanation for this state of affairs is that while women have entered the legal marketplace in droves, they have done so without handing off their duties at home. Many of us are lawyers and mothers, lawyers and wives, and lawyers and caregivers of elderly family members. Understandably, countless women eventually come to a fork in the road with one path leading to career and the other leading to family.

Being forced to choose family over career ultimately hurts both the legal

profession and the women who leave it. However, it is possible to choose both paths. The following strategies can help.

## Perspective Is Nine-Tenths of the Law

It is important to step back and take an inventory of your professional life. Ask yourself: Am I happy? Do I have balance in my life? What are my accomplishments, setbacks and goals? But remember that it's probably not productive to question yourself every week. We all have days, weeks and months when the equilibrium is off. If we were to analyze each week, particularly while in the thick of things, we might conclude, incorrectly, that we

are generally off kilter. Instead, look inward once a quarter. By taking stock at scheduled intervals, you provide yourself with perspective and give yourself the opportunity to see the big picture.

## No Woman Is an Island

Commonly, many of us refuse help when offered and fail to ask for help when needed. This is a big mistake—no one can do it all, alone, all of the time. There is a supportive individual, and in some instances, teams of individuals, behind every woman who obtains her professional goals. It is insignificant whether the person supporting you is a spouse, nanny, parent or community resource, but you must have someone.

*continued on page 12*

## Empowering Women, Who Power the Law

Greenberg Traurig is proud to support the Florida Association for Women Lawyers

Diversity, not just Diversity Committees

- Most Female Partners<sup>5</sup>
- One of Three Firms with the Most Lawyers Among the "50 Most Influential Women Lawyers in America"<sup>^</sup>

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[1800 ATTORNEYS IN 32 LOCATIONS\* | USA LAW FIRM OF THE YEAR, CHAMBERS GLOBAL AWARDS<sup>†</sup>]

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# Surviving—and Thriving

## —in the Legal Practice

by Sonia Munoz Gallagher, Esq.



Time is constantly ticking, isn't it? Doesn't it seem to get even faster when you walk into your office? Competition for solo practitioners and law firm associates is only getting meaner each month as more lawyers lose their jobs.

So, how can you stand out? How can you differentiate yourself, be profitable and enjoy being a lawyer?

Since I was a child, I've always been told "You don't have to be friends with everyone, but you've got to at least get along." This can be a bit more difficult in the legal profession. Some days it may seem like the world is against you. Opposing counsel yells at you on the phone, your paralegal gives you an attitude and a client refuses to pay for work you've already done. Do any of these things sound familiar to you?

Over the years, I've developed the following "5 Rules for the Firm." This list has made my commute to and from the office a little less guilt-ridden and a lot more pleasant. These five rules keep me from having to spend my day apologizing, keep me from getting a bad reputation and allow me to be a happier lawyer.

### 5 Rules for the Firm

**1. Listen.** Paying close attention to your colleagues and staff allows you to have your finger on the dial. It makes you aware of issues, concerns and developments going on in your practice. Don't barricade yourself in your office. You'll be missing really important information from things going on around you. This could be essential for your work development,

promotion or change of employment.

**2. Think before you speak.** We are known for liking to hear our own voices. Be careful not to say whatever pops into your mind, unless you want to run the risk of having it haunt you later. This may happen at the worst possible time—like when you are up for a review or promotion. Also think about this: The way in which you say things is just as important as what you say.

**3. A good attitude is up to you.** You are the captain of your own thoughts. The only thing in life over which you have complete control is what you think, yet so many of us find it extremely difficult to control our thought patterns. The easiest way to change this is to take 10-minute silence breaks each day. This can be done anywhere and at almost any time. Eventually, you will be able to recognize negative thoughts for what they are, will acknowledge and let them pass through, and will not be affected by them.

**4. Patience is a virtue.** You can be patient and strong. Similarly, you can be patient and intolerant of nonsense. In the practice of law more than any other profession,

*These five rules keep me from having to spend my day apologizing, keep me from getting a bad reputation and allow me to be a happier lawyer.*

it's extremely important to keep your cool. Think about it. How quickly will you be at risk of losing a client or losing a case if you get affected by every little thing people say or do to you? Don't give anyone else that much control over you.

**5. Lend a hand.** Who cares that it's not in your job description? If you face an opportunity to be helpful, jump on it. Not only will it make you feel great to be useful, it will show you are a team player who is willing to go the extra mile—an attorney worth watching come promotion time.

Apply these tips to your professional and personal life as often as possible. Soon they will become second nature and won't require any effort from you at all. Remember, practice makes perfect, and these tips are no exception. ●

### About the Author

**Sonia Munoz Gallagher, Esq.,** is an attorney, trainer and executive coach for lawyers at Time for Life LLC. She works with lawyers nationwide to steer the direction of their careers, helping them to be happier and more effective advocates with more clients, more profits and more free time. She can be reached at 954/603-1242 or by visiting [www.timeforlifenow.com](http://www.timeforlifenow.com).



# Launching Your Own Firm:

## *It's a Different World*

by Maria Yip



**T**he key to launching your own firm is to recognize that you are now running a business. Possessing exceptionally good technical skills in law and prior success within a firm do not guarantee that your own practice will be successful. There are five essential elements to successfully launch your own law firm. These elements include 1) developing a realistic and flexible business plan; 2) setting up a sustainable infrastructure; 3) determining key practice areas; 4) evaluating the need for other lawyers and support staff; and 5) identifying the most productive business development approach.

incorporates scope of work, retainer amounts, billing rates, payment schedule, interest charges on overdue bills and a remedy clause for the resolution of disputes. You will also need to consider how you will staff the firm; full-time employees for recurring work versus independent contractors for specialized cases may be an option. If you have employees, be mindful of labor and employment laws.

Next, focus on the tools for your trade. You will want to select the type of computer that is appropriate for your practice. For instance, traveling extensively will require portable computer hardware. You will also need

these types of accounts can lead to your disbarment.

Business development is an essential component of growing your firm. Your time and resources are limited however, so it is important to use your time wisely as you balance the work for your current clients with the time required to develop relationships with prospective clients. Your business development efforts must be productive, so spend the time necessary to identify the most valuable referral sources.

Good luck as you enter this different world of launching your own firm!

*Your business development efforts must be productive, so spend the time necessary to identify the most valuable referral sources.*

Having a solid business plan in place provides you with the foundation to develop your firm in an efficient and economical manner. More specifically, begin by determining the type of legal entity that is preferable, based upon legal liability and tax issues, among other things. Next, determine and obtain the appropriate business licenses required by the state, city and county. It is important that you have the new entity insured. For instance, professional liability (malpractice), general liability, errors and omissions, employee dishonesty, workers' compensation, health insurance and property and casualty insurance need to be considered.

You are now ready to do business. First, prepare a standard retainer letter that

to purchase time tracking, billing and research software. Billing your clients on a timely basis and monitoring outstanding bills are critical in running your business. You may also need to subscribe to research services. The cost for these services varies greatly based on the number of users and the breadth of services provided. You will also need accounting software to record the firm's activities and to help in the preparation of the firm's financial statements. It is important to hire an accountant to help ensure that the firm's tax returns and payments (income, payroll and property) are filed correctly and on a timely basis. You must be particularly careful with the set-up and management of your trust account(s) given that errors in

### About the Author

**Maria Yip** is the founder and principal of YIP ASSOCIATES, a professional accounting firm specializing in forensic accounting and financial investigations serving clients throughout Florida, the Caribbean and Latin America, based in Coral Gables, Fla. Ms. Yip is a certified public accountant (CPA), certified fraud examiner (CFE), certified insolvency and restructuring advisor (CIRA) and is certified in financial forensics (CFF). She has more than 15 years' experience providing forensic accounting and litigation support services to attorneys, bankruptcy trustees, liquidating trustees, court-appointed receivers and state and federal governmental agencies in complex matters involving economic damages, white collar crime, fraud and embezzlement in the United States, Latin America and the Caribbean. Ms. Yip serves as an expert witness in federal bankruptcy court, federal and state court and international litigation and arbitration matters. She also serves as a Chapter 7 federal bankruptcy trustee, as a court-appointed examiner and custodian. ●

# State FAWL Announces Leaders in the Law

## *Inaugural Group of 25 Honored During Annual Meeting*

**D**uring its 2010 Annual Meeting and awards ceremony held June 24 in Boca Raton, the Florida Association for Women Lawyers was pleased to announce the inaugural group of its Leaders in the Law. This designation was established to recognize outstanding women lawyers from around the state who have made significant impacts in their communities through their legal services or volunteer activities, and who serve as positive role models for FAWL members. The recipients of this award are nominated by their local FAWL chapters. To be named a FAWL Leader in the Law, the nominee must have: 1) earned the respect of others professionally, 2) been involved in activities for the betterment of their local community, 3) exemplified the qualities of a positive role model, and 4) advanced the cause of women in the community.

FAWL extends its congratulations to this esteemed group, and we thank you for your service to your community and your profession!

Go to the [FAWL website](#) for more about our Leaders in the Law.

### *Brevard County Women Lawyers Association*



#### **JUDGE CATHLEEN CLARKE**

The Honorable Cathleen Clarke has served as an assistant state attorney, assistant public defender, part-time guardian ad litem attorney and part-time instructor at Brevard Community College's Law Enforcement Academy. She was first appointed to the county court bench in the 18th Judicial Circuit by Governor Lawton Chiles in 1998. In 2001, Judge Clarke was elected by her peers to serve as the county court administrative judge.



#### **JUDGE LISA ANN DAVIDSON**

In addition to engaging in the private practice of law, the Honorable Lisa Davidson served as both an assistant state attorney and an assistant public defender in Broward County. Judge Davidson was a Brevard County judge for four years, has served as a circuit judge in the 18th Judicial Circuit for 12 years and chaired the Judicial Ethics Advisory Committee.



#### **DIANE BACCUS HORSLEY**

Diane Baccus Horsley practices general law in Melbourne, concentrating on family law, probate and civil matters. She is also a prior Brevard County judge and felony assistant state attorney. She is a Florida Supreme Court certified mediator in the Middle District of Florida.

### *Central Florida Association for Women Lawyers*



#### **MARY ANN ETZLER**

Mary Ann Etzler has worked as a prosecutor for the Ninth Judicial Circuit, Office of the State Attorney, for

five years. Since 2001, Ms. Etzler's practice has included litigating complex commercial/business, environmental, insurance and family law cases.



#### **MELANIE SHOEMAKER GRIFFIN**

Melanie Shoemaker Griffin is an associate at the law firm Dean, Mead, Egerton, Bloodworth, Capouano & Bozarth PA in Orlando. She focuses her practice in the area of business and commercial litigation, concentrating on contract disputes, employment litigation, wage and hour disputes and litigation, Americans with Disabilities Act (ADA) matters and Family and Medical Leave Act issues.

#### **JUDGE KAREN S. JENNEMAN**



The Honorable Karen S. Jennemann was appointed to the United States Bankruptcy Court for the Middle District of Florida, Orlando Division, in November 1993. Prior to her appointment, Judge Jennemann was a shareholder in the law firm of Mahoney Adams & Criser PA in Jacksonville, Fla., where she specialized in bankruptcy law, and an associate at Smith Hulsey & Busey, also in Jacksonville.

**MARY ANN MORGAN**

Mary Ann Morgan, an AV-rated attorney by Martindale Hubbell, serves on the Board of Governors for The

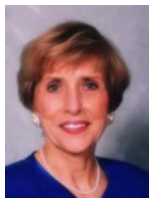
Florida Bar representing the Ninth Judicial Circuit. Managing partner of the law firm of Billings, Morgan & Boatwright, Ms. Morgan practices in the area of civil trial law.

**HEATHER PINDER RODRIGUEZ**

Heather Pinder Rodriguez is an AV-rated board certified construction lawyer with Holland & Knight

and practices in the area of commercial litigation, with a particular emphasis on construction law and commercial leasing disputes.

### *Clara Gehan Association for Women Lawyers*

**ZELDA J. HAWK**

Zelda J. Hawk practiced with a Gainesville firm for six years before beginning solo practice in family law, wills and probate and mediation.

In 1981, she was a founding member of 8-FAWL now known as The Clara Gehan Association for Women Lawyers, and was president of 8-FAWL in 1988.

### *Hillsborough Association for Women Lawyers*

**JUDGE CLAUDIA RICKERT ISOM**

The Honorable Claudia Rickert Isom has been a circuit judge in the 13th Judicial Circuit since 1991 and has

served in every circuit court division. She is currently assigned to the Probate, Guardianship and Trust Division. She

has previously chaired The Florida Bar's Standing Committee on Professionalism and the Rules of Judicial Administration Committee, and she currently serves on the Rules of Civil Procedure Committee.

**MARGARET D. MATHEWS**

Margaret D. Mathews is a shareholder and litigation group leader in the Tampa office of Akerman Senterfitt.

She is board certified in admiralty and maritime law and is a certified mediator.

**JUDGE CATHERINE PEEK McEWEN**

The Honorable Catherine Peek McEwen was appointed as United States bankruptcy judge for the Middle

District of Florida in 2005. She was previously in private practice for almost 23 years in Tampa. She was a shareholder of Akerman Senterfitt & Eidson PA, concentrating her practice on commercial litigation.

**CYNTHIA A. MIKOS**

Cynthia A. Mikos is a shareholder with the firm of Allen Dell in Tampa, Fla., where her health law practice is devoted to representing licensed

health care professionals and facilities in regulatory and business matters. She assists health care providers in licensure proceedings, compliance with federal and Florida health care regulations, risk management, reimbursement and contractual relationships.

**DEBORAH LARNED WERNER**

Deborah Larned Werner is in private practice in Tampa, Fla., with the firm she started in 1986, focusing in the areas

of estate planning, probate and trust administration.

### *Miami-Dade FAWL*

**MARLENE QUINTANA**

Marlene Quintana, a shareholder with Gray Robinson PA, is board certified in labor and employment law and

is a certified civil circuit mediator. During her 14-plus years of practice, she has represented management in all aspects of labor and employment law and litigation and has earned an AV rating.

### *Northwest Florida/ Pensacola Chapter*

**VALERIE ERWIN PREVATTE**

Valerie Erwin Prevatte is a solo practitioner whose practice is focused primarily on criminal defense.

In addition to serving as president of the Escambia-Santa Rosa Bar Association, she volunteers her time to the First Judicial Circuit Bench Bar Professionalism Committee, the Association of Criminal Defense Lawyers and Junior Achievement.

### *Palm Beach County FAWL*

**TASHA K. DICKINSON**

Tasha K. Dickinson is a shareholder at the 34-attorney West Palm Beach firm of Jones, Foster, Johnston

& Stubbs PA. She is AV rated by Martindale Hubbell and is a Florida Bar board certified wills, trusts and estates attorney. Ms. Dickinson concentrates her practice in the areas of estate/tax planning, business succession planning and trust/estate administration.

*continued on page 12*





**ELISHA D. ROY**

Elisha D. Roy is a board certified marital and family law attorney at the West Palm Beach firm of Sasser Cestero & Sasser PA. In her many

leadership positions with the Family Law Section, Ms. Roy was integral in the drafting and passing of the 2008 modifications to Florida Statutes on parenting and timesharing.



**MICHELLE SUSKAUER**

Michelle Suskauer is a Florida Bar board certified criminal trial lawyer and practices with her husband, Scott,

at the Suskauer Law Firm PA in West Palm Beach, Fla.

***Pinellas County Chapter***



**JEWEL WHITE COLE**

Jewel White Cole is a managing assistant county attorney with the Pinellas County Attorney's Office, where she has practiced for

over 10 years. She manages the Land Use, Environment and Public Safety section of the office and focuses her

practice in the areas of land use and environmental law.

***Sarasota FAWL***

**EVELYN L. MOYA**



Evelyn L. Moya is a solo practitioner in Sarasota, Fla. Prior to becoming a lawyer, Ms. Moya practiced as a certified registered nurse anesthetist for

almost 20 years. An experience with a domestic violence patient led her to become an advocate for women, immigrants and the indigent.

***South Palm Beach County Chapter***



**ELLEN LEIBOVITCH**

Ellen Leibovitch has been in practice since 1987 and is a partner with the law firm of Shapiro, Blasi, Wasserman & Gora

PA in Boca Raton, Fla. Ms. Leibovitch focuses her practice on labor and employment law counseling and litigation and is board certified in labor and employment law by The Florida Bar.

***Tallahassee Women Lawyers***



**KELLY O'KEEFE**

Kelly O'Keefe is a partner at Berger Singerman in Tallahassee, Fla., concentrating in real estate and administrative/governmental litigation. She is AV rated, and her practice extends throughout Florida.



**WENDY S. LOQUASTO**

Wendy S. Loquasto is the managing partner for the Tallahassee office of Fox & Loquasto PA. She is board certified

in appellate law and practices on a statewide basis.



**COMMISSIONER STEPHANIE WILLIAMS RAY**

The Honorable Stephanie Williams Ray was appointed chairwoman of the Public Employees

Relations Commission by Governor Charlie Crist in September 2008. Prior to her appointment, Commissioner Ray was Associate Dean for Administration at The Florida State University College of Law. ●

***"Opting Not to Choose..." continued from page 7***

Delegating certain tasks makes you available for those responsibilities you truly must perform yourself. To ensure you are not forced to decide between your career and your family, reach out to those around you.

**The Buddy System**

Not only do we need people to pitch in and help with logistics, but having people who provide emotional support is also integral to staying in the game. It can be a great comfort to reach out to those in the same boat. Often, we relate best with—and garner strength from—those who are struggling with

similar issues. Rely on your colleagues and peers for advice; tap into them as a source of information; and look to those who have successfully found a balance as an example of how you can find that balance, too. A formal or informal peer support group is a powerful resource. The wisdom of others and the knowledge that you are not alone in this struggle will serve you well.

Opting not to choose family over career can be difficult, but it is worth the effort. So, here's to having your cake and eating it, too!

**About the Author**

Alexa Sherr Hartley is an attorney and executive coach who provides in-person and telecoaching services to individuals and groups. Her areas of expertise include working with attorneys to achieve work-life integration so they can have a meaningful experience both professionally and personally. Specifically, Ms. Hartley works with her clients to decrease stress points, to negotiate flex-time work arrangements and to identify and use support systems. She can be reached via her website, [www.premierleadershipcoaching.com](http://www.premierleadershipcoaching.com). ●

Peggy Wood, Alexa Sherr Hartley and Adrienne Rabinowitz



## Palm Beach County Association for Women Lawyers

by Adrienne Rabinowitz and Peggy Wood,  
PBCAWL Mentoring Committee Co-Chairwomen

### Mentoring Members

*Mentoring is a brain to pick, an ear to listen and a push in the right direction. — John C. Crosby, attorney and member of the U.S. House of Representatives*

The Palm Beach County chapter of FAWL is continuing its successful mentoring program for 2010-2011. The Mentoring Committee's goal is to facilitate discussions between newer and more experienced attorneys, to provide an environment where members can network and discuss issues related to the practice of law and to help members maximize their skills, knowledge and experience.

FAWL members enjoyed a full schedule of monthly roundtable luncheons and other activities this fall. During monthly lunch sessions, the committee hosted an individual or a panel of experts in a variety of practice areas and positions who shared their experiences and wisdom and facilitated discussion. In addition, the committee held several informal gatherings where members were able to get to know one another, share trade practice tips and network. ●

## Hanlon Receives Lion of Law Award

Naples attorney Sharon Hanlon was awarded the Donald E. Van Koughnet Lion of the Law Award for professionalism at an Oct. 14, 2010, celebration in Naples, Fla. The annual award is given to a member of the Collier County legal community in recognition for excellence in legal skills, professionalism and public service.



Ms. Hanlon is a civil attorney and partner in Zelman & Hanlon in North Naples and the founding president of the Collier County Women's Bar Association. She is in her second term as a Director of the Collier County Bar Association, has served as President of the Collier County Trial Lawyers and is Chairwoman of the 20th Judicial Circuit Nominating Commission. ●

## Tallahassee Women Lawyers

by Jennifer Sullivan Davis, TWL President-Elect

### Annual Judicial Reception at Florida's Old Capitol

Tallahassee Women Lawyers (TWL) held its Annual Judicial Reception on Oct. 20, 2010, at Florida's Historic Capitol in Tallahassee, Fla. The Judicial Reception is one of Tallahassee's largest social events for the legal community and honors members of the judiciary. Honored guests include members of both the state and federal courts as well as administrative law judges. The event is a favorite for many of the attorneys and other legal professionals in the community.

### TWL's Efforts to Serve the Community

This year, TWL has continued to collaborate with various local organizations to serve the community. TWL has partnered with such organizations as the Zonta Club of Tallahassee to assist with its "Bed, Bath, & Hope" project benefiting the Refuge House; the Florida Council Against Sexual Violence (FCASV); the Tallahassee Memorial Hospital Foundation benefiting critically ill children residing in the Pediatric Unit; and the Refuge House providing a workshop for women transitioning back into the workforce. TWL also held a food drive for the Second Harvest of the Big Bend at its general meeting on Nov. 17, 2010. According to Second Harvest, "[e]very month in the Big Bend, over 30,000 people are given our food, one-third of who are children, and 11% are seniors." Our members strongly believe "to whom much is given, much is required," and we have continued to improve and positively impact the lives of others.

### The Legacy Begins With You!

It is never too early to start thinking about TWL's spring program, LEGACY OF EXCELLENCE. This annual program provides young women in middle and high school the opportunity to interact with judges, legislators and practitioners. The 2011 program is currently under development, and the co-chairwomen welcome input to make this one of the most exciting and worthwhile events yet for all participants. Stay tuned for more about dates, themes and application requirements. For more information or to help with the planning, contact Lauchlin Waldoch, [lauchlin@mclawgroup.com](mailto:lauchlin@mclawgroup.com), or Dana Brooks, [dana@tallahasseepersonalinjury.com](mailto:dana@tallahasseepersonalinjury.com).

### TWL's WE Network

Building on CFAWL's success with its Annual Women's Exchange, TWL has created the Tallahassee Professional Women's Exchange Network. TWL's WE Network brings together Tallahassee lawyers, non-lawyer professionals and community leaders. It is designed to facilitate business and leadership development for local women professionals and to provide the infrastructure for women-led, cross-profession community service projects.

On July 13, 2010, the WE Network held its first Working Women Series community event—a two-hour dinner workshop for clients of the Refuge House, a shelter for abused women and children. The workshop focused on "Transitioning Women Into the Workforce" and was led by Christy Crump of Administrative Professional Services & Solutions LLC. Many thanks to The Florida Bar Foundation for the grant that funded this project's inception; The Refuge House; and TWL members Gigi Rollini, Winifred NeSmith, Jennifer Davis, Toni Bernstein and Karla Ellis for making it such a success! This was a great example of women supporting women in our community.

For more information, go to TWL's WE Network website at [www.we-network.org](http://www.we-network.org) or contact TWL's WE Network Chairwoman, Gigi Rollini, at [gigi.rollini@hklaw.com](mailto:gigi.rollini@hklaw.com). ●

### Miami-Dade FAWL Co-Hosts Judicial Luncheon

by Linda M. Leali, Miami-Dade FAWL Membership Chairwoman

In special recognition of the more than 80 female judges serving the citizens of Miami-Dade County, Miami-Dade FAWL hosted a judicial luncheon on Sept. 27, 2010, for local women judges and magistrate judges. The law firm of Stearns Weaver Miller Alhadeff & Sitterson PA graciously co-hosted and co-sponsored the event. The luncheon was attended by nearly 60 members of the legal community, including more than 30 members of the local judiciary.

The current President of Miami-Dade FAWL, Kristy Johnson of Carlton Fields PA, welcomed attendees by providing an overview of the importance of Miami-Dade FAWL in our legal community. Miami-Dade FAWL Board Member and Mentoring co-Chairwoman Carly Hammond of Lott & Friedland then described the mentoring program, which matches women law students with attorneys or judges as mentors and encourages participation in the program. The goal of the Miami-Dade FAWL mentoring program is to foster social and professional advancement of women lawyers through guidance and support of senior attorneys and judges in order to promote the social, political and professional empowerment of women. Next, Linda Leali of White & Case LLP, in her role as a Miami-Dade FAWL Board Member and Membership Chairwoman, discussed the various exclusive benefits of membership in Miami-Dade FAWL, including the ability to participate in the wildly popular "Table for Eight" as well as "Lunch and Learns," which offer free CLE credits. ●

### Manatee County FAWL

by Mary Hawk, Manatee County FAWL Board Member

The Florida Association for Women Lawyers – Manatee Chapter Inc., has chosen Next Step as its designated nonprofit organization for 2010-2011. Next Step will be included in some of Manatee FAWL's events this year for the purposes of fund-raising and awareness information. Next Step is an all-volunteer organization established in Manatee County to create a safety net for aging out foster care youth by providing them with a collaborative trio of mentors from the fields of mental health, law, finance, education, business and community. To help the teen develop a sound life plan, the partnership begins in the year before the foster teen becomes an adult and continues for another year into adulthood.

Manatee FAWL is also planning an exciting year of activities, including a special tribute luncheon for Manatee County judicial assistants, an annual half-day CLE, a luncheon seminar on organization and prioritization, and several activities for the membership and guests to network and raise money and other items for Next Step.

For information on Manatee FAWL, please contact Manatee FAWL's President, Tricia Fradley, or Board Member Mary Hawk at [fawlmanatee@gmail.com](mailto:fawlmanatee@gmail.com). ●

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## Central Florida Association for Women Lawyers

by Ashley Calhoun Winship, CFAWL Public Relations Coordinator

CFAWL held its Second Annual Community Outreach Fair at the Shakespeare Center on Nov. 2, 2010. The purpose of COF is to educate CFAWL members and their colleagues and guests about various nonprofits in the Central Florida community and ways to become actively involved with them. More than 300 CFAWL members and community professionals attended the event to visit 80-plus nonprofits, including organizations such as A Gift for Teaching, the Central Florida Police Athletic League, Earth Angels United, Grandma's House, the Orlando Ballet, Rock Lake Elementary School, Ronald McDonald House Charities of Central Florida and many, many more. Tasty beverages and decadent desserts for this year's event were made possible through the generous contributions of corporate and individual sponsorships.

CFAWL is planning for another successful networking event. The chapter's Professional Women's Exchange will be held Feb. 16, 2011, at the Crowne Plaza, Downtown Orlando. This annual event features wine, hors d'oeuvres and a silent auction. Last year, more than 260 women from various professions registered for the event, and each attendee received party favors and a program containing all registrants' business cards. The 2010 event raised almost \$10,000, and a significant portion of the proceeds benefited A Place For Children. ●

## Pinellas County Association for Women Lawyers

by Robyn M. Featherston, Pinellas County PCAWL President

Originally established in December 1986, the Pinellas County chapter was revitalized in mid-2008. The organization meets at 6 p.m. on the first Tuesday of every month, unless otherwise noted, at various locations around the county for an informal exchange of information and social contact. An electronic newsletter is also distributed every month. The Board of Directors welcomes members' input as to content, location, days and times of meetings.

### Board of Directors and Contact Information

President:	Robyn M. Featherston
Vice President:	Brittany J. Maxey
Secretary:	Patricia A. Mason
Treasurer:	Elise K. Winters
Directors at large:	Carin M. Constantine
	Kyleen A. Hudson
	Heather L. Schwartz
	Alexendra O. White

Chapter email: [pinellascountyfawl@gmail.com](mailto:pinellascountyfawl@gmail.com); join our group on Facebook: Pinellas FAWL.

### Monthly E-Newsletter

Our e-newsletter contains a section for our members to introduce themselves to our readership (approximately 90 subscribers strong). Are you involved with a charity? Members may announce events relating to charities with which they are involved in our Charitable Happenings section. The e-newsletter also contains a Complimentary Communiqué section in which our members may announce personal or business good news tidbits. ●

## Student Chapter News

### Miami Law Women

by Lana Naghshineh Aponte, MLW Professional Development Co-Chairwoman

Miami Law Women's first panel discussion of the semester, held Sept. 21, 2010, had one of the highest attendance rates in the organization's history. The panelists, all female University of Miami alumni, included Laurie Silvers, founder of the Syfy network and hollywood.com; Lori Barrist, assistant federal public defender; Susan Bozorgi of Marrero Bozorgi; Nikki Lewis Simon of Greenberg Traurig; and the Honorable Maria Espinosa Dennis. The panelists shared their experiences and insights as women lawyers with the members of Miami Law Women and the undergraduate Pre-Law club. Panelists discussed balancing their personal lives with their professional lives, networking, the benefits of membership in professional organizations and the importance of mentoring relationships. Miami Law Women's Alumni/Student Mentoring Program, which was featured in the *South Florida Business Journal*, matches female law school alumni with 2L and 3L members.

On Sept. 28, 2010, MLW hosted a networking happy hour event at Atrio in the Conrad Hotel on Brickell Avenue in Miami. Attendees who braved the tropical storm networked with judges from the 11th Judicial Circuit, attorneys practicing in the Miami area, including former Miami Law Women members, and UM law students.

Miami Law Women was proud to host its annual fund-raising event, VIPink, to benefit the Susan G. Komen for the Cure foundation. VIPink was held at Club 50 in the Viceroy Hotel on Brickell Avenue in Miami on Oct. 21, 2010. ●

## FAWL CHAPTER CALENDARS

### CENTRAL FLORIDA ASSOCIATION FOR WOMEN LAWYERS

[www.cfawl.org](http://www.cfawl.org) • [info@cfawl.org](mailto:info@cfawl.org)

#### Professional Women's Exchange

February 16, 2011, Crowne Plaza, Downtown Orlando

### PINELLAS COUNTY ASSOCIATION FOR WOMEN LAWYERS

[pinellascountyfawl@gmail.com](mailto:pinellascountyfawl@gmail.com)

#### Monthly Meetings

##### First Tuesdays, 6 p.m.

Jan. 11, 2011 (note: 2nd Tues.) – Ceviche (St. Petersburg)  
Feb. 1, 2011 – The Venue (Clearwater)  
Mar. 1, 2011 – 400 Beach (St. Petersburg)  
Apr. 5, 2011 – Acropolis (Clearwater)

#### Holiday Gathering

Dec. 7, 2010, Location TBA

#### St. Patty's Celebration

March 2011, Details TBA

# Palm Beach FAWL Luncheon Features Panel of A-List Bar Members

On Sept. 16, 2010, the Palm Beach County Chapter of FAWL successfully kicked off the 2010-2011 year with a luncheon featuring a panel of A-List members of The Florida Bar. The five-member panel featured Florida Bar Presidents, both past and present. Among the panelists was current Florida Bar President Mayanne Downs of Orlando. Past Presidents on the panel were Kelly Overstreet Johnson, the Honorable Patricia Seitz, Gerald F. Richman and John "Jay" White III. Close to 100 attorneys were in attendance, including West Palm Beach Mayor Lois Frankel, who is also Past President of PBC FAWL.

Despite the large number in attendance, the first membership luncheon of the 2010-2011 PBC FAWL year had a very intimate feel. The panelists candidly shared some of their most difficult challenges during their terms as Florida Bar President as well as their most memorable moments. The panelists also recounted stories of the individual journeys each experienced while advancing within The Bar. Of

*Gerald F. Richman, Hon. Patricia Seitz, John "Jay" G. White III, Samantha Schosberg Feuer (PBC FAWL President), Kelly Overstreet Johnson, Hon. Lucy Chernow Brown and Mayanne Downs*



*The first membership luncheon of the 2010-2011 PBC FAWL year had a very intimate feel.*

note were accounts of the greatly contested Florida Bar race between Patricia Seitz and John Fisher, which ultimately resulted in Patricia Seitz being named as The Florida Bar's first female president in 1993. When asked about the greatest benefit of Bar

service, echoed by each of the Past Presidents was the sense of profound personal growth that resulted from the challenges they faced during their terms as President of The Florida Bar.

The challenges facing women in their efforts to climb the ranks of The Florida Bar were discussed at length. Each panelist presented his or her view as to why there are so few women in Bar leadership roles. Several panelists noted that while there are indeed real challenges facing women, some of these challenges may be perceived. To increase the number of women in Bar leadership roles, more women must be encouraged to seek those roles. ●

*PBC FAWL past presidents Jessica Callow, Tasha Dickinson, Elisha Roy, Hon. Lucy Chernow Brown, Hon. Lisa Small, Mayor Lois Frankel, Magistrate Joy Shearer, Michelle Suskauer, Jeanmarie Whalen and Victoria Vilchez*



# Judge Mattie Belle Davis to Receive Prestigious Legal Legends Award

by Kristy M. Johnson, Miami-Dade FAWL President

On Nov. 20, 2010, the late Judge Mattie Belle Davis will be honored with the 2010 Legal Legend Award by the 11th Judicial Circuit Historical Society of History Miami. The award is given to legal professionals who have shown commitment to the South Florida legal system for at least 25 years. Miami-Dade FAWL nominated Judge Davis for this prestigious award. The award ceremony will be held at the Epic Hotel in downtown Miami.

In 1959, Judge Davis became the first woman judge of the Metropolitan Dade County Court. She was the only woman judge in the countywide district from 1959 to 1965. Under a constitutional revision, she became a Dade County Court judge in 1973.

Judge Davis was a founding member of and instrumental in forming the Florida Association for Women Lawyers (FAWL). The founding convention of FAWL was held in Miami Beach on June 30, 1951, with 27 women lawyers assembled from across Florida. She was FAWL's President in 1957-58, was FAWL's historian for life and wrote FAWL's history in *A History of Florida Association for Women Lawyers – 1951-2002*, which was published in 2002. She made 2,500 copies of FAWL's history for every FAWL member and paid for



*Judge Davis was a founding member of and instrumental in forming the Florida Association for Women Lawyers (FAWL).*

the copies with her own money. She received FAWL's Lifetime Achievement Award in 2002. Judge Davis remained active in FAWL until her death. In 2004, FAWL established the Mattie Belle Davis Society in her honor. The Miami-Dade Chapter of FAWL has also given an award in honor of Mattie Belle Davis for approximately 15 years. This award is given annually to outstanding women lawyers.

Judge Davis was also the President of the National Association of Women Lawyers in 1965-66. She was a regular contributor to the *Women Lawyers Journal*, the publication of the National Association of Women Lawyers. She was a founding member and active member of the National Association of Women Judges. She presided over one session of the business meeting at the 1979 NAWJ founding conference. After her retirement, she served as chairwoman of the Retired Judges Committee of the NAWJ and became a lifetime member of NAWJ.

Judge Davis was inducted into the Florida Women's Hall of Fame in 1998.

Other 2010 award recipients include:

- The late Miami-Dade Circuit Judge Irving Cypen, the county's first Jewish judge elected to the bench
- Martin Fine, a partner with Holland & Knight, former chairman of the Miami Housing Authority
- George Knox, senior principal of Knox Seaton, who facilitated public-private joint ventures to help revitalize downtown Miami
- Aaron S. Podhurst, managing partner of Podhurst Orseck
- U.S. District Florida Judge Patricia A. Seitz, first woman President of The Florida Bar
- Stephen N. Zack, administrative partner of Boies Schiller & Flexner in Miami, and the first Hispanic President-Elect of the American Bar Association

## ***Become a Mattie Belle Davis Society Member!***

Any active FAWL member can become an Elite Member by joining FAWL's Mattie Belle Davis Society.

Society dues are an additional \$100/yr., and help FAWL enhance its statewide presence and initiatives.

To join the Judge Mattie Belle Davis Society today, [click here](#).

To learn more about the Society, [click here](#).



## **Meet FAWL's New Legislative Director, Bib Willis**

Elizabeth "Bib" Willis practices in the areas of family law, dependency and competency. She graduated from Florida State College of Law in 1987, after working as a lobbyist, cabinet aide, journalist and division director with the

Division of General Regulation, Florida Department of Business Regulation. She can be reached at 850/877-0082 or [bibwillis@comcast.net](mailto:bibwillis@comcast.net).



## FAWL CALENDAR OF EVENTS

Dec. 16, 2010 • 11:30 am

### **FAWL Board of Directors Teleconference**

Contact [admin@fawl.org](mailto:admin@fawl.org) for details

March 16-17, 2011

### **Women's Leadership Summit & Lobby Day**

Tallahassee, Fla.

June 22-25, 2011

### **The Florida Bar Annual Convention and FAWL Annual Meeting Events**

Gaylord Palms Resort  
Orlando, Fla.

## *Save the Date!*

### **Women's Leadership Summit & Lobby Day**

March 16-17, 2011 • Tallahassee, Florida

The Women's Leadership Summit will give women attorneys a way to explore and expand their leadership potential as well as learn more about the development of their legal practices and business skills.

#### **Highlights of the Summit • March 16, 6-8 p.m.**

*Capital City Country Club, Tallahassee, Florida*

Professional Women's Empowerment Dinner

Keynote by Mayanne Downs, President, The Florida Bar

FAWL members will have the opportunity to actively participate in the 2011 Florida Legislative Session.



## ABOUT THE FAWL JOURNAL



## **FAWL Journal**

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## *Coming for Spring:*

### **What can FAWL membership do for you?**

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