

WOMEN LAWYERS OF UTAH

VOLUME 19 NUMBER 3

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Mission Statement: The mission of Women Lawyers of Utah is to provide opportunities for women lawyers to develop and advance their careers and to further the cause of women in Utah generally.

The objectives of its mission are to educate and inform, to offer support, to encourage community affiliation for professional success, to seek greater responsiveness to women's needs from Utah's justice system and better living and working conditions for all Utah women.

NEW PRESIDENT'S MESSAGE:

WLU President's Message, 2005-2006

Margaret D. Plane

June 20, 2005

Throughout the 1970s, now-Justice Ruth Bader Ginsburg and others litigated a series of cases solidifying gender equality as a constitutional right. I was learning to walk, to ride a bike. In 1981, a forward looking group of women founded Women Lawyers of Utah. I was learning to spell, to do basic math. The core legal rights women in our nation have won within the last thirty-five years, including the right to equal opportunities in education and the workplace, are tremendous. Although there is still more learning to do.

The victories won over the last few generations have made it possible for women to participate in all areas of society on a more equal basis than ever before. They also make the inequities women face in our society today seem subtle compared to those faced by previous generations. However, it is precisely these subtleties that make addressing the inequities a unique, and perhaps more difficult, challenge. The fight for gender equality demands our continued attention.

There are different responses to the challenges we face today — from the notion that women can close the gender gap by working harder and being better than their counterparts to the notion that the gap cannot be narrowed unless and until underlying structures are fundamentally changed—all of which should continued to be aired. In addressing these challenges, we should continue to recognize the achievements of women, to strive to achieve the goals of current generations, and to learn from and offer support to one another.

Keeping this in mind, this year's Board of Women Lawyers of Utah is focused on three primary goals. First, we intend to

provide more programs and events to our members through our new committee structure. Last year, the Board voted to establish committees, and while we are still feeling our way through this new structure, we believe it will allow more members to be involved in more programs. Second, we are expanding and improving the information available on our website. We are currently creating an electronic Member Directory to help potential clients find legal representation from among our membership. Our website will also have a new look, so stay tuned to www.utahwomenlawyers.org. Lastly, we will continue our successful annual events such as the Fall Retreat and the Spring Fireside. We hope you will take part in these events either as an attendee, speaker, organizer, or sponsor.

As the Board of WLU grows, we hope to see our membership, and the benefits of membership, grow. I invite you to participate in WLU: join a committee, attend our events, become a member if you are not already one. Remember, WLU provides an unparalleled and fun forum for camaraderie, support, education, and self-promotion. So join in — help us all continue learning and clearing the path toward equality and justice.

FAREWELL MESSAGE FROM JULIE WRAY:

It has been a wonderful experience serving as President this past year of the Women Lawyer's of Utah. I have met such incredible women in our profession and worked with such a fantastic board — and those I have met and worked with have taught me so much this year, including in particular how much it means to continue to associate with other women in the profession, to share experiences and give and receive much needed support, mentoring and advice. I will continue to be active as the Immediate Past President and help grow and expand WLU. I encourage all of our members to take advantage of this great organization.

2005 WOMAN LAWYER OF THE YEAR: TERRIE T. MCINTOSH

On April 12, 2005 Women Lawyers of Utah named Terrie T. McIntosh the 2005 Christine M. Durham Woman Lawyer of the Year at their Annual Fireside Chat. The Fireside Chat is a yearly gathering of the members of Women Lawyers to hear an address from Chief Justice Christine M. Durham, one of the founders of Women Lawyers of Utah. The Christine M. Durham Woman Lawyer of the Year Award is given at this function every year. This year's winner, TERRIE MCINTOSH, helped establish this event over twenty years ago.

Terrie McIntosh is Senior Corporate Counsel in Questar's legal department and has practiced there since 1986. She has successfully managed the legal defense of Questar in recent proceedings before the Wyoming federal court and the Utah Supreme Court. In addition to her work with Questar, McIntosh serves on the Board of Trustees for the Salt Lake City Legal Aid Society, the Supreme Court Advisory Committee for the Rules of Civil Procedure and the Board of Directors for

the Harvard Alumni Association of Utah.

Ms. McIntosh graduated from Harvard University with her J.D. in 1978. She began her legal career in New York at Hughes, Hubbard & Reed, and then moved to Salt Lake City in 1979 to work as an associate with Fabian & Clendenin. Since her return to Salt Lake City, McIntosh has advanced the position of women in the legal profession. She has been a member of Women Lawyers for many years serving both on the Board and Executive Committee, including chairing the Executive Committee for a year. As a member McIntosh helped plan various women's professional dinners with speakers including Chief Justice Durham, Congressional Representative Karen Shepard, and Supreme Court Justice Sandra Day O'Connor. She researched non-discrimination policies passed by state and local bars and authored a proposal to the Utah State Bar recommending adoption of a comparable policy. McIntosh has organized workshops with women judges and women seeking

judicial appointments. She also served on the judicial nominating commission for the Third Circuit during the Bangerter administration, co-chaired the Bar's Law Day Committee, and served on the Legal Ethics and Discipline Committee as a screening panel member and vice-chair of the Committee. McIntosh has mentored and assisted numerous women both formally and informally throughout their careers.

According to McIntosh, women lawyers today, while having greater professional acceptance, continue to face the same challenge as when she entered the field in the late seventies—how to balance work and life outside of the office. While the different types of reduced time arrangements being tried by a number of firms and companies is encouraging, McIntosh hopes to see more companies adopt these policies and more people use them.

Ms. McIntosh has a daughter, Alison and a son, John, and her husband, Clifton, is a Professor at the University of Utah.

MARK YOUR CALENDARS:

On **August 16**, the first Utah Chicks with Sticks Golf and Dinner will be held at the River Oaks Golf Course.

The deadline to register for the tournament is August 3.

Following the golf tournament is a "wine tasting--banquet--prizes--fashion show" dinner. Mark your calendars now for August 16, and send in your golf reservation today. Contact Dawn @ 835-8192

September Social: Join WLU for an informal evening of eating and networking with other Utah women lawyers. There will be activities to get to know one another on a more personal level. More information on this will follow.

On **October 5, 2005**, WLU and Utah Trial Lawyers Association are hosting a CLE luncheon entitled "personal Injury Law-Is it for You?"

Join some of Utah's top female personal injury attorney who will discuss:

- Nuts and Bolts of Personal Injury Law
- The Lifestyle of a Personal Injury Lawyer
- Pitfalls for the Personal Injury Attorney
- Case mangement Law and Justice Center
11:30-1:00

There is no charge for this event and lunch is included.

UTAH WOMEN'S ALLIANCE FOR BUILDING COMMUNITY-FOR, BY AND ABOUT WOMEN-

Did you know that members of Women Lawyers of Utah also have membership status with Utah Women's Alliance for Buidling Community (UWABC)? Check it out-

WOMEN'S for, by and about women.

ALLIANCE a joining of individual powers to accomplish goals that the members cannot do individually. Alliance results in power and synergy.

BUILDING creating, growing and expanding our horizons both as organizations and individuals

COMMUNITY a group with shared interests and goals. The Community s characterized by a fundamental respect for everyone and a a belief in accountability and honesty. Community leads to a feeling of safety-safety to grow in our professional and business endeavors and in our personal lives; safety to find and act on opportunities; safety to debelop potential. This is the path to life in balance and for success.

UWABC provides a place for business and professional women within our community to gather together and strengthen the fabric by creating positive social, political and economic change.

For more information on UWABC and its upcoming events, see www.uwabc.org.

WOMEN LAWYERS OF UTAH ANNUAL MEETING

On May 17, 2005 WLU had its annual meeting at the Law and Justice Center. The meeting was well attended, with numerous members of WLU participating. During the meeting officers and Board members for 2005-2006 were elected as follows:

Name:	E-mail Address:	Position:
Lauren R. Barros	lrb@laurenbarroslaw.com	Co-Chair – Education Committee
Catherine Brabson	Catherine.Brabson@hro.com	Co-Chair – Annual Retreat
Jennifer N. Byde	Jennifer.Byde@questar.com	Co-Chair – Work-Life Balance
Andrea Dremann	Adremann@yahoo.com	Co-Chair – Community Outreach
Dawn Emery	Demeryesq@comcast.net	Newsletter Editor Chair – Publicity Committee
Evelyn J. Furse	eif@bendinger-crockett.com	Co-Chair – Career Development
Laurie Gilliland	Laurie_Gilliland@utd.uscourts.gov	President –Elect Co-Chair – Education Committee
Alicia Henning	Ahennig@dadlaw.net	Treasurer
Mary Margaret “Peggy” Hunt	Peggy_hunt@utd.uscourts.gov	Co-Chair – Membership
Nancy Kennedy	npk4@lawgate.byu.edu	BYU Women’s Law Forum Ex Officio Member
Wendy Lems	w.lems@mail.sisna.com	Co-Chair – Career Development
Abbie Magrane	abbie.magrane@questar.com	Co-Chair – Work-Life Balance
Carrie Towner	TOWNER@LAW.UTAH.EDU	U of U Women’s Law Caucus President – Ex Officio Member
Michele K. Morin	Michele@morinlaw.info	Secretary Co-Chair – Career Development
Margaret Plane	Mplane@acluutah.org	President Chair – Annual Retreat
Hanni Rausch	Hanni.Rausch@hro.com	Co-Chair – Membership and Community Outreach.
Polly Samuels	Psamuels@utah.gov	Co-Chair - _____
Adria Swindle	aswindle@burbidgeandmitchell.com	Retreat Committee
Tracey M. Watson	tracey@clawsonfalk.com	Co-Chair – Community Outreach
Julie A. Wray	julie.wray@questar.com	Past President and Ex-Officio member of Bar Commission
Lisa Yerkovich	Lyerkovich@RQN.COM	



GRAPEVINE

ANNETTE W. JARVIS
 Receives the Utah State Bar's 2005 Dorathy Merrill Brothers Award for the Advancement of Women in the Legal Profession

Utah's Board of Bar Commissioners will present RQ&N shareholder Annette Jarvis with the Dorathy Merrill Brothers Award, an award given to the person who has contributed significantly toward the advancement of women in the legal profession in Utah. This award honors lawyers whose professionalism, public service, and public dedication have significantly enhanced the administration of justice, the delivery of legal services, and the improvement of the profession.

Ms. Jarvis has been a lifelong advocate of women's issues in the legal profession. She was a pioneer in negotiating part-time arrangements for herself when her children were young. She has actively mentored many women lawyers she has met all over the country in helping them pursue equal opportunities for advancement, in teaching them to work more effectively with their male colleagues, and in giving them advice about balancing

family and career. She organized a formal women lawyers group at RQ&N, designed to mentor the firm's younger women lawyers and to market the substantial talents and skills of the women lawyers at Ray Quinney & Nebeker.

Ms. Jarvis received both her B.A. and J.D. degrees *magna cum laude* from Brigham Young University, where she has taught commercial law and bankruptcy law, at BYU's J. Reuben Clark Law School.

MICHELE K. MORIN announces the establishment of People's Financial Education Center, a non-profit corporation dedicated to providing individuals with education in personal finance, budgeting, costs of credit and will assist individuals with developing short term and long term goals for personal financial empowerment. For more information, call: (801) 273-3341.

ALICIA HENNING has become "of counsel" with Dart, Adamson & Donovan,.

TRACY WATSON is teaching sports law at the University of Utah.

Banter with the Bench

7TH ANNUAL BANTER WITH THE BENCH

What a fantastic turnout of women judges, lawyers and students at this Year's 7th Annual Banter with the Bench. I hope that everyone enjoyed the "banter" with our prominent judges, who included Justice Parish, Judges Atherton, Decker, Graves-Robertson, Laycock, Lindlsey, Peuler, Switzer and Ward. We had approximately 75 attendees this year, including numerous law students and law clerks. As always, it's [apostrophe, Judge Laycock] a pleasure to see everyone, in the spirit of camaraderie, and meet new and old colleagues alike. I especially enjoyed the helpful practice pointers from the judges and the attendees and the "pet peeves" list from the judges is my personal favorite. Thank you all for once again making the Banter with the Bench a spectacular event.

Wendy J. Lems
 Board Member, WLU

*Extra Time on Your Hands?***THINK ABOUT VOLUNTEER WORK THIS SUMMER**

With summer quickly approaching, it is easy to get caught up in the many activities (not to mention yard work and home repairs) which make demands on our time and resources. There never seems to be enough time to get everything done. That said, the numerous charities in our community are almost always in need of support – either in the form of monetary donations or time spent volunteering.

If you are interested in giving something more of yourself to the community, but don't know where to look, the following is a small sampling of available opportunities here in Utah.

BIG BROTHERS/ BIG SISTERS OF UTAH

<http://www.bbbsu.org/>

Provides volunteers with the opportunity to positively impact a young person's life. The site contains a list of programs and upcoming events.

CROSSROADS URBAN CENTER

<http://www.crossroads-u-c.org/>

Crossroads Urban Center helps low income, disabled, and minority Utahns to be advocates on their own behalf in addressing essential issues affecting the quality of their lives. They also provide direct services to help meet basic survival needs.

THE BENNION CENTER AT THE UNIVERSITY OF UTAH

<http://www.bennioncenter.org/>

Volunteers work on projects dealing with poverty, the environment, at-risk youth, the elderly, and the disabled. Both short and long-term projects are available. The Bennion Center offers volunteer opportunities to University of Utah students, faculty, staff and alumni.

MAKE-A-WISH FOUNDATION OF UTAH

<http://www.makeawishutah.org/homepage.html>

The Make-A-Wish Foundation accepts donations and sponsors entertaining

fundraising activities. You can also donate airline miles to the organization.

NAMI UTAH

<http://www.namiut.org/>

NAMI Utah is focused on educating the public about the issues surrounding mental illness. They accept donations and are the official charity of the 2005 Desert News 10K Race/5K Walk Marathon on Monday July 25th.

THE RAPE RECOVERY CENTER

<http://www.raperecoverycenter.com/>

Volunteers work together with center staff to educate the community about issues of rape and sexual assault, provide survivors with immediate crisis intervention. They also help survivors through the healing process

The Road Home

<http://www.theroadhome.org/>

The Road Home's mission is to help people step out of homelessness and back into the community.

SPECIAL OLYMPICS UTAH

<http://www.sout.org/>

Volunteer assist special Olympians during the Summer and Winter Games. Other opportunities are also available.

This is by no means a complete list. If you are interested in learning more, you may want to check out the following websites:

UTAH NONPROFITS ORGANIZATION

<http://www.utahnonprofits.org/>

Includes an extensive list of member organizations, many with links to their sites. You can also find a list of nonprofit career opportunities in Utah.

UTAH ISSUES – CENTER FOR POVERTY RESEARCH & ACTION

<http://www.utahissues.org/>

Salt Lake Sites Community

http://sbsites.com/dir.html?category_id=232

Provides a list, with links, to many community organizations.

Is It Time To Fire Your Client?

3 RULES & 3 STEPS TO ATTRACTING PERFECT CLIENTS *by Laura Arellano*

“Today I actually fired my client!” a lawyer friend of mine recently shared.

When I asked why, she explained how high-maintenance the client has been, how he has been demanding services outside of the contract, and how time-consuming and frustrating it has been to work with him.

It’s the old 80/20 rule originated by Vilfredo Pareto, the Italian economist in 1906. You know this first one, where 80% of your profits come from 20% of your customers. Or where 80% of your time is taken up by 20% of your clients. Which wouldn’t be so bad, except when they are the less-than-perfect clients.

How about a few more examples:

80% of our personal telephone calls are to 20% of the people in our address book. 80% of the decisions made in meetings come from 20% of the meeting time. 80% of the outfits we wear come from 20% of the clothes in our closets and drawers. 80% of the traffic in town travels over 20% of the roads 80% of what we produce is generated during 20% of our working hours

So the idea is to make that other 80% of your clients as great to work with as that famously favored 20%. But how?

One answer lies in the second famous rule: You become what you think about all of time.

The concept behind this being that your conscious thought patterns drive your behaviors, which then influences your results. The direct link then is that your outcomes are based upon your mindset. And the scary part is that

studies have shown that we have up to 50, 000 thoughts per day, and that only 25% of them are positive!

Which affects the third rule: The Law of Attraction: Like attracts like.

Apply that to your thoughts, and ask yourself some questions:

“What type of signals am I sending out?”

“Am I thinking “attracting” thoughts, or “repelling” thoughts regarding my work and clients?”

“Who is showing up and what do I want instead?”

The good news is that you can control your thoughts, thereby attracting whatever/whomever you like! It’s just about being deliberate.

Here is a 3 step process to being deliberate:

Set aside about 30 minutes of quiet time to work on this marketing technique.

During this time, brainstorm as many characteristics, values, attributes, & behaviors of the perfect customer for your business. You may start with thinking of an existing client, capture their qualities, then build up from there. Write them all down.

Give yourself 5 minutes each day for the next 10 days to focus on that list.

You will notice a couple things happen:.

First, you may find that your current not-so-perfect clients move on. This may be their initiative, or yours, but it will be clear to both of you that they are not a match to your business, and you will part ways.

Next, you will typically find that more perfect (or at least pretty-darn-

close to perfect!) clients show up on your radar. They will be attracted to you because you are thinking about them, and behaving in ways that match their desire of working with a perfect lawyer!

Building on Mr. Pareto’s work, our new rule can now be that 80% of our clients are perfect and are attracted to us by just 20% of our effort!

Laura Arellano of Meta Logia specializes in Leadership Development, Group Dynamics & Attracting Perfect Customers training. Her perfect customers are Professional Individuals and Small Business Owners who are interested in the new model for marketing.

For more information on her informative, creative and activity-filled programs, please contact www.metalogia.com for more information.

“You are today where your thoughts have brought you; you will be tomorrow where your thoughts take you”

– James Allen

WHY JOIN WLU?

As stated succinctly by the National Conference of Women's Bar Associations: "To be successful, every attorney must build a network. Joining a women's bar can jumpstart this process. The opportunities for business referrals and access to resources for substantive legal and practical advice and possibilities for leadership positions and visibility in the profession are all present in women's bar associations." <http://www.ncwba.org>

DISCLAIMER: *This Newsletter is meant to inform, educate, and support the women lawyers in Utah. Articles reflect the opinion of the author and do not necessarily reflect the opinions or positions of WLU or its Board. We gladly accept submissions for publication about issues or events of interest or importance to you. We will publish position pieces by candidates for bar positions who are fully paid members of WLU, but do not endorse any candidates for Bar positions or other public office. WLU reserves the right to refuse to publish any item for any reason.*

MEMBERSHIP APPLICATION

Any person who is a graduate of or a student at an accredited law school or a member of the Utah State Bar is eligible for membership in WLU. At present, we have approximately 275 members. The benefits of membership include a quarterly newsletter, social gatherings and a vote on important issues. Mail this form and your check to:

WLU, PO Box 932, Salt Lake City, UT 84110

NAME: _____	DUES SCHEDULE:	
TELEPHONE: (home/office): _____	In practice < 3 years:	\$30
Email Address: _____	In practice 3+ years:	\$40
MAILING ADDRESS (home or office):	Law Students:	\$15

LAW SCHOOL & YEAR OF GRADUATION:	_____	
UTAH STATE BAR NO.:	_____	
AREA(S) OF PRACTICE:	_____	

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