

# The Catalyst

The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law

## Back after baby

BY JULIE A. NEUBAUER, ARONBERG GOLDGEHN DAVIS & GARMISA

**One week left.** How is it possible that twelve weeks have passed so quickly, but simultaneously my life feels as if it did not exist before? He is sleeping now, as I gather my thoughts. I'm a ball of nerves. After weeks of searching for a nanny to share with my next-door neighbor with a newborn, the perfect one we hired just quit before she even started. In a scramble, I tour the day care down the street. While it seems clean and bright and everyone seems nice, it feels like a compromise. I don't want to compromise for my child, my baby. I have no other choice.

**The night before.** I lay awake. I cry. I worry. All he knows is that mommy is always there for him. He is not going to understand.

**The morning of.** Up a little early to get in some extra snuggles and then, like a start pistol, the day begins. Pure scramble. Shower, pump, dress, make-up, coffee, bottles with labels, diaper, onesie, dogs out, car seat, kiss daddy bye, drive, and all of a sudden... we are here. We are at the

*Continued on next page*

## Getting to know one of the WATL's newest members: An interview with Kelly Parfitt

BY MARY F. PETRUCHIUS

**Mary:** Kelly, it's a pleasure to interview you! Congratulations on being re-appointed this year to this great committee. Are you a homegrown Chicagoan or are you a transplant?

**Kelly:** I've lived in Chicago for five years but spent most of my life in the Detroit suburbs.

**Mary:** What schools did you attend, up to and including law school and what were your areas of study?

**Kelly:** I attended University of Michigan for my undergraduate degree and have a BBA in Business Management and Marketing. I attended Thomas M. Cooley Law

*Continued on next page*

Back after baby  
1

Getting to know one of the WATL's newest members: An interview with Kelly Parfitt  
1

Chair's column  
4

Splitting the bill: Illinois' proposed legislation on income shares  
4

An overview of new Illinois sexual assault laws  
6

Lessons from *One Size Never Fits All: Business Development Strategies Tailored for Women (and Most Men)*  
8

Life events  
9

Stage set for November Statewide Symposium on College Sexual Assaults  
10

day care. The moment is in front of me. I hand over my child to a woman I really do not know. I tear myself away, but as I go, I look through the interior window. He sees me. His brow raises seeing me walk away. He looks worried. Waterworks behind dark glasses, all the way in on the train.

**I'm back!** Everyone is so nice. How's the baby?! Let me see pictures! Someone cleaned my office while I was gone. This actually feels *good*. Familiar. I jump right in. Files were waiting for me on my desk. I'm in a groove, and then I realize... I have to pump! Another new addition to my office is the lock on the door, thank goodness. Ok, back to work. And then...

**It's quitting time.** The joy of coming home and holding my baby boy. Indescribable.

Day after day, it becomes a routine. Over time the morning is not so rushed and the evenings become family time.

School and have an International concentration.

**Mary:** Who would you say were and are the biggest influences on your life and why?

**Kelly:** My Mom is my biggest influence. She opened a dental practice with my Dad right before I was born and it grew it into a successful business. She worked long hours but never missed a band concert or volleyball game. Even though she only has an Associate's degree, she taught herself what she needed to know. We would always go to the library or bookstore together and share a love of reading. That interest eventually led me to law school where I learned to utilize those skills of analyzing facts and paying close attention to details.

**Mary:** Whom do you consider the most influential woman in your life and why?

**Kelly:** My Mom always worked a lot and my Grandmother would babysit me. She was a strict disciplinarian and

The notion of living for the weekend has taken on a whole new meaning. But now, come Monday, when I hand him off to Ms. Sandra in the morning, he smiles at her in recognition and I know he is in good hands. I can concentrate on the tasks of the day. Is it easy all of the time? No. Do I still feel pulled in two directions at times? Yes. Yet, with each passing day my prior legitimate contemplation of quitting my job and being a stay-at-home mom transforms into the realization that I prefer to work. I am not only a Mom; I am also an attorney, and I have work to do and people to help. These two roles are both included in that which makes up my personal identity. It *matters* to me to strive to be both a great mom and a great lawyer. I have a feeling that my work on both of those goals will improve the likelihood of both actually happening. When it gets tough, I just have to take a moment, breathe and remember... I can do this. I can do it all. ■

wouldn't allow me to watch TV. My cousins and I would play outside or do puzzles or read inside. She was never tired of answering all my questions or encouraging me to push myself intellectually. She was the matriarch and the head of our family. She could make anyone behave with her signatory look. With her support, I excelled in school and was one of the first on my mother's side of the family to go college. She always made sure we could push ourselves and meet our goals.

**Mary:** When did you decide to become an attorney? Was there a specific event or individual who made an impact on you to reach that decision?

**Kelly:** I had always thought about being an attorney because I've always enjoyed analyzing problems and finding solutions. In my last year of college, I decided a law degree would be more suited to my skill set than an MBA. I wanted to use my passion for international affairs to expand my

## The Catalyst

Published at least four times per year. Annual subscription rates for ISBA members: \$25.

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knowledge in that area and counsel global corporations.

**Mary:** Tell me about your first job out of law school and how you got hired. Any tips for our new law school graduates?

**Kelly:** While studying for the bar exam, I clerked in a small firm that specialized in International Trade and Estate Law. International trade law was a bit drier than I had expected but estate law was interesting. There was a sense that you were getting to know people and helping them feel comfortable that their families were taken care of in the future. Unfortunately, I've been doing e-discovery contract work since moving to Chicago so I'm still looking for a permanent position here. I would tell new graduates to use their personal connections to look for jobs and to be creative in networking outside of the legal industry.

**Mary:** If you had to say you have a passion for some area of the law, what would it be?

**Kelly:** I've always enjoyed learning about the cultures and laws of other countries. This is why I focused on international law in law school. I believe in looking at all possible solutions to my clients' problems and you need to know where both parties are coming from to find the most workable solution. Now even small companies do business overseas. I think all lawyers need to have at least a general knowledge of international law, especially business attorneys dealing with the sale of goods. It's fascinating as well as practical.

**Mary:** How did you first become involved in ISBA? What are your areas of interest in the association?

**Kelly:** I met you at a networking event and you convinced me to join the ISBA. I'm interested in promoting women and issues that are important to them within the legal community here in Chicago. Our committee

has many experienced women who make great mentors and have helped me become more involved in the ISBA. I'm looking forward to our recent promotion of the Equal Rights Amendment in the Illinois legislature.

**Mary:** I know you have many interests outside of the law. Tell us what you enjoy doing in your leisure time.

**Kelly:** I'm very involved in the no-kill shelter community in Chicago and volunteer and foster pets through PAWS Chicago. I also love to travel and went to Argentina and Chile last year with a women's group. We talked to groups involved in the environmental movement, juvenile mental illness treatment, human rights, and with women seeking an alternative to prostitution. I'm taking my Mom and Aunt to Italy this September on their first trip outside of the country. I've traveled all over Europe and am looking forward to exploring more South American countries next year.

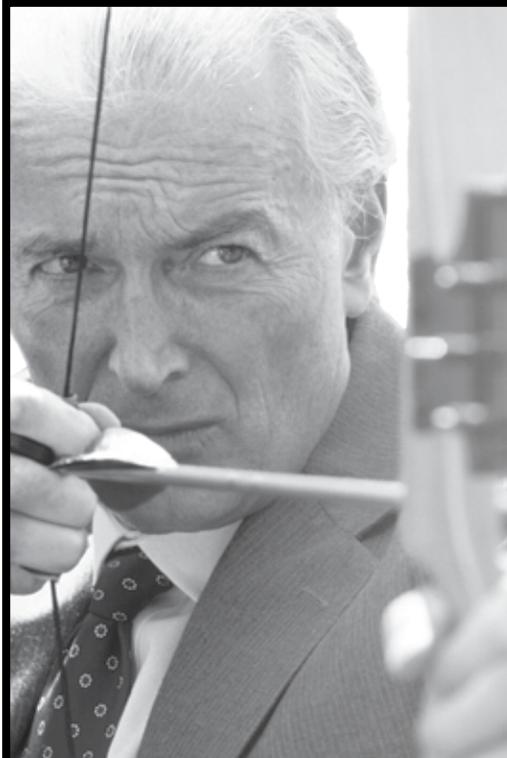
**Mary:** Kelly, what does the future hold for you? Your dreams and goals?

**Kelly:** I hope to finally find a permanent transactional position this year that will utilize my current knowledge and help me expand my skills. I'm looking forward to sharing my love of travel and new experiences with my Mom. Most importantly, my job should be fulfilling where I am a positive aspect of my client's lives and use my legal skills to find the best solutions to their problems.

**Mary:** Well Kelly, thanks so much for sharing with us a glimpse of your life, and I look forward to you becoming one of the strong young leaders of this great committee and the ISBA!

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## Chair's column

BY EMILY N. MASALSKI

**I am happy to report my first victory as a breastfeeding advocate or “lactivist”**— the bill I helped draft in February 2015 made its way to Governor Rauner’s desk. On August 2, 2015, the Lactation Accommodation in Airports Act, 410 ILCS 140/1 et seq., was signed into law by Governor Rauner. This would not have happened without the support of a coalition of attorney moms, the Standing Committee on Women and the Law, Katrina Pavlik and Breastfeed Chicago, Sara Hall Master, Megan Renner and the United States Breastfeeding Committee, and countless others who took the time to contact their legislators and the City of Chicago Department of Aviation by phone, Twitter, the change.org petition, and email.

This breastfeeding legislation requires large Illinois airports to provide lactation rooms in each terminal by January 1, 2017. Smaller Illinois airports will be required to add lactation rooms when building new

terminals or renovating existing ones. This Act does not change the current Illinois law which allows mothers to breastfeed their babies in public. Rather, it provides nursing mothers with the option of utilizing a private place to pump breast milk or nurse their baby in the airport (which includes a chair and an electrical outlet outside the confines of a public restroom).

On Friday, July 31, 2015, the Chicago City Council Finance Committee held a hearing on a similar ordinance which would require City airports to have lactation rooms by January 2016. The Finance Committee voted in favor of the proposed ordinance and it is anticipated that the proposed will head to the full City Council for a vote in September 2015. At the July 31st hearing, the city’s aviation commissioner said O’Hare recently opened a Mother’s Room in the Terminal 3 Rotunda, next to the Yoga Room and Urban Garden. Midway airport currently

has one lactation room.

There is still work to be done in terms of having lactation rooms in airports nationwide and in other public places. U.S. Rep. Tammy Duckworth of Illinois introduced federal legislation to require large and medium airports nationwide to provide lactation rooms. Although H.R. 2530- Friendly Airports for Mothers Act of 2015 has bipartisan support, it has not moved out of the Subcommittee on Aviation.

See, Friendly Airports for Mothers (FAM) Act of 2015, <<https://www.congress.gov/bill/114th-congress/house-bill/2530/>>.

See, Making airports nursing friendly: Senate Bill 0344 —“Lactation Accommodation in Airports Act” <<http://www.isba.org/committees/diversityleadershipcouncil/newsletter/2015/06/makingairportsnursingfriendlysena>>. ■

## Splitting the bill: Illinois’ proposed legislation on income shares

BY EMILY A. HANSEN

**I recently finished a case which dealt with two parties who earned approximately the same income per year, \$100,000, and Dad exercised six out of 14 nights of parenting time with the minor children.** The issue of an appropriate child support amount was one of the main issues that prevented settlement. One side wanted guideline child support and the other sought a deviation. The factors provided in Section 505 of the Illinois Marriage and Dissolution of Marriage Act did not necessarily support a deviation. Section 505 of the Illinois Marriage and Dissolution of Marriage Act identifies the following

factors that courts can consider when deviating from guideline child support: (a) the financial resources and needs of the child; (b) the financial resources and needs of the custodial parent; (c) the standard of living the child would have enjoyed had the marriage not been dissolved; (d) the physical, mental and emotional needs of the child; (d-5) the educational needs of the child; and (e) the financial resources and needs of the non-custodial parent. In order for the court to deviate from guideline child support it must make a finding, state the amount of support under guidelines, and state the reason for the deviation. See 750

ILCS 5/505. Typically, the word deviation in the context of child support drives up litigation costs and varies from Judge to Judge.

In my case, simply the fact that the parties were earning approximately the same income per year was not a basis to deviate. Illinois courts generally do not consider the income of both parties unless that income is on either extreme: a lot or a little. See for reference, *In Re the Marriage of Turk*, 2014 IL 116730, which permitted a child support award to a non-custodial parent where the non-custodial parent earned far less than the custodial parent.

The holding in *Turk* reiterates the long-standing Illinois public policy: both parents have a duty to support their children. This public policy, however, is not fully realized under the percentage based child support model. *Turk*, instead, promotes what the income shares model exemplifies: equitable results.

Further, in my case, Dad's parenting time of 6 out of 14 nights with the minor children is not considered under the current deviation factors. Although the parties were splitting the costs of raising the children under the expanded parenting time schedule, this is not a factor the court is required to consider when deviating from the current child support guidelines.

The percentage based child support model fuels the litigation fire in many cases. With the Illinois' legislature's recent removal of the stark custody lines, we are moving away from litigation-based family law cases. If Illinois is moving away from the traditional custody battles; shouldn't Illinois' traditional child support calculation move with it?

Currently 39 states have adopted an income shares model in determining child support. Following the lead, the Illinois Child Support Advisory Committee and the Illinois State Bar Association's Family Law Section Council have recommended that Illinois adopt an income shares model. The income shares model sets forth each party's financial obligation to pay child support based upon a schedule which reflects child-rearing expenses for a range of parental incomes and number of children. *Draft Proposal to Adopt the Income Shares Model for the Illinois Child Support Guidelines*, Illinois Department of Healthcare and Family Services, May 16, 2012. The child-rearing expenses were determined using statistical data of how much it would cost for an intact family to raise a child or children. The statistical data utilized in the income shares schedules are based upon Betson-Rothbarth (BR) measurements of child-rearing expenditures developed from the Consumer Expenditure Survey. *Id.*

How does the income shares model work? First, determine the gross income of the parents. When determining gross

income, it is income from all sources as currently defined under Section 505 of the Illinois Marriage and Dissolution of Marriage Act. Further, similar to the current child support statute, determine the appropriate amount of each parent's *net* income. The income shares model utilizes both parent's income to allow the child to enjoy the standard of living of an intact household. Further, the income shares model considers circumstances such as shared custody or expanded parenting time schedules.

The income shares model comprises of grids and schedules to accommodate the range of incomes and circumstances of the parents. The next step would be to find the intersection on the grid by using the combined net income of both parties and matching it to the number of children. The appropriate box would state the basic child support obligation.

Using the basic child support obligation, you would then determine the percentage of the obligation to assign to each parent based on what each parent's proportional share is to the total combined income.

Using the facts of my case, the combined net monthly income of the parties was approximately \$10,000.00: \$5,000.00 from Dad and \$5,000.00 from Mom. The parties have two (2) children. Using the hypothetical income shares grid and matching \$10,000.00 with two (2) children, the intersected box reflects \$2,000.00 for a basic child support obligation. Since each party's income equally totals the combined net monthly income, then Dad would pay 50% of the basic child support obligation, or \$1,000 per month.

Adjustments to the basic child support obligation are made based upon circumstances of the parties, the children and the custodial arrangements. Expenditures such as childcare, extraordinary medical needs and defined child-related expenses can be added to the basic child support obligation.

In addition, if the parties have shared custody or the non-custodial parent has an expanded parenting time schedule (40% or more), then these arrangements are also considered. This consideration, therefore, would be utilized in circumstances such

as my case where Dad exercised 43% parenting time with the minor children. This would mean a further reduction to his child support obligation.

The current recommendation for a shared custody arrangement provides for a cross-formula, or two support awards, equating what each parent would owe the other. If there is a difference in the two amounts, then that is what is determined to be the child support obligation.

Illinois has not modified its child support methodology in thirty years; except for the increase to the percentage of child support for two children. The current model fails to consider parental and custodial arrangements that are becoming more and more common. One thing can be certain: things change. Our child support method needs to adapt to how Illinois families are changing. The current child support method may be easier to compute; nevertheless, it is antiquated and in certain circumstances inequitable. I ask our readers to support Illinois adopting the income shares method for calculating child support! ■

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# An overview of new Illinois sexual assault laws

BY TRACY DOUGLAS

**New Illinois laws are designed to address sexual assault.** The General Assembly prohibited billing sexual assault survivors for outpatient services.<sup>1</sup> The General Assembly also required that universities review policies and report procedures and statistics to the Department of Human Rights. Further, the legislature protected confidential advisors from having to reveal communications unless exceptions apply.<sup>2</sup> These changes will hopefully help survivors and encourage more reporting of sexual violence.

Hospitals, pharmacies, and forensic services may not charge survivors for outpatient services and will have to seek payment either through Medicaid, health insurance, or the Illinois Sexual Assault Emergency Treatment Program.<sup>3</sup> Further, hospitals and forensic services must give survivors a voucher to present for follow-up care.<sup>4</sup> However, survivors may be charged for inpatient services.<sup>5</sup> Not being liable for outpatient services may encourage more survivors to seek treatment and report the assault, but the legislature also enacted protections concerning billing and debt collection.

Additionally, survivors may not receive a direct bill for services or be communicated with about the debt.<sup>6</sup> Bills cannot be referred to a collection agency or reported to credit agencies.<sup>7</sup> Violating the prohibition on charging survivors will result in a fine while the Attorney General may seek other fines for directly billing the survivor, contacting the survivor about the bill, referring it to a collection agency or reporting it to credit agencies.<sup>8</sup> Providing penalties and enforcement will discourage violations by healthcare providers. The legislature enacted further reforms to combat campus sexual assault.

Colleges and universities must establish a campus task force or regional task force to improve coordination and response to sexual assault and dating violence.<sup>9</sup> The campus task forces include administrators, faculty and students as well as other

stakeholders.<sup>10</sup> Regional task forces include college representatives, rape crisis centers, domestic violence organizations and law enforcement agencies.<sup>11</sup> Both will meet twice a year and will review best practices and policies.<sup>12</sup> Colleges and universities will also have to report their policies and statistics to the Department of Human Rights.<sup>13</sup> The task forces and reports will help address campus sexual assault and assist students and parents in finding procedures and crime statistics.

The legislature also gave confidential advisors privilege against disclosing communications with survivors.<sup>14</sup> Confidential advisors are employed by universities to give support to survivors.<sup>15</sup> The advisor may disclose the communication if there is a risk of serious injury or death.<sup>16</sup> The advisor may disclose the communication if a court orders it to be disclosed after an in camera review to determine if it should be required.<sup>17</sup> This will protect survivors' statements given in confidence but also ensure the accused can discover the statements if necessary.

Together, these new laws may encourage sexual assault survivors to report the assaults and seek treatment. They will also make sure colleges are addressing campus sexual assault with best practices and policies. Confidential advisors will also be able to be free from disclosure unless certain conditions apply. These laws and others will be the topic of a symposium on November 6 in Chicago. Those who are interested are encouraged to attend. ■

Tracy Douglas is the Program Coordinator for the St. Clair County Foreclosure Mediation Program. She is the vice-chair of the Administrative Law Section Council and the CLE coordinator for the Standing Committee on Women and the Law.

1. 410 ILCS 70/7.5.
2. 110 ILCS 12/10 (b) (1), (2); 110 ILCS 205/9.21 (b)(1)-(10); 735 ILCS 5/8-804(c),(d).
3. 410 ILCS 70/7(a)(1)-(3).
4. 410 ILCS 70/59b-5.
5. 410 ILCS 70/7(b).

6. 410 ILCS 70/7.5(a)(1), (2).
7. 410 ILCS 70/7.5(3), (4).
8. 410 ILCS 70/8 (a) (b).
9. 110 ILCS 12/10(b).
10. 110 ILCS 12/10(b) (1).
11. 110 ILCS 12/10(b)(2).
12. 110 ILCS 12/10(b)(1)(2).
13. 110 ILCS 205/9.21(b).
14. 735 ILCS 5/8-804(c).
15. 735 ILCS 5/8-804(b).
16. 735 ILCS 5/8-804(d).
17. Id.



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**Now Every Article Is  
the Start of a Discussion**

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# ERA: What You Can Do

**Not sometimes equal.  
Not nearly equal.  
Equal.**

## EDUCATE

Learn more about the Equal Rights Amendment. Be prepared to answer questions like “Why do we need the ERA?” Two good places to start are the CNN.com article “New Women’s Movement” (April 2015) and Wikipedia’s ERA entry.

### LEVEL UP

 Get a copy of *Equal Means Equal* by Jessica Neuwirth.

## ADVOCATE

Call and write your representatives. At the Federal level, there is a resolution to repeal the ERA deadline. Thank your representatives or urge their support. Next, contact your Illinois representatives. Here is a suggested script: <http://tinyurl.com/ERAScript>

### LEVEL UP

 Vote for candidates who support an Amendment.

## ASPIRE

Hear the stories of other activists to energize your own efforts:  
Makers (Season 1, PBS)  
Iron Jawed Angels (2004)  
The Seventies (Episode 6, CNN)  
She’s Beautiful When She’s Angry (2014)

### LEVEL UP

 Leave a review/comment and mention the ERA.

## AMPLIFY

Signal boost on social media and repost ERA messages from fellow activities. Post your own with hashtags such as #ERANow.

IRL (in real life), show your colors. Wear a pin on your bag. Slap a sticker your laptop.

 **LEVEL UP** Add a hashtag to your profile so that other ERA activists can connect with you.

## SUPPORT

Throw a little cash towards groups organizing on behalf of ratification. Consider the ERA Coalition, AAUW, or PDA.

 **LEVEL UP** Ask about what is happening locally and what else you can do to help.

## WANT MORE?



- Write a letter to the editor of your local paper, alumni magazine, professional association newsletter, etc.
- Meet with like-minded individuals to brainstorm for on more actions take.
- Express your support with art. Make a quilt, cross stitch, cartoon, watercolor, prayer flag, collage, etc. Post your craftivism on social media to inspire others.

## EQUAL RIGHTS AMENDMENT, STILL A THING

Every action you take will push others to do the same, because the ERA is inevitable. The only question is when.

# Lessons from *One Size Never Fits All: Business Development Strategies Tailored for Women (and Most Men)*

BY MICHELE M. JOCHNER

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*“If women want to succeed in [law] firms today, they endure the pain of the misfit, but not enough women can or want to endure the pain for very long, and they leave. The void they leave in their wake is a void that hurts them, the firms they are leaving, and all of us who want to see greater gender equality in the workplace. ... [Women] are culturally not included and therefore not advanced into leadership ... [As a result, w]e are missing out on so much brilliance, creativity, innovation and leadership, because we are not hearing their voices.”*

This passage from Dr. Arin Reeves’ most recent book, *One Size Never Fits All: Business Development Strategies Tailored for Women (and Most Men)*, summarizes in a nutshell the challenges which many women still face in the legal profession today. Although we have certainly made numerous advances, much still needs to be accomplished to achieve full inclusion and equality for women who practice law.

The good news is that our overall representation within the legal profession is increasing. This past May, the ARDC released its 2014 report, which reveals that as of last year, female lawyers accounted for 38% of all attorneys in Illinois. Compare this with twenty years ago, when women made up 25% of all Illinois lawyers.

Although we can be encouraged by the steadily increasing numbers of women **entering** the profession, there also is not-so-good news when it comes to women **staying** in the profession for the long-term and achieving leadership roles in law firms

and as in-house counsel. Unfortunately, these results remain discouraging. One report issued by the American Bar Association’s Commission on Women in the Profession revealed that although large numbers of women enter private practice after law school, these numbers steeply decline as they ascend the ladder of power. Less than 20% achieve the status of partner, and even fewer are welcomed into the class of equity partners. The same numbers hold true for women achieving general counsel status in large in-house departments.

The troubling numbers reflected in the ABA report call for us to not only examine why women remain underrepresented in leadership positions, but also to create strategies for positive future change. An important voice in this conversation is Dr. Arin Reeves, who, as a lawyer and a sociologist, is uniquely qualified to weigh in on this topic. She has used her broad skill set for more than 15 years to work closely with personal service firms on issues of inclusion and equality, to pen award-winning columns in the *Chicago Daily Law Bulletin* and the *Chicago Lawyer*, and to create the research and advisory firm, Nextions, which focuses on diversity in leadership. *One Size Never Fits All* is her second book, which followed her 2012 best-seller, *The Next IQ: The Next Generation of Intelligence for 21st Century Leaders*.

Through years of conducting original research—including interviews, studies and experiments—Dr. Reeves has documented how gender differences in business development adversely affect women, particularly that the “one size” traditional and male-oriented business development strategies are very ill-fitting. In *One Size Never Fits All*, Dr. Reeves confronts this

phenomenon—which, she opines, has led to the absence of female leaders in many firms—and challenges the *status quo* to create important change benefiting women attorneys, their Firms and the profession as a whole.

In her book, Dr. Reeves vividly documents the challenges faced by women to develop business using the conventional male-focused models, sharing frank first-person accounts she has gathered from both women and men to reveal why these accepted strategies fail to capture the strengths of talented women and thereby hamper their success. She also offers innovative suggestions to address this dilemma at both the firm and individual levels, and to work towards revolutionizing future business development models which better fit women. Indeed, Dr. Reeves’ book is a treasure trove of important lessons for women attorneys seeking to advance in the profession.

For example, one of the many insightful observations she makes regarding female attorneys at the individual level is that different personality traits between males and females lead to divergent perspectives on business development. Although men and women exhibit the same behaviors at the start of the business development process, Dr. Reeves discovered that they were engaging in the process of developing business relationships for different reasons, and this, in turn, impacted upon their success.

The research showed that women developed the relationship for the sake of building the *relationship* itself, meaning that the relationship was the goal of the process. Because of this, women felt guilty when the time came to ask for business from

the contact. Many women commented that they did not want to be seen by the other person as a “user,” and they found it difficult to “sell” themselves as a potential business referral. In sum, because of the way the women viewed the process, they had great hesitation in extracting business from the relationship.

In sharp contrast, men developed the relationship as a means to *attracting business*, which was the goal. Accordingly, men experienced no pangs of guilt in asking for business, and, in fact, viewed it as offering a mutual benefit to both parties. Also, rather than believing they were “selling” themselves through this process, the men looked at it as allowing them a valuable opportunity to “tell” others about themselves and what they could do for them.

Another insightful observation made in the book is that women tend to have a strong aversion to self-promotion. Dr. Reeves discovered that “tooting your own horn” is very difficult—if not impossible—for many women. For some, the discomfort was so great that it resulted in adverse physical reactions, such as nausea and sweaty palms. Many viewed it as unseemly “bragging,” and cited traditional social norms which call for women to be humble and modest. These women adhered to the view that their hard work would “speak for itself,” and, eventually, they would be noticed and rewarded for their efforts and loyalty. Many also shared stories about the double-standard they had seen applied to female colleagues who appeared to have suffered penalties both for engaging in self-promotion and for not promoting themselves enough.

Dr. Reeves’ research also shows that women are more likely to attribute their success to external sources, while they attribute their failures to their own internal, personal weaknesses. This is most clearly seen in self-evaluations, where men speak about leveraging their strengths, while women attempt to neutralize their weaknesses. The end result is that men feel positive about their performance, while women feel negative. Overall, women are more

hesitant to express explicit ambition, and the indirectness of their approach makes it harder for them to develop and execute ambitious business development plans.

Based upon these and other difficulties faced by women which are outlined in the first part of her book, Dr. Reeves readily admits that “resizing” deep-rooted business development strategies is not an easy task. Nevertheless, she has a strong belief that it can and must be done. To that end, she devotes the second half of her book to discussing detailed ways in which firms and individual lawyers can change their perspectives, methods and goals, and begin the process of making business development fit women far better than the traditional models. With respect to firms, Dr. Reeves shares the results of pilot projects she has created to help firms address this issue, and provides specific suggestions to firm leaders to help begin the re-sizing process.

With respect to individual lawyers, Dr. Reeves strongly advises us to “change our vocabulary” with respect to business development, including focusing on strengths rather than weaknesses, success rather than failure, and self-sufficiency rather than dependence. She noted one experiment in which she asked women to write letters of recommendation for other women and then to write one for themselves. In almost every instance, the women were far more comfortable in extolling the virtues of their colleagues rather than their own. As a result, Dr. Reeves further suggests that each woman have a “ghostwriter”—*i.e.* a trusted friend or colleague—to help draft her bio, professional profile, resume and anything else which describes her to the world. In one instance, a woman who participated in this exercise called Dr. Reeves, crying. She shared that she was so “proud of the woman in that bio ... [because] she sounded amazing and accomplished,” and she pledged to start seeing herself the way others do.

In sum, *One Size Never Fits All* raises awareness to the existing problems and provides concrete ways to improve the situation to benefit us all. ■

## Life events

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**We are starting a new regular column** in The Catalyst to celebrate important events in the lives of the members of the ISBA’s Women and the Law. If you have an important event you would like to share with members, either personal (e.g., marriage, birth of a baby) or professional (e.g., promotion, opening of a new office), please send it to the editors of the newsletter for publication. This month, we have three items to share involving members of the Women and the Law Committee:

**Kelly Thames** was recently engaged and will be married on March 5, 2016!

**Julie Neubauer** had a baby! Many of us were able to meet handsome Cole Derek Johnson at the Annual Meeting. He was born on April 29, 2015!

**Julie Neubauer** is also going to be a regular contributor for the new Chicago Bar Association blog for working parent attorneys. It is called *Balancing Act: A guide for Working Parents*. The blog just launched. Check it out: <https://cbabalancingact.wordpress.com/>

Congratulations to you both! ■

# Stage set for November Statewide Symposium on College Sexual Assaults

BY PLANNING COMMITTEE CO-CHAIRS: YOLAINE DAUPHIN AND DIRECTOR OF SALVATION ARMY PROMISE PROGRAM

**In partnership with Porchlight Counseling Services**, a not-for-profit organization that provides free therapy to survivors of college sexual assaults, and Rape Victim Advocates, a not-for-profit organization that provides advocacy services to survivors of sexual assaults, a group of judicial and bar associations is planning a statewide symposium on the prevalence of sexual assaults on college campuses. The issue is particularly timely for Illinois as Governor Bruce Rauner signed into law the Preventing Sexual Violence in Higher Education Act on August 21, 2015.

The Symposium will open at Columbia College on November 5, 2015, with a reception, a screening of *The Hunting Ground*, and a panel discussion moderated by Marion Brooks, Anchor for NBC Channel 5 News. Sofie Karasek, a survivor of college sexual assault and co-founder of End Rape on Campus, and Kaethe Morris Hoffer, Executive Director of Chicago Alliance Against Sexual Exploitation, are confirmed panelists. The day-long seminar on November 6, 2015, will take place at the School of the Art Institute of Chicago and include presentations on

- \* Federal Law: Campus Sexual Violence Elimination Act, Jeanne Clery Act, and Title IX
- \* Action Steps in Congress
- \* Meeting Current Requirements
- \* Understanding Perpetrator and Victim Behavior
- \* The Role of Athletics and Greek Life
- \* Investigating Allegations of Sexual Assaults: Campus Police v. Local Police
- \* College Sanctions v. Prosecution by County State's Attorney
- \* The Rights of the Victim and of the Accused
- \* The Social Norms Approach to Violence Prevention

- \* The New Illinois Law: Preventing Sexual Violence in Higher Education
- \* Rebuilding Broken Lives
- \* Of College Sexual Assaults and Violence against Women

Attorneys, social workers, school counselors, and psychologists are invited to attend the Symposium, and may be eligible for continuing legal education credits and continuing education units as appropriate. Other interested individuals such as college administrators, and college and professional sports coaching staff are also invited to attend. The Planning Committee for the Symposium believes that bringing individuals of different backgrounds together to discuss and learn about this important topic will benefit all attendees and provide a better educational experience.

The Symposium will also take place, via webinar, at two downstate venues. Attorneys, social workers *et al.*, will gather at Southern Illinois University Carbondale, and University of Illinois at Springfield to learn from the Symposium's stellar faculty. Confirmed speakers to date for November 6, 2015, include:

- \* Anita Alvarez, Cook County State's Attorney
- \* Anne Bent, Founder of Porchlight Counseling Services
- \* Dr. Alan Berkowitz, Consultant, Founding Board Member of End Violence Against Women Int'l
- \* Kelli Childress, Kane County Public Defender
- \* Tom Dart, Cook County Sheriff
- \* Ashley Knight, Dean of Students, DePaul University
- \* Maria Nanos, LCSW, PhD, Porchlight Therapist
- \* Mike Nicolai, Vice President for Human Resources, The Art Institute of Chicago

and The School of the Art Institute of Chicago

- \* Diane Rosenfeld, Lecturer Harvard Law, NCAA Violence Prevention Think Tank
- \* Linda McCabe Smith, Title IX Coordinator, Southern Illinois University
- \* Dr. Howard Spivak, Deputy Director and Chief of Staff, National Institute of Justice
- \* Dr. Gail Stern, Co-owner and Chief Academic Officer, Catharsis Productions LLC
- \* Bowen Tucker, ALI project on Sexual & Gender Based Misconduct on College Campuses

A diverse group of judicial and bar organizations is represented on the Planning Committee for the Symposium. The group continues to grow with the addition of the American Bar Association Commission on Domestic & Sexual Violence and the Black Women Lawyers' Association of Greater Chicago. The Planning Committee believes having a broad spectrum of co-sponsoring judicial and bar organizations will highlight both the seriousness of the issue and the resolve of the Illinois legal community to help end the epidemic of college sexual assaults. As college sexual assaults impact students of every race and ethnicity so too should bar and judicial associations representing our very diverse legal community seek to raise awareness about the issue and participate in thoughtful dialogue on ways to make a positive difference.

While the Planning Committee's Bar and Judicial Outreach Subcommittee has been successful in garnering support and partnership from many bar and judicial associations, its work is limited by available manpower and is not yet done. The Subcommittee will persist in its efforts to reach additional bar and judicial

associations but also invites interested associations to contact Subcommittee Chair Amanda Garcia at [aygarcia@gmail.com](mailto:aygarcia@gmail.com). The Symposium is a unifying force bringing together segments of the legal community to work on an issue of immediate importance and the Planning Committee would like to ensure that all associations have the opportunity to join this work.

According to the White House Task Force to Protect Students from Sexual Assault, college sexual assaults impact 20 percent of female students and 6.1 percent of male students. Sexual violence is an epidemic sweeping our college and university campuses that can lead to broken and truncated lives. The service agencies and judicial and bar associations which make up the Planning Committee hope to raise awareness about college sexual assaults and challenge attorneys, social workers, psychologists and other attendees to make a difference.

## Co-Sponsoring Organizations

Porchlight Counseling Services; Rape Victim Advocates; Illinois State Bar Association and its Administrative Law Section Council, General Practice Section Council, Human Rights Section Council, Standing Committee on Government Lawyers, Standing Committee on Racial and Ethnic Minorities & the Law, and Standing Committee on Women & the Law; American Bar Association Commission on Domestic & Sexual Violence; Black Women Lawyers' Association of Greater Chicago; Chicago Bar Association's Alliance for Women; Cook County Bar Association; Decalogue Society of Lawyers; Haitian American Lawyers' Association; Illinois Association of Administrative Law Judges; Jewish Judges Association of Illinois; National Association of Women Judges, District 8; National Bar Association, Judicial Council; National Bar Association, Region VII; Puerto Rican

Bar Association; and the Women's Bar Association of Illinois.

The Symposium is hosted by Columbia College, Southern Illinois University Carbondale, The School of the Art Institute of Chicago, and University of Illinois at Springfield.

Continuing Education Units will be provided by Dominican University, Graduate School of Social Work.

Continuing Legal Education Credits will be provided by Northwestern University School of Law.

The Symposium is supported by Silver Sponsors Chicago Says No More, and Foote, Mielke, Chavez and O'Neil, and Bronze Sponsor Mark and Linda Zaander, Schiff Hardin LLP. Additional support comes from John K. Norris, District IX Justice of Phi Alpha Delta Law Fraternity International.

For additional information please visit [porchlightcounseling.org](http://porchlightcounseling.org). ■

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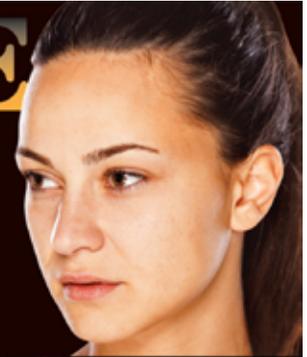
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# SAVE THE DATE

## Statewide Symposium on Sexual Assaults on College Campuses



Columbia College, Chicago, Illinois - November 5, 2015  
The School of the Art Institute of Chicago - November 6, 2015

Southern Illinois University Carbondale (Webcast)  
Carbondale, Illinois - November 6, 2015

University of Illinois at Springfield (Webcast)  
Springfield, Illinois - November 6, 2015

### Co-Sponsoring Organizations

Porchlight Counseling Services; Rape Victim Advocates; Illinois State Bar Association and its Administrative Law Section Council, General Practice Section Council, Human Rights Section Council, Standing Committee on Government Lawyers, Standing Committee on Racial and Ethnic Minorities & the Law, and Standing Committee on Women & the Law; American Bar Association Commission on Domestic & Sexual Violence; Black Women Lawyers' Association of Greater Chicago; Chicago Bar Association's Alliance for Women; Cook County Bar Association; Decalogue Society of Lawyers; Haitian American Lawyers' Association; Illinois Association of Administrative Law Judges; Jewish Judges Association of Illinois; National Association of Women Judges, District 8; National Bar Association, Judicial Council; National Bar Association, Region VII; Puerto Rican Bar Association; and Women's Bar Association of Illinois

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