

# Friends From Afar

Local lawyers rally to support jailed Pakistani colleagues **By Adrienne Schofhauser**

**I**t was a solemn occasion when local attorneys came together at the U.S. District Courthouse in downtown Seattle last fall, a week after Pakistan's president, Gen. Pervez Musharraf, suspended the country's constitution and jailed thousands of lawyers and judges. The Seattle crowd was about 300 strong, according to the King County Bar Association (KCBA).

Clad mostly in dark suits and ties, the lawyers quietly circled the courthouse three times before assembling on its steps. Some held placards.

"Could you imagine if it happened here? Oh, that'd be crazy," remarked one young attorney who stood at the foot of the courthouse on the misty November day.

The rally was a response to the American

Bar Association's call to support members of the Pakistani legal community who were punished for political dissent.

"Pakistan is a supposed ally, and it makes you wonder if it could happen here; that's what gives me incentive to be out here," said Shane T. Anderson, 34, of Spencer Anderson & Buhr.

Speakers at the Seattle rally included former U.S. Attorney John McKay, who called Musharraf's actions "an assault on the rule of law."

The KCBA organized the rally. Devin Theriot-Orr, an attorney from Seattle who is working with the Human Rights Commission



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King County Bar Association president Eileen Concannon says legal communities must stick together.

of Pakistan, e-mailed the KCBA that morning in gratitude for the international support. He confirmed that the demonstrations in the United States were making local news where he lives in Pakistan.

Standing in front of the towering judicial building, KCBA president Eileen M. Concannon addressed the crowd: "Today, I am so proud to be a lawyer in this city and state. ... [In Pakistan] the civilian population is being led by the lawyers—lawyers like us." L&P



MAMAS co-founder Rachel Black (left) and board members Lori Lynn Phillips and Malaika Eaton believe attorney-moms need help with their juggling act.

# Mothers in Law

**By Adrienne Schofhauser**

at a venue where their children could play and the women could socialize, network, problem-solve, and learn from each other and find mentors," says Black, 38, whose son, now 2½, was born the year she made partner, and whose daughter is 3 months old.

Black's e-mail sharing her idea with co-founder Lorraine Lewis

Phillips (Keller Rohrback) traveled quickly, and MAMAS' first meeting was attended by 50 women. "I looked around the room and said this is a group that needed to happen," says Lori Lynn Phillips, 39, of Heller Ehrman, a MAMAS board member and mother of 7-year-old triplets and a 5-year-old.

Since then, 325 members have registered, and attendance has topped 80 women. Monthly discussion topics have included how and when to inform clients of a pregnancy, traveling while breast-feeding and strategies for work-life balance. Every event has been sponsored by members of the legal community.

"The comment that I get most from women

when they find out about the organization is 'I can't believe these aren't all over the country. I can't believe that this is only one year old.' I mean, they're really surprised," says Black.

MAMAS members have about 500 children collectively, including 55 born during the group's first year. MAMAS has already borne fruit of its own: Similar organizations have been launched in New York and San Diego, and one is soon to sprout in Honolulu.

"One of the main goals is just to build a network so that you don't feel alone in this endeavor," says Lori Lynn Phillips. "In some of the firms, there isn't enough of a critical mass for women to feel like they have somebody they can go to." Many firms are struggling to accommodate the changing routines of their attorneys who become mothers.

"They're trying to figure out how to manage their [women attorneys'] needs—their desire to be involved with their families—versus the needs of the practice," says Mary Re Knack, a member at Williams Kastner.

Last October, MAMAS held its first annual banquet. A panel discussion tackled the issue of diversity in the legal community. Local judges answered questions and volunteered anecdotes of their child-rearing experiences to a crowd of about 100 women (and three men). Many women

**W**ith the number of women attorneys on the rise across the nation, the most surprising thing about a mothers support group for local attorneys may be that it wasn't conceived earlier.

Mother Attorneys Mentoring Association of Seattle (MAMAS) is the 1-year-old brainchild of Rachel Black, a commercial litigation lawyer at Susman Godfrey. Frustrated by the lack of advice for attorney moms, Black developed a network of women attorneys who were going through—or had made it through—the stressful years of child-rearing.

"I initially envisioned an organization where, just once a month, a bunch of women would meet

## BRIEFS

face a Catch-22 between advancing at their firms and tending to family affairs.

If law firms value their women attorneys, they're going to have to work harder to accommodate them, says U.S. District Court Judge Ricardo Martinez.

"The practice of law has put incredible demands on people in terms of time," he says. "Sometimes traditional things are slow to change, and we [lawyers] are our own worst enemies when it comes to that." L&P

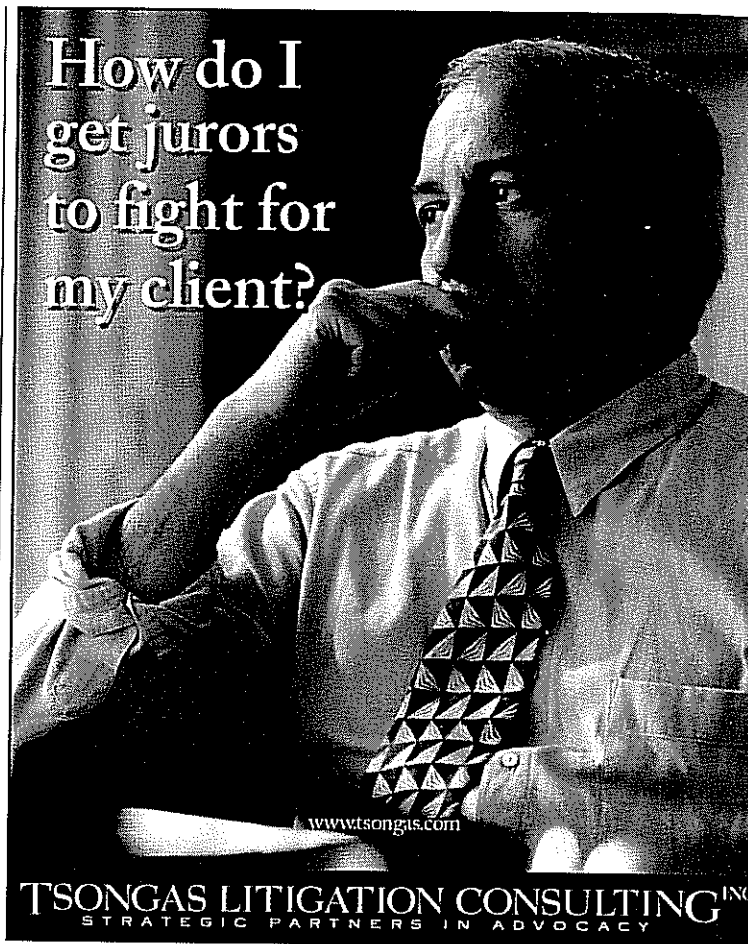
## Trending Up

After 10 years of tracking Washington's legal community, we at *WL&P* figured it was time to churn out some trends. Perusing data from the 50 largest firms, here's the most striking thing we found: Washington attorneys' fortunes are up, by a lot. The median starting salary paid by those top employers was a mere \$58,250 back in 1998. Last year, that had risen to a heartwarming \$110,000.

On the hiring front, the median number of Washington lawyers employed by each firm nudged up, from 38 to 41. And on the diversity front, we're starting in 2004, since we changed some reporting procedures then to reflect the number of attorneys working part time. From that point on, the median number of minority lawyers has risen from two to four. May not sound all that impressive, but think of it this way: Two of the three lawyers each large firm added in the past decade were minorities. Also since 2004, each firm added one additional woman attorney.

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