



IOWA Annual Meeting, June 19, 2003

by Christine Conover

The Annual Meeting and banquet of the Iowa Organization of Women Attorneys convened on June 19, 2003, at the Marriott Hotel in Des Moines. For the second year in a row, I.O.W.A. hosted its annual meeting and CLE program in conjunction with the ISBA Annual Meeting. Over 50 people enjoyed dining, socializing and hearing from honored guests at the meeting.

Vice-President Heather Palmer introduced Judge Celeste Bremer as the recipient of the Second Annual Arabella Mansfield Award. The award is given in memory of Arabella Mansfield to honor a lawyer who has nurtured women in the legal profession. Judge Bremer shared some timely wisdom from her experiences in the legal profession in accepting the award. I.O.W.A. was honored that several of Judge Bremer's colleagues from the bench joined the group in congratulating Judge Bremer.

Val McCown, Treasurer of the Iowa Chapter of the National Bar Association, and long-time I.O.W.A. member Roxann Ryan, introduced Willie Stevenson Glanton as the recipient of the First Annual Gertrude Rush Award. The Iowa NBA and the I.O.W.A. jointly sponsored the award to honor a lawyer who has demonstrated leadership in the community and in the legal profession and demonstrates concern for human and civil rights. Ms. Glanton, who was the keynote speaker at the 2002 I.O.W.A. Annual Meeting and banquet, shared some of her experiences as only the second African-American woman admitted to the Iowa Bar. Many INBA members and friends of Ms. Glanton were present to congratulate Ms. Glanton on the award.

I.O.W.A. was honored to have several officers from the ISBA join the group for dinner, including President Alan Fredregill, President-Elect Kevin Collins and Past-President Joe Holland. President Fredregill thanked I.O.W.A. for the invitation and encouraged I.O.W.A. members to continue to be involved in the ISBA as well as I.O.W.A.

Roxann Barton Conlin was the keynote speaker for the evening. Despite being in the middle of a long trial, Ms. Conlin entertained and educated the crowd with research she had done about laws from around the country that affected

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IOWA 2002-03

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President's Message

by Anjela Shutts

Recently I was privileged to take part in the Iowa State Bar Association strategic planning committee. As a part of our discussion, we brain stormed on how to insure that bar activities and associations stay relevant to its members.

I.O.W.A is at a similar crossroads. Gone are the days where women are "new" or "scarce" in the legal profession. Twenty years ago a group of pioneering women began this organization as a way to provide professional and personal support for women lawyers. It makes me smile when I remember one founding member talk about how I.O.W.A. was deemed a "subversive" organization and how she was cautioned against being a part of it if she ever wanted to grow in her practice or join the bench.

At both law schools in the state of Iowa, women make up ½ of the classes each year. Women are on the bench at every level. However, the Iowa State Bar Association has only seen one female president and no woman currently is in position to lead that organization. We still have work to do.

How I.O.W.A "stays relevant" to its members is of utmost concern to me and a major initiative of my presidency. This is why I have challenged each member of the board to recruit 5 new or returning members to the organization. We also want to hear from our current members: what works with the organization, what do you want us to improve, what do you want us to provide to you. We can only make improvements and changes if we hear from our membership. Please feel free to contact me at shutts@whitfieldlaw.com or call me at 515/246-5536.

I am excited about the board and my year leading an organization which will celebrate its twentieth year of existence. Please join me in that excitement.

Law Student Events

Drake Law Women

Approximately 35 women attorneys and Drake law students met and socialized on September 30 at the Drake Diner in Des Moines. This event served as a successful networking and membership recruiting tool for I.O.W.A. and PCWA. The women attorneys present communicated the importance of getting to know other women in the profession to the law students. They also praised the informal, friendly mentoring that organizations like I.O.W.A. and PCWA can provide to all of their members. I.O.W.A. gained a number of law student members from this event. (Thank you Drake women law students!) This also gave current I.O.W.A. members a chance to socialize and meet each other. For those of you in eastern Iowa, I.O.W.A. intends to hold a similar event with the OWLSS organization at the University of Iowa Law School in the near future. Stay tuned for details on this event.

2003 Annual Meeting

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women. Although many in the crowd laughed at some of the paternalistic old laws, attendees were surprised to learn that some of the laws were in effect even in modern times. Ms. Conlin encouraged attendees to keep the past in mind as we continue to support the movement for women's equality.

President Christine Conover conducted a short business meeting and announced the new I.O.W.A. board members for the 2003-2004 year. Incoming President Anjela Shutts adjourned the meeting, thanked the board for their efforts this past year, and recognized Vice-President and Annual Meeting Committee Chair Heather Palmer and her committee members for their hard work in planning a successful banquet recognizing I.O.W.A. members and their achievements. Join us next year to celebrate I.O.W.A.!

Meet the 2003-2004 Board Members

We are excited about a new year with I.O.W.A. While several of our board members are long time active members of I.O.W.A and returning board members, we also have a number of new members serving on the Board. We encourage all of you to continue your involvement with I.O.W.A. and become active in one of the committees. If you are interested in helping out with a committee, please contact the committee chair. We'd love your help!

President: Anjie Shutts

Anjie is a 1993 Luther College graduate and a 1996 Drake Law graduate. Since graduating from law school, Anjie has been with Whitfield & Eddy in Des Moines where she practices exclusively in the family law area. She is also trained and certified by the Supreme Court to mediate family law disputes. Anjie is married to Peter Kitundu, who is a lawyer at Allied Insurance. They had their first child October 1, 2003.

President-Elect: Jackie Armstrong

Jackie is an attorney with Brown Kinsey & Funkhouser in Mason City. She practices employment, worker's compensation and social security law. Jackie formerly did corporate work in New York, Boston and Atlanta. She is married to Dr. Gary Levinson and has three children: Elana (U. of Iowa) Jacob (16) and Ben(13).

Vice President: Heather Palmer

Secretary: LeAnne Krell

Treasurer: Deborah Svec-Carstens

Deborah is a graduate of Luther College and the University of Iowa College of Law. She is an associate with The Baudino Law Group, PLC in Des Moines, practicing in the area of corporate health law. In August 2003, she completed a two-year clerkship with Chief Justice Louis A. Lavorato of the Iowa Supreme Court. Prior to that, she served as judicial law clerk to Hon. Robert E. Mahan of the Iowa Court of Appeals for one year, and as judicial law clerk to the judges of the Seventh Judicial District of Iowa in Davenport for one year. She and her husband live in Ankeny.

Past President: Christine Conover

Christine Conover is a graduate of Iowa State University and of the University of Iowa College of Law where she graduated in 1998. She is a litigation associate at Simmons, Perrine, Albright & Ellwood, P.L.C. in Cedar Rapids. She enjoys spending time with her family in Sioux City, Iowa, Mapleton, Iowa, and Duluth, Minnesota.

1st District Rep.: Emily Pittenger

Emily works at Randall & Nelson, PLC in Waterloo where she practices primarily residential real estate work. She and her husband Matt have a very spoiled dog, Lucy, and are expecting their first baby in April.

2nd District Rep.: Jackie Armstrong

3rd District Rep.: Sarah Kuehl-Kleber

Sarah works at the Heidman Law Firm in Sioux City, Iowa, where she practices in workers' compensation and employment law. She and her husband Tom are expecting their first child in March.

4th District Rep.: Karen Dales

5th District Rep.: LeAnne Krell

6th District Rep.: Jenny Shulz

Jenny is a 1994 Wartburg College graduate and a 1998 University of Iowa College of Law graduate. She is a staff attorney with legal aid in Cedar Rapids where she has worked since 2000. She focuses primarily on family law issues.

7th District Rep.: Brandy Dulceak

Brandy is an associate attorney with Stanley, Lande & Hunter, in their Muscatine office (there are also offices in Davenport and Wilton). The firm does everything but criminal and juvenile work and Brandy works in all of the firm's practice areas but focuses on business related law. Brandy just started her third year with this firm. Brandy lives in Muscatine with her fiancé, Sean and their dog, Magnus. She is active in the local chapter of Business and Professional Women. Since she bought their house in May, Brandy spends most of her free on DIY projects!

8th District Rep.: Kathy Salazar

Kathy graduated from the University of Iowa in 1994 and received her J.D. in 2000 from the University of Missouri, Columbia. She is an attorney with Bordwell & Salazar, PLC in Washington, IA where she practices primarily in immigration, family and juvenile law. She is married to Jorge Salazar and in her spare time enjoys traveling, collecting pottery, and reading.

Public Relations Chair: Emily Gould Chafa

Emily works as an Assistant City Attorney for the City of Des Moines Legal Department, where she has been employed since 1990. Emily Gould Chafa has been an active member of I.O.W.A. and the Polk County Women Attorneys for many years. In the little spare time she

Meet the 2003-2004 Board Members*cont'd from page 4*

has, Emily sings with the Des Moines Choral Society and is that group's current President, sings with the Plymouth Church Chancel Choir, serves on the Plymouth Fine Arts Series Committee and is active in her neighborhood association. She is married to Brad Chafa, who own and operates a countertop business in Ankeny. Emily has a nine-year-old son and a fourteen-year-old stepdaughter. She spends the rest of her time attending their baseball, football, basketball and softball games, swimming meets and other school activities.

CLE Chair: Mary Spellman Walsh

Membership Co-chair: Brandy Dulceak

(see article, page 9)

Membership Co-chair: Lisa Shileny

Lisa just began her second year working as an associate for Stanley, Lande & Hunter in their Davenport office. She does work in all of the firm's practice areas but currently practices mostly in the areas of real estate and family law. She and her husband, Aaron, live with their dog, Abbie, in Davenport. She is active as a volunteer for the Quad City Symphony and the Iowa Special Olympics.

Annual Meeting Chair: Heather Palmer

Professional Action Chair: Ruth Cooperrider

Ruth is a 1981 graduate of the Iowa College of Law. She is the Deputy Ombudsman and Legal Counsel for the State of Iowa's Office of Citizens' Aide/Ombudsman in Des Moines. Ruth has been an involved member of I.O.W.A. for a number of years. She is presently single and lives with her cat and hopefully a puppy soon in a new home. She enjoys musical theaters, concerts, sport events, reading and movies (especially mysteries).

Newsletter Chair: Liz Croco

Liz is a 1996 Grinnell College graduate and a 2000 University of Iowa College of Law graduate. She is an associate attorney with Simmons, Perrine, Albright & Ellwood, P.C. in Cedar Rapids where she practices primarily civil litigation and dabbles in family law. Liz is married to Matthew, an orthodontic resident at the University of Iowa College of Dentistry. They live in North Liberty with their cat Herky and their puppy Charlie and are expecting their first child in December.

Bar Liaison Chair: Miki McGovern

**IN THE SPOTLIGHT****Sue Flander**

There are many outstanding women attorneys working in our communities whose devotion to the practice of law and the ideals of justice and equality greatly benefit members of our communities.

In this issue, I.O.W.A. has chosen to recognize Sue Flander, an attorney in the public defender's office in Cerro Gordo County for her work in a difficult case.

Second District Representative Jackie Armstrong said this about Ms. Flander:

"I was inspired to submit her name in response to her recent heroic attempts to protect a black American woman in Cerro Gordo County District Court.



The indigent defendant is a tragically limited woman with a severely limited IQ. She worked in a deli but supplemented her income with prostitution and was convicted of murdering an 85-year-old "client" over a refusal to provide her with funds for drugs.

"Why on earth, you might ask, would such an unsavory set of facts inspire recognition for this defender? It is precisely because of the terrible circumstances that Ms. Flander's defense represents the best in our profession. It is not brave and admirable (necessarily) to strike up the cause of the famous and attractive, the virtuous and sympathetic. Our system of justice for all depends upon the willingness of the best in our profession to go to battle to protect the interests of every single person, and the public defender's office does that every day.

"Sue Flander and her colleagues are unsung heroines and heroes in my view. They receive little praise or recognition from the public or their professional peers. A photograph in our local news showing Sue Flander's comforting arm around her convicted client spoke volumes about the compassion inherent in her practice of law."



Hon. Celeste Bremer Receives 2003 Arabella Mansfield Award

by Emily Gould Chafa

The Iowa Organization of Women Attorneys (I.O.W.A.) presented the Honorable United States District Court Magistrate Judge Celeste Bremer with the second annual Arabella Mansfield Award at the organization's annual meeting and banquet on June 19, 2003. I.O.W.A. established the Arabella Mansfield award in 2002 to recognize and honor women lawyers who have promoted and nurtured women in the legal profession.

The award is named after Arabella Babb Mansfield, the first woman lawyer admitted to the practice of law in the United States. Ms. Mansfield read 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. The judges who voted for her admission decided to interpret the statute as gender-neutral. She was also active in the women's suffrage movement, but died in 1911, before women obtained the right to vote.

Judge Bremer graduated from the University of Iowa College of Law in 1980. After law school, she began her legal career as an Assistant Scott County Attorney and as an Assistant Iowa Attorney General. In 1979, Judge Bremer moved to private practice. She expanded her legal experience to include in-house corporate representation for Deere and Company, and later for Economy Forms Corporation. She was appointed as part-time federal magistrate judge in 1984 and received a full-time appointment as a federal magistrate judge in 1990.

Judge Bremer was recognized by I.O.W.A. because she has served as advocate, teacher, mediator, mentor, and friend to men and women who practice law in

Iowa. Judge Bremer has influenced women to pursue legal careers and has advanced the opportunities for women within the profession, serving as mentor and supporter for women who are contemplating a legal career or lawyers who are considering a change in their careers. Judge Bremer credits much of her early success to the benefit she received as an intern at the Davenport Police Department during college and at the Scott County Attorney's Office during law school. She passed on her valuable mentoring experiences when she became a part-time United States Magistrate Judge by soliciting law students to work as interns in her office.

Over the years, more than 100 interns have come through Judge Bremer's chambers for her informal mentoring program. Mentoring has been so important to Judge Bremer that she created a mentoring program for new judges. The program was the topic of her doctoral dissertation, *Impact of a Mentoring Program on Occupational Stress, Personal Strain, and Coping Resources of Newly Appointed U. S. Magistrate Judge*. She concluded from her research that mentors benefit as much from the mentoring relationship as the protégés. She found that judges benefited from mentoring, and that new women judges benefit even more from mentoring because women remain underrepresented in the judiciary. As a result, new women judges generally have more stressors in their lives, and they are less likely to find mentors.

Judge Bremer's professional activities and dedication to mentoring exemplify the purpose of the Arabella Mansfield award, to promote and nurture women within the legal profession. I.O.W.A. thanks Judge Bremer for her efforts and congratulates her on her many accomplishments.

Complete Your Holiday Shopping and Support I.O.W.A. - Visit Emily's I.O.W.A. Boutique!

Once again, Emily Gould Chafa is stocking 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, including new Christmas style Woman Pins, Little People Pins, Flag Pins and new Peace Pins. All of these styles sell for \$14.00. She also has a number of "Jewel" Pins in Dog, Cat, Angel, Flower, Christmas Tree and Cross pin styles. The Jewel Pins sell for \$20.00. 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 or 515-283-4530 with any questions about any of these items or to place an order. We appreciate your support of these fundraising endeavors.

Willie Stevenson Glanton Receives First Gertrude Rush Award

The Iowa Organization of Women Attorneys (I.O.W.A.) and the Iowa Chapter of the National Bar Association (INBA) presented Willie Stevenson Glanton with the first annual Gertrude Rush Award at the I.O.W.A. annual meeting and banquet on June 19, 2003. I.O.W.A. The INBA established the Gertrude Rush Award in 2003 and jointly co-sponsored the award to recognize a lawyer who manifests the pioneering spirit of Gertrude Rush, demonstrates leadership in the community and in the legal profession, and demonstrates concern for human and civil rights.

The award is named after Gertrude Rush, the first African-American woman to be admitted to the practice of law in Iowa, in 1918. She began to study law in 1908 under the tutelage of her husband, James Rush. She sat for the Iowa bar examination in the summer of 1918, passed the bar examination and was admitted to practice law in the State of Iowa. She was the first and only African American woman admitted to practice law in Iowa until 1953, when Willie Stevenson Glanton became the second African American woman admitted to practice law in Iowa. Gertrude Rush became one of the founders of the National Bar Association after she and four other black lawyers were denied membership in the American Bar Association in 1924. The National Bar Association (NBA) was officially founded in 1925 and incorporated in 1926. Mrs. Rush was also a composer of religious songs and was active in many church and civic organizations.

Following in the footsteps of Gertrude Rush, Willie Stevenson Glanton has been a pioneer and leader in many ways. She was inducted into the Iowa Women's Hall of Fame in 1986 for her dedication to the law, human services, and civil rights. Mrs. Glanton worked full-time while attending law school in the evening at the Robert H. Terrell Law School in Washington, D.C., graduating in 1953. She was the first African-American woman elected to the Iowa Legislature and served as the first woman Assistant Polk County Attorney. Mrs. Glanton helped maintain the vitality of the National Bar Association that Gertrude Rush helped to establish in 1925.

In the 1960s, the U.S. State Department sent Ms. Glanton to Africa and Southeast Asia to compare laws and their application to women in those countries. She was an attorney and equal opportunity advocate with the Small Business Administration for many years. Mrs. Glanton has been a civic and community leader in Des Moines and she has been recognized by many organizations for her tireless efforts to make Des Moines a better place for all people.

Mrs. Glanton's professional and personal accomplishments exemplify the purpose of the Gertrude Rush award, to recognize leadership in the community and in the legal profession, and concern for human and civil rights. I.O.W.A. and the INBA thank Mrs. Glanton for her efforts and congratulate her on her many accomplishments.

Continuing Legal Education Opportunities

Free continuing legal education is available for attorneys who provide pro bono counsel to clients through the Volunteer Lawyers Projects of the Polk County Bar Association and Iowa Legal Aid and the Pro Bono Project of HELP Legal Assistance and the Scott County Bar Association. The Iowa Legal Aid Volunteer Lawyers Project offers four to six seminars each year. Most are on the Iowa Communications Network in the ten communities with Iowa Legal Aid Regional Offices, and additional sites may be available upon request. Contact Iowa Legal Aid for details. A voluntary contribution is requested to offset the cost of ICN expenses and the cost of training materials. Lawyers who do not participate in Volunteer Lawyers or Pro Bono Projects can attend with payment of a registration fee. Upcoming CLE events are: **View from the Bench: Tips on Courtroom Conduct**, November 7, 2003, 8:30 a.m. to 12 noon.

Two additional continuing legal education events are being sponsored this year by Iowa Legal Aid that are not part of the Volunteer Lawyers Project series. For these seminars, a registration fee is required of all participants, but a reduced rate is extended to participants in Volunteer Lawyers Projects: **Juvenile Law**, November 14, 2003, 8:30 a.m. to 4:30 p.m., and **Family Law**, December 10, 2003, 8:30 a.m. to 4:30 p.m.

Seminar locations and registration materials for seminars will be available in the future. All will include a site in Des Moines. For additional information, contact Linda Grathwohl at Iowa Legal Aid - 515/243-2980 extension 1630.

The National Conference of Women's Bar Associations

by Miki McGovern, member of Board of Directors of NCWBA since 1995, nominated by Polk County Women Attorneys; assigned as Liaison to IOWA, PCWA and Women Lawyers Association of Greater St. Louis

The National Conference of Women's Bar Associations (NCWBA) held its Annual Meeting in conjunction with the ABA Annual Meeting in San Francisco, California on August 8th and 9th. For those who are not familiar with the NCWBA, the following information details the organization.

The NCWBA currently has 50 member organizations. Thirty states are represented. The NCWBA estimates the number of women who are included total 22,000 to 24,000. The organization has an executive director who is paid. She is Pamela Ly Nicholson. All other positions on the board are unpaid. NCWBA has its own website with a bulletin board page. The organization can be reached at: www.ncwba.org.

Any professional association for women lawyers which subscribes to the purposes of the association is eligible to become a member of the NCWBA. Both the Iowa Organization of Women Attorneys and Polk County Women Attorneys are long-time members and active supporters of the NCWBA. Other women's bar associations from the Midwest have taken an active role in the activities of the NCWBA.

Each NCWBA Board member serves as a representative of her member organization. A member organization must nominate someone to serve on the NCWBA Board. The member organization must maintain membership in the NCWBA in order for the representative to stay on the NCWBA Board. The member is assigned to coordinate activities between the NCWBA and local organizations.

In its Bylaws, the NCWBA states its purposes to be:

- (1) to promote and assist the growth of local and statewide women's bar associations and women's bar sections of local and statewide bar associations;
- (2) to serve as a vehicle for the exchange and dissemination of information and ideas among women's bar associations and women's bar sections of local and statewide bar associations;
- (3) to promote and protect the interest of women attorneys in achieving full participation in all the rights, privileges, and benefits of the legal profession; and

- (4) to promote the advancement of women in society and in the administration of justice.

The NCWBA Board of Directors consists of the officers of the Association, the immediate past-president, and not less than sixteen directors and not more than twenty-two. Officers with the exception of President and President-Elect, may hold up to three successive terms of office. (A change in the By-laws that took effect in June of 2002.)

The NCWBA is permitted one voting member to the ABA House of Delegates. Currently, Marjorie O'Connell from Washington, D.C. is the representative to the ABA House of Delegates. She is serving her second five-year term as an ABA Delegate.

The ABA Commission on the Status of Women permits one NCWBA member to serve as a delegate to the ABA Women's Commission. Paula Hudson Holderman of Chicago, Illinois is the current delegate to the Women's Commission. She attends all Commission meetings. Currently, the Commission is conducting a Women of Color research project. The Commission also publishes *Perspectives Magazine*. The head of the editorial board is Leslie Altman, a NCWBA board member from Minneapolis, Minnesota.

The Commission recently announced the American Board of Trial Advocates (ABTA) is attempting to identify women who meet its criteria for membership. Membership criteria include the completion of 20 civil jury trials.

The NCWBA Board of Directors is required to meet during the time period that the ABA Annual Meeting is held. (The first week in August is the usual time.) A Mid-year Meeting is held in conjunction with the ABA Mid-year meeting. (This is usually the first weekend in February.) The 2004 NCWBA Mid-year meeting will be held February 6-7 in San Antonio, Texas. Additionally, there is a fall retreat. The 2003 Retreat will be held on October 24-25, 2003, at the University Club in Portland, Oregon. The Retreat will begin at noon on the 24th and conclude at 5:00 p.m. on the 25th. Plans and goals for the upcoming year are usually finalized at the Fall Retreat.

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NCWBA publishes a newsletter for its members. This year, the editor will focus on the appearance of the newsletter. Quarterly editions are anticipated. Last year, Jackie Armstrong, IOWA President-elect, was a featured writer.

A foundation has also been created by the NCWBA. Applications for grants can be directed to the foundation for consideration by its own board of directors. IOWA has donated money to the foundation on occasion.

For a number of years, the NCWBA has sponsored a Women's Bar Leadership Summit at the ABA Annual Meeting. This year NCWBA partnered with Golden Gate University School of Law, National Association of Women Lawyers, (NAWL), California Women Lawyers, and Queen's Bench to present a one-day program. The presenters at the 2003 Summit discussed Mentoring, Marketing and Professional Development, Getting Women on the Bench, and Changing the World – International Issues with Barrister Stella Odife, coordinator of Women's Organization for Gender Issues in Lagos, Nigeria. Ms. Odife discussed, "Women's Rights and Democracy in Nigeria." U.S. Senator Barbara Boxer spoke on "Pending Threats to Freedom of Choice." She also addressed the California recall election. Senator Boxer was the luncheon keynote speaker. She was jointly sponsored by NCWBA and NAWL. All summit attendees were afforded time to share ideas with one another. There was an evening cocktail party on August 7, 2003. The next Women's Bar Leader Summit will be in Atlanta on August 6, 2004. More details will be provided later in the fall.

Book Review

by *Christine Conover*

Gender on Trial: Sexual Stereotypes and Work/Life Balance in the Legal Workplace



Holly English attempts to shed light on the increasingly complex issue of gender in the legal workplace in her new book *GENDER ON TRIAL: SEXUAL STEREOTYPES AND WORK/LIFE BALANCE IN THE LEGAL WORKPLACE*, available at

www.lawcatalog.com, 1-800-603-6571 and select bookstores.

Ms. English is the daughter of two lawyers. She and her mother were the first mother/daughter pair to graduate from Boston College Law School. Although the book is comprised primarily of interviews with 180 legal practitioners (130 women and 50 men), Ms. English draws on her family history and her own experiences as a law clerk, litigator, writer and consultant to establish the framework for the book. She explains that her project began as a book on women's issues in the legal workplace but morphed into an analysis of the difficulties both genders face in balancing legal work and the other demands of life. The book starts with some statistics and historical notes about women entering the profession and proceeds to a review of sexual harassment laws and to an extensive outline of the difficulties that (mostly) women lawyers currently face.

Due to the nature of Ms. English's research, many of the chapters end up being a compilation of anecdotes that may or may not reflect the experiences of the larger population. Most of the interviewees described experiences in private firms, which are probably not reflective of government or non-profit practices. Further, Ms. English acknowledges early in the book that she has not thoroughly analyzed the experience of non-white or non-heterosexual women in the legal workplace. As such, her book barely scratches the surface of how race and sexual orientation issues affect the legal workplace and leaves readers wondering if it is possible to accurately analyze gender issues apart from a discussion of race and sexual orientation.

For readers who can relate to at least some if not all of the book's stories, the book is satisfying in a cathartic way – it is good to know we are not the only ones to have endured certain experiences. But for those readers looking for concrete solutions, Ms. English's conclusions and suggestions for the future occupy a disappointingly small portion at the end of the book. In her defense, however, the issues she raises are not amenable to simple solutions, nor are they Ms. English's responsibility to solve. All practitioners would benefit from reading the anecdotes that Ms. English shares. Perhaps a renewed awareness of the complex gender issues in the legal profession will inspire each of us to do more within our own workplaces to improve the challenges both men and women still face.

Member News

We sadly announce that J. Michael Johnson, the husband of longtime active I.O.W.A. member **Nancy Johnson**, died suddenly and unexpectedly on Saturday, August 30. The I.O.W.A. board voted to contribute \$200 to the Salisbury House Foundation in his memory. Mike Johnson was an administrative law judge with the Social Security Administration in Des Moines.

The family of J. Michael Johnson wishes to thank all I.O.W.A. members who have lovingly expressed sympathy, sent flowers, or who attended his memorial services. Your support during this tough time is very, very appreciated. Thank you, Nancy C. Johnson.

* * *

Judge Celeste Bremer has very recently been diagnosed with breast cancer and underwent surgery on Monday, September 22, 2003. The surgery went well and Judge Bremer's prognosis remains very good. Our thoughts and prayers are with her and her family. Judge Bremer greatly appreciates the outpouring of support she has received. For those of you who would like to send her a note with good wishes, you can do so by writing her at: 429 United States Courthouse, 123 East Walnut, Des Moines, Iowa 50309.

For those of you wishing to make a donation or contribution, you can donate to the Susan G. Komen Race for the Cure at: 3850 Merle Hay Rd. #100, Des Moines, IA 50310, ph: 515-309-0095, E-mail: affiliate@desmoinesraceforthecure.org, Web: www.desmoinesraceforthecure.org

You may also contribute to St. Theresa's School where Judge Bremer has been a devoted parent and board member for many years. St. Theresa's is experiencing the same budget problems that other schools have suffered and needs monetary donations as well as donations of typing paper and other office supplies. Donations can be sent directly to: St. Theresa's School, 5810 Carpenter St., Des Moines, IA 50311.

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I.O.W.A. President Anjie Shutts gave birth to her first child, Mary Elizabeth, on October 1. Congratulations to Anjie and her husband Pete. Mother, father and child are reportedly all doing well.

* * *

In August, **Susan A. Low**, an Assistant City Attorney for the City of Des Moines, was appointed co-chair of the ABA, Section of Litigation's Condemnation,

Zoning and Land Use Litigation Committee. Susan encourages all Iowa lawyers practicing in those areas become more involved in the Committee's activities.

* * *

Brandy Dulceak named 2003 Iowa Young Careerist

At the 83rd Annual Meeting of Business and Professional Women of Iowa held in Des Moines on May 2-3, 2003, **Brandy E. Dulceak of Muscatine** was named the **2003 Iowa Young Careerist**. Ms. Dulceak represented Iowa in the 2003 Virginia Allen Young Careerist Program held at the Business and Professional Women/ USA (BPW/ USA) National Conference on July 15-19, 2003, in Cleveland, Ohio. At the national competition, Brandy received a Citation for outstanding achievement and excellence in the area of Career Achievement.



Ms. Dulceak is an Attorney with Stanley, Lande & Hunter, in Muscatine, Iowa. She participates in all of the firm's practice areas, with a focus on business law. Brandy is licensed in Iowa and Illinois. She earned both her J.D. and B.A. with Honors in Communication Studies from the University of Iowa. Brandy belongs to the local, state, and American Bar Associations. She serves as Membership Co-Chair for the Iowa Organization of Women Attorneys. She completed the Leadership Muscatine program earlier this year.

Brandy currently serves as Vice-President of BPW/ Muscatine and as chair of the Membership Committee. Ms. Dulceak is the fourth representative from BPW/ Muscatine to serve as the Iowa Young Careerist. Other Iowa Young Careerists from Muscatine include Megan Randoll (2002), Bonnee Johnson (1991), and Mindy Stark (1990).

The Virginia Allen Young Careerist Program identifies and develops the workplace potential of young women and men between the ages of 21 and 35 who are employed with at least one year of experience in their chosen career field. Candidates are judged in five areas: written biographical information; personal interview; group interaction; prepared speeches; and, helping others to achieve. Brandy spoke on the topic of economic equality.

For more information about Business and Professional Women, go to www.bpwusa.org or www.bpwiowa.org.

Upcoming Events

Please Join Us for the PCWA Autumn Auction, October 16

What, When, and Where

The Polk County Women Attorneys are pleased to announce their second annual Autumn Basket Auction to benefit the Young Women's Resource Center on Thursday October 16th at the Hotel Fort Des Moines. The Auction will follow the annual Judge's Reception. The Young Women's Resource Center provides support, education and advocacy services to young women as they experience life's many challenges.

The Basket Auction will feature a variety of "theme baskets" created and donated by area businesses, individuals, and law firms. In years past, the themes and contents of the baskets have offered something for everyone, from a Richard Petty driving experience to a relaxing spa package and a basket devoted to pleasing chocolate lovers.

Please come for cocktails, appetizers, and a chance to preview the creative baskets beginning at 6:30. Bidding for the silent auction will remain open until 8:00 p.m. The live auction will commence promptly at 8:00 p.m. Tickets for the event are \$10.00 and will be sold at the door. For more information please contact Rebecca Howe at (515) 689-2733.

Donate a Basket!

Individuals, firms, and organizations are encouraged to donate a basket for the auction. Donating a basket can be an original and fun way for your firm or organization to get its name out in the community while at the same time providing much needed help to the Young Women's Resource Center. Baskets can be of varying themes and their value can range from very affordable to quite pricey. Please consider sponsorship of a basket. If you would like to donate a basket, please contact Ann Kendell at AHK@ialawyers.com.

What is the Young Women's Resource Center?

The mission of the Young Women's Resource Center (YWRC) is to support, educate, and advocate for young women by providing free, voluntary, confidential, and non-judgmental information and counseling as they experience life's challenges. The Center was opened in 1978 by a group of local women, lead by Louise Noun, who identified a lack of resources directed toward the needs of the community's young women. Since 1978, the Center has enjoyed great success and established itself as an

invaluable community service. Today, the YWRC is the largest non-profit organization in Polk County serving young women ages 13 to 21.

The YWRC seeks to enhance young women's skills in problem solving, self-esteem, coping strategies, and other issues affecting their lives. Through the generous support of the community, the YWRC provides a multitude of services to young women through public schools, churches and other community settings. YWRC group programs include: Young Moms, a program for pregnant and parenting teens; SIG-NA, a group for sexually abused individuals; Justice Groups for young women involved in the court system; and Mariposa, a program supporting young Latina women. YWRC also offers free individual counseling, a mentoring program, and scholarship opportunities for young moms. The Center provides a children's clothing closet, emergency diaper and formula supply, car seat safety instruction program and car seat giveaway.

The YWRC is supported by the United Way of Central Iowa and depends on volunteers and donations from individuals and area corporations. The Center works collaboratively with other area social service organizations including the Polk County Board of Supervisors Department of Community and Family Resources, Polk County Health Services, Iowa Homeless Youth Center, and Visiting Nurse Services Healthy Start Program.

19th Annual LAW Bazaar: Holly Jolly Festival, October 18

Collect and enjoy quality, original artwork from over 50 artists. Local and regional artists will be selling paintings, fiber works, drawings, jewelry, photography, ceramics and much more. All proceeds to benefit the Cristine Swanson Wilson Memorial Scholarship. This event is sponsored by LAW of Polk County, Inc.

Saturday, October 18, 2003, 9 a.m. to 5 p.m.
Admission \$2, Olmstead Center, Drake University
Fine Arts - Fine Crafts - FREE Parking

Preview Party

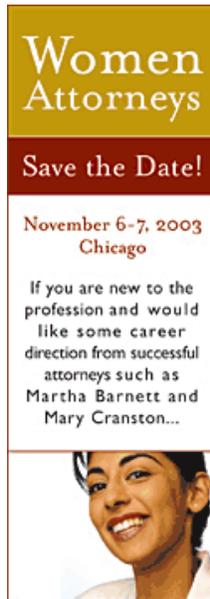
Friday, October 17, 2003, 6 to 8:30 p.m.
Food - Music - Raffle - Shopping!
Live music by Des Moines attorney Ted Poulsen
Advance tickets \$3, call Liz Mattson (515-962-2290)

More Upcoming Events

ABA Commission on Women Leadership Academy, November 6-7



The ABA Commission on Women invites you to join us for the Women in Leadership Academy, November 6-7 at the Wyndham Hotel in Chicago



The ABA Commission on Women is organizing for the first time a Leadership Academy November 6-7, 2003 in Chicago, Illinois.

The conference is geared towards young women attorneys who have been in practice less than ten years. The goal of the conference is to develop young women attorneys' leadership skills and to facilitate their empowerment in the profession.

The two-day conference costs \$250 for ABA members, \$200 for government lawyers, and \$300 for non ABA members. Visit <http://www.abanet.org/women/meetings/leadership/registration.pdf> for more information about the conference and registration materials.

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

Column #9-2003:
Dear I.O.W.A.:

Reflections on the Summer...

My summer "off" became anything but that. It gave me opportunities and challenges I couldn't have imagined. First I took on an extra flower garden after my mother-in-law had a mild heart attack—that gave me three plus the main garden. Next I took on full-time care giving to one of my elderly cats, "Mama Ki," who had about five of her cat lives on the line at the same time...more on that later. Then I became the self-appointed "roadie" for my NYC daughter and my husband as they played gigs in central Iowa and as my daughter finished her CD. My chickens multiplied beyond—way beyond—expectations...I let every broody hen hatch...two moms each hatched seventeen! We got a "new-old" dog to help bark and keep fox and raccoons away. And my garden, like yours, proliferated. It was the year of zucchini, cucumbers, sweet corn and tomatoes! These few lines can hardly capture the hours and hours that are wrapped up in each, but you get the main idea. The highlight of summer was gardening again with my daughter. She planted the fall garden, harvested many greens and loved doing this. She was 12 years old the last time we gardened together.

Time for Meditation again...

Among the many things in my life that went on hiatus this past summer was my morning QiGong routine. Note the operative word "past." This morning I resumed class, much like resuming old, familiar conversations. My favorite QiGong tape is of a class working with the teacher. I consider myself to be part of the class and I think this is why the tape is particularly meaningful to me. Those of you who live in a town with a teacher are fortunate in being able to make a "live" class. The rest of us need resources such as a class on tape. I'm always looking for ideas in this area. If you have a special tape, please let me know.

My chickens...

The hen that hatched last March in the snowstorm had 5 and they were all roosters. The next hatch was also all roosters. In fact, the hatches averaged 70-80% roosters. The first group is now in the freezer...they grew well and were raised in the nice, organic, old-fashioned ground-fed way.

There are still nearly 80, mostly young ones, running all over. I see them even out in the cattle pastures looking for bugs. The crossbred little ones are very interesting as they are each a little bit different. Colorful and with all sorts of different combs!

Mama Ki...

Mama Ki has now outlived all of her kittens. We don't really even know how old Mama Ki is. She came to us sometime around 1990 pregnant and had "Pumpkin." Then she had five kittens, one of which lived with our Montana friends and this one, "Booters," was the last of the kittens to survive until last week when he was put down.

Mama Ki had an accident, like maybe some critter stepped on her tail. Something broke the tail and as I was grooming her one day, I saw a little scab with some infection on it on her tail. I didn't pay too much attention to it. (First big mistake.) Then, a bit later, I saw Mama Ki fall off the shop bench onto the concrete. I remember seeing her falling on her side and her back legs flailing (she sometimes had small seizure like movements when she was scratching her ears and may have had this when she fell.) I went into the shop to look at her and she wouldn't come out from under the shop bench. I pulled her out and saw she couldn't get up. I figured she had broken her hip or back—something bad and that she wouldn't walk again. Vet office said to give it a few days over the weekend and see what happens.

The next Monday, after clearly observing that nothing positive was happening, I took Mama Ki to the vet. She was developing swellings on her hocks on her paralyzed back legs. She had a system-wide infection of some sort with a high fever. (Later, the infection moved to a front leg, too.) While at the vet, she bit the vet and then we had to quarantine her. This wasn't really a problem as we already had her in the shop. She was paralyzed and incontinent and very old, age unknown after fourteen for sure. She didn't eat or drink for a number of days. We didn't know whether she would make it from one day to the next.

We all took turns turning her over and holding her up and stretching out her legs and changing her sheepskin rugs. (I figured out a way to hold her that allowed her rear legs to relax and stretch out, so we didn't have to try to pull them out.) We petted her and talked to her and coached her to eat a bit. We tried all sorts of soft foods and fresh meats. We went through days and days of antibiotics, but still no real improvement. I took Mama Ki to Iowa State Vet Clinic where she promptly became the darling of the clinic. The students loved Mama Ki, she purred through all of her tests and even when her ears were worked on. Further testing showed she had a bladder infection so a different antibiotic was prescribed (we learned to hide the pill in soft food and hold it on our fingers until she actually ate it as she hated having

things stuck in her throat—who doesn't?) along with the continued physical therapy. All of the x-rays showed an old pelvic break, maybe Mama Ki had that her whole time with us, but no fresh break. It appears that her spinal cord experienced swelling. This doesn't show on the x-rays. The vet thought she might walk again in a couple of months and our physical therapy efforts were encouraged.

So, we kept on with physical therapy several times a day and in increments that I cannot even measure looking back, Mama Ki started improving. We first noticed that she had feeling returning to her tail as it started twitching when we petted her. She began turning herself over in her kennel. There was a day when we realized that she was starting to pull herself around with her front legs. Then she got one back leg under herself; the left rear seemed to be still partially paralyzed. Less than two weeks ago she took her first steps on her own without us holding hands under her tummy and by her hips to protect her. She began eating more, actually gaining a little weight back, drinking more, and regularly going potty.

In less than the time that the Vet originally thought and certainly way beyond anything I could have imagined, Mama Ki is back on her feet! Her walk is slow, deliberate, and awkward as her tail moves from side to side to help her balance. She now walks out of the shop, after we take her out of her kennel, down a little step and out onto the lawn. We keep a rug out under the tree for her and the rest of the time she lays under a bench in the shade by the shop. Sometimes I bring her in when it is too hot out, but mostly Mama Ki wants to be outside with "her people"—"Spunker" a seventeen-year-old cat and "Reba" our old dog who is really her best friend. If I am not right there to keep an eye on Mama Ki (computer sits facing window looking out at back yard and shop where Mama Ki lives), I have to put her in the kennel as I cannot trust the tractor and pickup drivers on the farm to look out for her and she certainly is a long way from being able to run to get out of the way. She is, however, on her way!

You see, taking care of Mama Ki is not really all that different from the care needs that each of us experiences in our own human families, whether it be of a child or an elder, or one in-between. I learned a lot from Mama Ki this summer, especially about listening and watching as that is how she told me what she needed. I read a fascinating study about cats and how purring helps heal bones. I have no scientific proof of any of this, but I do know that Mama Ki purred and purred and purred nearly all the

while she was going through this recovery process, except when we touched anywhere near her back hips, legs or tail, then she would cry out in pain. (I could relate to this: I had a very bad experience with something like Sciatica after I fell backward on the concrete earlier this year and landed on my hip. The pain by my knee was so bad that if any of my house kitties brushed their tail against my leg, it caused excruciating pain. I think this is something like what Mama Ki was experiencing.) Time was needed...a lot of time...but so far time has been her friend, helping her to heal. She has been an incredible teacher. Now I hope I can convince her to stay inside this winter!

Zucchini Relish

If you still have zucchini you are trying to use up and don't want to freeze any more, try this delicious easy relish recipe:

10 cups grated zucchini—use food processor
5 cups grated onions—use food processor
Stir 1/3 cup salt into this, Let it sit overnight. Drain and rinse well in cold water.
In a large pot, combine:
3 large carrots, finely chopped 1 tsp. turmeric
1-2 green bell peppers, finely diced 1 tsp. cornstarch
1 red bell pepper, finely diced 1 tsp. dry mustard
2 cups white vinegar 1 tsp. mustard seed
4 cups sugar 1/2 tsp. black pepper

Bring these to a boil. Stir in the rinsed zucchini and onions. Cover, return to a boil, reduce heat, and simmer 30 minutes. Ladle into clean, hot jars, water bath 15 minutes, or store in a refrigerator and eat within a few weeks. This is the best zucchini relish I have had and the best of the different relishes I made from this year's garden bounty. I also have a corn relish and a cucumber relish recipe for those interested.

Those Left-Over Tomatoes...

You don't really need a food dryer to make delicious dried tomatoes. Use a very low oven (about as low as possible, 150, or at 200 degrees). I suggest cracking the door a bit and if you have a rack with a narrow enough weave, you can place thinly sliced tomatoes, especially the Roma types, on it and keep an eye on the process so the tomatoes don't begin to char. Otherwise use a non-stick cookie sheet and turn the tomatoes over in the drying process. Some suggest removing the pulp of seeds with a spoon first before drying. When you have a leathery product, it is dried. I call mine done at the pretty doggone dry point, which means some are still a bit leathery, and keep

them in a freezer or refrigerator. We eat them like chips or in salads, stir-frys or soups. They are delicious any way!

The Book Corner...

In Her Shoes by Jennifer Weiner is a delightful evening read, recommended by my daughter, and written in the same engrossing style as the first book, ***Good In Bed***. The new book chronicles two sisters and their absentee grandmother. Rose, the elder sister, is an attorney who figures her feet are her best physical asset, hence she has shoes, shoes, and more shoes. Maggie, the younger, has the looks, not much employment, but she loves Rose's shoes. Ella, the long-absent grandmother, becomes found and just wants to help resolve whatever is the nasty problem in the relationship between the sisters. Gram is even into making a little love story of her own! The family history and issues are woven into a very good read.

Upcoming Workshop...November 20

Mediation and Spirituality: Oxymoron or Synergy?
The Iowa Peace Institute is hosting a one-day workshop with Zena Zumeta, J.D., a twenty-two year experienced mediator and a twenty-nine year experienced mediator. The workshop question is about how spirituality fits/doesn't fit with mediation. CLE's are applied for. Contact Pam Schultz at for more information.

Remembering to take time for Immunity Building

This following is a repeat message, but appropriate, even more so, in the early fall, as in Chinese Medicine, the lungs are more at risk then. As I note nearly every month, our overall health is affected not only by what we take in nutritionally, but also by the environment in which we live. I firmly believe that we must do everything possible to make sure that our immune systems are operating well. And, we must pay attention to this *now*. Infections in one part of the world can be transported to another part of the world in less than a day. The next flu season may be months away, but it takes months of slow rebuilding, at the cellular level, to bring our immune systems into better functioning and balance.

Meanwhile, be good to yourself. **Keep deep breathing...** new studies show a connection with weight loss. 'Till next time when we'll explore more on body-mind-spirit issues affecting our health in "The WellFem-in-Law™" column.

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It's time to pay your dues!

We ask that each returning member and any person wishing to become a member submit a membership form along with due checks. This will also enable us to compile the membership directory we plan to have out this fall with the most current information. Please go to the website at <http://iowawomenattorneys.org> and click on "join" to access the membership form. We ask that you send in your membership form and dues **by November 1, 2003** at the latest. Thanks!

