



EDITOR'S NOTE

September 11, 2001 has been on my mind, partly because I walk by the World Trade Center site every day now that we've moved downtown. It's a big change from our former bland midtown location. I love the European feel of the neighborhood, the curvy streets and tiny shops.

But also, perhaps because of a bit of survivors' guilt, I feel very connected to this geography because I walked these streets on that balmy day when about 3,000 New Yorkers lost their lives, as well as Arizona's Gary Bird, the husband of my good friend Donna Killoughey.

I did the very best work of my career that day. As colleague David Horrigan interviewed legal professionals, I shot photographs.

Today, Donna's doing well, her family is thriving. She's happy again, and that makes me smile.

Last month, I had family business to tend to in Ohio, and my mom (a former United Airlines stewardess) suggested we return to New York via Somerset, Pa., and visit the Flight 93 Memorial (www.nps.gov/flni). My dad's a retired United pilot, and over the years I had taken 93, from Newark to San Francisco, about a zillion times



— many times on a “buddy pass” as a UAL family member. I've wanted to pay my respects to fellow “United brat” Mark Bingham and the flight crew, which included flight attendant Lorraine Bay, who my family suspects is a distant relative.

The trip could not have been more perfect, with classic fall colors and weather so lovely it spookily reminded me of 9/11/01. The site is beautiful, a peaceful open field. A set of evergreen trees marks the spot where the plane hit soil. A volunteer gave a wonderful, inspiring talk.

I had tried to find one of my old 93 boarding passes to leave on the makeshift tribute wall, but must have thrown them away when I moved east. Instead, I left a New York City baseball cap, with much love to all the people who touched my spirit on 9/11/01.

Monica Bay

UP

FRONT

Just Equal

Despite discouraging reports, we must keep pushing.

Recently, Chere Estrin (who is launching a magazine for women in litigation, with the sassy name, *Sue*) and I were cyber-chatting about the thorny challenges that face women, minorities, gays and lesbians in the legal profession.

Recent reports in *The National Law Journal* (<http://tinyurl.com/NLJdiversity>) have been disheartening, documenting pay discrepancies, and little improvement in ladder climbing at BigLaw, especially for minority attorneys. Even more distressing — the too-often-vitriolic comments on *Above the Law* (www.abovethelaw.com) and other blogs.

Estrin happened to notice that our September *LTN* was estrogen-free, and asked me about why there were no women's bylines.

“What do you think accounts for the lack of women writers, technology pros and other positions in legal technology?” she queried.

I was surprised, and grabbed a handful of issues to check my own stats. As editor of *LTN* for a decade, I have always had a fierce commitment to embrace diversity in all aspects of our operation. I also blog about this topic constantly on *The Common Scold* (www.thecommonscolld.com) and *EDD Update* (www.eddupdate.com). My passion is shared by our leadership, one of the many reasons why I've stayed here for 23 years. Here's what I found:

- Ten members of our 38-member editorial advisory board are women. I rotate about 20% of members off every year to make room for new talent. But I have not had success attracting minority members, only one in the last few years. (Interested candidates, e-mail me!)

- Women are regularly featured as our “Up Close” profile, so far this year, in five issues.

- May's President's Corner was a female.

- In the last four issues, 10 women had by-

lines. Donna Payne writes her wonderful Test Drive column, featured in most issues.

- Over the decade, our unit has hired and trained many talented journalists, including many women and several minorities.

Indeed, the foundation of *LTN* has been our keen belief that our profession is changing from being run like private clubs — to a corporate model that values diversity and empowers *everyone* to do their best possible work. It's only good business to do so.

This is a core *LTN* campaign that I am proud to champion.

But it's obvious that our legal profession has a long road to go, and that there are no easy answers. Lisa Belkin, in her final Life's Work column (<http://tinyurl.com/LTNBelkin>) in *The New York Times* summed it up when she said that after a decade, she's left with more questions than answers.

There are so many nuanced factors that sabotage glib road maps: everything from balancing family and work; negotiating salaries; teamwork; effective self-promotion; leadership; and even ridiculous stereotypes (e.g., crying ruins a woman's career). And a whole lot of folks, myself included, have absolutely no interest in the lifestyle and sacrifices required to become and stay a BigFirm partner.

But there is no question — racism and sexism remain deeply embedded in our profession. That simply must change. We must continue the dialogue, no matter how difficult. We must strongly support and mentor the women, minorities, gays and lesbians who are climbing the ranks of our profession.

Fortunately, there are good men and women genuinely trying to fix this. We simply cannot give up. We must use everything in our power to make it right, and just. — *Monica Bay*

