

# THE WOMEN'S ADVOCATE A CATALYST FOR 2013 – 2014

Women and the Law Section Newsletter  
www.txwomenlawsection.org

Spring 2014

Vol. 34, No. 2



## CHAIR'S CORNER



During a recent visit with a friend, she asked me why I became involved in women's organizations. The reason is two-fold: first, I was raised that way. My mother was always looking for a need in our community, and finding a way to meet it. The second part of why I'm involved is because there is such a great need in this profession. My focus is on retention of women in the law. While our law schools graduate as many (or more) women as they do men, the practice of law is not conducive to the "work-life balance" we desire, and it is even less conducive to putting women in positions of power in their practices.

So what should we do?

First, I think we should stop trying to reach a work-life balance, because it doesn't exist. Each of us has the same 24 hours to live our lives each day; when something takes up too much of our time, we have to decide if that thing is important enough to occupy that space. My suggestion is to outsource the things that can be done by others. I read an article about a law firm that hired a college student to run errands for the attorneys. What a great idea! How much time do you spend going to the cleaners? The bank? The pharmacy? The grocery store? We can now do most bank transactions on our phones. If hiring someone to handle the other tasks is not an option, then find vendors who will deliver at no charge or for a nominal charge.

Second, and more difficult, we have to reframe the billable hour model by which success and profit are determined by law firms. This is no easy task, but we are making progress. As more clients request (or demand) alternative fee arrangements, more law firms will have to adjust accordingly. Women should embrace the alternative fee arrangements, as they focus on efficiency and results instead of the number of hours we spend tethered to our desks.

Third, we need to support each other. We know how catty and judgmental women can be. Some women attain power in their practices at the expense of other women. We don't have to keep others down in order to get ahead, though. Our focus should be to "lift as you climb," so that as you climb the ladder of success, you reach back and bring other women with you. How satisfying will attaining your goals be if you are the only woman in a position of power? Bring others with you, and pave the way for better futures for women lawyers.

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## CHAIR'S CORNER

*Continued from page 1*

This list is not exhaustive, but it's a start. The purpose of this section is to encourage and facilitate the active and effective participation of women in the legal profession and in the community, and to address the current needs and issues affecting women. We aren't done yet. However, being involved with WAL is one way we can effect change in the legal profession.

I am proud to be leading a group that encourages women in the profession by recognizing two extraordinary lawyers who have been trailblazers in the profession, mentored women along the way, and given back to their communities. The Sarah T. Hughes Award and the Louise B. Raggio Award (formerly known as the Ma'at Justice Award) are discussed in more detail in this newsletter, and we are excited about honoring this year's recipients at the State Bar Annual Meeting in Austin in June.

In an effort to address current events affecting women, our Annual Meeting CLE will focus on the implementation of the Affordable Care Act, and how it has impacted our families, our clients, and our medical providers. We have partnered with the Health Law Section to bring you a panel of speakers to address the current legal issues, physician-patient issues, employer-employee issues, and family law issues that are developing with the new health insurance law. Please mark your calendars for our CLE on Friday, June 27, at 9 a.m. The WAL section meeting will follow at 10:30 a.m.

Our section meeting in Austin will be my last as Chair of WAL. Chair-Elect Nora Bryant has been busy setting the stage for more progress during her year of leadership. We want to know what issues and topics are important to you. Please let us know how we can improve your practices and your lives as women lawyers.

Also, don't forget to renew your membership with WAL, and encourage your friends and colleagues to do the same. We are only as strong as the size of our membership, and the more members we have, the stronger our voice will be.

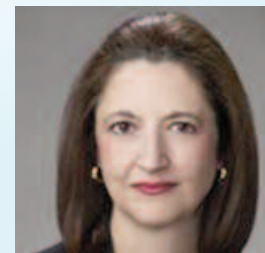
## 2014 Award Recipients



*Hon. Eva Guzman*

The **Sarah T. Hughes Women Lawyers of Achievement Award** recognizes women who have achieved excellence in their fields while paving the way for other women lawyers to be successful. We are proud to announce that the 2014 award recipient for the Sarah T. Hughes Award is the **Hon. Eva Guzman**.

The **Louise B. Raggio Award** is an award given for contributions of a lawyer, or of an association of lawyers, toward the furtherance of justice in our society. We are proud to name **Robin Russell** as this year's recipient of the Louise B. Raggio Award.



*Robin Russell*

*Congrats to both honorees!*

## DO YOU KNOW A TRAILBLAZER?

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**(trail·blaz·er** – An innovative leader in a field; a pioneer.)

The Women and the Law Section is looking for women lawyers from Texas who would be considered a TRAILBLAZER in the legal profession. Do you know any? We would love to shine a spotlight on our Texas Trailblazers in an upcoming Newsletter and/or on our Website. Please send submissions (no more than one to three short paragraphs, and photo, if any) to the email address below:

Tonya Carter-Clary, Newsletter Editor  
attorneytdcc@gmail.com  
RE: TX Trailblazer



*Pat Allison was named our very first  
“Trailblazer”*

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*To learn more about Pat, please check out the homepage of our website under ‘Attorney Spotlight’.  
[www.txwomenlawsection.org](http://www.txwomenlawsection.org)*



*Tonya D. Carter-Clary,  
Newsletter Editor*

## FINDING YOUR PASSION: SPOT FINALLY COMES HOME!

*My Dog Spot* was the name of the very first book I wrote and entered into a book contest. I was nine years old and in the fourth grade. It was a contest introduced to the entire elementary school and the grand prize winner would receive a publishing contract to publish the book. Wow! My eyes got big, my heart raced, and I am pretty sure my smile could be compared to that of a Halloween Jack-o-lantern. This contest was going to be my chance at becoming a real book author; a chance at finally showing my class (and the world) how creative and talented I was. After all, I had spent countless hours creating stories and illustrations in my closet. I had a walk-in closet in my bedroom at the time that I thought was truly magical and where my imagination and creativity ran wild. So the contest was my opportunity to show off my skills to the class and contest judges.

I went home and developed the storyline and created all of the illustrations (as we were instructed to do). “Oh my gosh,” I thought, “my story and pictures are so awesome, I can’t wait for Mrs. Walls to read it.” I just knew it was a winner!

I completed the story that evening and raced to the school the following day unable to contain my excitement. In class we bound our stories using cutout cardboard to resemble a real book. The design I chose for the front and back cover were of a red patchwork, picnic cloth-type design with special black binding tape to hold it all together. After careful construction, my project was finally complete! I submitted “my masterpiece” into the contest and waited for my book to be announced the winner. The winner would not be named for several weeks.

To my surprise and HUGE disappointment, my book was not chosen the winner. Not even as an honorable mention. The book that received the grand prize was about a cat that had saved a families’ Christmas. How could the judges choose some silly cat story over my story?!

I was completely crushed. I wished I had never entered the contest to begin with. I put my non-winning book away and had no desire to look at it again. Metaphorically, *Spot* the dog had run away and I wished him never to return!

That was thirty-four years ago. Now looking back, I cannot remember the storyline of *My Dog Spot*. Actually, I am not even sure that was the original title. The very book that I put so much heart and soul into at such a tender age was soon forgotten. However, I *can* remember the winning book’s story line. I cannot recall the illustrations I created for my own book, yet the illustrations of the grand prize winner stayed embedded in my mind for many years. The fact that I can vividly remember the grand prize winning book even to this day is a testament as to why it won the contest in the first place, and the reason mine did not. My entry was likely lost in the slush pile of entries from other delusional hopefuls like myself.

Even though my first experience with writing and illustrating a book was one that I chose to quickly forget. The spark of writing and illustrating was placed in me from that young age. A passion was stirred up inside of me that continued through adulthood. Although I chose a different career path in college and went on to do other things in life (i.e. practicing law), the passion for writing and illustrating never left me.

Fast forward to today. At 43, I am finally going back to the passion I once had as a child—writing, illustrating, and publishing. I had decided to take an internship position last year at a publishing company to fulfill a lifelong dream. And now, I am an Associate Editor with the same company. I am doing and accomplishing what I am passionate about— BOOKS! Does it seem like work? Not really. Have you heard the phrase, ‘love what you do and you will never work a day in your life?’ Loving what I do is the place where I am at, at this moment in time.

Are you accomplishing what you are passionate about? Let’s take the example of that forgettable book I wrote at age nine, *My Dog Spot*. I was enthusiastic to write the book, but lacked any real passion for the story itself. Thereby making it easily forgettable—which I did! In contrast, the student author, whose book about a cat at Christmas that won the grand prize, spoke to the student body after her win and talked about her beloved cat which the story was based on. One could tell by her passionate dialogue, the student author truly loved and cherished her cat. As for me, I did not even have a dog named Spot.

Although my first attempt at making a book was met with disappointment, I would not trade that experience for the world. I can now look back and smile at how passionate I was back then to write a book. *Spot* the dog—that symbolized a huge disappointment and setback for me, that I *sooooo* wanted to “run” far away, and stay away forever—had finally come home. And I could not be more thrilled!

The passion I had back when I was nine I now carry with me as I dive into a brand new career, from that as a practicing attorney to an Associate Editor at a publishing company. I have learned from my past that not everything I touch will be successful, but my passion will help drive me to do and be the best I can be at a career I love. Likewise, I have loved and sat on the board for the Women and the Law section for eight plus years now; but after careful consideration, I have decided to step down to concentrate on my new adventures in publishing. It is definitely a bitter sweet moment for me. However I can tell you that I enjoyed every bit of my time with the people of this section—what a great bunch of women (and actually a few men)!

What is the bottom line? You have to do what you love, love what you do, and have some passion for what you are doing! After all, you only have one shot at life. Why not live life to the fullest, and with passion!



## TEXAS TECH LAW SCHOOL'S 2013 DISTINGUISHED SERVICE AWARD

*By Andrea "AJ" Johnson*

How do we spell "*distinguished*"? "C-a-r-o-l-y-n" and "R-a-l-p-h", of course.

On Friday, March 7, 2014, **Texas Tech Law School** honored two of their best—**Carolyn F. Moore** and **Ralph H. Brock**. We who are a part of the **Women in the Law Section** of the State Bar of Texas know Carolyn and Ralph well; both have been stalwart supporters and doers within the section, as with several other state bar sections. We have been lucky to know them.

Either one might have individually achieved the "**2013 Distinguished Service Award**," but we also know that what each singularly achieved, which has been considerable, was enhanced by their relationship with each other—as a married couple—as well as being lawyers who continually gave back to their bar and their communities. A short version of both Carolyn and Ralph's legal history and achievements are attached here, which is part of the publication that the Texas Tech Law School created for the standing-room-only Gala.

Many lawyers dream of being more than just grinders of hours; of having some sustained impact in society. Carolyn and Ralph lived that passion; the passion of giving to others, supporting others, and promoting others. Essentially they have lived the true value of the legal profession—inside and outside of the Bar. In many ways, they have done so without great fanfare or acknowledgement. That's just who they are and have been. So, the Texas Tech awards recognized what many of us already long knew—that they are distinguished lawyers; by making an impact in what they do and have done every day, in both big and small ways. The Bar is decidedly and definitely better because of Carolyn and Ralph. We in the Women and the Law Section are proud of them.

This last year, sadly, we mourned Ralph's passing, before he knew about this well-deserved honor. We were thrilled to enjoy the moment at the Gala when Carolyn stood up before the crowd of over 300 well-wishers to accept her esteemed honor. Her speech was inspiring; and the crowd gave her a standing ovation, while at the same time shed a few tears. I am sure Ralph was smiling with pride when he heard Carolyn's moving words.

*Many congrats to Carolyn and to Ralph!*



## Texas Tech Law School's 2013 Distinguished Service Award

2013 DISTINGUISHED SERVICE AWARD

RALPH H. BROCK '75



Ralph H. Brock graduated from Texas Tech University School of Law in 1975. After graduation, he served as a briefing attorney to The Honorable Mary Lou Robinson, Seventh Court of Appeals, from 1975-1976. He entered private practice with Brown & Harding before opening his own solo practice in 1979. In 1981, he channeled his passion for appellate law as legal counsel for the Seventh Court of Appeals. He then returned to Lubbock in 1982 to reenter solo practice and volunteer in several state bar activities. He won a contested election for director of the State Bar of Texas, and was a Sustaining Life Fellow of the Texas Bar Foundation. He received many awards from the State Bar, including the State Bar of Texas President's Award and a distinguished award from the Foundation. In 2008, he received the Judge Sam Williams Leadership Award, a prestigious award presented to an individual attorney who exemplifies outstanding leadership and maintains the local Bar's relationship with the State Bar of Texas.

Ralph was the first chair of the State Bar's Appellate Section and the only male President of the State Bar's Women and the Law Section. He also chaired other sections, including the Computer & Technology Section and the Individual Rights and Responsibilities Section. Throughout his career, he received ongoing recognition for his pro bono work, including his most recent award for writing an amicus brief for a case heard by the U.S. Supreme Court in December 2012. He was the first recipient of the Lubbock County Pro Bono Attorney of the Year Award in 1986, and a special pro bono award from the Lubbock Criminal Defense Lawyers Association in 1989. His legal career, and his life, were devoted to individual rights and justice.

Ralph passed away in July 2013.

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## Texas Tech Law School's 2013 Distinguished Service Award

2013 DISTINGUISHED SERVICE AWARD  
CAROLYN F. MOORE '79



Carolyn F. Moore was licensed with the Supreme Court of Texas in 1979. She began her legal career at the Ticket Clinic and later became Assistant Attorney for Potter County in Amarillo, Texas. For more than a decade, Carolyn was with the Texas Department of Human Resources in Lubbock, Texas. Carolyn's commitment to public service extends to present day through her career with the Workers' Compensation Commission.

Carolyn sets an extraordinary example of community involvement. She has served more than 25 organizations in the past 35 years, and cites her current work on the Board of Legal Aid of Northwest Texas among the most meaningful.

She has also maintained her connection to the legal community by serving as a section representative to the State Bar of Texas Board of Directors, chairing the College of the State Bar of Texas, and chairing or serving as council member of several sections and committees of the State Bar. Carolyn is a past president of the Lubbock Area Bar Association.

Carolyn has received state-wide recognition and acclaim. She thanks her husband, Ralph H. Brock '75, for being an unwavering support system and for encouraging her to become involved with the Women and the Law Section of the State Bar of Texas.



### State Bar of Texas Annual Meeting, Austin

**Thursday, June 26** – WAL is co-sponsoring “Broadening Success,” with 1.25 hours of CLE, including ethics, presenting information on ethical pitfalls of social media, marketing, and branding; corporate diversity; and civil rights issues. Join us from 9 a.m. – 11:45 a.m. in Ballroom E of the Austin Convention Center.

**Friday, June 27** – WAL and the Health Law Section are teaming up to present 1.25 hours of CLE on *The Affordable Care Act: Perspectives from Across the Bar*. The CLE starts at 9 a.m.; come early and join us for breakfast!

Find all information about Annual Meeting 2014 on the Annual Meeting homepage.

### Awards Nominations

Thank you for your nominations for the Sarah T. Hughes Lawyers of Achievement Award and the Louise B. Raggio Award. We received more than 20 nominations, all of which were outstanding women lawyers. We selected **Supreme Court Justice Eva Guzman** to receive the Sarah T. Hughes award, and **Robin Russell** of Andrews Kurth LLP is the recipient of the Louise B. Raggio award. Congratulations to these amazing women and to all who were nominated.

### Renew your WAL Section Membership

If you have not renewed your membership in WAL, please do so! We want to keep you apprised of our events and news throughout the coming bar coming year. Renewing now will ensure membership until May 31, 2015. You can renew via the My Bar Page or by completing and mailing in the membership application.

### The “OnRamp Fellowship” Program

The “OnRamp Fellowship” is a program for women lawyers who took breaks from their legal careers. The program, offered by Baker Botts LLP, Cooley LLP, Hogan Lovells, and Sidley Austin LLP, resulted in nine women being chosen to join these firms. The participating firms had committed to hire at least one fellow each, but Baker Botts and Cooley hired two women each, while Sidley hired four. There were 170 applicants for the program, with work breaks ranging from three to 20 years. The program will run a second phase of the pilot this summer. More than two dozen firms have inquired about participation. This is great news!

### The National Association of Women Lawyers Annual Meeting – New York, July 24

WAL is co-sponsoring NAWL’s 2014 Annual Meeting and Awards Luncheon on July 24, 2014, at the Waldorf Astoria Hotel in New York City. NAWL’s CLE program is titled, “Women Belong at the Table: Leading with Courage and Confidence.” Women and Law Section members will receive a 10% discount when registering for this event. Please use the following code when registering: AMWLSSBT2014. For more information visit the NAWL Annual Meeting homepage.

- Has your membership expired? Would you like to recommend membership to a colleague? The membership year runs from June 1st to May 31st. You can download an application from our website.
- Want to know more about the Women and the Law Section? Check out our website at [www.txwomenlawsection.org](http://www.txwomenlawsection.org).

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**Are you a WAL Section member and have something you would like to share with the rest of Membership (i.e. Awards; Honors; Employment move or office relocation; Upcoming CLE speaking engagements; Employment search: hiring or seeking, etc.)? Our newsletter reaches over 800 WAL members from across Texas. Please send your announcement(s) to:**

**Tonya D. Carter-Clary, Newsletter Editor**  
[attorneytdcc@gmail.com](mailto:attorneytdcc@gmail.com)  
Re: WAL NEWS



— CELEBRATING 75 YEARS —

# STATE BAR OF TEXAS ANNUAL MEETING AUSTIN, JUNE 26-27, 2014

## Broadening Success

State Bar of Texas Annual Meeting

Thursday, June 26, 2014 • 9:00–11:45 a.m. • Austin Convention Center, Ballroom E

*Sponsored by the African-American Lawyers, Asian Pacific Interest, Hispanic Issues, LGBT Law, Native American Law, and Women and the Law Sections*

9:00-10:00 a.m.

### **Social Media, Marketing, and Branding 1 hr (.25 ethics)**

- Marketing and branding for a successful practice; increasing the bottom line; leave no potential client behind
- Social media: what are the advantages?
- What are some of the ethical pitfalls and legal ramifications of using social media: employment law perspective; client and/or juror considerations, etc.
- Discussion of advertising rules; Branding yourself in way that follows the advertising rules and the rules of professional conduct
- How to minimize your online risks and how to avoid a grievance
- What are the legal trends for how lawyers communicate with their clients, and what are some of the most effective ways to provide the best client service?

Cynthia Asensio, *Dallas (CONFIRMED)*  
Newhouse + Noblin Legal and Executive Search

Amanda C. Ellis, *Dallas*  
Special Counsel

10:00-11:00 a.m.

### **What Corporate America Really Expects 1 hr (.25 ethics)**

Diverse in-house counsel will describe expectations for outside counsel, recruiting policies, efforts to find diverse solo and small firm practitioners, the role of social media in the search, and more. They will also discuss best practices in creating a more inclusive work environment and the impact this has on client relationships and effectively serving a broad and diverse client base.

**Moderator** Kim Askew, *Dallas (CONFIRMED)*  
K&L Gates

**Panelists** David Huntley, *Dallas (CONFIRMED)*  
AT&T

Rob Jones, *Fort Worth (TENTATIVELY CONFIRMED)*  
American Airlines

Al Li, *Austin*  
Zimmer Holdings, Inc.

Heather Maher, *Lyndhurst, NJ (CONFIRMED)*  
Senior Director of Risk and Claims Counsel, Ralph Lauren Corporation

11:00-11:45 a.m.

### **The State of Civil Rights in the 21st Century: Where Are We, and Where Should We Go? .75 hr ethics**

An update of the current state of civil rights and liberties in the United States, and ideas of what we should work toward in the future.

Jim Harrington, *Austin (CONFIRMED)*  
Director, Texas Civil Rights Project

11:45 **Adjourn**