

Tenth Annual Edith I. Spivack Symposium and NYSBA Women's Community Kickoff

Sponsored by the Committee on Women in the Law; Co-sponsored by BakerHostetler LLP, Certilman Balin Alder & Hyman LLP, Kaye Scholer LLP, Kramer Levin Naftalis & Frankel LLP, Labaton Sucharow LLP, Sullivan & Cromwell LLP, the Membership Committee, the Antitrust Law Section, the Commercial and Federal Litigation Section

Tuesday, January 28, 2014
New York Hilton Midtown
1335 Avenue of the Americas, New York City
Sutton South, 2nd Floor | 9:00 a.m. to 4:15 p.m.
Networking Reception | Sponsored by BakerHostetler LLP
Madison, 2nd Floor | 4:15pm to 5:30pm

IMPORTANT INFORMATION

Under New York's MCLE rule, this transitional program has been approved for 6 credit hours, 2.0 in skills, 2.0 in Professional Practice and 2.0 in Ethics for all attorneys.

Discounts and Scholarships: New York State Bar Association members and non-members may apply for a discount or scholarship to attend this program, based on financial hardship. This discount applies to the educational portion of the program only. Under that policy, any member of our Association or non-member who has a genuine basis of hardship, and if approved, can receive a discount or scholarship, depending on the circumstances. Request for discounts or scholarships must be received ten days prior to the start of the program. For more details, please contact Brittany Lewis at New York State Bar Association, One Elk Street, Albany, New York 12207.

THE COMMITTEE ON WOMEN IN THE LAW PRESENTS *Show Me the Money: Can We Close the Gender Equity Gap?*

Committee Chairs

Anna S. Park, Esq., New York City
Ellen G. Makofsky, Esq., Garden City

Program Chairs

Terri A. Mazur, Esq., New York City
Ferve Ozturk, Esq., New York City

After making great strides in the 1980s and 1990s, the gender equity gap among lawyers has remained stubbornly unchanged for more than a decade. In compensation, promotion, and business development, women lawyers remain notched behind male lawyers despite their growing representation in law firms, the government, and corporate counsel offices. What can we do to regain momentum? The Committee on Women in the Law is pleased to offer a program showcasing strategies for women lawyers to narrow the gender gap through legislation, by honing professional practice skills, and by navigating ethical and employment pitfalls resulting from gender bias.

9:00 a.m. – 9:20 a.m. **Registration**
9:20 a.m. – 9:30 a.m. **Opening Remarks**
9:30 a.m. – 9:55 a.m. **Keynote Speech: Elevating Women: Closing the Gender Pay Gap**

Women make up nearly half the work force but today still earn an average of 77 cents for every dollar a man earns, and African-American and Latino women earn significantly less – 50 years after President John F. Kennedy signed the Equal Pay Act into law. This unacceptable inequity puts women at a disadvantage for their entire working career and results in the loss of hundreds of thousands of dollars over their career. Stephanie Scharf, Commissioner of ABA Commission on Women in the Profession and Former President National Association of Women Lawyers – will address the long-standing gender disparity in compensation of women in virtually all professions and jobs, including women in the law. She will focus on the numerous legislative initiatives, fair pay acts at both the federal and state levels, and strategies for negotiating compensation and eliminating gender inequity from law firm compensation systems.

Stephanie A. Scharf, Esq., Partner, Scharf Banks Marmor LLC, Commissioner of ABA Commission on Women in the Profession and Former President National Association of Women Lawyers

9:55 a.m. – 11:10 a.m. **Fair Pay for Fair Play: The Power of the Purse & Other Solutions to Secure Fair Promotion, Compensation and Leadership Roles For Women Attorneys**

Join us for a provocative dialogue with thought leaders from the government, media, and law firm management on why the gender gap still exists and what the legal community can do to close it. Why do women partners typically earn 23% less than their male colleagues earn? Why, despite the fact that women make up at least half of almost every law school graduating class, are there still so few women partners and in leadership roles in law firms? Examining various Fair Pay Acts, including the Lily Ledbetter Fair Pay Act, and antidiscrimination laws that seek to rectify the inequality and disparities women face in compensation, the panelists will focus on federal and state policies that can help close the pay gap and discuss ways to ensure that women attorneys get equal compensation for comparable work. The panelists will discuss unique approaches used to address gender disparity at major institutions, including lessons learned from the recent Harvard Business School gender equity experiment. The panelists will also focus on overall strategies to address gender inequity at all levels of practice: from new ways of sharing origination credit, client development, and succession, to foundations for fair and equitable promotion practices and fair and transparent compensation systems.

Panelists: **Fatima Goss Graves, Esq.**, Vice President for Education & Employment, the National Women's Law Center
Jodi Kantor, New York Times correspondent and best-selling author of "The Obamas"
Lauren J. Resnick, Esq., Partner, BakerHostetler LLP; Member, BakerHostetler Policy Committee
Stephanie A. Scharf, Esq., Partner, Scharf Banks Marmor LLC, Commissioner of ABA Commission on Women in the Profession and Former President National Association of Women Lawyers

Moderators: **Terri A. Mazur, Esq.**, Partner, Kaye Scholer LLP
Carol C. Villegas, Esq., Associate, Labaton Sucharow LLP

11:10 a.m. – 11:25 a.m. **Break**

11:25 a.m. – 1:05 p.m. Gender Equity In and Out of the Court Room – Are We There Yet?

How do judges, opposing counsel and jurors view women in the courtroom? Can a woman attorney be herself or must she become “one of the boys”? Gender inequity has long been a factor in the ability of women attorneys to advance their careers. Do we have to accept the inevitability of this roadblock or can we change the message to our colleagues and adversaries? If we can’t exist in a gender neutral world, what tools do we need to level the playing field? Join our experienced panel of commercial and civil litigators and a member of the judiciary who will offer their insights on how to spot gender inequity and manage it successfully. Using “reel life” situations which can arise during mediation, depositions and jury selection, the panel will show you how overt and covert bias can affect your performance and impede your effectiveness as a litigator.

- You will learn how to maintain a strong bargaining position when one or more of the parties in mediation create a biased environment.
- During depositions, gender bias may appear through improper objections or comments from your adversary or the witness. The panel will show you how to deal with this in a professional and effective manner.
- During jury selection, you may face improper comments from opposing counsel or the jurors. The panel will discuss how to neutralize such comments without compromising your effectiveness as a litigator.

Panelists: **Susan Karten, Esq.**, Founder, Susan M. Karten & Associates
 Honorable Eileen Rakower, Acting Supreme Court Justice in New York County
 Allison Schoenthal, Esq., Partner, Hogan Lovells US LLP

Moderators: **Kathleen Lyons, Esq.**, Vice President, Property & Casualty Business Management, Swiss Re America Holding Corporation
 Rosary Morelli, Esq., Partner, Morelli Gerrard & Lassalle, LLP

1:05 p.m. – 1:15 p.m. Break

1:15 p.m. – 2:15 p.m. Luncheon and Presentation of Kay Crawford Murray Award

2:15 p.m. – 2:30 p.m. Break

2:30 p.m. – 4:10 p.m. Professional Responsibility and Gender Equity

Our distinguished panel of academics and prominent employment practitioners will address the impact of unconscious bias and gender-based discrimination against women attorneys in the evaluation, promotion and compensation process at law firms and the ethical implications of bias, stereotyping, and discrimination against women attorneys practicing in the law firm environment, drawing on experience with these issues from academia and other professional settings. Starting with an overview of the unconscious bias issue at law firms, they will also discuss the training methods that can be used to help individuals recognize bias and systems that can be implemented to help override the effects of bias, and how women partners can negotiate to reduce the impact of such bias. Focusing on issues concerning gender bias, gender discrimination and harassment toward women attorneys and other professional women, panelists will provide the plaintiff and defense perspectives regarding the reporting and management of such issues.

Panelists: **Professor Michele Bratcher Goodwin**, Everett Fraser Chair in Law & Professor of Medicine and Public Health, University of Minnesota
 Wendi S. Lazar, Esq., Partner, Outten & Golden LLP
 Bettina B. Plevan, Esq., Member of the Firm, Proskauer Rose LLP
 Lauren Stiller Rikleen, Esq., Rikleen Institute for Strategic Leadership; Executive-in-Residence, Boston College Center for Work & Family

Moderators: **Roberta Bender, Esq.**, Deputy General Counsel, Metropolitan Transportation Authority
 Rosalie S. Walters, Esq.

4:10 p.m. – 4:15 p.m. Closing Remarks

4:15 p.m. – 5:30 p.m. Women’s Networking Reception

Sponsored by **BakerHostetler**



Accommodations for Persons with Disabilities: NYSBA welcomes participation by individuals with disabilities. NYSBA is committed to complying with all applicable laws that prohibit discrimination against individuals on the basis of disability in the full and equal enjoyment of its goods, services, programs, activities, facilities, privileges, advantages, or accommodations. To request auxiliary aids or services or if you have any questions regarding accessibility, please contact Brittany Lewis at 518-487-5557.



For overnight room accommodations, please call the New York Hilton Midtown at 1-800-445-8667 and identify yourself as a member of the New York State Bar Association. Room rates are \$249.00 for single/double occupancy. You can reserve your overnight room on the web at www.nysba.org/14accomm.



For questions about this specific program, please contact Brittany Lewis at 518-487-5557. **For registration questions only, please call 518-487-5621. Fax registration form to 518-487-5564.**

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