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Title IX

7 questions to celebrate 37 words

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ABOUT WBAI

The Women's Bar Association of Illinois, one of the oldest and largest bar associations in the country, was established in 1914 by nine women lawyers practicing in Chicago. It was founded to promote the interests and welfare of women lawyers and to aid in the enactment of legislation for the common good and the administration of justice. Its activities are divided between advancing controversial social and political issues on behalf of women and the practical need to help its members gain employment. The WBAI was one of the first minority bar associations to extend membership to males, who are valued members.

MEET THE EDITORS



Taylor Matichak is a trial attorney at The Law Offices of Parente & Norem, P.C., where she represents individuals injured on the job in workers' compensation and personal injury claims.

As a member of the WBAI, Taylor is currently an Editor of the Newsletter Committee. The past year, Taylor served on committees for the Annual Dinner and Judicial Reception. She also actively participates in the Mentor/Mentee Program. In her free time, Taylor enjoys dance, golf, and spending time with friends and family.



Annika Mitchell is the founder of Mitchell Law Firm, an intentionally small law firm focused on estate planning and probate matters. She is a member of the WBAI and serves on the Newsletter Committee. Annika lives in Lincoln Square with her two kiddos and an abundance of rescue animals.



Tracey L. Schroeder is an associate attorney and specializes her practice in eminent domain. She also practices in the areas of personal injury, contract disputes, insurance defense, property rights and government regulation and licensing. She serves as a WBAI Director and also serves on several WBAI Committees, including as Editor in chief of the WBAI Newsletter.



Jane Sitorius is an associate at Barnes & Thornburg, LLP where she practices healthcare law and advises healthcare providers with respect to regulatory, transactional, and general corporate matters. Jane currently serves as a WBAI Director, co-chairs the Newsletter Committee, and participates in the WBAI mentorship program as a mentor.

EDITOR'S MESSAGE

By: Jane Sitorius

Welcome back to another bar year, WBAI members! We are excited to be back almost entirely to in-person events, but will continue to offer virtual options for those who prefer that option.

Over the past year, I have reflected on the importance of mentorship, support, and advocacy within the women's legal community, particularly in light of the Dobbs v. Jackson Women's Health Organization decision. Prior to becoming a lawyer, I did not appreciate the impact of female mentorship and support or understand why it was so important, as compared to generally having a network and mentors within the community.

However, during law school and particularly when I started practicing, I quickly realized that the "old boys' club" that I thought was a thing of the past was very much alive and well in the legal profession. I have had many role models in my life, both male and female, but none of those females were attorneys and I found that those individuals did not quite understand what it was like to be a woman lawyer. I found that, although they had all experienced adversity as women in their respective professions, they could not truly understand the dynamics in the legal environment and there is something different about the legal community that I cannot quite explain.

That is where the WBAI comes in. When I attended my first WBAI event – the 2018 Annual Dinner – I immediately knew I wanted, and needed, to be a part of this organization. An organization

with its mission to support and uplift women in the legal profession was exactly what I was missing, but did not know it at the time. I feel more inspired and empowered with every event I attend and every person I meet through the WBAI. I love being surrounded by women who have succeeded in the legal profession, forcing change in a previously male-dominated environment by making it more female-friendly, with more women in leadership roles at firms and corporations.

I am thankful for the WBAI and all of the women mentors in my life. I continue to be inspired on a daily basis by my female colleagues, mentors, and friends. Although it took me a while to realize the importance of these relationships, I cannot imagine working in the legal profession without having a network of strong, inspiring women, especially the women of the WBAI.

The WBAI Board of Directors will continue to advocate for women's rights and equality, both within and outside of the legal community. I look forward to another year of cultivating relationships with strong and inspiring women. We hope to see you at many WBAI events this year.



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PRESIDENT'S MESSAGE

ADVOCATING FOR ADVANCEMENT



The WBAI theme this bar year is Advocating for Advancement. I came up with this theme by listening to our membership. I have been trying to provide the type of programming that is relevant for women during these uncertain times when our rights and privileges are being eroded. I am proud to say that the WBAI is delivering on this important mission.

This bar year we have continued with our partnership with other bar associations promoting women in the legal profession as well as expanding our reach and highlighting the importance of diversity. The WBAI has also focused our efforts in providing new and exciting CLE to our members.

I encourage you to join us at our next event, CLE and to become a member. Cheers to 2023!

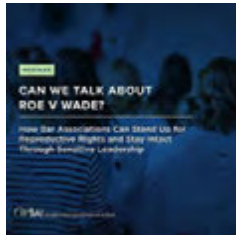
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DON'T DELAY, PASS THE ERA

HOW THE RATIFICATION OF THE ERA CAN EXTEND EQUAL PROTECTION TO WOMEN AND THE LGBTQ+ COMMUNITY

By: Elizabeth Monroe



Looking from a 2022 perspective, it is bewildering how the United States, a country branded to be one for individual freedom through representative democracy, has yet to recognize women in our Constitution. In fact, the United States has insisted that an equal rights provision for women be added

in the constitution for countries such as Iraq and Afghanistan, and yet that same recognition still alludes to women here at home.¹

Historically, it comes as no surprise that the idea of democracy from ancient Greece was designed to exclude women.² The revolutions that laid the groundwork for our modern ideal of representative democracy, including the American French Revolution, never intended to allow women access to governance.³ And yet today, it is widely believed that the idea of representative democracy must include women.⁴ To understand how women are still not included in our Constitution, we must first understand the often overlooked history of women in the United States.

Abigail Adams is quoted as suggesting to her husband, John Adams, “Do not put such unlimited power into the hands of the Husbands. Remember, all men would be tyrants if they could. If particular care and attention is not paid to the Ladies, we are determined to foment a [rebellion] and will not hold ourselves bound by any laws in which we have no voice, or Representation.”⁵

Somehow, the men did forget the ladies. To remedy the exclusion of women from the U.S. Constitution, Alice Paul, a well-known suffragist, wrote to President Wilson in 1914 urging him to introduce a Constitutional Amendment that would later become known as the Equal Rights Amendment.⁶ Alice Paul introduced the Equal Rights Amendment (ERA) at the 1923 Woman’s Rights Convention.⁷ The Amendment was simple, “Men and women shall have equal rights throughout the United States and every place subject to its jurisdiction.”⁸

While the idea was simple, its adoption was not. The amendment was first proposed to Congress by a Republican Senator from Kansas in 1923 and was proposed in every congressional session until 1943 but never passed.⁹



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In 1943, Alice Paul revised the language used in the ERA to reflect the language of the successfully ratified Fourteenth Amendment stating, “Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex”.¹⁰ Both Republican and Democratic Parties added their support to the ERA to their platforms and was introduced in every congressional session from 1943 to 1972 but still did not pass.¹¹

The second wave of feminism brought the ERA back to the forefront of the national conversation. Gloria Steinem, a well-known women’s rights activist and writer addressed Congress in 1970.¹² Part of her statement included:

As a freelance writer, I don’t work in the male-dominated hierarchy of an office...I am not one of the millions of women who must support a family. Therefore, I haven’t had to go on welfare because there are no day-care centers for my children while I work, and I haven’t had to submit to the humiliating welfare inquiries about my private and sexual life, inquiries from which men are exempt. I haven’t had to brave the sex bias of labor unions and employers, only to see my family subsist on a median salary 40 percent less than the male median salary.

I hope this committee will hear the personal, daily injustices suffered by many women—professionals and day laborers, women housebound by welfare as well as by suburbia. We have all been silent for too long. But we won’t be silent anymore.

The truth is that all our problems stem from the same sex based myths. We may appear before you as white radicals or the middle-aged middle class or black soul sisters, but we are all sisters in fighting against these outdated myths. Like racial myths, they have been reflected in our laws.¹³

On March 22, 1972, the U.S. Senate finally passed the Equal Rights Amendment, sending the amendment to the states for ratification.¹⁴ To adopt this amendment into the Constitution, 38 states needed to ratify the Equal Rights Amendment (ERA) within the Congressionally approved time frame of seven years.¹⁵ In the first year, 22 out of 38 states ratified the ERA but social conservatives mobilized to thwart the ratification.

Anti-ERA organizations claimed that the ERA would upend the traditional family structure, women would lose the right the right to be supported by her husband, and women would be sent into combat.¹⁶ The STOP ERA organization grew in numbers and political power during the ratification period to stop the

ratification of the ERA including states’-rights advocates and the insurance industry.¹⁷

Insurance companies stand to lose billions of dollars if the ERA is ratified.¹⁸ Insurance companies are largely state-regulated under the McCarran-Ferguson Act and utilize sex separated actuarial tables. Insurance companies would no longer be able to charge women more money for less coverage.¹⁹ During Ronald Ragan’s presidential campaign in 1980, the republican party removed their support of the ERA from their platform.²⁰

Public opinion polls have repeatedly shown that a large majority of American women support the ERA, however in the early 1970s there were only 15 women in Congress and incumbent men and business interests proved to be powerful opposition.²¹ Elenor Smeal, president of the National Organization for Women, is quoted as saying, “Women’s equality is not just words. It means real things, especially in the area of money. It means you have to stop discriminating against women in employment and in annuities, life insurance and health insurance. It involves billions and billions of dollars.”²²

When the deadline for ratification arrived on June 30, 1982, and the ERA was three states shy of the requisite 38 states. Since then, three states have ratified the ERA including Nevada in 2017, Illinois in 2018, and Virginia in 2020.²³

Article V of the Constitution gives Congress the power to propose an amendment and to determine its mode of ratification, but

“For women to have equal treatment under the law we must keep advocating, protesting, lobbying, voting, and pushing for the ratification of the Equal Rights Amendment to Congress.”

does not explicitly require Congress to affix a timeframe.²⁴ The Supreme Court explored this issue in *Dillon v. Gloss* involving the Eighteenth Amendment.²⁵ The Court stated that amendments should be ratified withing a “sufficiently contemporaneous” timeframe and the power of Congress to include a time limit



was “reasonably implied”.²⁶ The Court viewed the process of ratification as a single act and therefore should not be “significantly separated in time.”²⁷

Later in *Coleman v Miller*, the Court reaffirmed Congress’ power to fix a time limit to ratification but also determined that when three-fourths of the states ratify, Congress has the power to enact an amendment.²⁸

To further illustrate the differing views on ratifying an amendment we can look to the Madison Amendment. The Madison Amendment was introduced to Congress 203 years before it was ratified in 1992.²⁹ If the three late adopters of the Madison Amendment were sufficient to ratify an amendment, then the ERA remains legally viable.³⁰ Under the *Coleman* analysis, Congress holds the power to extend, revise, or ignore the time limit which of the ERA like it did with the Madison Amendment. The late adopters of the ERA could also be sufficient for the National Archivist to certify the ERA.³¹ The National Archivist certified the Madison Amendment as part of our Constitution upon legal advice from the Department of Justice one day before the House was scheduled to debate whether the ratification process was valid.³²

The final three states to ratify the ERA, Nevada, Virginia, and Illinois, filed a case before the District Court for the District of Columbia demanding the incorporation of the ERA to the Constitution. The case was dismissed, however, the amici’s motions for leave to file amicus briefs were granted.³³

For women to have equal treatment under the law we must keep advocating, protesting, lobbying, voting, and pushing for the ratification of the Equal Rights Amendment to Congress. As we continue to advocate for the equal treatment of women, let us move forward with the model of advocacy our mothers, grandmothers, and great-grandmothers shown us since the inception of our democracy.

Elizabeth Monroe is a 3L student at University of Illinois Chicago School of Law and expects to graduate in May 2023. Before attending law school, Elizabeth worked as a makeup artist for Chanel Beauty and currently runs a small business offering on-site beauty services for wedding parties. She serves on the executive board for Women’s Law Caucus, Intellectual Property Society, and American Constitution Society. She currently works in her school’s Community Enterprise and Solidarity Economic Clinic and hopes to serve corporations and local businesses upon graduation in areas such as employment law, business transactions, trademark, and real estate.

FOOTNOTES

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29. *Id.* at 117.
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HOW TO PREPARE YOUR CLIENTS FOR MEDIATION

RECOMMENDATIONS FROM ADR SYSTEMS' NEUTRALS

By: Michael Koss & Jann Johnson

Mediation is a popular alternative to expensive, drawn-out litigation, but many clients come to mediation with misapprehensions about the process, their role, the neutral's role and even their very own case. A client may expect a quick solution because there's no judge or jury. They may suppose the neutral is there to advocate for them, or that they will receive everything they want because they control the process, or that they are merely there to spectate as their attorney negotiates.

These misconceptions can stymie the neutral's efforts to facilitate negotiations between parties.

Counsel can do a great deal to correct these misconceptions and ready their clients by providing an accurate picture of what will happen during their mediation.

DEFINE THE NEUTRAL'S ROLE IN ADVANCE

Plaintiffs and defendants have, on occasion, presumed that their neutral is a second advocate or a decision-maker with the authority to order the case to settle – perhaps because many mediators are retired state and federal judges.

Counsel should anticipate this misunderstanding and clarify the neutral's role, explained Hon. Christopher E. Lawler, (Ret.),

senior mediator and arbitrator at ADR Systems. Except in the case of binding mediations, a neutral's role in mediation is that of impartial facilitator, favoring neither side, seeking to bring parties to a settlement that is acceptable for all involved. A misunderstanding like this can complicate the mediation proceedings if an attorney must clarify the neutral's role on the day of mediation.

“By clarifying clients’ expectations and misunderstandings of mediation, counsel can prepare their clients for a more efficient and productive proceeding, one in which they are prepared to participate and contribute to the settlement of their dispute.”

Clients may also benefit from a better understanding of how their neutral's background as an attorney and judge qualifies them to act as a mediator for their case.

“Our years of experience in the courtroom and on the bench, presiding over jury trials and conducting pretrial conferences, have given us an eye for the issues at play in the cases your clients find themselves in,” said Judge Lawler. “They can trust that they are working with seasoned practitioners who know how to determine value and evaluate liability – who have seen it all and helped these disputes settle in the past.”

UNDERScore THE NEED FOR PATIENCE

Mediation understandably attracts parties because it offers an efficient means to resolution, but they may misconstrue efficient with immediate.

“Mediation is punctuated by periods – sometimes extended periods – of silence while the neutral works with each side in turn,” said Hon. Margaret A. Brennan, (Ret.), senior mediator and arbitrator at ADR Systems. “Different parties require different lengths of time to discuss the case from their perspective and inch toward common ground. Some parties may be willing to leapfrog toward a settlement agreement while others may need to touch upon each lily pad before they are comfortable drafting the terms of an agreement.”

Frustration with either side's approach is common and understandable, especially after waiting for this day for so long, but counsel should prepare their clients for the likelihood that the other side will address the process differently than they will.

“Respecting each other's timetable, knowing the other side earnestly sees the case from a different perspective but has still agreed to mediate their differences in good faith, can help ameliorate tensions,” added Judge Brennan.

PREPARE YOUR CLIENT TO FULLY PARTICIPATE DURING THE SESSION

Mediation is a legal proceeding involving representation by legal counsel, but many clients have taken this to mean that they need only spectate at the proceeding or not attend it at all.

“Neither are useful,” said Hon. Jack Callahan, (Ret.), senior mediator and arbitrator. “Your clients carry decision power; they resolve the

dispute; they agree on the terms of settlement. Not only that, they lived through the case. We want to hear what they have to say about that experience and the case's substantive issues, strengths, and weakness.”

Such demonstrations convey a willingness to listen with open ears – to not simply be concerned with what they have to say – explained Judge Callahan. Movement toward settlement cannot happen without a client's willingness to hear the other side out.

READY YOUR CLIENT FOR NEGOTIATION

It is often said of mediation that if everyone leaves the proceeding a little unhappy, then they have struck a decent deal. Whether that conventional wisdom is empirically true is up for discussion, but it conveys a key point: Mediation involves the give and take of negotiation and compromise.

“This is why patience and full participation are so important,” said Hon. Kay M. Hanlon, (Ret.), senior mediator and arbitrator at ADR Systems. “They help establish realistic and pragmatic expectations of the process. Neither side is there to get all their desires and goals satisfied. Clients need to understand this beforehand to start the proceeding off right.”

Counsel should therefore consider exchanging submission materials with the opposing side and review them with their client. By comparing these materials – fact patterns, assessments of the extent of injuries or damages, expert testimonies, and coverage analyses – counsel and their client can begin to conceive of places where both sides can find common ground.

By clarifying clients' expectations and misunderstandings of mediation, counsel can prepare their clients for a more efficient and productive proceeding, one in which they are prepared to participate and contribute to the settlement of their dispute.

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Michael Koss graduated summa cum laude from DePaul University in 2019 and is the Business Development & Marketing Assistant Manager at ADR Systems.

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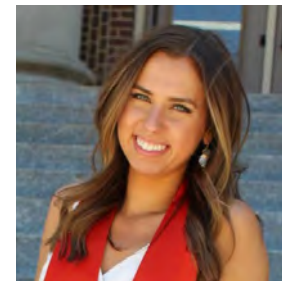
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TITLE IX - 7 QUESTIONS TO CELEBRATE 37 WORDS

By: Olivia Duggins



Only thirty-seven words helped change gender inequality in our country. Title IX became federal law on June 23, 1972, so this year is the 50th anniversary of the enactment of this groundbreaking legislation. Those impactful words are:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.

Title IX guarantees every person is entitled to equality in education including sports. In 1972, while women and girls primarily played intramural sports, their worlds were expanded by the passage of Title IX. This powerful and all-encompassing law opened doors for female athletes which were previously sealed shut due to gender discrimination and inequality.

The impact on women's sports has been a game changer. But for Title IX, college athletes turned Olympians, like Brittany Griner, Mia Hamm, Lisa Leslie and Katie Ledecky may never have been allowed to showcase their skill and talent before the world. Perhaps Margaret Donahue, the first woman executive for the Chicago Cubs, may not have inaugurated the idea for season ticket sales. Kane, et al. *Title IX Turns 50: Women Who Helped Change the Game*, CHICAGO TRIBUNE, Jun. 26, 2022, at 3. Dorothy Gaters, the winningest basketball coach in Illinois High School Association (IHSA) history, would not have led her girls' basketball teams, including the Marshall Commandos of Chicago Marshall High School, to 1,153 victories. *Id.* at 4. Ola Bundy, assistant executive director for IHSA, would not have been able to organize girls' state tournaments. *Id.* Clearly, without Title IX, the sports industry would not be where it is today and women would not have had a place in it.

Cook County Circuit Court Judge Debra Walker is among the long list of female athletes who benefited from Title IX. Judge Walker credits sports involvement as one of the important factors which

helped define the trailblazer she is today. She called the plays as the quarterback for the Women Law Students Football team at the University of Illinois College of Law. As an athlete, Judge Walker learned the benefits of teamwork and competition while honing her leadership skills. These traits easily transferred to her educational pursuits and to Judge Walker's success as a trial attorney and Circuit Court Judge, and her impending rise to the Appellate Court. As a lifelong advocate for women's advancement, it is serendipitous that when Judge Walker takes her seat on the Illinois Appellate Court on December 5, 2022, she will be the female justice to equalize the number of male and female justices on the Appellate bench in Illinois' First District. In honor of Title IX's 50th anniversary, Judge Walker reflected on the impact Title IX had in her life in an interview with this author, her 2022 summer judicial extern.

THE INTERVIEW

1. Please describe your pre-Title IX experience – both in the classroom and on the field.

Title IX became the law of the land when I was twelve years old. I was a very young elementary school student, and I, of course, had no knowledge of what Title IX even was or what it meant. But when I got to the fifth grade, even though I was only ten, we were allowed to compete against other schools – girls' teams – and I specifically recall softball and track, even before Title IX was adopted. I never felt any gender disparities of any kind in my rural classrooms, except when we were required to wear skirts, even on frigid days!

2. What was your experience immediately after Title IX was signed into law? With respect to girls' sports, did your school try to cling to the status quo or embrace a radical shift?

After Title IX, by the time I was in seventh and eighth grade, the sports offerings had greatly expanded. I was later to learn that was because Title IX mandated public schools to offer an equal number of teams for girls and boys. So, by seventh and eighth grade, in addition to track and softball, I was also playing volleyball and basketball against other schools. My rural junior high school immediately embraced Title IX as

a federal mandate and allowed girls to have as many sports opportunities as boys.

3. Why do you think educational programs or activities needed to be the target of Title IX?

In 1972, all of these traveling teams did not exist. Community sports involvement barely existed. The sports involvement was all based in the schools. Public schools had to lead the way to get girls involved. They received government funding so they could be regulated.

4. How has being a part of sports teams impacted your overall life experience and development?

Being an athlete has absolutely impacted all aspects of my life. Personally, it has provided me with confidence, leadership skills, team-building and collaborative skills, as well as a competitive nature. All of those attributes have carried over into my professional life. People would sometimes question me as to why, even when I was a lawyer for several years, I still listed on my resume that I was the captain and quarterback of the U of I Women Law Students Football team. I would always respond that when I was being interviewed, it was usually by a man. To be able to talk about football always seemed to help me. I think it showed that I was a leader because I was the captain and quarterback. It showed that I could think on my feet and make quick decisions. To be the quarterback, you have to look at the entire field and think “Who’s open?” “Should I pass to that person?” or “Can I gain more yardage by running the ball instead of passing?” Those are the types of qualities that are revered by trial lawyers; to be able to think quickly on your feet, to be able to lead, to get people to do what you want to do in the huddle. It is a proven fact that girls who participate in sports are less likely to become unwed mothers, less likely to drop out of school, more likely to go on to college, finish college, and be leaders in their professions.

5. Did you face any barriers to play football at Illinois, and if so, what were they?

None at all. In fact, every year I was a law student, we would complete our season during the fall semester, and during the spring semester, we would play the faculty. That team was mostly comprised of men with a few women. I had an Academic All-American U of I football team player / law student as our coach, and I even had a law student quarterback coach who had played quarterback for SIU’s football team. The men were really invested

in the women’s football team performing well. We won the university championship my second year of law school, and took second during my third year of law school.

6. In your view, how has Title IX evolved in its application and significance in the legal system throughout the years, and are there lingering challenges that hinder full realization of the promise of Title IX?

Title IX is now being expanded in its definition of gender and sexuality. At the high school and college level, more organizations are aware of its mandates for fear of federal sanctions. Also, fathers of daughters who are involved in sports are less likely to be the men in the workplace who engage in harassment, bullying, or gender discrimination. That is an important legacy of Title IX. It seems like the focus of Title IX has been on sports programming, but are our educational institutions and other recipients of federal funds doing enough in other types of programming to ensure equality, such as in music, art, and academic competitions? Cultural norms

“Title IX is now being expanded in its definition of gender and sexuality.”

impair full realization of Title IX. For example, we couldn’t wear pants to school until I was in the fourth grade. We had to wear skirts. As a new lawyer, I couldn’t even wear pants! Law firms said: “Judges won’t take you seriously if you wear a pantsuit.” My first three years of practice, we had to wear these floppy bow ties and a skirt whenever we went to court. Some of my colleagues would never wear a pantsuit in front of a jury. They thought they would be punished for not conforming to stereotypes. We need to continue to educate non-lawyers about Title IX and push for equality in all mandated programming.

7. How do you see Title IX at work in the next 50 years?

Will girls be fully incorporated into every possible type of STEM program, like high school robotics teams? I think we will see more changes and litigation along the lines of gender fluidity, use of bathrooms and locker rooms, and how that will be interpreted under federal law and Title IX.

ANALYSIS

Title IX is the cornerstone of female sports as we know it today. As Judge Walker experienced, Title IX played a role in opening doors for women on the field, in the classroom, and in the courtroom. A unique history, surprising opposition, and lingering challenges color Title IX’s accolades, but do not receive nearly as much attention. This analysis aims to shed light on these three facets.

HISTORY AND OPPOSITION

Title IX became the law of the land at a time when women were heavily overlooked in the sports arena compared to their male counterparts. Shanna McCarriston, *Title IX 50th Anniversary: What is Title IX, How it Became Law and How it Changed Athletics Forever*, CBS: CBS SPORTS (Mar. 4, 2022, 6:37 PM), <https://www.cbssports.com/general/news/title-ix-50th-anniversary-what-is-title-ix-how-it-became-law-and-how-it-changed-athletics-forever/>. Prior to Title IX, women were not afforded the ability to compete in a competitive manner or against other schools. *Id.* No women’s championships existed, sports equipment and training were seriously lacking, and importantly, no women’s athletic scholarships were offered. *Id.*

The passage of the Nineteenth Amendment in 1920 ignited an emphasis on women’s rights that was later renewed around the 1940s when more women joined the workforce as a result of the World Wars. Richard C. Bell, *A History of Women in Sport Prior to Title IX*, THE SPORT JOURNAL (Mar. 14, 2008), <https://thesportjournal.org/article/a-history-of-women-in-sport-prior-to-title-ix/>. From this period to the signage of Title IX in 1972, proponents of equality in women’s sports experienced a series of “wins” specific to intercollegiate activities. Namely, the Division for Girls and Women’s Sports (DGWS) opened the channels for the possibility of women’s intercollegiate programs by amending its position statement to say that they “may” exist. *Id.* After this permission was granted, a specific role was created to assist in the advancement of women’s intercollegiate programs. *Id.* This momentous wave continued on the heels of the Feminist and Civil Rights Movements as the National Organization for Women (NOW) had its first conference in 1967 and emphasized equal educational opportunities for women. *Id.* President Nixon signed Title IX of the Education Amendments into law on June 23, 1972, but was met with a series of efforts to curtail Title IX enforcement by opponents.

Although Judge Walker’s school may have immediately embraced Title IX as the law of the land, many institutions were not nearly as



welcome to the change. The National Collegiate Athletic Association (NCAA) just celebrated the 50th Anniversary of Title IX last month at the 2022 NCAA Convention in Indianapolis, but interestingly enough, the NCAA was one of Title IX’s most vocal opponents. Gail Dent, *NCAA Kicks off Title IX at 50 Celebration*, NCAA (Jan. 19, 2022, 2:19 PM), <https://www.ncaa.org/news/2022/1/25/media-center-ncaa-kicks-off-title-ix-at-50-celebration.aspx>. The potential equalization of intercollegiate competitive sports between men and women was viewed as a threat to the institution’s finances and political power. Richard C. Bell, *A History of Women in Sport Prior to Title IX*, THE SPORT JOURNAL (Mar. 14, 2008), <https://thesportjournal.org/article/a-history-of-women-in-sport-prior-to-title-ix/>. In fact, the NCAA took active measures to limit the scope of Title IX’s application, including releasing a statement that argued that Title IX should not apply to athletic departments because they were not federally funded. *Id.* This notion was recognized by the Supreme Court in *Grove City College v. Bell*, 465 U.S. 555, 573 (1984) which broadly held that Title IX applied to programs receiving direct federal funding, gutting the applicability to athletic programs. Thankfully, *Grove City* was a short-lived decision that was superseded by the Civil Rights Restoration Act. *See* 20 U.S.C. § 1687. Subsequent amendments have refined Title IX’s robust application to athletics and gave Title IX its legitimacy.

CHALLENGES

As groundbreaking as the enactment of Title IX was, certain challenges hinder the full realization of the promise of Title

IX. Judge Walker’s ability to play football with no barriers was unfortunately an anomaly; harassment, social norms, and public misunderstanding are just a few of the lingering challenges that threaten to denude Title IX of its full potential.

First, Title IX may have been enforced prematurely before America was adequately prepared to adjust to the radical shift in the sports industry. As a result, proper training, equipment, and other preventative measures were likely not well-known at the time Title IX was adopted and resulted in an uptick in injuries. Linda Flanagan & Susan Greenberg, *How Title IX Hurts Female Athletes*, ATLANTIC (Feb. 27, 2012), <https://www.theatlantic.com/entertainment/archive/2012/02/how-title-ix-hurts-female-athletes/253525/>. Studies show female athletes are up to five times more likely to tear their A.C.L. than their male counterparts. *Id.* Female athletes are at risk for the disorder known as “female athlete triad” where eating too little or exercising too much can cause eating disorders, bone loss, or early cessation of menstrual cycles. *Id.* Societal pressures do not help this issue, and each resulting problem may have lifelong negative consequences. Additionally, statistics indicate that female athletes tend to suffer concussions at significantly higher rates than males. *Id.*

The Women Law Students football team at the Illinois College of Law was assisted by a male coach and male quarterback coach, which followed the trend of America at large. Since the implementation of Title IX, the number of males coaching women’s teams skyrocketed to equalize the proportion of male to female coaches, a displacement of the pre-Title IX 90% female coach makeup. *Id.* While certainly not the norm, the most dangerous effect of this change is the increased exposure to sexual harassment and abuse. *Id.*

Many understand Title IX as centrally targeting women’s sports, but Title IX’s true goal was all-inclusive equality in the educational environment. Expanding on Judge Walker’s intuition about non-athletic programming, equal access to STEM programs, music and art programs, and in the classroom at large are encompassed in the promise of Title IX. *See* 20 U.S.C. § 1687. Educating the public on the importance of Title IX in non-athletic programs is essential to the advancement of women, but societal norms and the current political climate stymie this goal. Just 30 years ago, Judge Walker, and many of her female colleagues believed that wearing a pantsuit meant that they would not be taken seriously in the courtroom. How can we achieve equitable access across the educational realm when women perpetually fear reprisal for failure to conform to societal expectations?

Additionally, as noted by Judge Walker, Title IX is evolving in the direction of expanded protections for the LGBTQ+ community. *See* Press Release, U.S. Department of Education Confirms Title IX Protects Students from Discrimination Based on Sexual Orientation and Gender Identity, <https://www.ed.gov/news/press-releases/us-department-education-confirms-title-ix-protects-students-discrimination-based-sexual-orientation-and-gender-identity> (Jun. 16, 2021). Today’s ultra-conservative U. S. Supreme Court and overly polarized political climate threaten to delay these expanded protections due to hot debate over the definition and recognition of transgender individuals and athletes. *See generally* Catharine R. Stimpson, *Dereliction, Due Process, and Decorum: The Crises of Title IX*, SIGNS: JOURNAL OF WOMEN IN CULTURE AND SOCIETY: Vol 47, No 2 (uchicago.edu). Finally, equality does not mean equity, and Title IX is no exception. Female professional athletes are grossly underpaid compared to male athletes, receive less brand deals, and overall less recognition for the same athletic accomplishments. Andrew Zimbalist, *Female Athletes are Undervalued, in Both Money and Media Terms*, FORBES, (Apr. 10, 2019, 7:00 AM), <https://www.forbes.com/sites/andrewzimbalist/2019/04/10/female-athletes-are-undervalued-in-both-money-and-media-terms/?sh=350e63df13ed>.

As we celebrate the past 50 years in the post-Title IX era, it is important to recall Title IX in its good, bad, and ugly moments. Title IX is a cornerstone of female empowerment and played a role in the success of our most notable female professionals, including Judge Walker. While Title IX single-handedly revolutionized women’s sports and the advancement of women, there is still a long way to go. May the next 50 years be dedicated to addressing the identified challenges and finding ways to uphold the letter and spirit of Title IX.

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PRO-CHOICE FOR MORE THAN HALF A CENTURY

By: Elsie G. Holzwarth

This year the WBAI is 110 years old, founded in 1914 by nine women lawyers. At that time, women could be admitted to the Illinois bar, but they could not vote (except in specific strictly local elections), and they could not sit on juries in any trial. Abortion was illegal.

The WBAI worked for adoption of the Nineteenth Amendment to the U.S. Constitution in 1920 guaranteeing women's suffrage. For more than a decade thereafter, the WBAI promoted the passage of legislation in Illinois allowing women on juries. It was finally enacted in 1937, and upheld by the Illinois Supreme Court in 1939. In the late 1960s, the WBAI's attention was drawn to abortion. We took a position against statutory criminal sanctions for performing abortions. Furthermore, individuals should be permitted to make decisions relating to abortion in the light of medical advice and the dictates of their conscience, the WBAI declared.

In 1970, the WBAI filed an *amicus curiae* brief in *Doe v. Scott*, 321 F. Supp. 1385 (N.D. Ill. 1971), urging that the Illinois abortion statute, part of the Criminal Code, be held unconstitutional. Justice Luther Swygert wrote the opinion supporting our view. The statute prohibited all abortions, except those necessary for the preservation of the woman's life performed by a physician in a licensed hospital or licensed medical facility. It imposed criminal penalties for performing an abortion otherwise. The Court held the statute unconstitutional with regard to the criminal penalties because the term "necessary for the preservation of the woman's life" was unconstitutionally void for vagueness. "The treating physician who believes an abortion is medically or psychiatrically indicated thus finds himself threatened with becoming a felon as well as with the possibility of losing his right to practice his profession if he errs in the legal interpretation of a penal statute, the words of which have not been sufficiently definite for the courts to agree on their meaning," the Court found.

The Court further held the statute unconstitutional because it "unduly infringes on women's right to privacy insofar as it restricts



or prohibits the performance of abortions during the first trimester of pregnancy by a licensed physician in a licensed hospital or other licensed medical facility." "Aside from the fact that the statute is vague," the Court held, "its practical effect is to make abortion unavailable to women unless there is a reasonable certainty that death will result from a continuation of pregnancy. This practical effect of the statute constitutes an intrusion on constitutionally protected areas too sweeping to be justified as necessary to accomplish any compelling state interest. These protected areas are women's right to life, to control over their own bodies, and to freedom and privacy in matters relating to sex and procreation."

Alas, it took the U.S. Supreme Court only ten days to issue a stay of *Doe v. Scott*. It would be another three years before it rendered its decision in *Roe v. Wade*, 410 U.S. 113 (1973). The Court decided that state criminal laws, like those adjudicated in *Doe*, violate the due process clause of the Fourteenth Amendment, which protects against state action the right to privacy, including a woman's qualified right to terminate her pregnancy. A pregnancy trimester was established: in the first trimester abortion is allowable in the medical judgment of the attending physician, in the second trimester states can regulate abortion "in ways reasonably related to maternal health," and in the third trimester regulations and prohibitions are allowed,

except where necessary, in an appropriate medical judgment, for the preservation of the life or health of the mother.

Almost twenty years later, the U.S. Supreme Court overturned *Roe*'s trimester system. While reaffirming its central holding that a woman's decision to terminate a pregnancy is a liberty under the due process clause of the Fourteenth Amendment, the Court decided that viability would now be the test: pre-viability a woman has the right to an abortion without state restrictions that impose an undue burden; post-viability the state can restrict abortions if the law contains exceptions for pregnancies endangering a woman's life or health. *Planned Parenthood v. Casey*, 505 U.S. 833 (1992).

In the interim between these two cases, the WBAI filed two pro-choice amicus curiae briefs. Our brief was successful in *Thornburgh v. American College of Obstetricians and Gynecologists*, 476 U.S. 747 (1986). The U.S. Supreme Court struck down onerous provisions requiring that detailed information be provided to women seeking abortions, such as printed material describing characteristics of a fetus at two-week gestational increments, and requiring physicians to use techniques where a fetus is viable to provide the best opportunity for it to be born alive, and, where viability might be possible, requiring a second physician be present who is to take all necessary steps to preserve the fetus' life and health. Not successful, however, was the brief in *Webster v. Reproductive Health Services*, 492 U.S. 490 (1989) where the Court upheld regulations requiring physicians who have reason to believe a woman is 20 or more weeks pregnant to perform medical examinations and tests to determine if the fetus is viable before performing an abortion. The Court also upheld a prohibition against the use of public facilities, and the participation of public employees, in providing abortion services not necessary to save the mother's life.

The WBAI joined 29 other organizations of women lawyers and future legal professionals to file an *amici curiae* brief in *Dobbs v. Jackson Women's Health Organization*, 597 U.S. (2022). The brief argued against overturning *Roe* and *Casey*, on the basis of *stare decisis*. These cases are precedent upon which people have relied for fifty years. Overturning them would eliminate a constitutional right of women to choose to terminate a pregnancy before viability. The brief also argued that the right to decide to end a pregnancy has been critical to gender equality and women's health. (The brief noted its use of the word "women" to include all persons capable of becoming pregnant, regardless of gender identity, sexual orientation, or any other characteristic). The Supreme Court majority was not persuaded. The right to privacy is not

specifically guaranteed in the U.S. Constitution and unenumerated liberty rights must be "deeply rooted in the Nation's history and tradition." Abortion is not one of those rights, said the Court, and overturned *Roe* and *Casey*. "Abortion destroys what those decisions call 'potential life' and what the law at issue in this case regards as the life of an 'unborn human being'." The Court thus upheld an abortion ban at 15 weeks of gestation, except in cases of a narrowly defined medical emergency or severe fetal abnormality.

After fifty years, choice relating to women's reproductive rights is no longer a federal constitutional right. Abortion issues are now up to the states. The WBAI has long been concerned with Illinois abortion legislation. In the early 1970s, we opposed legislation prohibiting abortion, except to save the life of the mother, and extending equal protection rights to the unborn. Nevertheless, in reaction to *Roe v. Wade*, the Illinois Abortion Act of 1975, 720

"Abortion issues are now up to the states. The WBAI has long been concerned with Illinois abortion legislation."

ILCS 510/, was enacted as a criminal statute. It declared an unborn child a legal person with a right to life from conception, prohibited abortions pre-viability unless determined by a physician to be necessary, and post-viability allowed abortions only to preserve the life or health of the mother. Criminal penalties applied (though were never enforced). It further declared that if *Roe* was overturned or repealed, "the former policy of this State to prohibit abortions unless necessary for the preservation of the mother's life shall be reinstated." This declaration was repealed in 2017.

The entire 1975 Act was finally repealed in 2019 by the Illinois Reproductive Health Act, 775 ILCS 55/, stating the each person has a fundamental right to make decisions about their own reproductive health. A fertilized egg, embryo, or fetus does not have independent rights. If a healthcare professional, (licensed physician, advanced practice registered nurse or physician's assistant), determines that there is fetal viability, the health care professional may provide abortion care only if, in the judgment of the health care professional, the abortion is necessary to protect

the life or health of the patient, including physical, emotional, psychological and familial health, and age.

Decades ago the WBAI marched in Chicago on Mother's Day with a banner, "Women for Reproductive Rights." On January 21, 2017, a WBAI contingent participated in the Women's March in Grant Park attended by an estimated 250,000 people. After the leak of the proposed decision in *Dobbs*, the WBAI co-sponsored a Rally for Abortion Justice on May 14, 2022 at Union Park, Chicago "to send a clear message to politicians who want to control our bodies and our lives." Support was urged for Illinois HB 1464 to protect licensed abortion providers in Illinois from discipline if their license is disciplined or revoked by another state because they provided, authorized, or participated in any health care, medical service, or procedure related to an abortion.

After more than half a century, the fight continues.

Elsie G. Holzwarth has been a member of the WBAI for more than fifty years and is now retired, having been a sole practitioner for very many years.



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ESTATE PLANNING ESSENTIALS

By: Corinne Cantwell Heggie



Chez Heggie, we have hung up our football cleats, pads, and helmets for the season. Glenbrook South High School's freshman team finished second in their conference, the Junior Titan Big Ten Lightweights secured a playoff berth, and the Junior Titan PAC Middleweights made huge strides that its team of

passionate rookies, and their fans, will always remember.

As the Heggie team manager, I wash and store equipment and, in so doing, discovered the trusty swim bag John and I toted religiously, even in wintertime, until about 4 years ago. This swim bag worked harder than any diaper bag I ever met. It held swim shirts, towels, diaper cream, moisturizer, floaties, pacifiers, Goldfish crackers, baby Motrin, Pedialyte, sun hats, baseball hats, swim diapers, dive toys, juice boxes, sippy cups, clothes, sunglasses, Matchbox cars, Legos, straws, Nerf footballs, and, in the summer, an endless array of sunscreen in spray, tube, or chapstick form. It had the fix for essentially any problem.

Now, my bag of essentials feels . . . empty. My boys navigate school, athletics, extracurricular activities, and life as teenagers do with a lot more

independence. The swim bag transported me to the little kid trenches that fatigued me to my core and, curiously, now, my core aches for.

What is more, the swim bag has stuck in my craw. Why? Because since I retired that swim bag, I have felt pretty vulnerable as a parent. I feel vulnerable because typically I have absolutely no idea if I am doing the right thing as a parent. I am a fast learner and tough cookie. That said, my teenagers are giving me a run for my money as I navigate this great unknown.

Experience proves that many people feel vulnerable about estate planning for the same reason: it is an unknown. To dispel with uncertainty, let's block and tackle four essential documents in an estate plan. For those who have some or all of these documents, may this be an invitation to locate those documents and read them to make sure they align with your goals.

For those of you who do not have an estate plan, I invite you to learn about a few essential documents that can protect you, your family, and your property from loss and taxes. Then you can fill your swim bag with your essentials and kick uncertainty to the curb.

1. LAST WILL AND TESTAMENT

A will is a document that a person writes to identify beneficiaries

of property he owns in his own name. The named beneficiaries in his will receive the property when he dies. Why is this important?

First, a will is created when a person is living but the will is not effective until a person is deceased. Second, a will does not help a person manage his assets or real estate while he is alive. For a parent, this means a will does not provide for a child when a parent is living with a disability or incapacity. Finally, a will must be filed into the public record when a person dies. This means a will is not a private document.

There are three reasons why a will is essential. First, a parent can name a guardian to step into his shoes to care for minor children. Illinois law requires that a guardian be 18 years old, a U.S. resident, and willing to accept the responsibility. A parent can name two people to serve as guardians.

Second, a person can name an executor to be in charge of his assets when he dies. The executor will ensure assets get to the named beneficiaries, including minor children. The executor can also appear in court if a probate judge is involved in distributing property. Illinois law requires that an executor is 18 years old, has the capacity to serve in the role, is a U.S. resident, and is not a felon.

Third, with a will, a person can excuse an executor from Illinois' bond requirement. A bond is calculated by law based on the assets a person owns in his own name on his death. The bond is paid before the judge distributes assets to beneficiaries. If a will does not excuse bond, a probate judge will require it.

2. HEALTH CARE POWER OF ATTORNEY

A health care power of attorney is a document a person signs to name a trusted adult to make healthcare decisions for him when he is living and cannot make decisions himself. Illinois lawmakers identified specific requirements for an agent under a health care power of attorney. One is that an agent be at least 18 years old. While there is no residency requirement, it may be a best practice to name an agent who can get to a doctor or hospital quickly if that is important for you. Also, the document must have one witness and Illinois has laws about who that witness can be. Finally, Illinois law prohibits a person from naming two people to be co-agents; however, a back-up, or successor agent can be named. Once signed, the health care power of attorney can be provided to doctors to have it on file in case of a medical emergency.

3. PROPERTY POWER OF ATTORNEY

A property power of attorney is a document a person signs to name a trusted adult to make financial decisions about his property when he is living and cannot make decisions himself. The document must be signed before at least one witness and a notary public. If a person owns property outside Illinois, two witnesses is advisable. An agent must be at least 18 years old. While there is no residency requirement for an agent under property power of attorney, it may be a best practice to name an agent who can physically get to a bank if the person does not pay bills and manage money electronically. If you manage your assets electronically, make sure your named agent is up for managing your assets electronically too.

4. LIVING TRUST AGREEMENT

A living trust agreement is a contract a person signs with himself that allows him to own property "in trust." When a person signs a trust, a person can think of the trust like a box. With a signed trust, a person can fill the trust box with bank accounts, real property, insurance benefits, business interests, certificates of deposit, stock, and more. A trust does not prevent a person from growing, investing, liquidating, diversifying, or selling assets that are put into the trust box. Also, for parents, a living trust can provide a private road map for guardians to provide for children.

A living trust adds value to estate plans to avoid taxes and to plan for in case of incapacity or disability. Some other reasons to include a trust in an estate plan are: (1) to maintain privacy; (2) to avoid a probate judge deciding who gets property; and (3) to name a back-up trustee to handle trust property when the person dies.

To sign a trust, a person needs to answer three questions: (1) who will be the trustee when a person cannot be the trustee: (2) what people, charities, or organizations receive trust assets when a person dies; and (3) how often should the trust pay income to children for parents with minor children?

Corinne Cantwell Heggie is a principal of Heggie Wochner Law Firm LLC and safeguards individuals, families and business owners from costly court battles, asset loss and taxes with wills, trusts, and powers of attorney. Corinne goes to probate court if a judge must distribute property. From 2019-2020, Corinne served as the President of the Women's Bar Association of Illinois. Corinne is a member of the Illinois Bar Foundation's Planned Giving Committee and a board member of the North Suburban Bar Association.



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A REVISED RULE 756 RELIEVES FINANCIAL BURDENS FOR THOSE SEEKING TO REENTER THE LEGAL PROFESSION

By: Jennifer Yu



The stats are clear: women enter law school at the same or higher rate than men. Also true? Nearly 30-45% of women leave the profession mid-career compared to just 9-24% of men. Unconscious bias and gender pay gaps are two obvious reasons for this discrepancy, but the largest

cause tends to be the elusive work/life balance for women who choose to focus on family. Studies draw correlations between the 8-10 year “partnership track” and the average age that women start having children as an additional obstacle.

In 2020, the American Bar Association (ABA) found that women comprised just over a third (37%) of all lawyers in America. Examining these numbers more closely, we can see the mid-career exodus play out in real life. That same study revealed nearly half (47%) of all women in the profession were associates. Non-equity partners make up 23-31% and only 19-21% have achieved equity partner status.

My own career is a perfect example of this phenomenon playing out in real life. Around the time I decided to get married and begin my family, I discovered an “alternative law” career path. While my JD and experience in litigation was a distinct advantage, my new career did not require me to maintain “Active Status” as outlined by the Attorney Registration & Disciplinary Commission (ARDC). At that time, Continuing Legal Education (CLE) credits were not mandatory and in order to remain active, you simply had to pay an annual fee. Once we had our second child, my path seemed set as this niche legal career allowed me to remain in the litigation world, keep a flexible schedule and draw a salary that supported my family.

Three months after our son was born, I sat down to renew my license and review the new CLE requirements. I remember that day distinctly. I realized that over the past seven years, I had maintained my license simply for the purpose of my own ego and the chance that I may one day go back into practice. I realized then that being a practicing attorney was no longer a reality for me. I was happy with my career and my role as the mother of two young children. “Besides,” I thought. “How hard would it be to reactivate my license if I needed to?” I decided at that point to let it lapse even though it meant I would be removed from the master roll.

Fast forward to more current times. My children no longer needed as much of my hands-on attention as they were both in school and activities most of the day. My husband landed the job of his dreams and didn't need to spend as much time traveling or networking. It was a good time for me to consider reentering the practice of law. I began researching what was required for me to reactivate my license after more than 11 years. I found that under the old Rule 756, any lawyer who had been removed from the master roll for failure to register could regain active status but was required to pay a penalty of \$25 per month for each month their registration fee was delinquent. In addition, that attorney would have to pay the inactive-status registration fee for each year they were off the master roll. In my case, this amounted to a fine almost equal to a year of our children's school tuition! I felt overwhelmed by the hardship and realized how disproportionately this situation affected women in similar situations. For me, the fines were hefty enough to drop the whole endeavor.

But soon after, I began to comprehend how my inactive status within certain legal associations, including the Women's Bar Association of Illinois (WBAI), hampered my eligibility. It was at that point that I recommitted to reactivating my

license. The Ownership Partners of my company, Synergy, offered to pay the fines, as did then WBAI president, Lauren Tuckey. Flattered and humbled by their support, I explained that this was more than just a financial issue and it was more than just *my* issue. With the support of the WBAI, I got to work. Through the WBAI's Legally Moms group, I enlisted the support of the amazing Bridget Dunigan. Bridget had the connections and experience that allowed us to schedule the right meetings with the right people, ultimately bringing us to the Illinois Supreme Court where Justice Mary Jane Theis took notice.

The court agreed that the financial burden on Retired or Inactive Status attorneys was prohibitive. As a result, the Court amended Rule 756. Under this revision, any lawyer who was removed for failure to register can rejoin the master roll by paying the current year's active-status registration fee and a \$25-per-month fee, *with that monthly fee capped at \$600*. The amendment also provides a cap for attorneys who elect Retired status and an explicit standard for waiving registration and return-to-practice fees due to economic hardship.

The revised Rule 756 has been a game changer for me and other women like me, as have things like technology advancements and flexible work schedules that allow us to thrive in the profession we so love. It is my true hope that the revision of Rule 756 will encourage and motivate women like me to re-enter the workforce, if they so choose. "Diversity and inclusion" is no longer just a catch phrase in the legal industry. Retaining women is important for the future of our profession, and now we have a whole pool of candidates who can bring not only their legal education but years of real-life experience to the table.

Jennifer Yu, Director of Strategic Partnership at Synergy Settlement Services, works with personal injury law firms on issues of Medicare Compliance and maximizing awards through Medical Cost Projections and Lien Resolution. She serves on the Executive Board of the WBAI in charge of Communications and Marketing.



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LAW STUDENT PERSPECTIVE

By: Kristin Arriaga



When I was gearing up to begin law school, I had a plan. At the time, I was working full time, 9 to 5, and I commuted an additional 3 hours. I was gone from home 11 hours a day. My three children were used to me being focused on my career and out of the house. I was going to treat law school like my job; spend the same

amount of time, physically, at the law school as I did when I was working in my career. Well, you know what they say about best-laid plans.

I entered law school in the fall of 2020. Zoom College of Law is what the class of 2023 had endearingly named their first year of law school. But to describe my first year of law school as Zoom College of Law would be an understatement. Due to the pandemic, daycare was limited, and I was forced to attend law school while my children also attended school remotely. Civil Procedure was the start of my day. I would log in, turn my camera off, and listen in the background while I helped my children, whether it be by logging into class, making them a snack, or cleaning up the spill they made before it reached their Chromebook. That is how it was every day, all day during my entire first year of law school.

That first year was a blur and my grades showed it. On paper, I looked like I was struggling but what many wouldn't know was that it wasn't with the material - it was with the circumstances. I received less-than-stellar grades, but I passed. Unlike many others,

I survived my first year of law school while keeping my scholarship and was able to go into my second year, in person, ready to keep chugging along. In my second year, knowing that I understood the material, I was able to make the dean's list in both semesters and I am hoping to graduate cum laude. I relate my first-year grades to a civil litigation case where the facts are not in your client's favor; they are going to "lose," but it's about getting them the best possible outcome. That is what I did in my first year of law school. I received the best possible outcome, considering the circumstances.

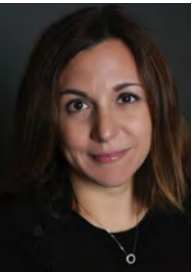
I share this experience with you because I am proud of the journey I and many others who were forced to attend Zoom College of Law have weathered. This journey has created a new perspective that has provided me with the opportunity to learn about myself and my work ethic. I am excited to see what the future holds for me and am grateful for my unique law school experience, as I truly believe it has helped prepare me to meet whatever challenges this career may throw my way.

Ms. Arriaga is a 3L at NIU College of Law. She was born and raised in Chicago, IL. She received her Bachelor of Arts with a Concentration in Corporate PR from Columbia College Chicago. Ms. Arriaga previously worked as a technical writer for a major startup company. She is actively involved in organizations at NIU, within her fraternity Phi Alpha Delta, and within the DeKalb community. Ms. Arriaga plans to practice in Chicago and the surrounding areas and has an interest in insurance litigation and family law. She is available via email, karriaga703@gmail.com or Z1909645@students.niu.edu.



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LAUREN WITKOWSKI BABY ANNOUNCEMENT

MEMBERS IN THE NEWS

By: Tracey L. Schroeder

WBAI President Lauren Witkowski and her husband, Nick, welcomed a beautiful baby girl on August 15, 2022. Weronika Rose Witkowski weighed 8 pounds, 5 ounces and was 21 inches

long at birth. Congratulations to proud parents Nick and Lauren on the birth of their second daughter!

LAUREN TUCKEY LAUNCHES OWN FIRM

MEMBERS IN THE NEWS

By: Tracey L. Schroeder

Congratulations to Lauren Tuckey, immediate past WBAI President, on the launch of her law firm, Tuckey Law, focusing on hospitality law. Tuckey Law covers all legal needs involved in opening and operating a hospitality business, including Labor and Employment, Commercial Leasing, Corporate Transactions

and Contracts, Beverage Alcohol Regulation and Licensing, City Permits, Personal Injury, Product Liability, Food, Workers' Compensation, and Litigation. Tuckey Law's holistic, hospitality-centric approach allows clients to focus on the creative and managerial aspects of running their businesses.

KILBY MCFADDEN NAMED NSBA PRESIDENT 2022-2023

MEMBERS IN THE NEWS

By: Tracey L. Schroeder

Congratulations to past WBAI Officer and Director Kilby McFadden on being named President of the North Suburban Bar Association (NSBA) for the 2022-2023 bar year. The NSBA

is known for its service to the community, terrific CLEs, and fabulous networking events. The NSBA looks forward to another productive and wonderful year under Kilby's leadership.

WHITNEY SIEHL RUNS HER TENTH CHICAGO MARATHON AND THE BIG SUR MARATHON

MEMBERS IN THE NEWS

By: Jane Sitorius

WBAI First Vice President Whitney Siehl had a busy year and spent most of 2022 training for marathons. Whitney ran her 10th consecutive Chicago Marathon on October 9, 2022. She ran her first Chicago Marathon in 2012 when she was a 3L in law school and loved it so much that she has signed up again and again to run the marathon. The 2022 Chicago Marathon was Whitney's 14th total marathon. And she had company! WBAI members Karie Valentino and Meredith Rudolphi also ran this year's Chicago Marathon - congratulations to all!

Earlier this year, in April, Whitney ran the Big Sur Marathon in California. The Big Sur course, much of which runs along the coast,



is quite the contrast to the Chicago course in terms of scenery, as well as elevation.

Whitney trains with the Chicago Area Runner's Association (CARA) and has served as a volunteer pace group leader for numerous winter and spring marathon training seasons.

We also want to extend a huge congratulations to WBAI member Nancy Duenez for completing the New York Marathon! It's quite an accomplishment and something to be very proud of.



PAST WBAI PRESIDENT HON. DEBRA WALKER NAMED TO APPELLATE COURT

MEMBERS IN THE NEWS

By: Tracey L. Schroeder

Congratulations to past WBAI President Hon. Debra Walker on being installed as a member of the Appellate Court, with many of her fellow past WBAI Presidents looking on. It was noted during

the ceremony that, with her elevation, the First District now has parity with 50% of the Justices being female.

MADELEINE SCHNITTKER HIRED BY LATITUDE AS DIRECTOR OF LEGAL RECRUITING & PLACEMENT

MEMBERS IN THE NEWS

By: Jane Sitorius



In July, WBAI member Madeleine Schnittker joined legal recruiting firm Latitude as the Director of Legal Recruiting and Placement in Latitude’s Indianapolis office. In her new role, Madeleine will place experienced attorneys, paralegals, legal operations professionals and compliance officers in Indiana and nationwide in high-end flexible consulting engagements and traditional permanent positions with Latitude’s corporate legal department and law firm clients.

Before joining Latitude, Ms. Schnittker served as Corporate Counsel for CA Student Living, an organization that develops,

invests in and operates apartments near large universities. In this position, she worked with the company’s business teams to document vendor engagements, review investment transactions, and resolve contractual and tenant-related disputes. Prior to that, she was a member of the Global Finance group at Nixon Peabody and a corporate and finance associate at Winston & Strawn.

Congratulations and best of luck in your new role, Madeleine!

Read the press release: <https://bit.ly/3Y6idOx>

ANNA WERMUTH RECEIVES RECOGNITION FROM THE AMERICAN LAWYER AND CRAIN’S CHICAGO BUSINESS

MEMBERS IN THE NEWS

By: Jane Sitorius



WBAI Member Anna Wermuth recently received two honors, recognizing her contributions to the legal profession. Ms. Wermuth was named to The American Lawyer’s 2022 list of Midwest Trailblazers. The Trailblazers represent agents of change who have moved the needle at their respective firms, making marks on practice, policy, and technological advancements in their areas of legal practice. Ms. Wermuth was recognized for the breadth of her representations within higher education, her work related to student athlete unionization, and helping universities balance unique demands from campus and community constituents.

Ms. Wermuth has become a “go to” legal resource for the higher education industry representing colleges and universities in litigation, as well as in organizing efforts and collective bargaining negotiations on campus.

Ms. Wermuth was also named by *Crain’s Chicago Business* to its 2022 list of Chicago’s “Notable Women in Law”. This is the fourth time Ms. Wermuth has been recognized by *Crain’s Chicago Business*. She was named to the inaugural list of Chicago’s “Most Influential Women Lawyers” in 2017, and in 2018 and 2020, she was named to the *Crain’s Chicago Business* list of Chicago’s “Most Notable Women Lawyers”. The 2022 list highlights more than 140 women attorneys nominated from across the Chicago legal community recognized for their professional and civic contributions.

Ms. Wermuth is having quite an exciting year. Earlier this year she was recognized by *Best Lawyers of America* as a 2022 “Lawyer of the Year”. And in May, she was recognized by *Lawdragon* as one of the “Top 500 Corporate Employment Lawyers” in the country.

Ms. Wermuth is an attorney at Cozen O’Connor and is vice-chair of the firm’s national Labor & Employment Department. Congratulations, Anna, on the recognition of your accomplishments and contributions to the professional and civic communities.

Read the *The American Lawyer*’s 2022 list of Midwest Trailblazers press release: <https://bit.ly/3VXWhmR>

Click here to read the *Crain’s Chicago Business* 2022 list of Chicago’s “Notable Women in Law” press release: <https://bit.ly/3hzbzrtl>

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WOMEN EMPLOYED WORKING LUNCH RECENT EVENTS | MAY 17, 2022

By: Tracey L. Schroeder

The WBAI was proud to support Women Employed (WE), an organization whose mission is to improve the economic status of women and remove barriers to economic equity. Several WBAI members attended WE's signature fundraiser, The Working Lunch-Hybrid Edition, which brought over 600 leaders and advocates together in support of women's economic advancement at the Chicago Cultural Center.

The focus for this year's program centered around helping women emerge from the "shecession"—the economic downturn triggered by the pandemic, which has impacted women, and especially women of color, disproportionately—stronger than before. The dynamic lineup featured a keynote address from honoree, Dr. Ngozi Ezike, Former Director, Illinois Department of Public Health (IDPH). As head of IDPH, Dr. Ezike led Illinois through the COVID-19 pandemic, providing guidance for Illinoisans, and collaborating with businesses, community organizations, and healthcare institutions to ensure

residents emerged safe and healthy. In addition to guiding the state through an unprecedented challenge, Dr. Ezike broke barriers as the first Black woman to lead the agency in its 140+ year history.



Left to right: Tracey L. Schroeder; Whitney K. Siehl; Lauren Tuckey; Lauren Witkowski; Chandler Caswell; Cristin Duffy

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WBAI ANNUAL DINNER: ADVOCATING FOR ADVANCEMENT

RECENT EVENTS | JUNE 16,
2022

By: Tracey L. Schroeder

The WBAI hosted its 108th Annual Dinner on June 16 at the Hilton Chicago and it was a huge success. It was the first Annual Dinner since the pandemic and the turnout was amazing with lawyers, judges, state and local politicians, and community leaders in attendance. It was a night of excitement as we recognized outgoing President Lauren Tuckey, and celebrated the installation of President Lauren Witkowski and the 2022-2023 WBAI Officers and Directors.

The cocktail hour before dinner was packed from wall to wall with people eager to catch up after two years of social distancing and Zoom gatherings. Outgoing President Lauren Tuckey provided a recap of her year as President and the WBAI's accomplishments throughout the year. She also presented the annual WBAI Service Awards to Lauren Buford, Sarah King, Soobin Lee, Kristine Schanbacher, and Katherine Twardak, in recognition of the awardees' contributions to the WBAI over the past year.

Illinois Appellate Court Justice Jesse Reyes swore in Lauren Witkowski as the 2022-2023 WBAI President, as well as the other



WBAI Officers and Directors. Lauren Witkowski then outlined her vision and plans for the upcoming bar year, which include a focus on diversity and inclusion and continuing the WBAI's ongoing advocacy efforts. WBAI Women with Vision Awardee, Laura Lazarczyk, Chief Legal Officer and Corporate Secretary for Zurich North America, gave the keynote speech before the event came to an end.

WBAI President Lauren Witkowski is a Senior Trial Attorney with the Chicago Legal Office of Zurich North America. Lauren focuses her practice in the area of Workers' Compensation defense representing companies and employees throughout the State of Illinois.

The Annual Dinner Co-Chairs would like to thank the event sponsors, as well as all who attended and made the Annual Dinner such a wonderful and successful night. We hope to see you all again next year!



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RACE JUDICATA RECENT EVENTS | JUNE 30, 2022

By: Tracey L. Schroeder

On June 30, 2022, legal professionals from across the Chicagoland area participated in the annual Race Judicata 5K Run and Walk to benefit the Chicago Volunteer Legal Services Foundation ("CVLS"). This long standing event helps support CVLS's mission to provide comprehensive and cost-efficient legal aid to citizens of Chicago.

This year's event boasted runners and walkers from law firms and other legal organizations who turned out to show their pro bono commitment and to further the mission of CVLS. This was the 27th anniversary of the event, and the WBAI was proud to participate again this year.



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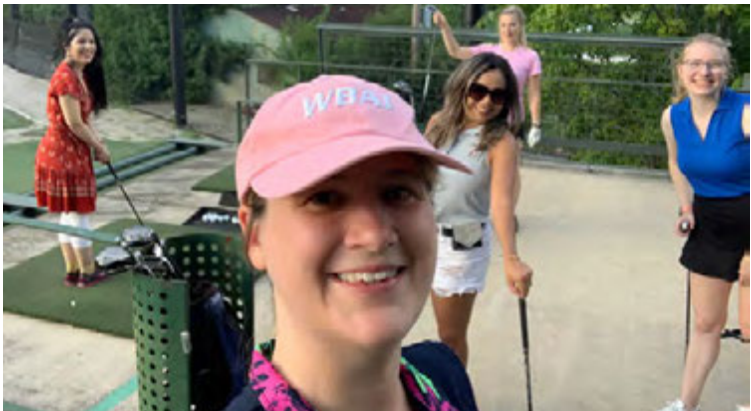
WARM UP, WINE DOWN GOLF CLINIC

RECENT EVENTS | JULY 21, 2022

By: Tracey L. Schroeder

In preparation for the Women's Bar Association of Illinois' 26th Annual Golf Outing, First Vice President and Golf Outing Co-Chair Whitney K. Siehl hosted an informal golf clinic and practice on July 21, 2022 at Diversey Driving Range to get warmed up for

the annual event. Attendees gained valuable skills to improve their golf game and participated in a networking event after the clinic. Much fun was had and attendees strategized about how to win at the Golf Outing!



WBAI ANNUAL GOLF OUTING

RECENT EVENTS | AUG. 5, 2022

By: Tracey L. Schroeder

The Women's Bar Association of Illinois hosted its 26th Annual Golf Outing at Glenview Park Golf Club on August 5, 2022. This year's outing proved to be another great success including skills challenges, raffle prizes and a cocktail reception complete with an awards ceremony to honor all of the winners. A highlight of the day was WBAI First Vice President Whitney K. Siehl's shot sinking an Eagle up over the large tree on Hole #15 from over 100 yards out and cheers echoed throughout the course. Whitney's team, including Deane Brown, Lauren Tuckey, and Susan Weitzman, went on to win the women's team honors. The top men's team was Mike Bonamarte, AJ Thut, Mike Shanahan and Gabe Aprati. The top mixed team was Molly Condon Wells, Ed Wallace, Honorable Christopher Lawler (Ret.), and Honorable Jack Callahan (Ret.).

- Closest to the Pin Women: Lauren Mikula
- Closest to the Pin Men: Seung Kim
- Longest Drive Women: Susan Weitzman
- Longest Drive Men: Gabe Aprati
- Longest Putt Women: Jenny Han/Yoon
- Longest Putt Men: Honorable William D. Maddux (Ret.)

The co-chairs of the Golf Outing (Kelly Sabo Gaden, Tracey L. Schroeder, Whitney K. Siehl, Molly Condon Wells) would like to thank all of the generous sponsors and raffle prize donors for their support of the WBAI and for making the event another great one. We look forward to seeing you on the course next year!

Other awards went to:

- Best Dressed Male: Honorable Marty Moltz
- Best Dressed Female: Paula Holderman



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Grant & Eisenhofer's birth injury litigation group is dedicated to securing life-changing verdicts and settlements for families. The group exclusively represents children and families seriously injured during the birthing process, helping them obtain the long-term care they deserve while navigating the complexities associated with litigation.

Principal Lisa Weinstein, who leads the practice, and the team of 15 attorneys, paralegals and support staff —10 of whom are women—handle complex birth injury cases at a national level. In a traditionally male-dominated profession, Lisa and G&E's birth injury litigation group stand apart from other firms.

In the niched area of birth injury litigation, it is comforting to have women working with clients (and potential clients) on these types of cases, according to Lisa, and to provide opportunities for women to thrive. In fact, the entire practice support team is female, lending a sense of understanding to G&E's clients. Lisa has found that women are often better able to relate to and appreciate what each client is going through.

G&E places a strong focus on the continued development of its talented lawyers and recruitment of a diverse and inclusive staff. The birth injury team has the right attorneys and people in place to provide the most caring and comprehensive solutions possible for the needs of clients and their families.

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- **\$9.75 million settlement** (injuries sustained at birth that resulted in spastic quadriplegia)
- **\$9.35 million settlement** (fetal distress after provider delayed c-section, which lead to spastic quadriplegia)

For additional information regarding our settlements and verdicts visit injuryfrombirth.com/case-results

As a well-respected and long-established firm, G&E has the resources and the expertise to help families seek the truth and get the justice they so deserve as well as the financial compensation necessary to provide their children with everything they need for the rest of their lives.*

G&E welcomes referrals from co-counsel, locally and around the country, and appreciates the opportunity to review any potential birth injury matter.



In 2022, **Lisa Weinstein** was selected as one of the "Top 100 - Civil Plaintiffs" by the National Trial Lawyers for the second year in a row. For the



past three years, Ms. Weinstein was selected for inclusion to the Illinois Super Lawyers list, and for eight years prior, she was selected to Illinois Super Lawyers' list of Rising Stars. Among other accolades, Ms. Weinstein was also named to the National Law Journal's list of Plaintiffs' Lawyers Trailblazers for 2020 and has been honored by The National Trial Lawyers in the "Top 40 Under 40" for the past seven years.



For more information about Grant & Eisenhofer's Birth Injury Litigation Group or birth injury matter referrals, please contact:

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ANNUAL WBAI BOARD RETREAT

RECENT EVENTS | JULY 29, 2022

By: Tracey L. Schroeder

The newly installed WBAI Board participated in its annual Board Retreat on July 29, 2022, at the Chicago Highlands Golf Course in Westchester, Illinois. The Board utilizes its annual retreat to review the Handbook for the upcoming year, to discuss policies

and procedures, and to strategize for the year ahead. It was a very productive meeting and all members had inspiring ideas that are being put into action this year and in the years ahead.

Congratulations!

HPS congratulates Partner Michele Anderson and all recipients of this year's Top Women Lawyers and Legislators in Leadership honor.

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RIVERSIDE SOCIAL RECENT EVENTS | AUG. 24, 2022

By: Tracey L. Schroeder

On August 24, 2022, WBAI members and prospective members enjoyed a happy hour along the Chicago River, graciously sponsored by Wallace Miller. Judges, attorneys, and law students gathered for an evening of networking and fun! Many new connections were made and the sold out event was a great success. The WBAI extends a huge thank you to event sponsor, Wallace Miller, for allowing us to use their beautiful space along the river and for making the event possible.

Back row, left to right: Whitney K. Siehl, Molly Condon Wells, Hayley K. Graham, Lauren Tuckey, Jennifer Yu, Michelle Lukic, Jessica Wiczorkiewicz

Front row, left to right: Tracey L. Schroeder, Caidi Vanderporten



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ALL-BAR SOCIAL RECENT EVENTS | AUG. 25, 2022

By: Cristin Duffy



WBAI First Vice-President Whitney Siehl and WBAI Director Cristin Duffy had the opportunity to attend the CBA Young Lawyer Association All-Bar Social at the Hubbard Inn on August 25, 2022. It was wonderful to see old friends and meet prospective new Women's Bar Association of Illinois members at this year's All-Bar event. Each year the CBA's Young Lawyers Section brings together representatives from the Women's Bar Association of Illinois, South Asian Bar Association of Chicago, Illinois Trial Lawyers Association, Black Women Lawyers' Association of Greater Chicago, Inc., Arab American Bar Association of Illinois, Chicago-Kent College of Law, Hispanic Lawyers Association of Illinois - HLAI Justinian Society of Lawyers of Illinois, Loyola University Chicago School of Law, UIC John Marshall Law School, Loyola University Chicago School of Law, Decalogue Society of Lawyers: Students and Young Lawyers, and more for a multibar networking event. Each legal organization, including the WBAI, had representatives who explained how attendees could get involved and make connections within Chicago's legal community!

Cristin Duffy is an attorney at Crane and Norcross where her practice currently focuses on real estate tax litigation. She represents a wide range of commercial, industrial, and residential clients.

Cristin began her career as a Cook County State's Attorney. For the first 14 years of her career, she represented victims of crime and pursued offenders in the criminal trial division. She tried hundreds of traffic, domestic violence, and felony bench and jury trials. She then spent 10 years litigating cases in Chancery, Probate, Law, and County Divisions. There she represented County officials and offices litigating TROs, Class Actions, FOIA, and subpoenas cases, as well as trying tax objection and indemnity cases. During her career, she tried hundreds of criminal and civil bench and jury trials, wrote numerous briefs, and argued in the Appellate Court 14 times.

As a supervisor in the Real Estate Tax Litigation Division, she maintained a full caseload and supervised other attorneys while representing Cook County agencies. She also chaired the Training and Professional Development Committee for the Civil Division.

In addition to serving on the WBAI Board, Chair of the CLE Committee, and Co-Chair of the Mentorship Committee, Cristin is the Chair of Women Everywhere Education Day, a mentor with the Diversity Scholarship Foundation and serves on the ARDC Hearing Board.





STRUT YOUR MUTT
RECENT EVENTS | SEPT. 15, 2022

By: Tracey L. Schroeder

The WBAI and local legal professionals gathered at Skinner Bark Park in the West Loop on September 15 for an evening of networking with fellow dog lovers! The mix and mingle event paired legal dog lovers and their beloved dogs with like-minded

legal professionals and their canine counterparts for a barking good time! The WBAI thanks event sponsor Wais, Vogelstein, Forman, Koch & Norman, LLC for making the event possible!

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(From left) Carla Colaianni, attorney; Allyson Cox, associate attorney; Todd A. Smith and Brian LaCien, founding partners of Smith LaCien LLP

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HLAI AND HLAI CHARITIES INSTALLATION CEREMONY AND AWARDS DINNER RECENT EVENTS | OCT. 14, 2022

By: Tracey L. Schroeder

The WBAI was proud to sponsor and support the Hispanic Lawyers Association of Illinois (HLAI) and the Hispanic Lawyers Association of Illinois Charities (HLAIC) during its Installation Ceremony and Awards Dinner. The Annual Black-Tie Gala took place On October 14, 2022 at the University Club of Chicago.



Left to right: Cristin Duffy; Lauren Witkowski; Marla Izbicky; Tracey L. Schroeder

The 2022-2023 HLAI/HLAIC Officer and Director Oath was administered by Hon. Timothy Evans and the HLAI President Oath was administered by Hon. Jesse Reyes for the 2022-2023 HLAI/HLAIC Boards. Several awards were handed out including Latino/Latina Lawyer of the Year, Corporate Counsel of the Year, Young Lawyer of the Year, and Law Student of the Year, to name a few. Additionally, many scholarship award recipients were celebrated during the ceremony.

The evening was filled with dancing, performances by professional dancers, cocktails, networking, and all the glitz and glamour one can imagine! 'Twas a gorgeous evening at the University Club and all attendees were dressed to the nines.

The WBAI is committed to promoting and supporting the mission of the HLAI – the advancement of Hispanic and Latino attorneys in the legal profession and advocating for justice and fairness in Illinois. Congratulations to the 2022-2023 HLAI and HLAIC Boards and a very special congratulations to HLAI President Jennifer Crespo!

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2022 WBAI TOP WOMEN LAWYERS & LEGISLATORS IN LEADERSHIP AWARDS

RECENT EVENTS | OCT. 27, 2022

By: Tracey L. Schroeder

On Thursday, October 27, 2022 the Women’s Bar Association of Illinois honored 7 Top Women Lawyers and Legislators in Leadership at a reception held at the Chicago Athletic Association.

This year’s 2022 Top Women Lawyers in Leadership Award Winners are:

- Michele Anderson, Hiring Partner, Hall Prangle & Schoonveld LLC
- Ruchi Verma, First Deputy General Counsel, Chicago Board of Education
- Kathryn C. Liss, Assistant Dean of Law Career Services and Executive Director of the Schiller DuCanto & Fleck Family Law Center, DePaul University College of Law
- Erica Kirkwood, Vice President & General Counsel, GMA Construction Group

This year’s 2022 Top Women Legislators in Leadership Award Winners are:

- Eva-Dina Delgado, Illinois House of Representatives, 3rd District
- Cristina Castro, Illinois Senate, 22nd District
- Jennifer Gong-Gershowitz, Illinois House of Representatives, 17th District

Congratulations to the recipients of the 2022 Top Women Lawyers & Legislators in Leadership Awards and a huge thank you to our sponsors!

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Dentons is proud to support the **Women's Bar Association of Illinois** and to sponsor the **108th Annual Installation Dinner, "Advocating for Advancement"**.

Congratulations to the 2022-2023 incoming President, **Lauren Witkowski, Senior Trial Attorney, Zurich North America**. We look forward to working with Lauren and her Zurich colleagues in managing emerging risks and protecting our mutual clients.

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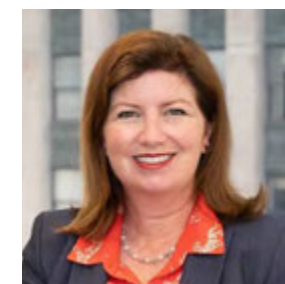
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MENTORSHIP KICK-OFF EVENT

RECENT EVENTS | NOV. 3, 2022

By: Cristin Duffy



Mentorship matters at the Women's Bar Association of Illinois. On November 3, 2022, we kicked off the WBAI Mentorship program. We had over 60 women participate in our program with attorneys and students from the University of Chicago, Northwestern, Loyola, DePaul, Kent, and UIC as well as a few out of state and a variety of practice areas. For mentors, participating in this program is a wonderful opportunity to give back to the legal community and those who supported, advised, and opened doors for them. For the mentees, we hope to provide the opportunity to grow, connect and learn from women who have been where you are now, overcome hardships, pursued their careers, developed relationships and client contacts, and made contributions to the legal community all while maintaining a work-life balance.

WBAI plans to offer a variety of programs to promote networking, career development, and a healthy work-life balance. Thank you to Croke Fairchild Duarte & Beres for hosting us. And thank you to Jessica Klapper Fairchild, Loveleen Ahuja, and Nadine Wichern for all their hard work organizing this event with me. Also thank you to Mark C. Palmer and 2Civility for partnering with us. But most of all, thank you to all of the WBAI members who volunteered to serve as mentors and mentees.

Cristin Duffy is an attorney at Crane and Norcross where her practice currently focuses on real estate tax litigation. She represents a wide range of commercial, industrial, and residential clients.

Cristin began her career as a Cook County State's Attorney. For the first 14 years of her career, she represented victims of crime and pursued offenders in the criminal trial division. She tried hundreds of traffic, domestic violence, and felony bench and jury trials. She then spent 10 years litigating cases in Chancery, Probate, Law, and County Divisions. There she represented County officials and offices litigating TROs, Class Actions, FOIA, and subpoenas cases, as well as trying tax objection and indemnity cases. During her career, she tried hundreds of criminal and civil bench and jury trials, wrote numerous briefs, and argued in the Appellate Court 14 times.

As a supervisor in the Real Estate Tax Litigation Division, she maintained a full caseload and supervised other attorneys while representing Cook County agencies. She also chaired the Training and Professional Development Committee for the Civil Division.

In addition to serving on the WBAI Board, Chair of the CLE Committee, and Co-Chair of the Mentorship Committee, Cristin is the Chair of Women Everywhere Education Day, a mentor with the Diversity Scholarship Foundation and serves on the ARDC Hearing Board.



GOLDPLAITED EVENT

RECENT EVENTS | NOV. 10, 2022

By: Tracey L. Schroeder

WBAI members and prospective members gathered at Goldplated Salon in River North on November 10th for an evening of networking. Attendees mixed and mingled with sips and sweets while popping in and out of beauty bar stations to learn tips on curling hair, braiding hair, eyebrow shaping, contouring + highlight, lip color + more! Attendees left with a new look they learned how to achieve on their own!



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FALL 2022

WOMEN OF VALOR LUNCHEON

RECENT EVENTS | NOV. 16, 2022

By: Cristin Duffy

Members of the Women's Bar Association of Illinois joined Judge Megan Goldish and the Simon Wiesenthal Center Midwest Region at their "Women of Valor" Luncheon on November 16, 2022. The Simon Wiesenthal Center is a global human rights organization researching the Holocaust and hate in a historic and contemporary context. The Center confronts anti-Semitism and hate and promotes human rights and dignity. Congratulations to this year's women of valor honorees Carmen Ayala, Allison Gutterman, and Valerie Washington! Thank you to Judge Goldish for the invitation!



HLAI & WBAI LEADERSHIP DINNER

RECENT EVENTS | NOV. 15, 2022

By: Cristin Duffy

The Women's Bar Association of Illinois and HLAI - Serving the Hispanic Lawyers of Illinois hosted their Second Annual leadership dinner celebrating Latina Lawyers and Latin American heritage at Dentons. The event gave the newly sworn-in executive Boards of both organizations the opportunity to meet and develop social and professional network connections while celebrating Latin American culture. The WBAI congratulates this year's Trailblazer honoree, Judge Rossana Fernandez.



FALL 2022

WBAI/AABA/KABA BOOK CLUB EVENT RECENT EVENTS | NOV. 29, 2022

By: Cristin Duffy

On November 29, 2022, the Women’s Bar Association of Illinois, the Asian American Bar Association of Greater Chicago, and the Korean American Bar Association of Chicago partnered for a book discussion on *Crying in H Mart*. *Crying in H Mart*, by the indie rockstar of Japanese Breakfast, Michelle Zauner, is an unflinching, powerful memoir about growing up Korean American, losing her mother, and forging her identity. Thank you to Hagens Berman Sobol Shapiro LLP for hosting the event, and a huge thank you to Wais, Vogelstein, Forman, Koch & Norman, LLC, for sponsoring the event!



DIVERSITY SCHOLARSHIP FOUNDATION GALA

RECENT EVENTS | DEC. 6, 2022

By: Cristin Duffy

The Women’s Bar Association of Illinois was happy to support Justice Jesse Reyes and the Unity Award Gala & 20th Swearing-in of Bar Presidents Ceremony for the Diversity Scholarship Foundation on December 6, 2022, at the Chicago Hilton. Congratulations to Justice Mary Jane Theis, Judge Holmes, Judge Jannush, and all of this year’s awardees.



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**LEGALLY MOMS
WORKSHOP - DOBBS
DECISION**
RECENT CLE EVENTS |
OCT. 13, 2022

By: Caidi Vanderporten



The Legally Moms Committee (Caroleann Gallagher, Jennifer Yu, Debjani Desai & Caidi Vanderporten) hosted their first in-person event since pre-COVID this October. The focus of the intimate round table, featuring Amy Johnston, LCSW, of Urban Wellness, was how the Dobbs decision has made women as a collective feel grief and trauma, and how compassion and self-care may be achieved once again. Attendees engaged in a spirited and emotional discourse about the anger experienced and how we can channel this passion toward action. The WBAI was proud to file an amicus brief in Dobbs, and there will be more opportunities and outlets for us all to get involved moving forward. Special thanks to Sarah King for hosting a great event and to Jen Yu and her daughter for the delicious charcuterie and wine! Legally Moms is looking forward to a great bar year and more engagement in this space, which genuinely impacts us all.

Caidi Mammas Vanderporten is a Partner at the boutique family law firm, MAMMAS· GOLDBERG· VANDERPORTEN, in Chicago



where she works alongside her father. Caidi specializes in all aspects of domestic relations law, including divorce, allocation of parental responsibilities, pre and postnuptial agreements, Orders of Protection, Child Support modification and enforcement, Appellate review, and DCFS Administrative Appeals/Child Protection issues. Prior to joining MAMMAS· GOLDBERG· VANDERPORTEN, Caidi was an Assistant State's Attorney in Cook County, where her practice focused on working within the Juvenile Justice and Child Support Enforcement Bureaus as well as on the Felony Review Unit. Caidi graduated from Chicago-Kent College of Law and did her undergraduate studies at the University of Wisconsin-Madison. Caidi has been selected for inclusion in the Illinois Rising Stars list for 2020-2023. Super Lawyers selects no more than 2.5% of attorneys in Illinois under the age of 40 or in practice for 10 years or less to be included in the Rising Stars list. Caidi was also named The Best Lawyers: Ones to Watch list for 2021 and 2022. Caidi's firm was selected as a Best Law Firm in Chicago for Family Law for 2023.

**BWLA AND BLSA AT
THE TEA**
RECENT CLE EVENTS |
OCT. 21, 2022

By: Cristin Duffy

The WBAI was proud to support the BWLA and BLSA at the Tea with Illinois Supreme Court Justice Lisa Holder White, co-sponsored by BWLA of Greater Chicago and the UIC Law BLSA. The event took place Friday, October 21, 2022, at their Secret Location (aka 110 N. Upper Wacker Dr. 3rd Floor, Chicago, IL).



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IN-PERSON CLE: MAKING YOUR APPELLATE COURT RECORD

**RECENT CLE EVENTS |
NOV. 30, 2022**

By: Cristin Duffy

Thank you to everyone who attended the Women's Bar Association of Illinois In-person CLE on November 30th at the Illinois Appellate Court. Thank you to our esteemed speakers, Justice Jesse G. Reyes,



Gretchen Harris, Sarah King, and John Duffy who shared their expertise and suggestions for making your appellate court record. A special thank you to Justice Reyes for securing the courtroom for us!

CLE: TITLE IX IN ITS 50TH ANNIVERSARY YEAR

**RECENT CLE EVENTS |
DEC. 8, 2022**

By: Cristin Duffy

On December 8, 2022, the Decalogue Society and WBAI co-sponsored a well-attended CLE on the 50th Anniversary of Title IX with an impressive panel including Charlie Wysong, Adam Shepard, and journalist Shelly Wilson moderated by Helen Block.

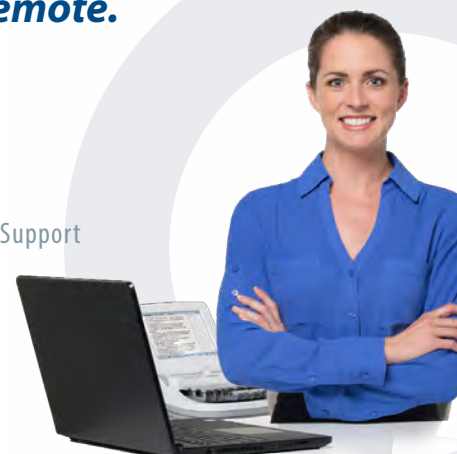


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