



Announcements

Welcome to the August – September 2008 Editions of the Notitia!

The Notitia is one of the many tools the Women Lawyers Section of the Birmingham Bar Association uses to encourage the participation of women in the practice of law, to enhance the quality of life for women who have chosen law as a profession, to provide role models and mentors for women seeking to enter or grow in the profession, to provide an environment which fosters cooperation between and among women in the profession thereby enhancing the profession as a whole.

All members of the Birmingham Bar Association are invited to join our Section in 2008 and 2009!

Membership runs from Dec. 1, 2007 - Nov. 30, 2008, but you can join at any time during the year. As of June 26, 2008, there are **429 members** of the Section.

Here is a generic membership form: [BBA Membership Renewal.pdf](#) - You will need to put your name somewhere on the form and return it to Beth Carmichael at the Birmingham Bar. You can also become a Sustaining Member of the Section by sending your additional \$30 contribution to Sidney Hoover c/o the Economic Development Partnership of Alabama, 500 Beacon Parkway West, Birmingham, AL 35209-3108. Sustaining Members are: Pam Blalock, Khristi Driver, Ashley Hattaway, Sidney Hoover, Carolyn Lam, Shirley McCarty and Teresa Minor.

Would you like to work with one of the committees or task forces in 2008 on a particular project or event? Reply to Leatha Gilbert if yes (gilbert@gsellerslaw.com). You can also be thinking about what you might enjoy doing for next year's projects or events.

Please submit your articles or photos or reminders for the October - November 2008 Editions of the Notitia to Christi Graham (cgraham@burr.com) or Michelle Obradovic (michelle@wiseresolution.com).

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Reminders for Section Activities and Events:

Book Drive to benefit the Jefferson County Family Court through August 31st.

The Leadership of the Section meets monthly at the YWCA of Central Alabama, 309 North 23rd Street, Birmingham. Attendees who have ordered a lunch will be served at 11:30, with the meeting to begin thereafter. You may bring your own lunch if you like. Our next meeting, which is **September 11, 2008**, is a specially scheduled one. The one thereafter will take place according to the regular schedule. That meeting will be Tuesday, October 14. The November meeting will be the Annual Meeting and details on that one are forthcoming.

“An Insider's View”

Tuesday, **September 9, 2008** - Noon to 2:00 p.m. at The Harbert Center, 3rd Floor - 2019 4th Avenue North. Lunch will be followed by a panel of industry leaders sharing their insight on what companies look for when hiring professional advisors. Panelists: C. Paige Goldman, Corporate Counsel, Energen Corporation; Fred Keith, President, HKW Associates, P.C.; Dr. Ron L. Meredith, CEO, Quest Health Systems; Facilitator: Robert (Bob) K. Spotswood, Attorney/Member, Spotswood Sansom & Sansbury LLC. Cost: \$20 for LMASE or WLS members (includes lunch); \$40 for non-members. Check payable to LMASE and bring them to the meeting. Reservations should be made by Friday, August 29th with Ruwena at 205.655.0783 or at rhealy@marketing247.net

[Women Lawyers and LMA.pdf](#)

Pin Stripes and Pearls 1:

University of Alabama

September 23, 2008, at 5:30 p.m.

Coordinated by: Delores Simmons Owens, Staff Attorney to Judge U. W. Clemon, 205.278.1850 (ext 2)

Delores_Owens@alnd.uscourts.gov

Law students from Miles School of Law and The Birmingham School of Law are also invited.

Luck Be A Lawyer

The Bar Foundation will make a \$500 unrestricted donation to the BBA Section selling the most in tickets and sponsorships to the Luck Be a Lawyer 2008 Fall Charity Ball. When ordering tickets & sponsorships, please identify the sale as being for the WLS and request that the WLS receive credit in the competition. The formal gala will be Saturday, **October 25th**, 8:00 p.m., at SOHO Rosewood Hall (2850 19th St. South Homewood). The spacious facilities at the new City of Homewood municipal complex will allow for more casino games; more dancing to the music of Mumbo Jumbo; and, better enjoyment of excellent food & open bar catering. Luck be a Lawyer sponsor levels are \$2,500, \$1,000 & \$500; and, tickets are \$100 per person (\$75 for YLS members). Sponsorships & tickets are available by contacting the Foundation at 251-2231 or bfound@bellsouth.net or Anne Durward at 838-9005 or adurward@msnattorneys.com.

Pin Stripes and Pearls 2:

Cumberland School of Law

February 5, 2009

Coordinated by: Delores Simmons Owens, Staff Attorney to Judge U. W. Clemon, 205.278.1850 (ext 2)

Delores_Owens@alnd.uscourts.gov

Law students from Miles School of Law and The Birmingham School of Law are also invited.

Reminders for Non-Section Activities and Events:

Kristi Driver is organizing a team for the Susan G. Komen Race for the Cure which is scheduled for October 11, 2008. Registration is open at www.komenncalabama.org.

Capt Crane is available to speak to groups on internet predators & cyber bullies. He is a police officer with experience dealing with Myspace & Facebook, etc. as well as prevention strategies. His contact info is: Capt John Crane, Birmingham East Precinct - 254-2684/2685/2687.

Articles

MANAGING STRESS

The following are tips for managing stress that Business Coach Gail Barber, Life Coach Lee Sumner Irwin, and the attendees developed in the Women Lawyers Section Brown Bag Lunch workshop on August 5, 2008

Managing Tension—Physical De-Stressing

1. Move—Dance, Walk, Work in Garden
2. Take a Bubble bath
3. Get a Massage
4. Conduct a body scan—breathe into tightness
5. Pamper self- with pedicure, manicure, facial
6. Sleep late
7. Sing

Managing Worry—Mental De-Stressing

1. Breathe
2. Talk—with a friend, to yourself, with your coach
3. Write—in a journal, via email
4. Get perspective—what is the worst thing that can happen; how important is it in the scheme of things; can something good come out of this.
5. Humor
6. Clean up conflict—internal, relationships
7. Exercise

THIS I BELIEVE – NPR

The Power of Love to Transform and to Heal - by Jackie Lantry

[Listen Now \[4 min 27 sec\] add to playlist](#)



Jackie Lantry is a part-time hospital clerk in Rehoboth, Mass. She and her husband have adopted two girls and two boys from China. When Jackie asked her children what they believed in, they said "family."

"It was not therapy, counselors or medications. It did not cost money, require connections or great privilege. It was love: just simple, plain, easy to give."

Photo credit: Nubar Alexanian

I believe in the ingredients of love, the elements from which it is made. I believe in love's humble, practical components and their combined power. We adopted Luke four years ago. The people from the orphanage dropped him off at our hotel room without even saying goodbye. He was nearly six years old, only 28 pounds and his face was crisscrossed with scars. Clearly, he was terrified. "What are his favorite things?" I yelled. "Noodles," they replied as the elevator door shut. Luke kicked and screamed. I stood between him and the door to keep him from bolting. His cries were anguished, animal-like. He had never seen a mirror and tried to escape by running through one. I wound my arms around him so he could not hit or kick. After an hour and a half he finally fell asleep, exhausted. I called room service. They delivered every noodle dish on the menu. Luke woke up, looked at me and started sobbing again. I handed him chopsticks and pointed at the food. He stopped crying and started to eat. He ate until I was sure he would be sick. That night we went for a walk. Delighted at the moon, he pantomimed, "What is it?" I said, "The moon, it's the moon." He reached up and tried to touch it. He cried again when I tried to give him a bath until I started to play with the water. By the end of his bath the room was soaked and he was giggling. I lotioned him up, powdered him down and clothed him in soft PJs. We read the book *One Yellow Lion*. He loved looking at the colorful pictures and turning the pages. By the end of the night he was saying, "one yellow lion." The next day we met orphanage officials to do paperwork. Luke was on my lap as they filed into the room. He looked at them and wrapped my arms tightly around his waist. He was a sad, shy boy for a long time after those first days. He cried easily and withdrew at the slightest provocation. He hid food in his pillowcase and foraged in garbage cans. I wondered then if he would ever get over the wounds of neglect that the orphanage had beaten into him. It has been four years. Luke is a smart, funny, happy fourth-grader. He is loaded with charm and is a natural athlete. His teachers say he is well behaved and works very hard. Our neighbor says she has never seen a happier kid. When I think back, I am amazed at what transformed this abused, terrified little creature. It was not therapy, counselors or medications. It did not cost money, require connections or great privilege. It was love: just simple, plain, easy to give. Love is primal. It is comprised of compassion, care, security, and a leap of faith. I believe in the power of love to transform. I believe in the power of love to heal.

Link to the story:

<http://www.npr.org/templates/story/story.php?storyId=4769850>

NURSING AND WORKING

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The Birmingham News Living



Joe Songer / Birmingham News

Posted by Chanda Temple Guster July 08, 2008 7:37 AM

Categories: Parenting

When breast-feeding moms go back to work, they often have to scout out places to pump.

Link to full article:

[Nursing and Working - Amber Ladner.pdf](#)

Birmingham attorney Amber Ladner says her 8-month-old daughter Sarah Belle is very familiar with her breast pump and its black carrying case.

You're a nursing mother who has returned from maternity leave and discovered there's no place at work for you to pump your breast milk. What do you do? For one teacher looking for privacy, a janitor's closet was her best option. For student achievement tester Sharon Fitts Bergeron of Birmingham, her car was her salvation. "You can be very discreet," said Bergeron, who can visit up to three schools a day for testing that can take 45 minutes to three hours. "It wasn't bad. I could sometimes work and score some tests and pump at the same time." Bergeron said she turned to her car when she discovered that the schools she visited either didn't have a secure room where she could lock the door or that doors had glass in them. Also, she didn't want to take up time from others in one of the few bathrooms designated for teachers. Today, the 41-year-old continues to breastfeed her 13-month-old daughter and doesn't regret her decision. "I know that for some women it's not a viable option, but I'm so glad I was able to do it," she said. "I can't imagine not breastfeeding. I don't think you can duplicate what I can give her, in a can." While there are numerous nutritional, health and educational benefits for breastfeeding a baby, research shows that nursing mothers stop breastfeeding for various reasons, including pain, difficulty getting the baby to suckle, not being able to produce enough milk or lacking a place to pump at work.

National initiative

Nationally, only 26 percent of companies offer lactation support programs at work, according to a 2007 survey from the Society for Human Resource Management. A national initiative to get more businesses to offer lactation support in the workplace for breastfeeding employees is coming to Birmingham. The U.S. Department of Public Health has picked the city as one of 10 pilot locations to implement such a program. Birmingham Healthy Start, the Alabama Breastfeeding Committee and others will present a free training class on the topic July 30 and 31 at UAB's Lister Hill Library. To honor businesses that are breastfeeding friendly, the

Alabama Breastfeeding Committee will soon begin recognizing area businesses with gold, silver and bronze awards, said Kelley Swatzell, an Alabama Breastfeeding Committee member. "The ultimate goal is to increase breastfeeding support for working families in Alabama," Swatzell said. Because of the many health benefits breastfeeding offers, the American Academy of Pediatrics recommends exclusive breastfeeding for six months and continued breastfeeding with complementary foods for at least one year.

Amber Ladner, mother to 8-year-old and 8-month-old daughters, attended a breastfeeding class at Brookwood Medical Center where consultants taught mothers how to talk to employers about setting up a place to pump at work. She has a private office in a building that's home to eight other attorneys, and pumps for 8-month-old daughter Sarah Belle at her desk with the door closed during the work day. But in the event a trial prevents her from returning to her own office to pump, she has asked two female judges in federal and state courts if she could use their offices. They agreed. "It's an issue that I had and I asked and they said it was fine," she said. When a mother returns to work, she needs to pump a minimum of two to three times during an eight-hour day, depending on the age of her baby. If milk is not removed on a regular basis, the milk supply will decrease, said Miriam Kuntz, a registered nurse and certified lactation consultant with the Kaye Dahle Lactation Center at Brookwood Medical Center.

Equal to a coffee break.

Sandra Duca-Dettling, a leader of La Leche League Birmingham South, said that taking a break to pump at work is akin to a coffee break. "Everybody takes a couple of breaks a day," she said. "While you are running to Starbucks for a \$4 latte, Mom is in there (the lactation room) making some liquid gold for Junior." Depending on the breast pump's quality, a mother can pump anywhere from 10 to 30 minutes in one sitting, said Kuntz. Duca-Dettling said nursing mothers who are away from their desks to pump are making up for missed time in other ways, either through extra time at work, taking work home or in some other way. Duca-Dettling and experts said that breastfeeding not only benefits the baby, but also employers. Babies who are breastfed are less likely to get sick, therefore, there's a lower chance of absenteeism among their mothers. Sylvia Edwards, a registered nurse and manager of UAB Hospital's Women's and Infants' Services Lactation Center, added that breastfeeding can result in lower health care costs, improved employee productivity, and higher morale. Alabama Power Co. is among a growing number of companies offering lactation rooms for nursing employees. For the last four years, a room at their corporate headquarters in downtown Birmingham has been dedicated for their nursing mothers. "Lactation rooms provide nursing mothers an opportunity to take care of their personal health in a safe, private and comfortable environment," spokeswoman Keisa Sharpe said. Bryson Wilson of Hoover breastfeeds her 5-month-old son to help keep him healthy, but also because studies have shown that breastfeeding can decrease a woman's chances of getting breast cancer. Her mother died of breast cancer 15 years ago. "My mother died when my sisters and I were teenagers. For me, I'd like to be around to see my children grow up," said Wilson, 30, who owns the new maternity store The Swanky Stork in The Village at Lee Branch off U.S. 280, with her two sisters. When Wilson is running the shop by herself and needs to pump, she simply puts a sign on the door that says "Closed for 15 minutes." Then, she goes to a back room to pump. "Breastfeeding is definitely a sacrifice, but well worth it in the end," said Wilson, who also has a 3-year-old daughter. "It's kind of one of those things where you keep in mind that the end justifies the means."

BUSINESS CASE FOR BREASTFEEDING CLASS

People interested in learning how to help businesses implement or expand workplace lactation programs can take a training class July 30 and 31 from 8:30 a.m. to 4:30 p.m. in the Ireland Room at UAB's Lister Hill Library, 1530 Third Ave. South. Lead trainer will be Cathy Carothers of the Mississippi-based Every Mother Inc., a non-profit group that provides counseling and information on lactation. The "Business Case for Breastfeeding" class is free, but seating is limited. Call 975-2924 to register. Businesses can learn more by going to www.adph.org/albcomm.

HOW EMPLOYERS CAN HELP

Dr. Lewis Doggett, president of the Alabama Breastfeeding Committee, says there are four steps employers can take to make a difference for working mothers: 1. Encourage support from managers and co-workers 2. Allow flexible time to pump milk three times a day in 10- to 15-minute sessions each 3. Provide education for employees on how to combine breastfeeding and work 4. Provide a designated space to breastfeed or pump milk in private

HELP AND SUPPORT

Call the hospital where you plan to deliver and inquire about lactation services. Some include: UAB Hospital Women's and Infants Services' Lactation Center. It offers support groups, nursing classes for moms and moms-to-be, free breast pumps to UAB maternity patients, and one-on-one instruction. Call 975-8334 for more information. The Kaye Dahle Lactation Center at Brookwood Medical Center. It offers support groups, prenatal breastfeeding classes, nursing classes, breast pump rentals, breastfeeding products and other assistance. Call 877-1978 for more information. St. Vincent's Birmingham Lactation Services. They offer support groups, breast pump rentals, breastfeeding products, nursing classes for moms and moms-to-be, and other programs. Call 939-7538; leave a message and your call will be returned. La Leche League. This is a nonprofit, international organization with support groups aimed at educating, supporting and encouraging women who want to breastfeed. Two area groups include the La Leche League of Shelby County, 621-7428 ; and La Leche League of Birmingham South, 988-0594 or 822-6121. Go to www.lllmls.org for more information. © 2008 al.com. All Rights Reserved.

A MODEST MANIFESTO FOR SHATTERING THE GLASS CEILING



Courtesy of Harvard Business Review

It took a revolution to get women where they are in business today. But now, to push hard-won gains wider and deeper, a different approach is necessary. It is a strategy based on small wins—incremental changes that have the power to transform organizations positively for both men and women.

by Debra E. Meyerson and Joyce K. Fletcher

The new millennium provides an occasion to celebrate the remarkable progress made by women. That women now hold seats on corporate boards, run major companies, and are regularly featured on the covers of business magazines as prominent leaders and power brokers would have been unimaginable even a half century ago. But the truth is, women at the highest levels of business are still rare. They comprise only 10% of senior managers in Fortune 500 companies; less than 4% of the uppermost ranks of CEO, president, executive vice president, and COO; and less than 3% of top corporate earners. Statistics also suggest that as women approach the top of the corporate ladder, many jump off, frustrated or disillusioned with the business world. Clearly, there have been gains, but as we enter the year 2000, the glass ceiling remains. What will it take to finally shatter it? Not a revolution. Not this time. In 1962, 1977, and even 1985, the women's movement used radical rhetoric and legal action to drive out overt discrimination, but most of the barriers that persist today are insidious—a revolution couldn't find them to blast away. Rather, gender discrimination now is so deeply embedded in organizational life as to be virtually indiscernible. Even the women who feel its impact are often hard-pressed to know what hit them. That is why we believe that the glass ceiling will be shattered in the new millennium only through a strategy that uses small wins 2—incremental changes aimed at biases so entrenched in the system that they're not even noticed until

they're gone. Our research shows that the small-wins strategy is a powerful way of chipping away the barriers that hold women back without sparking the kind of sound and fury that scares people into resistance. And because the small-wins strategy creates change through diagnosis, dialogue, and experimentation, it usually improves overall efficiency and performance. The strategy benefits not just women but also men and the organization as a whole.

The Problem with No Name - Time was, it was easy to spot gender discrimination in the corporate world. A respected female executive would lose a promotion to a male colleague with less experience, for instance, or a talented female manager would find herself demoted after her maternity leave. Today such blatant cases are rare; they've been wiped out by laws and by organizations' increased awareness that they have nothing to gain, and much to lose, by keeping women out of positions of authority. That doesn't mean, however, that gender inequity has vanished. It has just gone underground. Today discrimination against women lingers in a plethora of work practices and cultural norms that only appear unbiased. They are common and mundane—and woven into the fabric of an organization's status quo—which is why most people don't notice them, let alone question them. But they create a subtle pattern of systemic disadvantage, which blocks all but a few women from career advancement. For an example of this modern-day gender inequity, take the case of a global retail company based in Europe that couldn't figure out why it had so few women in senior positions and such high turnover among women in its middle-manager ranks. The problem was particularly vexing because the company's executives publicly touted their respect for women and insisted they wanted the company to be "a great place for women to work." . . .

click the link below to read the full article:

[Modest Manifesto for Shattering the Glass Ceiling.pdf](#)

LABYRINTH OF LEADERSHIP

Why do so few women make it to the top in the corporate world? "It's not the glass ceiling, but the sum of many obstacles along the way." The glass ceiling metaphor that has persisted for the last 20 years "implies that women and men have equal access to entry- and midlevel positions." But they don't. And the problem with believing this incorrect metaphor is that it leads people to propose incorrect solutions to the problem, which other kinds of interventions might attack "more potently." So the authors propose a better metaphor: the labyrinth. "If we can understand the various barriers that make up this labyrinth, and how some women find their way around them, we can work more effectively to improve the situation." Obstructions include: Vestiges of prejudice. In general women are paid less than men and promotions come more slowly. Resistance to women's leadership. Women and men are perceived to have different traits. Men are associated with more "leadership" traits; women are associated with more "compassionate" traits. Assertive behavior can actually reduce a woman's chances of advancing in her career. One study showed that people suspect that highly successful female managers must not be very likable or nice. Issues of leadership style. Women managers frequently struggle to develop an appropriate leadership style, trying to reconcile the communal qualities expected in women with the qualities expected in leaders. But research has shown that female managers are actually more transformational leaders than male managers, "especially when it came to giving support and encouragement to subordinates." Demands of family life. Women are the ones who interrupt their careers, take more days off and work part-time. Subsequently, they have less job experience, slower career progress and lower earnings. Underinvestment in social capital. Social capital may be "even more necessary to managers' advancement than skillful performance of traditional managerial tasks." Management interventions that work: Increase people's awareness of the causes of prejudice toward female managers, and work to dispel those perceptions. Change the long-hours norm, if there is one in your organization. Reduce the subjectivity of performance evaluations. Use open-recruitment tools (advertising, etc.) to fill positions, rather than informal social networks and referrals. Ensure a critical mass of women in executive positions "to head off the problems that come with tokenism." Avoid having a sole female member of any team. In those situations, women tend to be ignored by the men. Help shore up social capital. "When a well-placed individual...takes an interest in a woman's career, her efforts to build social capital can proceed far more efficiently." Prepare women for line management with appropriately demanding assignments. Establish family-friendly human resources practices. Family friendly HR practices have been shown to increase the proportion of women in senior management. Give employees with significant parental responsibility more time to prove themselves. Encourage male participation in family-friendly benefits. "With a greater understanding of what stands in the way of gender-balanced leadership, we draw nearer to attaining it in our time."

Click here to link to full article: [Labyrinth of Leadership.pdf](#)

WOOD-FIRED OVENS THEN AND NOW

Ancient Traditions Still Burn Hot

Wood smoke floated to the sky, chickens clucked and pecked the ground for crumbs, and the smell of baking filled the air. I was sitting on a picnic bench in the backyard of baker Ciril Hitz's house. He was baking various breads, focacce and pizza in his outdoor wood-fired oven. Baking in a wood-fired oven is virtually the same process today as it has been since ancient Roman times. "Hmmm," I thought to myself, "if I shut my eyes I could be in the Middle Ages or even ancient Rome." Hitz (department chair of Johnson & Wales University International Baking & Pastry Institute) and Andrea Colognese (co-owner of the Village Hearth Bakery in Jamestown) both labor at this art steeped in human and culinary history. Both men have built wood-fired ovens—Colognese at his bakery, and Hitz in his backyard. Both ovens were designed using proportions first recorded in the first century B.C. The proportions recorded by Roman architect Vitruvius state that the height of a wood-fired oven door should be 63 percent of the height of the inside dome. The width of the door should be half that of the oven diameter. Those essential proportions, first noted by Vitruvius, have not changed to this day.

Click here to read the full article courtesy of Edible Rhody

<http://www.ediblehody.com/content/pages/articles/sum2008/pdfs/artisans.pdf>

Recipes

Labor Day – Monday, September 1, 2008! You can finish shopping for school supplies, swapping your Summer and Fall outfits and cleaning the gutters another day – this one is for family, friends, food and most of all fun! Choose among the cooks-itself crock pot recipes, the grill recipes and the picnic recipes to craft your special end of the Summer celebration. The last two recipes are for when we feel that first Fall nip in the air – wild rice soup and fresh biscuits.

Fruit and Cheese Salad

Ingredients:

- 2 cups sliced strawberries
- 2 cups cubed cantaloupe
- 1 cup blueberries
- 1 cup raspberries
- 2 cups cubed Havarti cheese
- 1/3 cup orange juice
- 2 Tbsp. oil
- 2 Tbsp. honey
- 2 Tbsp. chopped basil leaves

Preparation:

Combine fruit and cheese in large bowl. Mix together orange juice, oil, honey, and basil in a small jar with tight fitting lid. Shake vigorously to combine. Pour over fruit and cheese and toss. 6 servings

Frozen Fruit Salad

Ingredients:

- 1 tsp. unflavored gelatin
- 2 Tbsp. lemon juice
- 3/4 cup mayonnaise
- 3-oz. pkg. cream cheese, softened
- 1/4 tsp. salt
- 2 Tbsp. sugar
- 1 cup finely chopped dates (NOT the precut packaged dates)
- 10oz. can crushed pineapple, well drained
- 1/2 cup heavy cream, whipped

Preparation:

In small bowl, soften gelatin in lemon juice. When softened, heat in microwave on LOW power for 30-50 seconds, or until gelatin is dissolved, stirring once during cooking. Set aside. In large bowl, combine mayonnaise, cream cheese, salt, and sugar and beat well with a mixer until smooth and fluffy. This can take some time. Be sure the cream cheese is very soft before you add the other ingredients. Then stir in the dissolved gelatin/lemon juice mixture. Fold in dates and pineapple. Then fold in the whipped cream. Pour into an old fashioned ice cube mold, or an 8" square glass pan. Cover and freeze until firm, 3-4 hours. Cut into squares to serve. Serves 6-8

Corn Salad

Ingredients:

- 6 ears of corn OR 16 oz. pkg. frozen corn, thawed and drained
- 1 green bell pepper, chopped
- 1 bunch green onions, sliced
- 2 tomatoes, seeded and chopped
- 1/2 cup sour cream
- 1/3 cup mayonnaise
- 1/4 cup fresh basil leaves, chopped
- 2 Tbsp. garlic vinegar
- 1/4 cup grated Parmesan cheese
- salt and pepper to taste

Preparation:

Husk corn and remove silk. In a large pot of boiling SUGARED water, cook corn for 1-2 minutes. Really, this short amount of time is perfect - you just want to heat the kernels.

Cut the corn off the cob using a sharp knife. Combine in a large bowl with green pepper, onions, and tomatoes.

In a small bowl combine sour cream, mayonnaise, basil, garlic vinegar, Parmesan cheese, salt and pepper and stir to combine. Pour over corn mixture and toss gently to coat. Chill for 1-2 hours before serving. 6 servings

Sweet BBQ Ribs

Ingredients:

- 3-1/2 lbs. pork loin back ribs
- 1/2 tsp. salt
- 1/4 tsp. pepper
- 1/2 cup cola beverage
- 2/3 cup barbecue sauce

Preparation:

Cut ribs into 2 or 3 rib portions and place in slow cooker. Sprinkle with salt and pepper and pour cola over. Cover crock pot and cook on low for 8-9 hours until the ribs are tender. Drain liquid and discard. Pour barbecue sauce into crock pot and mix so ribs are coated. Cover crock pot and cook on low for 1 hour until ribs are glazed. 6 servings

Brew Chicken

Ingredients:

- 12 oz. can beer (non alcoholic is fine)
- 4 lb. whole chicken
- 2 Tbsp. grill seasoning rub

Preparation:

Remove giblets from inside chicken, rinse well inside and out and pat dry. Sprinkle outside of chicken with 1 Tbsp. of the barbecue rub or use Creole Seasoning Mix. Sprinkle 1-1/2 tsp. of the rub inside the chicken. Wash the beer can thoroughly and dry. Open the beer can and punch two more holes in the top. Pour off half of the beer. Sprinkle remaining 1-1/2 tsp. of the barbecue rub into the beer. Hold the chicken upright, with the opening of the body cavity at the bottom, and lower it onto the beer can so the can fits into the cavity opening. Pull the chicken legs forward so it stands upright. Tuck the tips of the wings behind the chicken's back.

Set up the grill for indirect grilling (see Direct and Indirect Grilling). When ready to cook, stand the chicken in the center of the hot grill, over the drip pan, not over the coals. Use the chicken legs and the beer can to stabilize the chicken to make sure that it stands upright on the can. Cover the grill and cook until the chicken skin is crisp and dark brown. The meat will be cooked through (180°F on an instant-read meat thermometer inserted in the thickest part of a thigh, not touching the bone) in about 1-1/4 to 1-1/2 hours. If using a charcoal grill, add 12 fresh coals on each side of the drip pan after 1 hour. If the chicken starts to brown too much, loosely cover with aluminum foil. Using tongs and fireproof gloves, hold the bird by the can and carefully transfer it in an upright position to a platter. Let the chicken rest for 5 minutes, then carefully lift it off the beer can, being very careful not to spill the hot beer or burn yourself. Carve the chicken and serve. Serves 4-6

BBQ Beans

Ingredients:

- 1 lb. dried pinto beans
- 3 cups water
- 1 onion, chopped
- 18 oz. bottle barbecue sauce
- 1/4 cup molasses
- 1/4 tsp. pepper

Preparation:

Sort beans, rinse and drain. Combine all ingredients in 3-4 quart crock pot. Cover crock pot and cook on low for 8-9 hours or until beans are tender. 6-8 servings

Potatoes

Ingredients:

- 3 lb. small red potatoes
- 5 garlic cloves, minced
- 2 Tbsp. olive oil
- 1 tsp. salt
- 1/8 tsp. pepper
- 1/2 cup water
- 1 cup cream cheese with onions and chives, softened
- 1/3 to 1/2 cup whole milk

Preparation:

Halve or quarter potatoes to make even sizes. Place potatoes in a 4-6 quart slow cooker. Add garlic, oil, salt and water and mix to coat. Cover crock pot and cook on high for 3-1/2 to 4-1/2 hours until potatoes are tender. Mash potatoes roughly with a fork. Stir in cream cheese until blended, then add enough milk for desired consistency. You can serve this right away, or cover and hold it in the slow cooker up to 2 hours on low.

Veg on the Grill

Ingredients:

- 2 ears corn, each cut into 4 pieces
- 4 small red potatoes, halved
- 2 carrots, cut into 1" pieces
- 1 onion, chopped
- 2 cloves garlic, minced
- 1/4 cup butter, softened
- 2 Tbsp. Dijon mustard
- 1/2 tsp. dried thyme leaves
- 1/2 tsp. salt
- 1/8 tsp. pepper

Preparation:

Combine vegetables in large bowl. Mix butter, mustard and seasonings and add to vegetables, stirring to coat. Divide evenly among four 18x12-inch sheets of heavy duty foil. Seal with a double fold. Grill, uncovered, 4-5 inches from medium high heat 25-35 minutes, or until vegetables are tender. Serves 4

Black Bean Wraps

Ingredients:

- 1 (15 ounce) can black beans, rinsed
- 1/3 cup chunky salsa
- 1 green bell pepper, thinly sliced
- 1 tomato, thinly sliced
- 1 cup shredded Cheddar cheese
- 1/2 cup shredded Pepper Jack cheese
- 1 avocado
- 1/3 cup sour cream
- 1 teaspoon lemon juice
- 4 (8 inch) flour tortillas

Preparation:

In medium bowl, place black beans and mash with a fork. Leave some beans whole for a chunky texture. Add salsa and mix well. Prepare bell pepper, tomato, and cheeses.

In small bowl, mash avocado with sour cream and lemon juice.

Spread bean mixture over tortillas and top with vegetables and cheeses. Place some avocado mixture over cheeses. Roll up sandwiches and serve.

Bologna Wraps

Ingredients:

- 6 ounce pkg. bologna slices, chopped
- 2 cups deli coleslaw, drained
- 1 carrot, shredded
- 1/2 cup whipped salad dressing
- 1 tomato, seeded and chopped
- 6 slices American or Swiss cheese
- 6 (10-inch) flavored flour tortillas

Preparation:

In medium bowl, combine all ingredients except for cheese and tortillas; mix well to coat. Line tortillas with cheese slices and divide bologna mixture among tortillas. Roll up tightly to enclose filling, wrap in plastic wrap, and chill until serving. 6 sandwiches

Cantaloupe Popsicles**Ingredients:**

- 6 oz. can frozen fruit juice concentrate (I like pink lemonade)
- 3 cups cubed cantaloupe or other melon
- 3/4 cup water
- 10 paper drink cups
- 10 wooden popsicle sticks

Preparation:

In blender or food processor, combine fruit juice concentrate and cantaloupe and process until smooth. Fill each drink cup with about 1/3 cup of this mixture, then freeze until partially frozen, about 1 hour. Insert wooden sticks and freeze until firm. To serve, peel away the paper cup. 10 pops

Wild Rice Soup

- 6 T. butter 1/2 c. finely grated carrots
- 1 T. minced onion 3 T. chopped slivered almonds
- 1/2 c. flour 1/2 t. salt (optional)
- 3 c. chicken broth 1 c. half-n-half
- 2 c. cooked wild rice 2 t. dry sherry (optional)
- 1/3 c. minced ham minced parsley or chives

Melt butter in saucepan; sauté onion until tender. Blend in flour; gradually add broth. Cook, stirring constantly, until mixture comes to a boil; boil 1 minute. Stir in rice, ham, carrots, almonds and salt; simmer about 5 minutes. Blend in half and half and sherry; heat to serving temperature. Garnish with minced parsley or chives. Amount: 6 cups.

Cheese-Garlic Biscuits

- 2 cups of Bisquick
- 2/3 cup of water or milk
- butter
- a fresh garlic clove

Before combining these ingredients, add 1/2 cup of grated cheese (more if you like it cheesier), and then mix everything. Bake at 400° for 10 to 12 minutes, until golden brown on top. Melt 1/4 cup of butter a small pyrex custard-type bowl in the microwave and squeeze 1 clove of fresh garlic into that and mix. After biscuits have been out of the oven for about 5 minutes drizzle the butter-garlic mixture over the tops of each biscuit and maybe even sprinkle your favorite mix of chopped fresh herbs over the top.

Continuing Legal Education

ABICLE - ALABAMA BAR INSTITUTE FOR CONTINUING LEGAL EDUCATION

www.abicle.org

ALABAMA CENTER FOR DISPUTE RESOLUTION

Contact Judy Keegan for more information at judy.keegan@alabar.org or www.alabamaadr.org
BASIC MEDIATION TRAINING (3-day, 20 hour CLE course with 3 hours of ethics) - TROY SMITH
(800) ADR-FIRM or www.mediationmedia.com or troy.smith@mediationmedia.com

BIRMINGHAM BAR ASSOCIATION

On demand CLE available at www.birminghambar-u.org.

CUMBERLAND SCHOOL OF LAW CLEs:

Call 205-726-2391 to register by phone.

Online Courses available anytime:

<http://cumberland.fastcle.com/store/provider/provider.php?sessionId=983bb135734060c39caed71280f3ec19-3632852>

LORMAN CLEs:

www.lorman.com

Contacts**2008 Officers:**

Chair - Leatha Gilbert

Chair - Elect Pam Blalock

Immediate Past Chair - Ashley Hattaway
 Secretary - Rhonda Caviedes Andreen
 Treasurer - Sidney Hoover
 Corresponding Secretary - Frances King Quick
 Historian - Linda Cole
 NCWBA Representative - Pat Moore
 Liaison with Alabama State Bar Women's Section - Sherrie L. Phillips

Executive Board

Board Term Expires in 2008

Shayana Boyd Davis, Patricia N. Moore, Leatha Gilbert, Susan Bevill Livingston, Monica B. Graveline

Board Term Expires in 2009

Deane Corliss, Gail Barber, Katy Willis, Candi Peebles, Sidney Hoover, Shirley McCarty

Board Term Expires in 2010

LaBella Alvis, Mary Lynn Bates, Honora Gathings, Alicia Haynes, Hon. Virginia Vinson

2008 Committee Chair and Co-Chair Assignments:

Membership

(Assists in updating membership databases and organizes a project or event that will increase membership and improve retention.)

Rebecca Amthor, Chair

Hon. Teresa Pulliam, Co-Chair

Newsletter and Public Relations

(Publishes the Notitia in collaboration with other Committees and the BBA, liaison with the Birmingham Bar Journal, the Alabama Lawyer and local media outlets.)

Christi Graham, Chair

Michelle Obradovic, Co-Chair

Social and Entertainment

(Plans Annual Meeting, another large event and several social gatherings.)

April Rogers, Chair

Janine Smith, Co-Chair

Programs

(Plans a large program and special programs in addition to the Annual Meeting.)

Tameka Wren, Chair

Theresa Minor, Co-Chair

Projects

(Identifies projects benefiting the YWCA and organizes events benefiting other non-profits and coordinates charitable donations.)

Crystal McMeekin, Chair

Marcie Braswell, Co-Chair

Service Award

(Coordinates Law School Scholarships.)

Brendette Green, Chair

Anne Mitchell, Co-Chair

2008 Task Force Chair and Co-Chair Assignments:

Pinstripes and Pearls
(panel discussion)

Khristi Driver,
Chair

Deloris Simmons Owens, Co-Chair

Leadership Development

(assist section members in becoming leaders)

Frances Heidt,
Chair

Carolyn, Lam, Co-Chair

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July, August and September 2007 Editions of the Notitia: [July, August, September Editions.pdf](#)

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ListServ

The WLS has a Yahoo! listserv that is maintained by Candi Peeples. To join: (1) send an email to bba_women-subscribe@yahoo.com (That's bba "underscore" women "dash" subscribe @ yahoo.com); (2) when you receive an email back from Yahoo! asking you to confirm the fact that you want to be on the list serve, follow the directions in the email. To post messages to the Section, send an e-mail to bba_women@yahoo.com. Candi can be reached at 205-871-9550 or candi@shawanderson.com. Online help can be found at the following link: <http://help.yahoo.com/help/us/groups/>

What are the options for reading group messages in email? For each group you belong to, you have the option to control both the frequency of email message delivery and the format of messages:

Frequency Options

- Individual Emails

Messages are delivered one at a time to your email inbox. This is the best option if you want to keep up on the latest posts immediately. Email attachments, if included in a message and allowed by your moderator, will be sent directly to you.

- Daily Digest

Messages are delivered in batches of 25 or daily, whichever comes sooner. This is the best option if you want to receive fewer mail messages and don't need up-to-the-minute posts in your inbox. Email attachments are not available in digests.

- Only Special Announcements

This means you will receive email messages only when the group moderator posts a "Special Announcement" message. This is a good option if you want to pass on day-to-day discussion for very busy groups but do want to receive important updates from the group moderator. Keep in mind that usage by each moderator will vary. (The moderator may choose to never use this feature, in which case you would never receive email messages, or may choose to use it frequently.)

- No Mail / Web Only

The best option to choose if you prefer to only read messages on the web. Also useful if you need to temporarily put message delivery on hold, for example while you are on vacation. However, keep in mind that (while rare) some groups do not enable the "message archive" feature and for these groups it is not possible to read messages on the web. It is a moderator decision on whether to enable the message archive feature.

Format Options

- Full Featured

Includes links giving you instant access to all group features (photos, calendar, profiles, polls, files, etc.), the ability to see all messages to a topic, and a "recent activity module" providing information on new activity in the group over the last seven days. Definitely the best choice for groups that use more than just the message features or groups where you want to take advantage of the message archive.

- Traditional

Emails are delivered "as is", without the addition of any links back to the group, except in the footer of the email. The right choice if your email client does not effectively support the "Full Featured" format.

To set any of these options, go to the "Edit Membership" page of your group:

<http://groups.yahoo.com/group/GROUPNAME/join> (where "GROUPNAME" is the name of your group). Message frequency options for groups can also be changes from the "Edit My Groups" page:

<http://groups.yahoo.com/mygroups?o=2&edit=1> Additional help can be found at:

<http://help.yahoo.com/help/us/groups/messages/messages-01.html>

Guidelines for posting messages

The Women Lawyers Section wants the list-serve to be an active tool, however it is recognized that too much irrelevant traffic will defeat the purpose of the list-serve. The following are some guidelines to use in posting messages. These guidelines are not intended to scare anyone from posting messages or other valuable information. Rather, experiences with other list-serves suggest that guidelines will keep our list-serve running smoothly and effectively.

The following types of messages are NOT appropriate.

- 1) Marketing by list members or others.
- 2) Political announcements or petitions.
- 3) Political solicitation, including campaign materials.
- 4) Any other message not directly related to or of particular interest to section members . This category includes jokes (even funny ones), warnings about internet scams and viruses and chain messages.
- 5) Any kind of inflammatory, discriminatory or personal attacks.

Thank you for adhering to these guidelines!