



President's Message

Two main purposes of AWL are to promote the welfare, interests and professional development of lawyers who are women and to advance justice for all individuals. The recent article published by *The Atlantic*, "What It Takes to Be a Trial Lawyer If You're Not a Man," highlights why AWL's mission remains as relevant today as it was when AWL was first formed in the 1970s. The article walks through several disadvantages women attorneys face when trying cases before judges and juries. Women litigators are still subjected to intense cultural biases demanding that women act in "traditionally female" ways. Women are expected to stay pleasant for fear of being deemed "emotional." But being friendly can undermine challenging an adverse or hostile witness. It also has the potential of eliminating a woman's ability to be viewed as a "strong" trial attorney in the eyes of juries, judges, colleagues, and clients.

These biases create problems for individual women and their respective careers, which is undoubtedly a significant issue. But more importantly, as the article eloquently explains, "the stakes in the courtroom aren't just a woman's career development and her earning potential. The interests—and, in the criminal context, the liberty—of her client are also on the line." This statement cuts to the heart of why leveling the playing field in the legal profession is imperative. When the fate of a client hinges on his or her attorney's gender (or race or ethnicity), that client is not receiving fair and impartial justice. This isn't just a problem for individual attorneys, it's a problem for the entire legal system.

One way to implement systemic change is to continue to promote diversity in our judiciary. The good news is that the groundwork has been started. There are many men and women focused on adjusting the view from the judiciary to promote more opportunity for groups previously excluded. By opening doors, the "norms" of the courtroom are slowly changing. The norms associated with "femininity" are slowly shifting as participants in the judicial system regularly witness women exerting power and control by presiding over the courtroom. Changing attitudes toward female attorneys is important to the core concept of justice and therefore must be made a priority by us—the lawyers who challenge and uphold the system, not just for ourselves, but for the benefit of all.

From the President



Trish Jenness

With this in mind, AWL is proud to sponsor, along with the American Constitution Society and the *Wisconsin Law Journal*, "Closing the Gavel Gap," a continuing legal education program aimed at educating and inspiring the next generation of diverse individuals to seek a career in the judiciary in order to close the "Gavel Gap." This all-day event will focus on the importance of having a judiciary representative of the people it serves. We look forward to promoting the interests of our members and the public by encouraging diverse candidates to seek positions in the judiciary. And we certainly look forward to seeing you all there on October 19th.

Upcoming AWL Events

<p>NAWL Minneapolis Conference Fri., October 5, 2018 Hilton Minneapolis</p> <p>AWL is a partnering organization of the National Association of Women Lawyers' Minneapolis Conference. We have arranged a special 10% discount for our members. To register, visit the NAWL website and use the code MNCACL2018.</p> <p>Scholarships are available for attorneys who wish to attend but may not be able to do so due to cost considerations.</p>	<p>Closing the Gavel Gap Fri., October 19, 2018 UWM School of Continuing Education Downtown Conference Center</p> <p>A very special event to educate and inspire the next generation of women to seek a career in the judiciary. Presenters include Hon. Ann Walsh Bradley, Hon. Kitty Brennan, Hon. Rebecca Dallet, Hon. Beth Hanan, Hon. Mary Kuhnmuensch, Hon. Carolina Stark, Hon. Mary Triggiano, Hon. Maxine White, and many more. Approved for 6.0 CLE credits, including 1.0 EPR credit. Need-based scholarships are available.</p> <p>Read more...</p>	<p>Holiday Luncheon & Toy Drive Wed., December 5, 2018 Ambassador Hotel</p> <p>Make a little time for yourself and enjoy a festive three-course meal and an opportunity to visit with friends and colleagues, staff and assistants. Parking is provided by the Ambassador at no cost.</p> <p>Please also bring toys to donate to the Milwaukee Women's Center.</p> <p>Read more...</p>
<p>Women Judges' Night Thurs., March 7, 2019 Hilton Milwaukee City Center</p> <p>At AWL's premier event for over 35 years, we gather to recognize the women in our profession who serve on the bench. Our keynote speaker will be Waukesha County Circuit Court Judge Kathryn Foster.</p> <p>Each year we feature a speaker who shares her unique perspective on the law and how women have changed the landscape of the practice. They bring with them a history of how their own career has been shaped by being a woman in the legal profession. Sponsorships are available.</p> <p>Read more...</p>		



Member Profile: Mary Flanner

By Sarah Haas

Hometown: Brookfield

Law School: University of Wisconsin Law School

Firm Name: Cross Law Firm, S.C.

Current Title: Employment Law and Whistleblower Attorney

Family: Son (Andy), daughter (Emily), and dog (Mika)

Mary Flanner has embraced change throughout her career. Her journey to law school began following a ten-year stint working as an insurance claims analyst. A career in the law offered variety and new challenges, so she enrolled at the University of Wisconsin Law School.

Upon graduation, she honed her skills as a litigator at a big law firm. When her family grew and the hours at the firm become overly burdensome, Flanner decided to leave for a smaller firm that provided a better

work-life balance. "The time commitment was pretty high," she explains. "I was working a lot of Saturdays, and I didn't want to do that anymore." From there, as firms merged and disbanded, she joined firms that allowed her to learn new substantive areas, including estate planning and insurance defense.

When nearing a career transition, Flanner says she relied on her networking to identify possible employers. "I've always looked for a firm that would have individuals that I would feel comfortable working with in terms of a work environment. I enjoy learning new things so changing practice areas was appealing rather than being negative." Flanner's confidence in her litigation skill set and eagerness to learn led her to a new substantive area, employment and whistleblower law, in 2013.

For women anticipating a career transition, Flanner suggests spending time considering "what's important to me, what are my skills, and how would my values and skills fit into the positions I am looking at." Though career change is stressful, Flanner says that flexibility and willingness to make changes help make transitions easier.



AWL Annual Meeting

On September 25th, over 75 AWL members and guests celebrated our Annual Award winners and AWLF scholarship recipients. For more photos, visit our [website](#).

Volunteer Lawyers Project

The 2018 Volunteer Lawyers Project (VLP) Fall Training series is just a few weeks away. The VLP offers free CLE-approved training to lawyers who commit to providing pro bono legal services to Legal Action of Wisconsin's low-income clients. The annual series of seminars begins in Madison at the Goodman Community Center on October 18th and 19th. The seminars are "Representing Consumers with Auto Issues" (10/18), and "Representing Clients in Unemployment Compensation Appeals" (10/19).

The training continues in Milwaukee at the UWM School of Continuing Education on October 30th through November 1st, with "Representing Clients in Bankruptcy" (10/30), "Eliminating Barriers to Employment" (10/31); "Nuts & Bolts of Divorce" and "Probate Basics and Real Estate Transfers" (11/1).

The Volunteer Lawyers Project offers this training to recruit and support lawyers who provide pro bono legal services to low income residents of the 39 southernmost counties in Wisconsin. This is an especially important time to get involved in pro bono legal services while the number of people needing assistance increases and funding for legal services providers has been drastically reduced.

More information about the VLP's training program and the work of the Volunteer Lawyers Project is available on the VLP website, www.vlp.legalaction.org or by calling 414-278-7722 or (toll-free 888-278-0633).

NAWL General Counsel Institute

AWL is pleased to be a partnering organization of **NAWL's Fourteenth General Counsel Institute ("GCI 14") -- Leading to Legacy: Building a Career that Builds a Community**. The program will be held on Thursday and Friday, November 8-9, 2018 at the InterContinental Barclay Hotel in New York City. Designed for senior in-house counsel, GCI 14 focuses on providing attorneys with the network and programming necessary to create a legacy within their own successful careers by handing down the gift of knowledge, experience and opportunity to others. A career ladder is best climbed with one hand reaching toward the next rung and the other hand extended behind, bringing others along with us. We have arranged a special 10% discount for our in-house counsel members. To register, visit <http://www.nawl.org/GCI14> and use the code **GCI14AWAW** to get the discount. *Registration is limited to in-house counsel and select law firm sponsor representatives.*

Member News

Hon. Maxine White will receive the Jurist of the Year award from the Justinian Society of Lawyers at their 25th Annual Columbus Day Awards Banquet on Friday, Oct. 12.

Congratulations to the following AWL members, who were honored by the Wisconsin Law Journal as 2018 Up and Coming Lawyers:

- **Devon Daughety**
- **Michelle Hockers**
- **Bailey Larsen**
- **Shauna Manion**
- **Sarah Sargent**

Judge Mary Kuhnmuench has announced she will retire effective January 4, 2019 from her position as Milwaukee County Circuit Court Judge in Branch 5. Governor Scott Walker is seeking applicants for appointment to fill the position. The new appointee, should he or she choose to run, would be up for election in April 2020. Deadline for application is October 12th. Details can be found at <https://walker.wi.gov/apply/judicial-application>.

Welcome New Members

- **Judge Laura A. Crivello**, Milwaukee County Circuit Court
- **Chairman Daniel J. Gabler**, Wisconsin Parole Commission
- **Kayla A. McCann**, Ogletree Deakins
- **Jamie M. McClendon**, McClendon Law, LLC
- **Elizabeth Pierson**, Legal Action of Wisconsin
- **Amanda Poznanski**
- **Ami Regele**, Halling & Cayo, S.C.
- **Niabi Schmaltz**
- **Christa Seymour**
- **Sara Waldschmidt-DeSmet**, Milwaukee Co. DA's Office

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