



Top Ten Ways to Build and Extend WIL



Women in the Law (WIL) Committee
Karen Clemes, Chair

JRCLS Leadership Conference
October 3, 2014

INTRODUCTION



What is the Mission and Purpose of WIL?



What is the Mission and Purpose of WIL?

For ALL of us . . .

- ▶ To affirm, acknowledge, and expand the strength and contributions that women lawyers bring to the law, their communities, and their families
- ▶ To encourage women lawyers' participation in local and international JRCLS activities
- ▶ To help all chapters organize Women in Law (WIL) sections within their chapters
- ▶ To facilitate communication, support, fairness, and equal opportunities for women lawyers who support the ideals of the JRCLS
- ▶ To assist women lawyers with similar ideals to network with JRCLS members and to get connected with each other

A Note About Women Lawyers

- ▶ We recognize women lawyers have many paths they can take: practicing full-time, practicing part-time, not practicing for a time/staying at home, working in non-legal fields, etc.
- ▶ We want each of these women to know they are welcome and to remain connected to the law through the JRCLS if that is their wish
- ▶ This means full integration into JRCLS (and participation in WIL)
- ▶ Help them feel welcome, wanted, and safe



TOP TEN WAYS TO BUILD AND EXTEND



1. Invite WIL Board Members and Set Goals

- ▶ Invite female attorney to become your chapter WIL board representative
 - ▶ May be one rep who represents women in the chapter
 - ▶ She might have a WIL section - a group of women who are asked to plan WIL events
 - ▶ Or she may invite women (and/or men) ad hoc to help with specific events
- ▶ Alternatively, task another board member with WIL responsibility - preferably a female board member
- ▶ Set WIL goals for your areas and chapters

2. Identify and Invite Women Attorneys

- ▶ Use JRCLS Technology and other resources to identify female attorneys in your chapter or area
 - ▶ Ecclesiastical leaders; firm connections; LDS organizations at local law schools, including JRCLS and LDSSA student chapters
- ▶ Create chapter email database of female attorneys (practicing and not currently practicing)
- ▶ Goal: Email this database at least once a quarter

3. Add Women/Diverse Board Members

- ▶ Add women to your chapter boards and leadership, in addition to your dedicated WIL member
 - ▶ Add diversity - practicing, non-traditional legal practices, not practicing
- ▶ Consider which JRCLS sections or committees can be created or improved in your chapters with the help of women members, not just WIL
 - ▶ Pro bono projects
 - ▶ Recruitment committee
 - ▶ Other service/projects
 - ▶ Events
 - ▶ Newsletter/website
 - ▶ Executive committee
 - ▶ Mentoring students

4. Plan WIL-Focused CLE

- ▶ Plan regular (yearly?) CLE or other chapter event with WIL member needs in mind
- ▶ Examples:
 - ▶ Lunch panel on “Seeking Balance [as Women Lawyers]”
 - ▶ Lunch Panel on “Lawyers as Entrepreneurs—Starting and Running Your Own Law Firm”
 - ▶ “Personal Values in Decision Making & Communications”
 - ▶ Joint lunch meeting (a regular chapter lunch meeting for all members, male and female) featuring Orange County Presiding Judge Nancy Stock (not a member of the JRCLS), who spoke on balancing law and home life

5. Women and Pro Bono Project(s)

- ▶ Use chapter WIL section to outline pro bono options for members
- ▶ Use chapter WIL section to initiate/support pro bono clinic or other service projects
 - ▶ Phoenix WIL section provided a training seminar to members of the Arizona Lost Boys Center
 - ▶ Phoenix WIL section had a Habitat for Humanity day of service
 - ▶ Consider support of Bar-sponsored legal clinics organized by WIL

6. Consider Event Options That Meet Needs of Your WIL Members

- ▶ Facilitate informal breakfast or lunch groups
- ▶ Host women in the law events at YW or in school or college settings
- ▶ WIL panel and dinner featured female CEO of StarBuzz, female partner and senior counsel from two law firms, and female associate dean from USC

7. Invite Women Speakers to General Events

- ▶ Chieko Okazaki and Susan Easton Black were annual dinner speakers for LA Chapter
- ▶ In 2013, Julie Beck was the annual dinner speaker for Orange County chapter, with Elaine Dalton lined up for 2015
- ▶ See variety of speakers at WIL regional conferences
- ▶ Consider women in legal leadership roles as speakers at CLE, panels, or annual dinners
 - ▶ Judges
 - ▶ Senior in-house counsel
 - ▶ Partners at law firms
 - ▶ Senior government attorneys
 - ▶ Law professors

8. Integrate Topics of Interest to WIL (and All of Us)

- ▶ Leadership in Religious Liberty
- ▶ Women in Political Leadership
- ▶ How to Start and Run a Law Practice
- ▶ Entrepreneurship
- ▶ Tools that Help Your Practice
- ▶ Networking and Building a Client Base
- ▶ Tips for Conducting Your Job Search
- ▶ Negotiation
- ▶ Leadership and Your Law Degree
- ▶ How to Re-enter the Practice
- ▶ Work-Life Balance and Priorities
- ▶ Ethics: Making the Right Choices
- ▶ Beyond Traditional Law Practice
- ▶ Options after Working for Big Firms
- ▶ Preparing for/Obtaining an In-house Position
- ▶ Pros and Cons of Legal Jobs in Government
- ▶ How to Use Your Law Degree in Your Community



9. Sponsor and/or Promote WIL Regional Conference

- ▶ 2013 conference in Arizona and 2014 conference in Washington, D.C.
- ▶ 2015 conference scheduled for Southern California - details forthcoming
- ▶ 2016 in your area?



10. Support International WIL Committee and Goals

- ▶ Keep WIL on your chapter, area, and region board agendas
- ▶ Invite international WIL Committee to train new WIL representatives
- ▶ Invite WIL Committee member to CRC regional and/or area calls
- ▶ Connect with WIL student chapters, where applicable
- ▶ Provide us with spotlight ideas for WIL blog
- ▶ Provide us with articles and pictures from chapter WIL events
- ▶ Attend or encourage attendance at annual Pre-Law Event (Wednesday evening before this conference)
- ▶ Provide us with suggestions for great events and outreach ideas that we can share with other chapters