



NEWSLETTER

FALL 2002

P.O. Box 4736, Des Moines, IA 50306 www.iowawomenattorneys.org

President's Message

by *Christine Conover*

Greetings. I am honored to serve as the President of the Iowa Organization of Women Attorneys for the 2002-2003 term. Our organization is coming off a year of "firsts": we honored long-time I.O.W.A. member Roxann Ryan with the First Annual Arabella Mansfield Award; we set up our website at www.iowawomenattorneys.org and a listserv so our members can communicate via cyberspace; and we partnered with the Iowa State Bar Association to host our Annual Meeting and CLE. I personally want to recognize Past-President Ruth Cooperrider's efforts in facilitating each of those highly successful "firsts" and to thank the 2001-2002 Board members for their leadership.

This year, the I.O.W.A. board members are again tackling several projects we believe I.O.W.A. members will find meaningful. Roxann Ryan, the winner of our First Annual Arabella Mansfield Award, continues to be the source of many good ideas for I.O.W.A. At her suggestion, we are working to establish a Gertrude Rush Award in honor of the first African American woman admitted to practice law in Iowa and a co-founder of the National Bar Association. I.O.W.A. hopes to announce the format of the award and the criteria in early 2003.

Also, thanks to Roxann Ryan's suggestion, the I.O.W.A. Board is examining the process of how each judicial district chooses members of the Iowa State Bar Association's Board of Governors. By researching and publicizing that process to our members and others who may not be familiar with it, we hope to encourage women to pursue positions on the ISBA Board of Governors.

After the success of last year's annual meeting held in conjunction with the ISBA annual meeting, we have again agreed to partner with the ISBA to host our annual meeting and CLE program. Alan Fredregill, this year's ISBA president, and others on the ISBA Annual Meeting planning committee have warmly welcomed the idea of I.O.W.A. continuing to partner with the ISBA in this manner. This year's program is still in the planning stages, so if you have ideas for our CLE program, please feel free to call or email Casey Webster, our CLE committee chair, at (515) 277-7452 or kcneese@hotmail.com. Also, we are still in the planning stages for the Annual Meeting banquet and awards program, so you may contact Heather Palmer at (515) 288-2500 or Heather.Palmer@lawiowa.com if you have any suggestions for her committee.

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President's Message

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Finally, I am privileged to serve with motivated, energetic and highly accomplished members of the I.O.W.A. Board of Directors. I hope you all have the opportunity to meet the board members. You can find their contact information on our website and in this newsletter. The board members are eager to serve women attorneys in Iowa in whatever way that they can. Please feel free to contact your district representative or other members of the board if you have questions, concerns, or ideas for the organization, or if you simply want to get to know some fabulous women attorneys.

I.O.W.A. 2003 Annual Meeting

by Miki McGovern

The I.O.W.A. 2003 Annual Meeting and CLE seminar will once again be held in conjunction with the Iowa State Bar Association Annual Meeting on June 18, 19 and 20, 2003 at the Des Moines Marriott Hotel. Mark your calendars now to join us and attend this meeting and obtain plenty of interesting CLE next summer! Sue Dulek and Mary Lynn Neuhaus are co-chairs of the ISBA Annual Meeting planning committee. Sue has been a dedicated member of I.O.W.A. for many years. This is her third consecutive year as co-chair of the Iowa State Bar Association Annual Meeting. Sue has been instrumental in encouraging ISBA and I.O.W.A. to join forces in planning programming for the members of the two organizations. Mary Lynn was a founding member of I.O.W.A.

Once again, I.O.W.A. members are planning a special CLE program track on the afternoon of June 19. The seminar will be followed by our Annual Meeting banquet, the passing of the gavel to the incoming I.O.W.A. board and the awards presentation.

Casey Webster is chair of the I.O.W.A. CLE committee. She has been working diligently to develop innovative programming for this afternoon track. Other I.O.W.A. members who are assisting with the CLE program include: Emily Gould Chafa, Gail Sheridan-Lucht, Anjie Shutts, Lu Ann White, and Miki McGovern. Heather Palmer is overseeing the Annual Meeting banquet events on Thursday evening.

I.O.W.A. will also have a booth in the ISBA exhibit hall. Last year, the organization was able to raise a considerable amount of money through its sale of items from "Emily's I.O.W.A. Boutique" during the annual meeting. Emily Gould Chafa will again be calling for volunteers to work at the booth on June 18, 19 and 20, 2003.

Highlights of the entire ISBA program include the entertainment on Wednesday evening. The Iowa State Bar Association has already contracted with Mr. Al Franken to provide an evening of laughter. Mr. Franken is an author, writer and comedian. For many years, he was featured on the "Saturday Night Live" television program.

Another highlight of the three-day program will be an appearance by Mr. A. P. Carlton, Jr., President of the American Bar Association. The ABA is the largest professional organization for lawyers in the world. Mr. Carlton is a lawyer in Raleigh, North Carolina who practices in corporate law and regulatory matters. He was elected president of the American Bar Association in August of this year. For many years, Mr. Carlton has been a friend and mentor to Alan Olson, the current president of the American Bar Association Young Lawyers Division. Mr. Carlton is committed to continue the ABA's dedication to ethics and professionalism. His wit, southern charm and "down home" attitude make him a popular speaker.

More details will follow in succeeding newsletters and via the listserv. Anyone with ideas for topics and speakers should contact Casey Webster by e-mail at kcneese@hotmail.com or by telephone at 515-277-7452.

NCWBA Holds Women's Bar Summit

by Miki McGovern

The National Conference of Women's Bar Associations held its Annual Women's Bar Summit and Annual Meeting at the American Bar Association Annual Meeting on Friday, August 9, 2002. The meeting was co-sponsored by the National Conference of Women Judges and the Women's Bar Association of the District of Columbia. Ms. Diana Savit of Bethesda, Maryland organized the summit. Lifetime Television and its new show, **"For the People"** provided financial support for the Summit.

Women bar association leaders from across the country convened at the George Washington University Law School for a daylong seminar. All participants wanted to discuss issues facing their organizations.

Carol Moser, a past president of PCWA and a former I.O.W.A. board member; Emily Gould Chafa, a past president of I.O.W.A. and PCWA and a current I.O.W.A. board member; and Miki McGovern, a past president of I.O.W.A. and PCWA and a current I.O.W.A. board member, represented I.O.W.A. and Polk County Women Attorneys (PCWA) at the Summit. Miki has served on the board of directors for the NCWBA since 1995 as a representative from both I.O.W.A. and PCWA.

Some of the topics discussed included: "Membership Services and Programs," "Judges: Advocacy, Grooming, Support and Endorsement" and "Bar Foundations." Each summit participant received written materials and a 2002 Leadership Directory that was published by the NCWBA.

The NCWBA sponsored a Public Service Awards Luncheon on the same day. The recipient of the public service award was the Capital District of the Women's Bar Association of the State of New York. Their project, The Capitol District Women's Bar Association Legal Project, involves 160 attorneys. The members provide legal representation, legal advice and information, and attorney training in exchange for *pro bono* work to low-income individuals in the Capitol Region of Albany, New York. This was the second time The Women's Bar Association of the State of New York had won the public service award. Previously, the association won the award in 1993 for its breast cancer awareness program.

Ms. Barbara Ferris of the International Women's Democracy Center was the keynote speaker at the luncheon. Ms. Ferris highlighted the role the



International Women's Democracy Center plays in training women in third world countries to become candidates for public office. The International Women's

Democracy Center is also working with both Catholic and Protestant women in Northern Ireland to find solutions to the political turmoil in their region. Ms. Ferris informed the group she had been requested to assist women in Afghanistan, however, she indicated it is still too dangerous for members of her organization to travel in that country.

The NCWBA Board of Directors held a board of directors meeting on August 10, 2000 at the law offices of Skadden & Arps. The board meeting lasted one day.

A number of NCWBA board members and other women attorneys attended a luncheon sponsored by The National Association of Women Lawyers, (NAWL). The National Association of Women Lawyers is a national voluntary legal professional organization devoted to the interests of women lawyers and the promotion of women's rights in general. NAWL was founded in 1899.

The NAWL luncheon program featured Ruth Bader Ginsburg, Associate Justice of the Supreme Court of the United States. Justice Ginsburg was the 2002 recipient of NAWL's highest honor, the Arabella Babb Mansfield Award. She was honored for her dedication to fairness and for the promotion of access to the justice system. Following the presentation of the award, Justice Ginsburg spoke to the audience about the life of Ms. Babb Mansfield, the first woman admitted to practice law in the United States, in Iowa. Justice Ginsburg also spoke at length about another groundbreaking woman lawyer and judge, Burnita Shelton Matthews, the first woman appointed to a life tenure federal district court judgeship. Emily Gould Chafa and Miki McGovern attended the luncheon.

During the NCWBA board meeting, the membership chair, Helen Perry Grimwood, reported that NCWBA had gained three new organizations as members in 2002. The NCWBA has copies of the 2002 Leadership Directory for sale at the price of \$25.00 each.

Dawn Siler-Nixon, President of NCWBA, announced the resignation of Diane Rynerson as

Member Achievement News

US Magistrate Judge Celeste Bremer, a loyal I.O.W.A. member, was recently named as a finalist for the Eighth Circuit Court of Appeals, to replace retiring Judge David Hanson. The other finalists for this position include: US Magistrate Judge Tom Shields, US Attorney Steve Colloton and Iowa Court of Appeals Judge Terry Huitink.

Susan A. Low, an Assistant City Attorney for the City of Des Moines, was elected to the Section Council for the ABA Government and Public Sector Lawyers Division. She is the representative from the State Bar Association Government Lawyers Sector. Susan is also Chair of the ISBA's Government Practice Section. In addition to those duties, Susan is President-Elect of the Polk County Bar Association. She will become President of the PCBA in May 2003.

Linda A. Whittaker, a former president of I.O.W.A. and a former member of the board of directors for the NCWBA, was recently named assistant general counsel of the Employment Division of Wal-Mart Stores, Inc. Linda has worked in the labor and employment law area for Wal-Mart for approximately four years. She currently resides in Arkansas. Linda graduated from the University of Iowa College of Law in 1991, and was admitted to practice law in Iowa that year. Formerly, she practiced law in Muscatine, Iowa at Stanley, Lande, and Hunter, P.C. Linda was admitted to practice before the United States Supreme Court when NCWBA had a group ceremony for women attorneys several years ago.

Professional Job Opportunities Abound!

See the I.O.W.A. Listserv for Details

If you are a member of the I.O.W.A. listserv, you've been bombarded recently with a number of notices for a variety of legal positions in various geographic locations and in a variety of substantive areas. Several academic positions have been announced as well as an abundance of positions available through the ABA's CEELI program. A few positions within the state and particularly within the Des Moines area have also been announced. If you are not a member of the I.O.W.A. listserv, please provide your e-mail address to Emily Gould Chafa, I.O.W.A. Public Relations Chair, and she will add you to the list. You will receive instant notification of job opportunities and other news of interest to women attorneys and law students. You may also share information with others on the list. Please contact Emily at ebchafa@dmgov.org to add your name to the list or with any questions or concerns regarding the listserv.

NCWBA Summit

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NCWBA Executive Director. Ms. Rynerson is leaving her position to pursue new directions in her legal profession. She had been executive director of the NCWBA for more than six years. She also served on the editorial board of *Perspectives Magazine*. Diane was instrumental in initiating the NCWBA web site, found at www.ncwba.org.

President Dawn Siler-Nixon established a Search Committee for the purpose of hiring a new executive director. The committee is comprised of the current president, the president-elect and the past president.

Paula Holderman, liaison to the ABA Commission on the Status of Women, reported on the activities of the Commission. The Commission is contributing \$50,000.00 for a study of women attorneys of color in various areas and the Commission will publish an updated "*Best Practices*" manual. The NCWBA will act as a resource and provide information to the project.

The NCWBA will host another Women Bar Leader's Summit during the 2003 ABA Annual Meeting. The 2003 ABA Annual Meeting will be in San Francisco from August 7-13, 2003. The cost for the summit is expected to be low so as to encourage greater participation. It is scheduled for Friday, August 8, 2003.

The NCWBA held its Fall Retreat in Tampa, Florida on November 8 and 9, 2002. The chief issue considered was the hiring of an executive director. Other issues under consideration were be creating a logo, the NCWBA Foundation and the 2003 Mid-Year ABA Meeting in Seattle, Washington.

The ABA Mid-Year meeting will be held February 5-11, 2003. There is no charge for the registration. The registration can be accomplished via the Internet. Interested persons should contact: www.abanet.org/midyear/2003/home.html.

Miki McGovern attended the NCWBA Fall Retreat. This year Miki has been appointed to serve on the NCWBA Newsletter Committee and the NCWBA Public Service Award Committee.

We Will Miss Her

Tvrdik, Former President of I.O.W.A., Passes Away

Diane Tvrdik, a past president of I.O.W.A., passed away on August 31, 2002. Diane had been battling cancer for some time. She died at the age of 56. A memorial to life was held in her honor on September 7th at her home in Pleasant Hill, Iowa.

Diane graduated from St. Cloud State University in 1975 with a degree in education. She worked for General Electric Company in Carroll, Iowa from 1975 to 1985. During that time, she also taught English as a Foreign Language at Des Moines Area Community College.

After some years, Diane enrolled as a student at the Drake University Law School. She continued teaching at Des Moines Area Community College while she was a law student. This time she taught in the paralegal program. She also clerked for a small law firm that specialized in personal injury law while she was in law school. After her second year at Drake, Diane returned to Carroll, Iowa to become an intern with the Carroll County Attorney's office. It was there that she cultivated her interest in prosecution and trial advocacy.

Diane graduated from law school in 1988. She began her career as a Child Support Recovery Attorney. She served seven rural counties in the western portion of Iowa, including Carroll County.

In 1989, Diane moved to Des Moines to accept a position as an administrative law judge and mediator with the Iowa Public Employment Relations (PERB) Board. As an employee for the state, Diane served as a liaison between her agency and the One Gift Program as well as the coordinator for the "Toys for Tots" program at the PERB Board. Diane held the administrative law judge position until her retirement in May of 2002. She held a deep interest in the activities of the Iowa Association of Administrative Law Judges.

Diane also continued teaching during her tenure at the PERB Board. She taught Labor Relations at Upper Iowa University at the Des Moines Campus for many years.

For eight years, Diane served as a Court Appointed Special Advocate (CASA). In that position, she was able to assist the juvenile court in resolving child abuse cases. Diane was an ardent supporter of the CASA program. She continually worked to recruit program advocates. She showcased the program at the last regional convention of the National Association of Women Judges in Des Moines, Iowa at the Iowa State Historical Building in 1998.

Diane served as president of I.O.W.A. in the mid-1990's. She consistently volunteered time and efforts to I.O.W.A. She was one of the first I.O.W.A. members to attend the Women's Bar Summit that was sponsored by the National Conference of Women's Bar Associations (NCWBA) at the Annual Meeting of the American Bar Association in New Orleans. Thanks to Diane's involvement and contacts with members at that meeting, I.O.W.A. has now taken a leadership role in the NCWBA.

In addition to all of the above, Diane regularly donated mittens and hats to the Crisis Center in Des Moines. Her co-workers were deeply inspired by her generosity to the organization.

Diane is survived by her husband, Cole and their son, Steven. She will be greatly missed by her friends in I.O.W.A.

Memorial contributions can be made to the Diane Tvrdik Scholarship Fund, Upper Iowa University. Contributions can be mailed directly to the Wells Fargo Bank, 1055 NE 56th, Pleasant Hill, Iowa 50327.

Need Any Holiday Shopping Ideas? Visit Emily's I.O.W.A. Boutique!

Once again, Emily Gould Chafa stocked the I.O.W.A. "Boutique" with a supply of beautiful pins made by Designs by Lucinda. The current supply includes the ever-popular Woman Pins, Little People Pins (also a few in Christmas and Winter styles), and Jewel Pins in Christmas Tree, Angel, Flower and Cross pin styles. The proceeds from the sales of these pins benefit I.O.W.A. and related projects. Emily also has a supply of I.O.W.A. T-shirts, sweatshirts and mugs



for sale. She still has a number of Puckerbrush Potluck Recipe Cards, created in honor and memory of Bess Osenbaugh. Please contact Emily at ebchafa@dmgov.org with any questions about any of these items or to place an order. We appreciate your support of these fundraising endeavors.

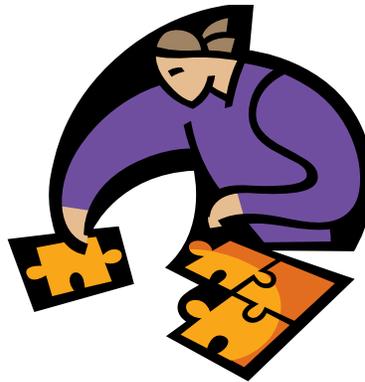
Bits and Pieces

Please visit the I.O.W.A. website at www.iowawomenattorneys.org and view the **WellFem-in-Law columns** written by I.O.W.A. member Bev Clark. These columns are filled with wonderful practical advice for all of us to take care of ourselves in addition to all the caring and tending we do for and to others. All of the columns from the past year are accessible via the website.

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Does your county courthouse have a diaper changing station in at least two public restrooms? If it does, you should probably thank I.O.W.A. Past President Gail Sheridan-Lucht for that convenience. If your courthouse is lacking this amenity, please contact Gail Sheridan-Lucht at gail.sheridan-lucht@iwd.state.ia.us and ask her what you can do to help complete the “**202 in 2002**” **project**. Gail has worked tirelessly for the past few years to achieve the goal of installing diaper changing stations in the men’s and women’s restrooms in every courthouse in Iowa. (101 courthouses x 2 restrooms = 202) Since the end of the year is fast approaching, she would greatly appreciate any and all assistance from as many I.O.W.A. members as possible. Thanks to all of you who worked to accomplish this goal in your county courthouse.

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Many thanks to all of you who contributed your time and talents to serve as judges (or coaches) for the **Middle School Mock Trial Tournaments** held around the state these past few weeks. The mock trial program administrators are consistently amazed and thankful for the level of participation from women attorneys. They realize that many of us are asked to volunteer to serve as judges for a great number of mock trial tournaments and other similar student competitions and truly appreciate all we do for the students of Iowa.

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Looking for some law-related statistics? The ABA Section of Legal Education compiled a number of statistics that are available online at www.abanet.org/legaled/statistics/stats.html that include the number of women law students, minority law students, etc.

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Did you receive this newsletter via regular snail mail? If so, we probably don’t have your e-mail address. I.O.W.A. would like to become a paperless organization if at all possible. Please provide your e-mail address to Emily Gould Chafa at ebchafa@dmgov.org so that she can add you to the **I.O.W.A. listserv and e-mail distribution list**. You will receive information of interest to women attorneys and law students on a regular basis. You may easily consider this information, pass it on to others or just delete it without killing any trees! Please feel free to contact Emily with any questions about the logistics of the listserv and its policies and practices.

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Do you know other women attorneys or law students (and non-women, of course, are also welcome) who may be interested in joining I.O.W.A.? You may obtain a membership form from the website at www.iowawomenattorneys.org that you can download and/or print to send to potential members. You can also use it yourself to pay dues or to update your membership information. Please contact I.O.W.A. Membership Chair Brandy Dulceak at BrandyD@slhlaw.com with any questions about the status of your I.O.W.A. membership and/or with any ideas to increase and encourage membership in the organization.

IOWA WOMEN'S HISTORY QUIZ: Test Your Knowledge of Iowa's Female Leaders

(most of these questions were borrowed from a quiz on the Iowa Commission on the Status of Women's website.

Hint: some women may be the correct answer to more than one question.)

1. Who was the first woman attorney admitted to practice law in the United States?
2. Who was the first African-American woman admitted to practice law in Iowa?
3. Who was the only woman to help found the National Bar Association?
4. Who was the second African-American woman admitted to practice law in Iowa?
5. Who was the first African-American woman to serve in the State Legislature?
6. Who was the first woman to be employed as an Assistant Polk County Attorney?
7. Who was the first woman appointed to serve on the Iowa Supreme Court?
8. Who was the second woman appointed to serve on the Iowa Supreme Court?
9. Who was the first woman elected to statewide office in Iowa?
10. Who was Iowa's first female Secretary of State?
11. Who founded the Iowa Highway Patrol?
12. Who was the first woman to earn an M.A. in journalism from the University of Iowa?
13. Who was the first writer of the Nancy Drew series?
14. Who was the first woman appointed as a Superintendent of a City School District in the United States?

For more information about trailblazing Iowa women, past, present and future, visit the Iowa Commission on the Status of Women website at <http://www.state.ia.us/dhr/sw> and read about the studies and activities of this state agency. You may also ask to receive the IoWoman newsletter electronically by sending a request to dhr.icsw@dhr.state.ia.us or to the attention of Lori SchraderBacher at that address.

Answers: 1. Arabella Mansfield (in 1869); 2. Gertrude Rush (in 1918); 3. Gertrude Rush (in 1925); 4. Willie Stevenson Glanton (in 1953); 5. Willie Stevenson Glanton; 6. Willie Stevenson Glanton; 7. Linda Neuman (in 1986); 8. Marsha Ternus; 9. Mary E. Francis (Superintendent of Public Instruction in 1922); 10. Ola Babcock Miller; 11. Ola Babcock Miller; 12. Mildred Witt Benson; 13. Mildred Witt Benson; 14. Phebe Sudlow (in 1874 in Davenport)



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