

WEBINAR



Breaking the Glass Bar: Lessons from Women Trial Lawyers

Tuesday, December 12, 2023

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Dedicated to Justice, Sandra Day O'Connor



- On December 1, 2023, Sandra Day O'Connor died at the age of 93.
- Her life is an inspiration for all attorneys, and particularly for women who regularly face challenging career choices.
- This program is dedicated to her, a woman who achieved remarkable things, and taught us all – men and women alike – that cream always rises to the top.



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Justice O'Connor's Experience



- Grew up on a cattle ranch and knew the meaning of hard work and the importance of self-reliance.
- Unafraid to speak her mind and express her opinions.
- Attended Stanford Law School, graduating in the top of her class.
- Rejected a marriage proposal from future Justice William Rehnquist to marry her husband, John Jay O'Connor III.
- Could not find a job as a lawyer, although she had job offers to work as a legal secretary.
- Left the practice of law to raise her three children while her husband became a prominent lawyer.
- Worked for free as a deputy county attorney.
- Became a respected midlevel Arizona state court judge.
- Appointed to the Supreme Court by Ronald Reagan as the first woman on the Supreme Court in 1981, ending 191 years of male exclusivity on the Court.

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Justice O'Connor's Experience



- Despite her background, she was unafraid to rule against the conservative point of view. In 1992, she was one of five justices in ***Planned Parenthood v. Casey***, to reject overruling ***Roe v. Wade*** stating, "Some of us as individuals find abortion offensive to our most basic principles of morality, but that can't control our decision. Our obligation is to define the liberty of all, not to mandate our own moral code."
- Retired from the Supreme Court in 2005 to take care of her husband who had dementia.
- When she could no longer care for him at home, she moved him to a facility where he found *romance* with another resident, and still she supported him and visited him, expressing her pleasure over the fact that he could be happy in this new relationship, despite his illness.
- Yet she continued to have a public life, serving as a visiting appeals court judge, writing children's books, promoting civics education and engagement, and urging research for dementia and Alzheimer's, which she viewed as a growing problem in a society where people were living longer lives than had previously been the norm.

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Finding Your Path



- Everyone has their own path.
- Once you get the opportunities, make the most of them.
 - Prepare, prepare, prepare!
- Be authentic.
- Women need to get over their doubts and believe in themselves first.
 - Others may want you to fail, be ready.
- Surround yourself with people who will support you.
 - Find mentors/sponsors. Men and women play an important role.

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Being Mindful During Preparation and Presentation



- What do women trial lawyers bring to the table?
- Women are relatable and connect with increasingly diverse jurors and increasing number of women judges.
- Women offer a variety of perspectives, perceptions and experiences.
- Can gain more sympathy or question with greater sensitivity.
- Ability to humanize corporate defendants.
- How you present to others:
- Don't be afraid to be passionate about your case!
- First impressions matter.
- Appearances matter.
- Details matter.



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Women in Trial Be Cognizant of All the Things



- Trial Tips for the phases of the trial
- Voir Dire
- Bonding with the jury
- Listen to what they say
- Be credible and stay credible
- Direct and Cross examinations
- Different styles for each person
- Having to "Walk the Line" when being aggressive
- Opening and Closing

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Important Reminders While You're in Trial



- You and your family may need to make sacrifices. Prepare for them. But also remember:
 - Work/Life/Family balance
 - Call in and request support when needed.
 - Get over the guilt!
 - Making it work.
 - Self-care: make the time.

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It still happens

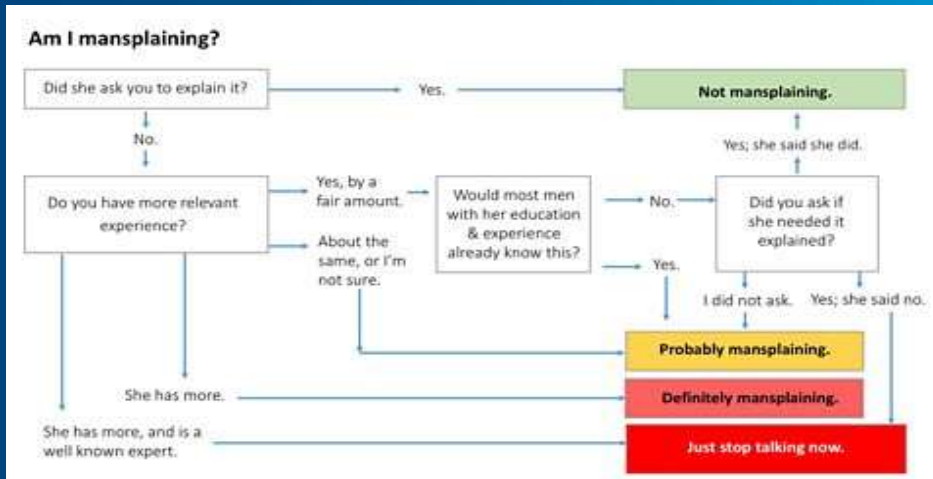


Look
here,
missy!

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Don't be that guy...

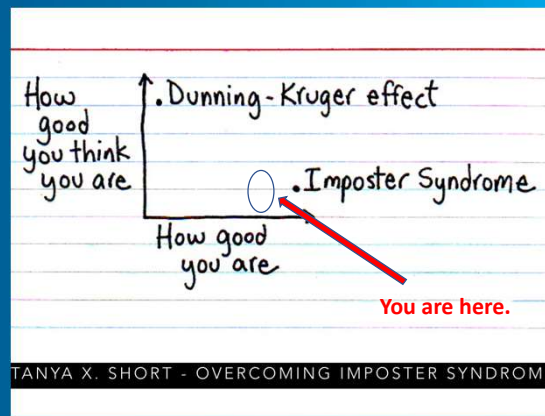
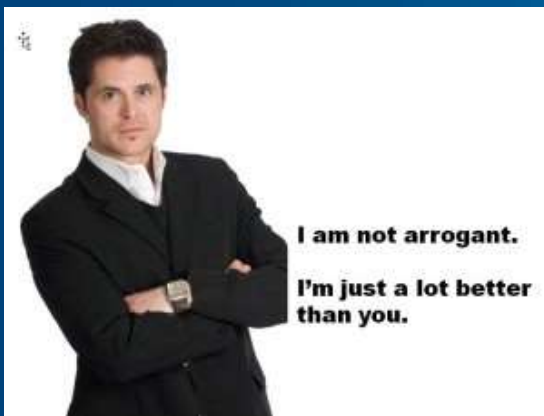


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Credit to Kim Goodwin <https://www.bbc.com/worklife/article/20180727-mansplaining-explained-in-one-chart>

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Imposter Syndrome Fake It 'Til You Make It



TANYA X. SHORT - OVERCOMING IMPOSTER SYNDROME

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More Room for Progress



- The experience today has changed but not enough.
- The false perception/assumption that gender determines what work people do – whether as lawyers or physicians or iron workers – remains:
 - “Are you the Court Reporter?”
 - Women as first chair trial lawyers, orthopedic surgeons or iron workers
 - Women litigating in construction, commercial transportation, and railroad cases, among others
- Women need to handle all trials, not just the ones that “fit” their gender.

“ AS WOMEN ACHIEVE POWER, THE BARRIERS WILL FALL. AS SOCIETY SEES WHAT WOMEN CAN DO, AS WOMEN SEE WHAT WOMEN CAN DO, THERE WILL BE MORE WOMEN OUT THERE DOING THINGS, AND WE’LL ALL BE BETTER OFF FOR IT.

– RUTH BADER GINSBURG

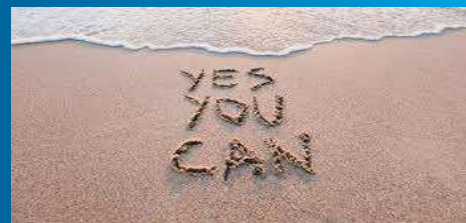
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Final Thoughts



“ Behind every successful woman is
Herself”



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