



Women Lawyers Association of Michigan Foundation

... dedicated to women's education since 1983

www.wlamfoundation.org

June, 2004

WLAM Foundation Hosts March Reception Honoring Students and Donors

Over 100 attendees of the WLAM Foundation's 2004 Awards Reception enjoyed a lovely evening at the Ford Conference and Event Center in Dearborn, and a program featuring remarks on leadership and recognition of students and donors. March 27th was the date, the speakers were Michigan Supreme Court Justice Marilyn Jean Kelly and Domino's Pizza General Counsel Elisa D. Garcia, 15 Outstanding Women Law Student Awardees were introduced, and the 2004 Dean's List was announced. The event was co-sponsored by the Kelly Law Registry, Dearborn Bar Association and Downriver Bar Association, all of which made generous contributions.

Both Justice Kelly and Ms. Garcia made compelling observations on the nature of leadership, providing inspiration to attendees. Ms. Garcia's remarks appear separately, on this page. The subject was particularly appropos in light of the criteria for awards made by the WLAM Foundation to women law students: students must demonstrate leadership on and commitment to women's issues in order to qualify for the cash scholarships.

Most of the fifteen Outstanding Women Law Students receiving awards attended the reception, many with family members who took obvious pride and pleasure in their recognition. Awards ranged from \$2,000, for a Justine Orris Award at Wayne State University, to \$2,500 for a Howard & Howard Award at the University of Detroit Mercy School of Law, to \$4,000 for five Ford Motor Company Fund Awardees, one at each of Michigan's accredited law schools. More than \$40,000 was awarded to students this year. In addition, major donors to the Foundation's scholarship fund (the "Dean's List") received not only recognition of their generosity, but also affirmation of why it is so important to support the scholarship project.

Menttium Awardee Sought by Foundation

The Women Lawyers Association of Michigan Foundation is looking for a special woman - it's 2005 Mentium Awardee. The Women Lawyers Association of Michigan Foundation administers funding of the annual Ford Mentium 100 Award, selecting an awardee who is a lawyer for a non-profit organization, with a minimum of six years of professional experience, demonstrated leadership capability, above-average performance, and proven commitment to her own growth. Ford's commitment to the education of women is demonstrated not only by this award, but also its generous support of the Foundation's annual awards to outstanding women law students. A total of \$24,000 was contributed by the Ford Fund and Ford Motor Company to WLAMF scholarships last year.

Last year's recipient was Kathleen Allen, a staff attorney for Western Michigan Legal Services in Grand Rapids, Michigan. Ms. Allen was the second recipient of the Ford/WLAMF Mentium award. The year-long program includes six half-day business forums, numerous meetings between mentors and mentees, and creation of a peer network with over 100 professional women. Its value for women lawyers of high potential is clear. Ms. Allen observed that: "The Mentium Scholarship was the greatest gift I ever received. Participation in the program helped increase my leadership skills and gave me the opportunity to grow professionally."

If you would like to nominate yourself or someone you know for the 2005 Ford/WLAMF Mentium Award, please mail or email a one-page letter of interest and resume to: Dawn Van Hoek, Chair, WLAMF, 3300 Penobscot, 645 Griswold, Detroit, MI 48230 or dawn@sado.org. **Nominations are due no later than June 15, 2004.**

If you have questions about the Mentium 100 program, please contact Liz Busher at 248/347-0265. Questions about the application process should be directed to Kay Fitzpatrick at 248/320-2696.

WOMEN AND LEADERSHIP: ACHIEVING HIGHER LEVELS

By Elisa D. Garcia C., Esq.

I had the pleasure of addressing the Women's Lawyers Association of Michigan on March 18, 2004 on the issue of women and leadership. The following is an excerpt from my comments :

Let's talk a little about core competencies. What do I mean? These are the things that drive us and our success. They have nothing to do with your "knowledge" or your training. I am assuming that you all know the law and know your jobs – I am not talking about what you need to succeed at a Company. I am talking about breaking through. Being a Leader in your organization. These are competencies you can work on at any stage of your career. Master them and they will take you to the next level.

Core Competency # 1: Initiative. You must have initiative. Remember – your mother told you about this one – she was right. Women with initiative actively attempt to influence their organization.

Core Competency # 2: Strategic Thinking. Think of the "big picture" and consider a broad range of factors in your decision making. CEOs are not paid to manufacture 5 million widgets – they are paid to create a vision and a plan so that the employees can develop and execute that plan to manufacture and sell 5, maybe 10 million widgets.

Core Competency # 3: Building networks. Leaders have a system of internal and external relationships. They nurture these relationships on the giving and receiving end. You cannot do it alone.

Core Competency # 4: Ability to set a vision. I mentioned this before. A leader understands where a company or organization needs to go to be successful and a leader shares that vision in a way that guides and energizes others.

Core Competency # 5: Developing Others. A leader mentors and coaches others to develop their leadership skills, knows how to delegate and gives people challenging assignments.

Core Competency # 6: Building High Performance Teams. This one does not come naturally to lawyers so I advise you to pay particular attention to this competency and work on it. An effective leader selects team members that will execute the plan, and develops in them a commitment to the vision. We, as lawyers, are trained to do it alone. Law school fosters that, trains it, but companies and organizations need team players and people who can lead teams.

Core Competency # 7: Passion to Win. An effective leader strives to succeed and over comes barriers (rather than creating them, which we, as lawyers are trained to do).

Core Competency # 8: Risk taking. An effective leader must take calculated risks supporting business goals and be willing to challenge traditional ways of doing things.

Core Competency # 9: Tough- minded. You must be willing to make hard decisions and empower others do so the same. You must tackle problems and concerns directly.

Last and most important is Core Competency # 10: Communicating and Listening An effective leader demonstrates excellent written and oral communication skills and listens to truly understand other points of view before responding. Another one that is tough for us lawyers.

Now that I have laid out my "Letterman Top Ten List," for effective leadership – I turn it over to you to sit down and write your career plan.

- List the core competencies required to do the job you want.
- Evaluate your level of development in each.
- And get to work.

But, before you begin - I submit to you that:

"If you aim high, you will achieve higher levels."

WLAM Foundation Hosts March Reception Honoring Students and Donors



The 2004 Outstanding Women Law Student Awardees of the Women Lawyers Association of Michigan Foundation.



Guests of the WLAM Foundation, attending the March 18, 2004 reception at the Ford Conference and Event Center.



Michigan Supreme Court Justice Marilyn J. Kelly with Tanille Brooks, Ford Motor Company Fund Awardee at Wayne Law School.



Elisa D. Garcia, General Counsel for Domino's Pizza, chats with Dennis E. Ross, General Counsel for Ford Motor Company.



The 2004 Ford Motor Company Fund Awardees, WLAMF Chair Dawn Van Hoek, and Ford General Counsel Dennis E. Ross.



The 2004 Outstanding Women Law Student Awardees and the WLAM Foundation Board of Trustees.



WLAM Foundation Treasurer Kimberly Cahill and Suzanne Newsom, the Justine Orris Awardee of the Macomb Region WLAM.



WLAM Foundation Trustees Charlotte Johnson and Nancy Glen.



Profiles of the 2004 Outstanding Women Law Students of the Women Lawyers Association of Michigan Foundation

Robin Apisa, Women Lawyers Association of Michigan Foundation Awardee, Michigan State University at Detroit College of Law.



Born and raised in Hawaii, Ms. Apisa practices her belief in “O’hana,” the need to care for others. She mentored high school students in the Lansing area, worked in the MSU/DCL Rental Housing Clinic serving low income tenants, and currently works as an intern in the Flint City Attorney’s Office, counseling victims of domestic violence. Ms. Apisa has served as Vice-President of the Women’s Law Caucus, President of the Labor and Employment Law Association, captain of her moot court team, and Director of Competitions for the Moot Court and Advocacy Board. She has been on the Dean’s List for two years and will graduate this May.

Osleen Barrington, Ford Motor Company Fund Awardee, University of Detroit Mercy School of Law.



Ms. Barrington found her role model in her mother, who raised two daughters as a single parent, providing them with strength and courage. Her involvement in the law school’s immigration clinic included representing a woman who had been tortured in Cameroon; asylum was granted thanks to her passionate and skilled work. Ms. Barrington has been a Girl Guide Leader, motivating young girls to develop their independence, has volunteered at Crossroads serving Detroit’s homeless, and recently completed training to be a mediator. A member of the Moot Court Board of Directors and Black Law Students’ Association, she will graduate this May.

Tanille Brooks, Ford Motor Company Fund Awardee, Wayne State University Law School.



Tanille Brooks has put her education to good use, serving as a reading and Spanish tutor for students in several Detroit schools. She has volunteered at Ann Arbor’s Safe House, counseling battered women and answering the emergency hotline. At Wayne, she currently serves as Treasurer of the Black Law Student Association and will graduate in May of 2005. Ms. Brooks also currently clerks for Michigan Supreme Court Justice Marilyn J. Kelly.

Ryann-Lynn O’Boyle Bunch, Howard & Howard Awardee, University of Detroit Mercy School of Law.



First in her class at UDM, Ms. Bunch serves as Editor-in-Chief of its Law Review, was Treasurer of her Second Year Class, and participates in the American Inns of Court Program and Women’s Law Caucus. The first in her family to attend college, Ms. Bunch worked her way through while caring for a chronically ill sibling. She worked as an intern at the Saint Clair County Prosecutor’s Office, and as a summer associate at Bodman Longley, all the while winning numerous academic awards. A mentor to other law students, Ms. Bunch plans a lifetime of mentoring others.

Neftara Clark, Women Lawyers Association of Michigan Foundation Awardee, Michigan State University at Detroit College of Law.



Ms. Clark will graduate this spring after a very active law school experience that included membership in the Black Law Student Association, the Women's Law Caucus and Family Law Society, and the Chance of Childhood Program. Her advocacy on behalf of domestic violence victims has included work in the Ingham County Prosecutor's Domestic Violence Unit, research for the Michigan Coalition Against Domestic and Sexual Violence, and clerking in the Domestic Violence Unit of a Legal Services Office. The recipient of many leadership awards and a long-time mentor to young people, Ms. Clark's stated passion is "development of progressive grass roots programs that not only look good on paper, but also truly benefit people, especially children and their families."

Jackie J. Cook, Women Lawyers Association of Michigan Foundation Awardee, Cooley Law School.



Ms. Cook works full time as the Intensive Juvenile Probation Officer for Sanilac County Family Court while attending Cooley in its full time weekend program. Her deep understanding of family dynamics arises in part from her supervision and counseling of juveniles who are perpetual offenders. She previously served as the Sanilac County Prosecutor's Domestic Violence Victims' Advocate, educating and empowering women while also volunteering her time at the local shelter. As Secretary for the Sanilac Area Violence Elimination Council, and a member of the county's Child Abuse Prevention Council, Ms. Cook devotes herself to fundraising and public relations that have a major impact on the community.

Jenny A. Covington, Women Lawyers Association of Michigan Foundation Awardee, Wayne State University Law School.



The mother of a four-year-old son, Ms. Covington founded the Parents' Association at the law school as a support network for students with dependents. Her diverse interests are reflected in her BS degree in microbiology and internship with an arts arbitration association in California. As a representative for the Wayne Student Board of Governors, Ms. Covington has organized fundraisers for the Women's Law Caucus, First Step, and student organizations. Ms. Covington currently clerks for Chief Judge Lawrence Zatkoff of Michigan's Eastern District, and she will graduate in May of this year.

Sharon Dolente, Women Lawyers Association of Michigan Foundation Awardee, University of Michigan Law School.



Ms. Dolente's commitment to women is demonstrated by her roles throughout law school as Co-President of the Women Law Students Association, editor of the Michigan Journal of Gender and Law, organizer of a symposium on marriage law, and teacher of an undergraduate course on Women and Law. Devoted to a planned career in public interest law, Ms. Dolente has worked in public defender offices, on death penalty research, and on the board of an organization providing funding to students pursuing public interest careers. She hopes to work on reform of Michigan's public defense system, and to continue her mentoring activities with Young Detroit Builders after her graduation in May.

Dena Lampinen, Women Lawyers Association of Michigan Foundation Awardee, Cooley Law School.



Ms. Lampinen has demonstrated extraordinary commitment to fighting domestic violence through both her career and community service. A district court probation officer in Lansing, she is a member of a Domestic Assault Response Team, assists survivors in obtaining personal protection orders, organizes childcare for survivors, and is a key participant in the group End Violent Encounters. She cites the strength of domestic violence survivors as her inspiration, and expects to work toward improving their treatment in the legal system upon her graduation from law school.

Donna K. Mallonee, Ford Motor Company Fund Awardee, Michigan State University at Detroit College of Law.



Ms. Mallonee's community activism has centered on an environmental cause believed to impact women and children disproportionately; the presence of cancer-causing chemicals in certain areas, in her case, Midland, Michigan. Her research and advocacy as a local resident and mother have brought light onto an important health issue, and spurred cleanup responses. Ms. Mallonee is a member of Cooley's Women's Law Caucus, and its Public Interest Law Society and Environmental Society, and she will graduate this May.

Amy Myers, Women Lawyers Association of Michigan Foundation Awardee, University of Michigan Law School.



A student attorney at the law school's Family Law Project who represents domestic violence survivors in divorce and custody disputes, Ms. Myers is continuing her strong commitment to women's issues. She has directed a Women's Center, organized a "Take Back the Night" campaign, done research for Lambda Legal, the Michigan Poverty Law Project and the Feminist Majority Foundation, and organized Head Start volunteers, also winning a 2002 Initiative Award for changing the culture at her undergraduate university. Ms. Myers plans to work exclusively in the public interest upon her May, 2005 graduation, preventing violence against women and helping victims live as survivors.

Suzanne Newsom, Justine Orris Awardee of the Macomb Region Women Lawyers Association, Wayne State University Law School.



Ms. Newsom is a dedicated advocate of women's rights, primarily demonstrated through her mentoring, networking and domestic violence activities. As the sole woman member of Wayne National Moot Court Team, she has mentored junior team members; as a member of the Women's Law Caucus, she has managed a mentorship program and implemented a new "Networking for Women" seminar. Ms. Newsom plans to practice family law, and has been influenced by her experiences on child protection cases at the Attorney General's Office, and her research work on family violence.

Lana Panagoulia, Women Lawyers Association of Michigan Foundation Awardee, University of Detroit Mercy School of Law.



Ms. Panagoulia's belief in a life of service is reflected by the quote with which she started her application: "Service is the rent we pay for being. It is the very purpose of life, and not something you do in your spare time. [Marian Wright Edelman]." Active as an officer in the law school's Student Bar Association, she has been part of its first all-women board. She organized a "Voice of Justice" fundraising campaign that raised \$28,000 for student fellowships, far more than had previously been raised. Ms. Panagoulia has clerked for Michigan Supreme Court Justice Marilyn Kelly and will graduate in May of 2005.

Patty Skuster, Ford Motor Company Fund Awardee, University of Michigan Law School.



Ms. Skuster's life-defining experience in Namibia as a Peace Corps volunteer, organizing women in empowerment workshops and developing AIDS awareness projects, led her to a joint degree program in law and public policy. At Michigan, she has chaired the Political Action Committee of the Women Law Student Association, and won the first Cornelia Kennedy Scholarship for Women's Rights Advocacy, while also teaching undergraduate courses on worldwide hunger, homelessness and reproductive policies. Following her graduation this May, Ms. Skuster plans to advance women's reproductive rights on a global scale as the leader of a non-governmental organization.

Wendy Strouse, Ford Motor Company Fund Awardee, Cooley Law School.



Ms. Strouse is the founder and director of a task force against domestic violence, working with community leaders and justice system members to raise awareness, collaborate on services, and improve law enforcement policies. This leadership arose from her experience as a case manager in a homeless shelter, where she counseled women and served as their advocate in several arenas. On the Dean's List at Cooley, and planning to pursue a career that includes advocacy on family violence, Ms. Strouse will graduate this May.

WLAMF Dean's List

We thank the following generous members of our year-2004 Dean's List:

Gold Key (\$24,000) **Ford Motor Company Fund**

Summa Cum Laude (\$2,500 or more)

General Motors Corporation Legal Staff
Howard & Howard Community Reinvestment Fund

Magna Cum Laude (\$1,000 to \$2,500)

Barris, Sott, Denn & Driker, PLLC
Bodman, Longley & Dahling, LLP
Dickinson Wright, PLLC
Dow Chemical Company
Dykema Gossett, PLLC
Ford Motor Company
Schoenherr & Cahill, PC
Macomb Region, Women Lawyers Association of Michigan
Wayne Region, Women Lawyers Association of Michigan
Women Lawyers Association of Michigan

Cum Laude (\$750 to \$999) Masco Corporation

Honorary Gifts to the Foundation

The WLAM Foundation is pleased to announce the following gifts made in honor or memory of a person or event:

In memory of the **Honorable Patricia Schneider**, by **Carole L. Chiamp**, who observed:

For those of you who didn't know her, she was one of those wonderful people who kept on giving. She was a comfortable matron in the suburbs until she saw injustice. She didn't like it. She became an attorney later in life and then became a judge - a compassionate judge. Her death is a real loss.

In honor of **Dawn Van Hoek**, "for her hard work and outstanding leadership," by **Mary Barden**.

Newsletter Contact
Dawn Van Hoek, dvanhoek@sado.org

Good Citizenship (\$100 to \$749)

Nina Dodge & Howard B. Abrams
Hon. Y. Gladys Barsamian
Hon. Marianne Battani
Bigler, Berry, Johnston, Szykiel & Hunt, PC
Linda Lou Bruin
Laura M. Canfield
Carole Chiamp
Margaret Costello
Thomas W. Cranmer
Nancy Diehl
Hon. Theresa Doss
Sue Ellen Eisenberg
Julie I. Fershtman
Mary Fowlie
Ann Erickson Gault
Jennifer Gilhool
Hon. Susan H. Grant
Charlotte Johnson
Josephson & Fink, LLP
Hon. Marilyn Jean Kelly
Kathleen Leavey
Marguerite Munson Lentz
Cary S. McGehee
Cylenthia LaToye Miller
Claire E. Morrison
Lambro Niforos
Michael & Peggy Pitt Charitable Trust
Margaret Sind Raben
Meghan Kennedy Riordan
Hon. Victoria A. Roberts
Dennis Ross
Secura Insurance
Sinas, Dramis, Drake, Boughton & McIntyre, PC
Laura M. Slenzak
Sharon Noll Smith
Sharon Snodgrass
Sandra L. Sorini
Hon. Vesta Svenson
Talarico & Associates, PC
Marianne Talon
Janet S. Thomas
Law Office of Thomas J. Trenta, PLLC
Maureen E. Thomas
Dawn Van Hoek
Lorraine Weber
Karen Colby Weiner, PhD
Orris Scholarship Fund (Kimberly M. Cahill and Schoenherr & Cahill, PC)

Contribution Form Women Lawyers Association of Michigan Foundation

Your contribution is a way to recognize and honor special people and events.

Contributions to the Foundation are tax-deductible.

Please send this form and your check to:
WLAM Foundation
645 Griswold
3300 Penobscot Building
Detroit, MI 48226

If you wish to charge your contribution,
please call 1-800-654-5959.