



## I.O.W.A. and I.S.B.A. Plan First Joint Annual Meeting

Miki McGovern, Woodward, Iowa

For the first time ever, the Iowa Organization of Women Attorneys and the Iowa State Bar Association are jointly planning the June Annual Meeting. The Iowa State Bar Association Board of Governors will convene on Tuesday, June 18, 2002, at the Des Moines Downtown Marriott Hotel. That evening there will be a dinner for members of the ISBA Board of Governors and their guests.

The General Assembly and Awards of Merit Lunch begins at 11:30 a.m. on Wednesday, June 19. The continuing legal education seminar commences that afternoon. On Wednesday evening, ISBA President C. Joseph Holland will preside over a spectacular evening featuring the Bar and Grill Singers from Austin, Texas. The group members are all licensed attorneys. They have recorded two CDs, "Licensed to Grill" and "Grilling Me Softly." The cost for dinner and entertainment is \$40.00. One does not need to be registered for the CLE to attend this event.

The seminar continues on Thursday, June 20, and Friday, June 21, until noon. The Iowa Supreme Court will be honored at a luncheon on Thursday at noon. In addition, the President of the ISBA will recognize the President's Community Service Award Recipients and the lawyers who have exhibited outstanding Pro Bono services to the citizens of Iowa.

The Special Issues Track will begin at 1:45 p.m. on Thursday. This is the portion of the seminar that has been planned entirely by IOWA members with an emphasis on issues women attorneys often face when practicing law. Many members of IOWA and PCWA

have graciously agreed to serve as speakers and panelists. Both the president of PCWA, Rebecca L. Howe, and the president of IOWA, Ruth H. Cooperrider, will be highlighted at the seminar.

Following the seminar on Thursday, there will be the ISBA Past President's Reception for all Iowa judges and attendees. The reception will be held in the lobby of the Marriott Hotel. IOWA members who are registered are urged to attend. Immediately after the reception, IOWA will begin its annual business meeting and dinner, featuring Willie Glanton as the guest speaker. Ms. Glanton, an attorney who has practiced in Des Moines, is a well-known activist in civil rights. Her late husband, Luther Glanton, served as a district court judge in Polk County for many years.

Sue Dulek, Assistant City Attorney for the City of Iowa City is Co-Chair of the ISBA Annual Meeting. Sue has been an active and dedicated member of IOWA for a number of years. She has frequently spoken at other IOWA events. Both Sue Dulek and ISBA President, C. Joseph Holland are credited with the vision to incorporate more women into the Annual Meeting events.

Other IOWA members who are serving on the 2002 ISBA Annual Meeting Committee are: Gail Sheridan-Lucht of Ankeny, Anjela Shutts of Des Moines, Lu Ann White of Des Moines, and Miki McGovern of Woodward.

Questions regarding the annual meeting can be addressed to [krue@iowabar.org](mailto:krue@iowabar.org).

---

### *More on the Annual Meeting Inside*

Registration Form for Non-Traditional Track . . . . .	p. 2
Registration Form for IOWA Annual Banquet . . . . .	p. 3
First Annual Arabella Mansfield Award Information and Nomination Form . . .	pp. 4-5

# IOWA ORGANIZATION OF WOMEN ATTORNEYS

2002 ANNUAL SEMINAR  
in conjunction with the  
**Iowa State Bar Association  
Annual Meeting**

**THURSDAY, JUNE 20, 2002**  
**Des Moines Marriott**  
**1:45 p.m. – 5:45 p.m.**

## I.O.W.A. NON-TRADITIONAL TRACK

1:45 p.m. – 2:15 p.m.  
Ethical Considerations when Lawyers Serve  
on Non-Profit Organizations Board of Directors  
**Rebecca Howe**

2:15 p.m. – 2:45 p.m.  
How the Office of Citizen’s Aide/Ombudsman  
Can Assist Your Clients  
**Ruth Cooperrider**

2:45 p.m. – 3:15 p.m.  
After the Kids Are Gone: How to Prepare  
to Return to the Legal Profession  
**Jackie Armstrong**

3:15 p.m. – 3:45 p.m.  
Considerations When Representing Clients of Different  
Cultures  
**Sonia Parras Konrad, Ta-Yu Yang and  
Wayne Johnson**

3:45 p.m. – 4:00 p.m. **BREAK**

4:00 p.m. – 4:45 p.m.  
Part Time Employment – Full Time Responsibility  
**June Robbins, Stephanie Glenn Techau, Emily  
Gould Chafa, Mary Vavroch**

4:45 p.m. – 5:45 p.m.  
Ethical and Privacy Issues in Working at Home  
**Mary Spellman Walsh, Nancy Pietz,  
Devon Lewis, Lynette Donner**

## REGISTRATION FORM

I.O.W.A. Annual Seminar  
I.S.B.A. Annual Meeting  
**I.O.W.A. Non-Traditional Track**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

TELEPHONE: (\_\_\_\_) \_\_\_\_\_

FAX: (\_\_\_\_) \_\_\_\_\_

e-mail address: \_\_\_\_\_

### SEMINAR REGISTRATION FEE\*:

ISBA Members:	
Admitted to practice prior to July 1, 1998	\$180.00
Admitted to practice July 1, 1998 – May 2001	\$150.00
Admitted to practice after May 2001	\$ 50.00
Non-ISBA Members	\$200.00
Judges	\$ 75.00
Para-professionals	\$115.00
Law Students	\$ 45.00

**\*Registration for I.O.W.A. Non-Traditional Track  
permits attendance at the entire ISBA Annual  
Meeting and its CLE programs (Wednesday –  
Friday).**

**PLEASE RETURN THIS FORM AND  
REGISTRATION FEE CHECK TO:**

**Kelley Rue**  
**Iowa State Bar Association**  
**521 E. Locust, 3<sup>rd</sup> Floor**  
**Des Moines, IA 50309-1939**

Contact Miki McGovern at (515) 281-6620 or  
[Michelle.McGovern@iwd.state.ia.us](mailto:Michelle.McGovern@iwd.state.ia.us) with  
questions relating to the I.O.W.A. Annual Seminar.

**CONTINUING LEGAL EDUCATION  
CREDIT APPLIED FOR THIS TRACK:**

3.75 HOURS STATE  
1.5 HOURS ETHICS

# The 2002 I.O.W.A. Annual Banquet

You are invited to attend the 2002 IOWA Annual Banquet at the Mariott Hotel in downtown Des Moines on the evening of June 20, 2002. The banquet will provide an opportunity to meet and network with other Iowa women attorneys. The banquet will also feature the presentation of the first annual Arabella Mansfield Award and speaker Willie Stevenson Glanton.

## About the Speaker

Willie Stevenson Glanton was inducted into the Iowa Women’s Hall of Fame in 1986 for her dedication to the law, human services, and civil rights. In 1953, she became the second African American woman admitted to the Iowa bar. In the 1960s, the U.S. State Department sent her to Africa and Southeast Asia to compare laws and their application to women in those countries. She served as the first woman Assistant Polk County Attorney. She has been an attorney and equal opportunity advocate with the Small Business Administration since 1966. She is the first African-American female elected to the Iowa Legislature.

## About the Award

The Arabella Mansfield Award, named after the first woman admitted to practice law in the United States, honors women lawyers who have promoted and nurtured women in the legal profession. I.O.W.A. will present the Award to its first recipient at the annual banquet. The nomination form is on the next page of this newsletter.

## The Evening’s Schedule

- 7:00 p.m. - 7:30 p.m. Dinner
- 7:30 p.m. - 7:45 p.m. Award presentation
- 7:45 p.m. - 8:00 p.m. Speaker Willie Stevenson Glanton
- 8:00 p.m. - 8:30 p.m. Annual meeting and passing of the “gavel”

## Menu Options

### Vegetarian Option

- Calypso Salad
- Potato Onion Tart  
*creamy dauphnois potatoes wrapped  
in a flaky puff pastry shell*
- Fresh Seasonal Vegetables
- Mountain Berry Flan

### Chicken Option

- Calypso Salad
- Chicken Picatta  
*grilled chicken breast served with a  
capered sherry lemon cream sauce*
- Dauphnois potatoes
- Fresh Seasonal Vegetables
- Mountain Berry Flan

## Cost

The banquet costs \$25.00 per person. A cash bar will be open at the beginning of the dinner hour with a variety of beverages.

---

## I.O.W.A. 2002 Annual Banquet Registration Form

Name \_\_\_\_\_ Firm \_\_\_\_\_

Address \_\_\_\_\_ Address \_\_\_\_\_

Menu choice: Chicken \_\_\_\_\_ Vegetarian \_\_\_\_\_

*Please enclose check for \$25.00 payable to I.O.W.A., P.O. Box 4736, Des Moines, IA 50306*

## First Annual Arabella Mansfield Award

I.O.W.A. established the Arabella Mansfield Award in 2002 to recognize outstanding women lawyers in Iowa. The award honors women lawyers who have promoted and nurtured women in the legal profession.

The award is named after Arabella Mansfield, also commonly known as Belle Babb Mansfield, the first woman lawyer admitted to the practice of law in the United States. Ms. Mansfield studied law in her brother's law office for two years and was admitted to the Iowa Bar in 1869. She was admitted despite the fact that Iowa law required an applicant for bar admission to be white, male and over the age of 21. She was active in the women's suffrage movement, but died in 1911, nine years before women obtained the right to vote.

Any I.O.W.A. member may nominate a woman lawyer for this award. **Nomination forms are due by May 31, 2002.** Nominees can submit forms electronically to [president@iowawomenattorneys.org](mailto:president@iowawomenattorneys.org) or by regular mail to I.O.W.A., Attn: Arabella Mansfield Award, P.O. Box 4736, Des Moines, IA 50306.

### APPLICATION REQUIREMENTS:

Send the following materials, using the guidelines below, by May 31, 2002:

**A. Nomination Form.**

Please complete the form that follows.

**B. Nominee's Resume.**

Please attach the nominee's resume or biographical information, describing her background and contributions.

**C. Reason for Nomination.**

On a separate page, in a few concise paragraphs, describe the accomplishments, contributions and/or initiatives of the nominee in the area of promoting and nurturing women in the legal profession, indicating the significance of her impact on women attorneys in Iowa.

**D. Deadline and procedure.**

I.O.W.A. will accept nominations electronically or through regular mail. Please e-mail your completed nomination, including the nomination form and accompanying materials, to [president@iowawomenattorneys.org](mailto:president@iowawomenattorneys.org) or send these items by regular mail to I.O.W.A., Attn: Arabella Mansfield Award, P.O. Box 4736, Des Moines, IA 50306.

# First Annual Arabella Mansfield Award Nomination Form 2002

Please type or print clearly:

---

Name of Nominee

---

Title/Position

Firm/Organization

---

Address

City

State

Zip

---

Telephone (indicate day or evening)

(fax)

(Email)

Categories (Please indicate one or more category that describes the nominee's present position or activity).

Private Practice

Judiciary

Academia

Non-profit

Government

Prosecutor/public defender

State, local or women's bar leader

Corporate/business sector

Other (Please describe) \_\_\_\_\_

Please include the nominating person's name and information as listed below:

---

Your Name

---

Title/Position

Firm/Organization

---

Address

City

State

Zip

---

Telephone (indicate day or evening)

(fax)

(Email)

**RETURN NOMINATION FORM AND MATERIALS ON OR BEFORE MAY 31, 2002 TO:**

**Iowa Organization of Women Attorneys**

**Attn: Arabella Mansfield Award**

**P.O. Box 4736**

**Des Moines, IA 50306**

## Seminars & Upcoming Events

**Bench Bar Conference**, May 16-18, 2002, the Inn Resort at Okoboji. This year's theme is "Branching Out." The conference is designed to allow lawyers and judges to obtain continuing legal education hours and discuss issues of interest in a casual social setting. For more information, contact IOWA member Pat Shoff at Pat.Shoff@lawiowa.com

### Whispers & Screams

**Conference**, May 16-17, 2002, Gateway Center, Ames, IA Contact Sue Ryan-Anderson, Iowa Comm. On Status of Women, 515-281-6915 or 800-558-4427 or [sue.ryan-anderson@iowadhr.org](mailto:sue.ryan-anderson@iowadhr.org) The keynote speaker on the 16<sup>th</sup> will be Dr. Terry Tafoya from Portland, OR speaking on, "Community Outreach to Girls: The Prevention of Underage Drinking, Chemical Dependency, Sexual Abuse & Juvenile Crime." Dr. Tafoya is a Native American of the Taos Pueblo and Warm Springs Nation, a clinical psychologist, and traditional storyteller. He is the Executive Director of Tamanawit Unlimited, an international multicultural consulting company that specializes in bilingual education, cross cultural competence and communication, gender and sexuality, grief and loss, Native American heritage, and spiritual healing

**"Kids & Money" workshop**, May 16<sup>th</sup>, 2002, Iowa City Public Library Meeting Room A from 6:30-8:30 pm. It is sponsored by the Iowa Women's Foundation and the Women's Resource and Action Center. The workshop is free of charge. Seating and materials may be limited, so pre-registration is strongly encouraged. To register or for more info, contact the Foundation at 319-337-4222 or [lisa@iawf.org](mailto:lisa@iawf.org)

**ISBA's Government Practice Section Seminar**, May 31, 2002, West Des Moines Marriott, 1250 74<sup>th</sup> Street (I-80 Exit 121), West Des Moines, Iowa. 8:30am to 4:00 pm. 6 hours state CLE. IOWA's Board member Susan Low is the Government Practice Section Chair. Price: \$100 section members, \$115 ISBA members, nonmembers \$135. *Registration by May 24* to ISBA, 521 E. Locust 3<sup>rd</sup> Floor, Des Moines, IA 50309. Registration fee after 5-24-02 is \$10 more. Materials available for \$35. IOWA's member Chris Scase from the Attorney General's Office is on the agenda speaking about "Working with the City Development Board,." and IOWA member Lorelei Heisinger from Waterloo will present a "Legislative Update."

**Summer School for Success**, July 17-21, 2002, The Women's Campaign School at Yale

University, P.O. Box 3307, New Haven CT 06515; 202-734-7385; fax 203-734-7547; e-mail [wcsyale@aol.com](mailto:wcsyale@aol.com) or [www.wcsyale.org](http://www.wcsyale.org) for more information. Tuition \$750. Make a difference in governance by having women trained to run for public office and work on campaigns.

**NAWL's Annual Meeting**, August 10-12, 2002 in Washington DC at the Omni Shoreham Hotel. Supreme Court Justice Ruth Bader Ginsburg will receive the Arabella Babb Mansfield Award at the Annual Meeting Luncheon on Saturday the 10<sup>th</sup>; Senator Hillary Rodham Clinton will be speaking on "Keeping Her in Her Place: New Challenges to the Integration of Women in the Profession;" and there will be a lot of great programs to attend. To register, go to [nawl@staff.abanet.org](mailto:nawl@staff.abanet.org).

**Statewide Diversity Workshop**—"The Many Faces of Iowa: A Grassroots Workshop for Diversity Teams," Iowa Wesleyan College, Mt. Pleasant, IA, October 10-11<sup>th</sup>, 2002. To find out more information about the workshop, go to [www.healthyhenrycounty.org](http://www.healthyhenrycounty.org) and click on Diversity. This workshop is expected to draw participants from all parts of the state and from many diverse segments of our Iowa communities.

### IOWA Board Meeting

The next I.O.W.A. Board meeting will be by conference call



**Thursday May 16, 2002,  
12 noon to 1:00 p.m.**

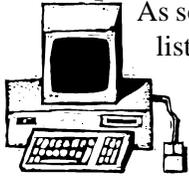
### Renew Your I.O.W.A. Membership

Annual membership dues are payable on a fiscal year basis (July 1 to June 30) and are \$5 for law students, \$10 for new bar admittees, and \$30 for other lawyers.

Check with Gail Sheridan-Lucht, the membership chair, to see if your membership is current. You can reach her at 515-281-6374 or e-mail her at [gail.sheridan-lucht@iwd.state.ia.us](mailto:gail.sheridan-lucht@iwd.state.ia.us). The membership form is on the next page.



## I.O.W.A. E-Mail Distribution List and Listserv



As some of you already know, an IOWA e-mail distribution list now exists. All IOWA members who provided an e-mail address to us when they completed the membership application have been receiving messages containing news items of various sorts for the past several months. Past President Emily Gould Chafa started and plans to maintain this list for IOWA members. If you are a current IOWA member and have not been receiving any messages from Emily Chafa and would like to be added to the list, please send a message to [ebchafa@ci.des-moines.ia.us](mailto:ebchafa@ci.des-moines.ia.us) or call her at 515-283-4530. Of course, if you prefer not to be included on the list, please let Emily know that as well. If any of you have information or any news items that you would like to have distributed quickly to other women attorneys through this medium, please provide the pertinent information to Emily and she will send it out for you.

Emily has also set up a listserv for IOWA members. A listserv is different than a distribution list. Any person subscribing to the listserv can initiate a communication. All replies to messages on the listserv are sent to all subscribers of the listserv. The National Conference of Women Bar Associations (NCWBA) has a listserv that most of the IOWA board members subscribe to now. The IOWA listserv may be used for requests for referrals in various geographic areas of the state and various substantive areas of the law. It may also be used to provide information regarding job openings of various types. It can also be used as a forum for ideas for projects and strategies for coping and thriving as women attorneys in Iowa. All members who are currently part of the e-mail distribution list are also included as subscribers to the listserv. If you are not receiving messages from the listserv and want to ensure that you are included, please let Emily know. If you do not want to be included in the listserv, please let Emily know of that desire as well. The listserv address is [IOWA@yahoogroups.com](mailto:IOWA@yahoogroups.com)

## I.O.W.A. Web Site

The IOWA web site is up! Go to [www.iowawomenattorneys.org](http://www.iowawomenattorneys.org). Be sure to add it to your favorites!

The IOWA web site was designed and created by former IOWA member, Jane Robinette (B.A., Univ. of Northern Iowa; J.D. Univ. of Iowa). Since leaving her federal staff attorney job in 1998, she has been doing a little web site design as well as independent research and writing projects. Currently, she is working on an Iowa women artists' oral history project ([www.lucidplanet.com/IWA](http://www.lucidplanet.com/IWA)) and an arts project related to September 11 ([www.beyond9-11.org](http://www.beyond9-11.org)). She would like to spend more time on her own creative writing and artwork.

She lives in Des Moines with her spouse/tech support person, Matt McCright.

### Emily's Boutique

Emily's Boutique is open! She has the very popular Woman Pins and a number of Flag Pins from "Designs by Lucinda." She also has a supply of Puckerbrush Potluck recipe card sets and, of course, a variety of IOWA t-shirts, sweatshirts and mugs. Contact Emily Chafa at [ebchafa@ci.des-moines.ia.us](mailto:ebchafa@ci.des-moines.ia.us) or call her at 515-283-4530 with any questions or to order any of these great items.

## News! News! News!

IOWA member Karen Romano was sworn in as a District Judge in Polk County in January. Congratulations Judge Romano!



IOWA member Roxanne Conlin recently was featured in an article written by 8<sup>th</sup> grader Robert Martin of Des Moines Central Academy which won an award from the Iowa Commission on the Status of Women in the "Write Women Back into History" Essay Contest.

Healing Wishes: Former IOWA president, Diane Tvrdik of Pleasant Hill, Iowa, has recently informed us that she has been diagnosed with cancer for the second time. She is undergoing chemotherapy and is doing pretty well. Diane works for the State of Iowa, Public Employment Relations Board. We wish all the best for her and her family in this difficult and challenging time.

## Job Opportunities

The Central & East European Law Initiative (CEELI), a public service project of the American Bar Association, is currently seeking experienced attorneys for overseas positions. CEELI considers attorneys with a minimum of 5 years of legal experience in the U.S., U.S. bar membership, a high level of energy and initiative, strong interpersonal skills, and demonstrated legal expertise in program areas such as international, criminal commercial, and environmental law; legislative drafting, gender issues, freedom of information act legal specialists; etc. International experience & foreign language skills are preferred. Participants receive a generous support package that covers travel, housing, living and business expenses, in-country foreign language training and medical insurance. To receive an application package, e-mail your resume to [ceeli@abanet.org](mailto:ceeli@abanet.org) or call 1-800-98CEELI. CEELI also needs a Deputy Finance Director/Senior Grants Manager in Washington D.C. Send a cover letter and resume to I. Bock, ABA/CEELI, 740 15<sup>th</sup> Street NW, 8<sup>th</sup> Floor, Washington, D.C. 20005.

Acting Assistant Professor of Tax Law, New York University School of Law— Seeking full time non tenure track acting assistant professor to teach tax courses for academic year 2002-2003. 2 year appointment. Qualifications include JD, bar admission, excellent academic record, and interest in academic career. Tax practice experience helpful but not required. Starting salary low \$60's. Send resume, law school transcript and cover letter to: Lisa Waldman, Executive Director of the Graduate Tax Program, 40 Washington Square South, Room 430A, New York, NY 10012

The US Dept. of Justice has attorney vacancies listed by individual organizations on their website at:

<http://www.usdoj.gov/oarm/attvacancies.html>

Managing Attorney SAFECO Insurance Co. Lake Oswego, OR office. The position encompasses all phases of law office operation including responsibility for all cases assigned to the office to ensure that legal services provided are timely and appropriate; responsibility for hiring, supervision and professional development of the law office staff; and responsibility for the office budget. There is a full range of employee benefits and a company car. E-mail your resume to the Human Resources Dept. at [SARSHI@SAFECO.COM](mailto:SARSHI@SAFECO.COM) or send your resume by fax to 503-697-6612 or mail to SAAFEKO Insurance So., c/o Human Resources, 4101 Kruse Way, Lake Oswego, OR 97035

Faegre & Benson Commercial Litigation Associate—Des Moines office 1 or more years of litigation experience preferred. Need excellent academic credentials, strong writing skills and professional recommendations. Send resume and law school transcript to Joanne Jaensch, Director of Legal Personnel Services, Faegre & Benson LLP, 2200 Wells Fargo Center, 90 S. 7<sup>th</sup> Street, Minneapolis, MN 55402. Visit the website [www.faegre.com](http://www.faegre.com) for more information.

Drake University Law School seeks a full time legal writing instructor for the 2002-2003 academic year. Salary is complemented with University fringe benefits. Applicants should have excellent academic records and considerable legal research and writing experience. Good interpersonal communications skills and the ability to use computers to assist students in writing are required. Applicants should send a cover letter and resume to: Professor John Edwards, Drake University Law School, 2507 University Avenue, Des Moines, IA 50311.

West Group, has career opportunities for attorneys at its Rochester, NY location. The minimum requirements for this position include a JD degree, PC experience and strong communication skills. West group offers a competitive salary and excellent benefits. Relocation assistance is provided. Send a resume and cover letter to [www.westgroup.com/careers](http://www.westgroup.com/careers)

The Kentucky Department of Public Advocacy is currently accepting applications for the position of Director for the Trial Division. Must have 5 years of experience in trying cases, and supervising others who are trying cases. Also need skills or experience in office administration, personnel matters and budgeting, as well s a commitment to providing quality criminal defense representation to indigents. Must be licensed to practice law in Kentucky. Send resume, writing sample and a letter of interest to: Gill Pilati, Recruiter, The Kentucky Depart. Of Public Advocacy, 100 Fair Oaks Lane, Suite 302, Frankfort, KY 40502 or [gpilati@mail.pa.state.ky.us](mailto:gpilati@mail.pa.state.ky.us)

Corbett, Anderson, Corbett, Poulson, Vellinga & Buckmeier, LLP desire an attorney with 2-5 years of experience and interest in litigation for their general practice firm. Contact John Anderson or Rodney Vellinga at PO Box 3527, Sioux City, IA 51102 or [caclawfirm@corbettanderson.com](mailto:caclawfirm@corbettanderson.com)

Crary, Huff, Inkster, Sheehan, Ringenberg, Hartnett, Storm & Jensen, P.C. seeks a highly motivated candidate to work primarily in the business and commercial law areas. Candidates should have up to 3 years of experience and an excellent academic background. The firm offers a competitive compensation and benefits package. Submit a cover letter and resume directly to the attention of Cody McCullough, P.O. Box 27, Sioux City, IA 51102 or send to [cmccullo@craryhuff.com](mailto:cmccullo@craryhuff.com)

## Bits & Pieces

In Iowa, women earn about 73 cents for every dollar that men do. Single women with children under age 18 comprised 73% of the workforce in 1990 and nearly half of all female-headed households with children are considered to be living in poverty. Despite popular perceptions that the wage gap between men and women has been narrowing in recent years, research by the General Accounting Office (GAO) reports otherwise. Women managers earn less than their male counterparts in all ten of the areas studied—and that the pay differential actually increased in seven of the fields since 1995.

A University of Iowa “Wage Penalty” study by Professor Jennifer Glass, chair of the U of I Sociology Department and Chair of the Sex & Gender section of the American Sociological Association was featured in the Chicago Tribune in February of this year. Professor Glass discovered that the fears of employers who introduce flex hours and allow employees to work at home would be used against women in the workplace is true. However, it is also true that the hope that the family-friendly policies would keep women in the workforce and would allow their wages to grow is also true. The downside is that if women use these policies, some managers feel they are not as invested in their careers nor as productive as those who do not. As a result, these women pay a financial penalty. For a copy of the study, go to <http://www.uiowa.edu/~soc/>

The ABA Commission on Women in the Profession has released its annual Goal IX Update—an assessment of the progress of women in leadership in the ABA. Here are some statistics: For 2001-2002, women make up 27.6 percent of ABA membership and for the second time in ABA history, a woman is serving as chair of the House of Delegates. The number of women in the House of Delegates is now at an all time high of 24 percent. Women’s representation on the Board of Governors is 23.1 percent. To read an expanded press release from the

full report got to <http://www.abanet.org/women/GoalIXPressRelease.html>

The Iowa Judicial Branch Website located at [www.judicial.state.ia.us](http://www.judicial.state.ia.us) offers two free services for accessing court information. Sign up for the On-Line E-mail Notification service, which provides Iowa Supreme Court, Court of Appeals and Judicial Branch Press Releases instantly to you. You can also access the new Iowa Courts Information System through the Judicial Branch Website link or directly at [www.iowacourtsonline.org](http://www.iowacourtsonline.org). The new on-line court information system provides current court records data, public access records, statewide index searches, and individual case financial information. Check it out!

The ISBA has a new legal research service exclusively for members for \$20 a month through LexisNexis. Go to the ISBA website at [www.iowabar.org](http://www.iowabar.org) and sign up now!

The latest, free ISBA service for members is the ISBA Attorney Online—a fully searchable database on the ISBA website. Go to [www.iowabar.org](http://www.iowabar.org) for more information. This database will be accessible by the general public and will include the names of attorneys, the names of their firms or employers, with office addresses, telephone and fax numbers, and e-mail addresses.

The Iowa Rules of Court were renumbered effective February 15, 2002. The preferred citation information and the new renumbered rules can be found at [www.judicial.state.ia.us/orders/orders](http://www.judicial.state.ia.us/orders/orders)

The Iowa Supreme Court adopted two key changes in Rule 41, pertaining to continuing legal education (CLE). The first change is effective July 1<sup>st</sup> and will allow an attorney to complete up to 6 hours of credit each calendar year through computer-based legal education, provided the educational activity is interactive and

otherwise meets the standards adopted by the Commission on CLE. The second change eliminates the current provision for “accredited sponsors” of CLE, effective immediately. Application forms for prior approval and post event approval of CLE activities may be downloaded at <http://www.judicial.state.ia.us/regs/conted.asp>

Next time you buy books or other products from Amazon.com you can help women’s bar associations at the same time! Instead of going directly to Amazon.com’s website, enter through the National Conference of Women’s Bar Associations’ website [www.ncwba.org](http://www.ncwba.org). Just click on “resources” and you will see the link to Amazon.com. Once you click onto their site, just order as usual. The NCWBA will get a small rebate check at the end of the quarter, based upon the dollar amount you and others have spent on each order placed via NCWBA. Your shopping can make a difference for women’s bar associations now!

Check out the parental leave policies for other nations besides the US at Kamerman, S.B., “From maternity to parental leave policies: Women’s health, employment, child and family well-being” in the Journal of the American Women’s Medical Assoc. (Spring 2000) Note that our 12 weeks of unpaid leave pale in comparison to all other countries listed!

The National Institute for Occupational Safety & Health (NIOSH) has published numerous documents that are relevant to the health and safety of women in the workplace. To request any of these publications, call NIOSH at 800-356-4674 or [pubstaff@cdc.gov](mailto:pubstaff@cdc.gov) or fax 513-533-8573. Some of the publications include information on job stress, ergonomics, needlestick injuries and latex allergies, violence in the workplace, and reproductive hazards. Check it out!

## I.O.W.A. Board of Directors

### OFFICERS

**President** - Ruth Cooperrider, Des Moines  
315-281-3592 | Fax: 315-242-6007  
e-mail: president@iowawomenattorneys.org

**President-Elect** - Chris Conover, Cedar Rapids  
319-366-7641 | Fax: 319-366-1917  
e-mail: conoverchr@aol.com

**Vice President** - Jennifer Schulz, Cedar Rapids  
319-364-6108 | Fax: 319-364-5871  
e-mail: jeneschulz@hotmail.com

**Secretary** - Bev Clark, Baxter  
641-787-1139 | Fax: 641-792-1310  
e-mail: clarklaw@netins.net

**Treasurer** - Lynette Donner, Des Moines  
515-727-4007 | Fax: 515-242-5144  
e-mail: Lynette.Donner@iwd.state.ia.us

**Past President** - Emily Gould Chafa, Des Moines  
515-283-4530 | Fax: 515-237-1643  
e-mail: ebchafa@ci.des-moines.ia.us

### COMMITTEE CHAIRS

**Public Relations, Membership and Newsletter**  
Gail Sheridan-Lucht, Des Moines  
515-281-6374 | Fax: 515-281-7995  
e-mail: gail.sheridan-lucht@iwd.state.ia.us

Laura Amundson, Des Moines  
515-281-5970 | Fax: 515-281-7275  
e-mail: lamundson@spd.state.ia.us

### Continuing Legal Education

Lori Cole, Des Moines  
515-280-2941 | Fax: 515-237-2117  
e-mail: Lori.E.Cole@EMCIns.com

Miki McGovern, Des Moines  
515-281-6620 | Fax: 515-281-6501  
e-mail: michelle.mcgovern@iwd.state.ia.us

### Annual Meeting

Jennifer Schulz, Cedar Rapids  
319-364-6108 | Fax: 319-364-5871  
e-mail: jeneschulz@hotmail.com

### ISBA Liaison and Professional Action

Susan Ekstrom  
515-243-6395 | Fax: 515-243-6146

### DISTRICT REPRESENTATIVES

**1st District**  
Chris Corken, Dubuque  
563-589-4470 | Fax: 563-589-4477  
e-mail: ccorken744@aol.com

**2nd District**  
Jeane Pearson, Fort Dodge  
515-955-5585 | Fax: 515-955-3639  
e-mail: panp@frontiernet.net

**3rd District**  
Roseanne Lienhard, Sioux City  
712-279-6565 | Fax: 712-279-6631  
e-mail: rllaw@hotmail.com

**4th District**  
Francine O'Brien Andersen, Audubon  
712-563-2677 | Fax: 712-563-2705

**5th District**  
Miki McGovern, Des Moines  
515-281-6620 | Fax: 515-281-6501  
e-mail: michelle.mcgovern@iwd.state.ia.us

**6th District**  
Chris Conover, Cedar Rapids  
319-366-7641 | Fax: 319-366-1917  
e-mail: conoverchr@aol.com

**7th District**  
Brandy Dulceak, Muscatine  
563-264-5000 | Fax: 563-263-8775  
e-mail: brandyd@shlaw.com

**8th District**  
Vicki Siegel, Ottumwa  
641-683-0030 | Fax: 641-683-0039  
e-mail: victoria\_siegel@yahoo.com

### “202 IN 2002” NEEDS YOU!

Gail Sheridan-Lucht still needs help contacting several counties about the effort to install diaper changing stations in each county courthouse this year. The remaining counties are: Carroll, Cass, Cerro Gordo, Clarke, Clayton, Decatur, Des Moines, Dickinson, Emmet, Floyd, Fremont, Greene, Guthrie, Hamilton, Hardin, Harrison, Henry, Howard, Iowa, Jefferson, Lee, Lucas, Madison, Mahaska, Marion, Marshall, Montgomery, Pocahontas, Pottawattamie, Poweshiek, Sac, Shelby, Tama, Taylor, Union, Wapello, and Wayne. She also has a diaper-changing station in storage that she would like to donate to a county. If you can help, call Gail at 515-281-6374 or e-mail her at gail.sheridan-lucht@iwd.state.ia.us.

## The WellFem-in-Law® A column on well-being for I.O.W.A. #5-2002

### *Using Nature's Bounties*

If you happen to have any left over Zucchini or other veggies in the freezer—now's the time to use them! From the Feb 22-24, 2002 USA Weekend Today, I found an extremely versatile recipe for frittatas. Frittatas are the simplified Italian version of an omelet without the fuss.

#### **Have It Your Own Way Frittata**

2 tbsp. Olive oil  
 Filling Ingredients—see below  
 Salt and pepper to taste  
 1/2 ground nutmeg—fresh is best!  
 1 med. Clove garlic, minced  
 8 large eggs  
 3 large, heaping tbsp. Freshly grated Parmesan cheese  
 3 oz. additional cheese, grated or crumbled  
 2 tbsp. Minced parsley or basil

Use the middle rack of the oven, heat to 400 degrees. I have a wonderful round, non-stick, stovetop to oven skillet I use for making frittatas so I only have one pan to clean. (I recently saw this great pan/lid on sale for \$39.99 in a really good cooking supply catalog, email me if interested in source.)

Filling Ingredients: could use sautéed onion/zucchini and 1/2 c. mozzarella or asparagus and 4 oz. ham; or 3 cup chopped spinach and 6 oz. Italian sausage without the skins; or plum tomatoes and 3 oz goat cheese.

I like: about 2 cups grated zucchini and one onion, 1 cup chopped smoked turkey, handful of dried tomatoes, crushed, and for cheese: freshly grated Parmesan, some mozzarella and some Cheddar.

Sauté the onion until nearly translucent, add garlic. Then add thawed and drained zucchini or freshly grated zucchini. Cook for a few minutes.

Meanwhile, in a bowl, beat the eggs, salt, pepper and nutmeg. Stir in the various cheeses.

Pour all of this over the top of the veggie mixture. Cook it on the stovetop without stirring just until the edges start to set, 1-2 minutes. Put the pan in the oven. 10-12 minutes. No lid. It should have a nicely lightly browned top when it is done.

Serve with a nice green salad and you have a complete meal. P.S. This is delicious as a leftover, even cold from the fridge!

### *Eggs—Nature's Nearly Perfect Food*

For years now, eggs have received a bum rap due to our lack of scientific knowledge about their nutritional properties.

Dr. Linda Page, N.D., says: "'Eggsperts' are realizing what many of us in the whole foods world have long known. Although high in cholesterol, eggs are also high in balancing lecithins and phosphatides so they don't increase the risk of atherosclerosis. Nutrition-rich fertile eggs from free-fun chickens are a perfect food. The difference in fertile eggs compared to eggs from commercial egg factories is remarkable; the yolk color is brighter, the flavor fresher, the workability in recipes better. The distinction is most noticeable in poached and baked eggs, where the yolks rise higher. Eggs should be lightly cooked for the best nutrition, poached, soft-boiled, hard boiled or baked, never fried. Eggs are concentrated protein; use them with discretion." P. 87, Linda Page's *Cooking for Healthy Healing*, 2002, Traditional Wisdom, Inc. Publisher.

### *Free Range Chickens*

Here on the farm, my chickens have a very large pen with green grass. They also get to range even further in late afternoon to evening when I let them out the back gate to forage around the bins and farm buildings. They, of course, get into places they're not supposed to be—like in my garden or into the dog's food dish here at my house. I may or may not be growing a lot of onions this year as it appears they scratched out most of the little sets I painstakingly planted one by one on my hands and knees. Grrr... All of this necessitates practicing my chicken herding skills more often.

*The WellFem-in-Law column, continued from p. 12*

### *Herding Chickens & Zen Meditation*

I have my favorite chicken shooing stick—it works great when the chickens go around and behind bushes I can't get behind. It also works great to help move them along toward the gate or their doorway to their house. One thing I've learned is you can't hurry chickens when they are near a gate or doorway they are supposed to go through and not around or away from. Here a slow steady movement—i.e. my walking zen meditation style works best. Slow, easy, steady... I often think of the monks doing their daily walking mediation at the Benedictine Monastery in Snowmass, Colorado where, a few years ago, my daughter and I had the blessed good fortune to spend a week attending a seminar with these monks. Everyday they do their walking meditation and often so do I, when it is time to get my chickens back in their yard and house.

### *Update on Buddy*

Our abandoned twin baby calf, Buddy, has now been blended back into the cow herd so he has his own little rat pack of baby calves with whom to run around. We still give him his bottles, 2 bottles (1 gallon) 3x a day. Either we call him or he calls us, if we are late. He's a really good baby and I love telling him that at feeding time. His first day with the herd, I watched him playing butt heads with another little calf and I knew right then that all was well in my little calf's world.

### *Summer Vacation*

This column is going on summer vacation—I'm not. One of my N.D. classes on Conscious Eating is challenging me, immensely, and I'm eager to really get into this class this summer and report back in the fall on what I can regarding Ayurvedic Vata, Pitta and Kalpha body styles and what that means for compatibility in eating various foods. Meanwhile, the column will be abbreviated for the summer.

***Reportedly the Buddha said: "There are two mistakes one can make along the road to truth – not going all the way, and not starting."***

I've been contemplating this saying for over a week now, chewing on it in depth. To me, it brings up the difference between the 'I should do...' of my life and the 'I need to...' I believe the *shoulds* are probably the ones we need to say *no* to more often, as somehow, inherently, they have an aspect of resentment built into them (also known as guilt tripping.) The *needs* are the ones we know in our gut we are to do, often powerfully so!

Recently I went home to visit my mother, unexpectedly, for the weekend and to spend some time working on genealogy in Scott County. My mother was in the process of losing her very old kitty due to an accident of some kind, about which we'll never really know what happened. It was a hard time for Mom and somehow in my gut, I knew she needed me to be there and help take care of matters for her. So I made the 2 1/2 hr drive early on a Friday morning and surprised my mother. My sister and I returned Mom's kitty from the vet the next morning, after she had died, and dug the burial hole and laid the kitty to rest beside some trees my dad had planted. My brother made a little concrete marker for the kitty with her name on it. So we came together again as a family to help our mom, who has always been there to help us. This past week I received one of the most meaningful letters I have ever received from my Mom. The days do grow short...for all of us...the *need to* must be *tended to*....

***Meanwhile, be good to yourself. Keep deep breathing...new studies show a connection with weight loss. 'Til next time, when we'll explore more on body-mind-spirit issues affecting our health in "The WellFem-in-Law™" column. See you in the Fall—have a great summer everyone and thanks so much for the support to continuing this column! Bev Clark***

