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Address Delivered at the Celebration of the Seventy-Fifth Anniversary of Women at Fordham Law School

Hon. Janet Reno

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REMARKS

ADDRESS DELIVERED AT THE CELEBRATION OF THE SEVENTY-FIFTH ANNIVERSARY OF WOMEN AT FORDHAM LAW SCHOOL

THE HONORABLE JANET RENO*

IT has been a little over a year since I suddenly found myself in Washington and it has been the most incredible year that any lawyer could ever have, with the most incredible challenges, and the most incredible opportunity to serve. And when I stand here, I keep pinching myself and turning around and remembering the day we swore in the Deputy Attorney General of the United States,¹ and I turned to introduce the Justice of the United States Supreme Court who was going to swear her in and I said, "Justice Ginsburg." Then I turned to the Deputy and said, "Jamie, if you had told Justice Ginsburg and me when we graduated from law school that we would be swearing in a

* First woman Attorney General of the United States of America. These remarks were delivered by Ms. Reno on May 19, 1994 at a celebration concluding one year of events honoring the seventy-fifth anniversary of women at Fordham Law School.

Among her many accomplishments, Ms. Reno served for 15 years as State Attorney for Dade County, Florida. In that capacity, she won praise for such initiatives as reforming the juvenile justice system and establishing a special court for drug offenses. Ms. Reno also became known for her ability to handle delicate cases involving political corruption and racial violence, for her vigorous prosecution of child abuse cases, and for her forceful advocacy of children's rights.

Ms. Reno was nominated to the Office of Attorney General by President Clinton on February 11, 1993. Confirmed unanimously by the Senate on March 11, 1993, she was sworn in on March 12, 1993 as the nation's 78th Attorney General.

Ms. Reno began her illustrious career at Coral Gables High School, where she was a state debating champion. She was graduated from Cornell University in 1960, where she was the president of the Women's Self Government Association. Ms. Reno received her LL.B. degree from Harvard Law School in 1963, where she was one of only 16 women in a class of more than 500 students. 1994-1995 Who's Who in American Law 757-58 (Marquis Who's Who 8th ed. 1994); Gwen Ifill, *Reno is Confirmed in Top Justice Job*, N.Y. Times, Mar. 12, 1993, at A10; Larry Rohter, *Tough 'Front-Line Warrior'*, N.Y. Times, Feb. 12, 1993, at A1, A22.

1. Jamie S. Gorelick, nominated by President Clinton to be Deputy Attorney General on February 1, 1994, was unanimously confirmed by the Senate on March 22, 1994. David Johnston, *Pentagon Lawyer Called Top Choice as Reno's Deputy*, N.Y. Times, Feb. 2, 1994, at A13; *Senate Confirms Gorelick For Justice Department Job*, Wall St. J., Mar. 23, 1994, at A16. A 1972 graduate of Radcliffe College *magna cum laude* and a 1975 graduate of Harvard Law School *cum laude*, Ms. Gorelick was general counsel for the Defense Department immediately prior to her nomination as Deputy Attorney General. A contributing author to several journals and reporters, Ms. Gorelick also has taught trial advocacy at Harvard Law School. 1994-1995 Who's Who in American Law 350 (Marquis Who's Who 8th ed. 1994).

Deputy Attorney General and it would be you, we would have said you were crazy.”

And it has happened because of law schools like Fordham that, long ago, gave women opportunities, and that, seventy-five years ago, said: “Of course, yes. Women can go to law school. Women can be great lawyers.”

I had a sense before I came here tonight that there would be a spirit in this room, but the words that were sent to me cannot begin to match the spirit that I have felt tonight as I met so many people, beginning with Frances Berko,² who is a symbol to me of what you can do and how you can do it magnificently.

I have had my own Frances Berko in Miami. She is a junior court judge, who probably has been out of law school for fifty years. She sat under my rose apple tree when I was a little girl and convinced my mother that I could go to law school.

The spirit in this room must carry forward from here for many generations to come, and each of you must set an example and let people know you can be anything you really want to be. You can create miracles; you can open doors; you can break down barriers; you can make people freer; and the spirit in this room and the spirit of Fordham Law School will see that this is done.

You have made so many splendid contributions to the law. I have said that you really must get this book bound so that people can understand. It is so beautifully done, and in terms of contributions to the bench, to law schools, to teaching, and to the practice of law, it is so inspiring.

I must admit to being somewhat provincial in my development as a lawyer. When I came to Washington, I had really never heard of Bob Fiske³ or Pat Hynes⁴ or Mary Jo White⁵ or Zach Carter,⁶ and I am

2. Frances Berko served as an Associate Editor of the *Fordham Law Review* in 1943-44. Physically challenged by cerebral palsy, she was graduated from the Law School in 1944 at only 21 years of age, having maintained honors grades. Ms. Berko received her masters degree in vocational rehabilitation from New York University in 1946, and another masters degree, in speech therapy, from Wichita State University, in 1956. She received an honorary Doctor of Laws from Fordham Law School in May 1994.

A lifelong advocate of the handicapped, Ms. Berko helped found United Cerebral Palsy and contributed to the drafting of legislation benefitting handicapped people in New York and elsewhere. The author of many works, Ms. Berko has served as New York State's Advocate for the Disabled since 1980. The Women of Fordham Law 14 (1994) (on file with the *Fordham Law Review*).

3. Robert B. Fiske, Jr. was the special prosecutor appointed by Attorney General Reno to investigate President Clinton's involvement with Whitewater Development Company, a failed Arkansas real-estate venture owned by the Clintons and James B. McDougal, who also owned the now-defunct Madison Guaranty Savings and Loan. David Johnston, *Counsel Granted A Broad Mandate in Clinton Inquiry*, N.Y. Times, Jan. 21, 1994, at A1, A16. Currently a partner at Davis Polk & Wardwell in New York, Mr. Fiske was a federal prosecutor in the Southern District of New York from 1976-80, where he was staffed on the renowned prosecution of Anthony Scotto and

now learning a whole new great wonderful world of splendid lawyers; splendid lawyers who reach out and touch and make sure that people are given assistance and support along the way. For you young lawyers just coming out of law school, remember to reach out. Help somebody. It makes all the difference in the world as you continue in the practice of law.

What you have here tonight is an extraordinary spirit, a spirit of heart and soul, a spirit of lawyers who reach beyond themselves.

I love the law and I love lawyers. What I cannot stand are greedy and indifferent lawyers. The spirit in this room carried forward from here to wherever you practice or wherever you preside can do a lot towards dispelling the image of greedy and indifferent lawyers who have contributed so significantly to the disrespect for the practice of law that we see so often.

It is important that this happen because the law is such an extraordinary tool for idealism. I suggest to the young lawyers and I suggest to those who have practiced: Frances Berko must be an idealist. Somebody said, "Janet, you're not an idealist. You have been in the prosecution business for too long."

Unless you believe—unless you have a sense that you can accomplish the unbelievable—the law is just a paltry instrument. But if you use the law the right way, if you continue to fight, if you continue to believe that the law can make a difference in people's lives, that it can mean justice for all, and not just for a few; it can make such an extraordinary difference.

Anthony Anastasio for racketeering activity involving the International Longshoremen's Association. See *United States v. Scotto*, 641 F.2d 47, 57 (2d Cir. 1980), cert. denied, 452 U.S. 961 (1981); 1994-1995 Who's Who in American Law 313 (Marquis Who's Who 8th ed. 1994).

4. Patricia M. Hynes is a 1966 graduate of Fordham Law School and a member of the *Fordham Law Review*. She has the distinction of being the first name partner in a major American law firm: Milberg Weiss Bershad Hynes & Lerach, in New York City. After graduating law school, Ms. Hynes was law clerk to the Honorable Joseph C. Zavatt, Chief Judge, United States District Court for the Eastern District of New York. She then became an assistant United States Attorney for the Southern District of New York, a position she held until 1982, when she departed as Executive Assistant United States Attorney. Ms. Hynes also has taught trial advocacy at Fordham and Harvard. XI Martindale-Hubbell Law Directory NYC800B (1994).

5. Mary Jo White is the United States Attorney for the Southern District of New York. Once an assistant United States Attorney in the same federal district, Ms. White was also Acting United States Attorney for the Eastern District of New York from December 1992 until her 1993 appointment to the Southern District. Stephen Labaton, *A Woman and a Black Proposed as U.S. Attorneys in New York*, N.Y. Times, Mar. 31, 1993, at A1, B4; Joseph P. Fried, *Three Seen in Legal Circles as Solid, Tough and Fair*, N.Y. Times, Mar. 31, 1993, at B4.

6. Zachary W. Carter is the United States Attorney for the Eastern District of New York. He began his legal career in the same federal district, where he was an Assistant United States Attorney from 1975-80, and a United States Magistrate Judge from 1991 until his appointment as United States Attorney in 1993. 1994-1995 Who's Who in American Law 150 (Marquis Who's Who 8th ed. 1994).

There is on the wall of the east side of the building that houses the Department of Justice in Washington, D.C., a statement that reads, "*The Common Law is the Will of Mankind Issuing From the Life of the People Framed Through Mutual Confidence Sanctioned by the Light of Reason.*"

"*Issuing From the Life of the People*": Ladies and gentlemen, at least eighty percent of the poor and the working poor in the United States do not have access to legal services.⁷ They feel disenfranchised. The law does not issue from them. They feel alienated from the law.

"*Framed Through Mutual Confidence*": The distrust that exists amongst so many young men and women who feel disenfranchised and alienated from their communities, from their neighborhoods, from access to government, from access to the law, negates that statement.

"*Sanctioned by the Light of Reason*": There are too many youngsters in this world being raised without reason, without discipline, without love, without hope and without trust. If we are to make the law real for people, we must remember people.

I think that too often in these last thirty years American lawyers have forgotten and neglected people. They have become too taken with the process, with the form and with the written word and they have not remembered the heart, the soul, the spirit, and the intellect that lies behind the people they represent.

They look at a courtroom. They look at a judge. They do not look at the client. They look at the result of a motion or the result of a prosecution, and they do not look at what the result means for the client.

I think that we must all rededicate ourselves and take the spirit of this evening, the spirit that is in this room, a spirit that is tangible, that can touch lives, that is supportive and says, "Yes, we can do it. We can make a difference. We can move forward. We can make the law real, and frame the law so that it serves people."

We must frame the law so that it enables people to be self-sufficient, not helpless souls clinging to some life raft of a government program after crises occur.

We must frame the law so that it holds people accountable and does not excuse their conduct, yet trusts them enough so that they understand that they can be accountable.

I have read so many pieces of jurisprudence that attempt to define what justice means. I think we have too rarely heard the word "justice" amongst lawyers in these last thirty years since I graduated from law school.

7. Talbot D'Alemberte, A.B.A. President, *Racial Injustice and American Justice*, A.B.A. J., Aug. 1992, at 58, 59 (citing studies by the New York Legal Aid Society and various states indicating that 80-90% of the poor lack access to legal services).

Too often we view the law as motions or process or convictions or motions to dismiss or motions to suppress. We have heard about transactions; we have heard about acquisitions; we have heard about mergers, but we have not heard about one beautifully eloquent word, "justice," because justice and the law have not come together with people as a focal point.

Now, how do we do this? Where do we begin to make a difference?

Let us first consider criminal law. The prosecutors so often think that they are the people who have triumphed when they win a conviction and walk out of the courtroom having sent a person off to prison for five years. They neglect to note, however, that the average sentence being served in that state is probably twenty to thirty percent of the sentence imposed because we do not have enough prison cells. They neglect to note that after serving that two-year sentence, the person they convicted will return to the community without drug treatment, without after-care, without follow-up, without job training and placement. He will return to the apartment or the open-air drug market where he got into trouble in the first place.⁸ Guess what he is going to be doing a day later?

As prosecutors around this country, we all have a responsibility to make sure that we look beyond the convictions.

The public defenders oftentimes feel that they have won the battle when they acquit their clients on a motion to dismiss or a motion to suppress. Their clients, however, turn and walk out of the courtroom in greater bondage than they would be in any prison because many remain crack addicts; crack addicts who cannot afford treatment, who do not have health insurance, who do not have money and who will return to the streets to commit crimes again; they will probably die from the misery of crack addiction.

Prosecutors and defenders have a responsibility to look beyond the arena of the courtroom and to look to the people that they are focusing on, whether they are prosecuting them or defending them. They must look to what we can do to make these people self-sufficient, to make these people positive, constructive members of society.

We have an opportunity with the crime bill.⁹ We lawyers can sit on the sidelines and neglect these issues. We can let people talk about prisons until they are blue in the face and promise prisons and note that prisons have been promised and built and sentences have been created. Or, we can take a constructive role in fashioning a crime bill that balances punishment, policing and prevention in a reasoned way, to make sure that we have enough prison cells for the truly dangerous

8. Justin Brooks, *Addressing Recidivism: Legal Education in Correctional Settings*, 44 Rutgers L. Rev. 699, 704 (1992) (noting that within three years of release, 62.5% of all inmates are rearrested and 41.4% are reincarcerated).

9. Violent Crime Control and Law Enforcement Act of 1994, Pub. L. No. 103-322, 108 Stat. 1796 (1994).

offenders, so they are housed for the length of time that judges are sentencing them, so that people can have confidence in the system. For those that are not dangerous, there are alternatives, such as the drug court we initiated in Dade County.¹⁰

There are provisions in that crime bill that can do that,¹¹ that can provide after-care to the youthful offenders to get them back to the community. We need to get that bill passed to provide community policing: we do not want police officers that are mistrusted by a community, but police officers that are part and parcel of a community.

Police officers, such as those I saw today working in the child care center and the neighborhood around it, make a difference when they are at the cutting edge of bringing a community together.

Most of all, prosecutors and public defenders must speak out loud and long and let this nation know that we will never be able to build enough prisons; that the criminal justice system will never be able to address all of its problems unless we start early, when children are born, and raise them to have a conscience, to develop the concept of reward and punishment and to have a chance at a safe, constructive, positive future.

We talk so much about civil rights enforcement, and I said, as I stood in the Rose Garden upon my nomination last February eleventh, that one of the highest priorities of my office would be the enforcement of the civil rights laws of this nation.

A moment I will never forget took place just two nights ago in Washington, when I stood with so many people who had been part of making *Brown v. Board of Education*¹² a reality forty years ago.

I remember the day when I heard that decision—I was sixteen years old—and I recall the vista that it opened for me in terms of what it meant for justice for all.

I have seen so much, so many doors opened for so many people because of our civil rights laws. But, ladies and gentlemen, what good

10. Dade County initiated the drug court program in June 1989. Rather than imposing prison terms, the program offers first-time offenders drug treatment, education and job skills. The program, which includes mandatory drug testing, aims to keep defendants from becoming addicted recidivists who must pursue a life of crime to support drug habits. Dropouts of the year-long outpatient program must return to court to face criminal charges. Christine Evans, *Drug-Only Court Debuts in Dade*, Miami Herald, June 20, 1989, at 1B, 2B.

11. Jeff Leen & Don Van Natta, Jr., *Drug Court: Favored by Felons*, Miami Herald, Aug. 29, 1994, at 1A, 6A (noting that the crime bill will invest \$1 billion on new drug courts, modeled on the Dade County program, in cities nationwide).

12. 347 U.S. 483, 495 (1954) ("Brown I") (holding that segregation of children in public schools by race violated the Equal Protection clause of the Fourteenth Amendment and overruling the "separate but equal" doctrine, which posited that equality of treatment is afforded when individuals of different races are provided comparable facilities and curricula, though the facilities may be separate); 349 U.S. 294, 301 (1955) ("Brown II") (ordering that desegregation of public schools commence "with all deliberate speed").

is an equal opportunity for education if a child is shot down on the streets in his community at the age of thirteen? What good are housing laws that prevent discrimination in housing if the person does not have the money or the will to obtain the housing?

It comes back to community—to building communities, to giving our children and families an opportunity to grow in a strong, constructive way.

Where have lawyers been? Too often they have been on the sidelines, too often fighting the battles in court, too often walking away, going to a suburban community instead of fighting the battle that brings a community together.

In terms of civil practice, when I look at people who litigate, I remember when I first met Ms. Kate Walton.¹³ She was the lawyer who handled the case of *Cason v. Baskin*.¹⁴

In that case, Ms. Zelma Cason brought a suit against author Marjorie Kinnan Rawlings¹⁵ for her description of “Miss Zelma,” a census taker in central Florida.¹⁶ It was one of the great cases taught when I was in law school, defining the right of privacy.¹⁷ It was a magical case to me because it represented to me the case of a person who wanted to be let alone. It was something special to me.

13. Kate Walton was one of the first women to be admitted to the Florida Bar. Patricia N. Acton, *Invasion of Privacy: The Cross Creek Trial of Marjorie Kinnan Rawlings* 3 (1988).

14. 20 So. 2d 243, 247 (Fla. 1944) (holding that plaintiff stated a prima facie invasion of privacy claim after defendant author published a character sketch of plaintiff without her consent, though the court found that the author had displayed plaintiff sympathetically and attractively), *rev'd following remand*, 30 So. 2d 635 (Fla. 1947) (en banc) (awarding plaintiff nominal damages).

15. Marjorie Kinnan Rawlings is the pen name for Marjorie Kinnan Baskin, author of *The Yearling* (Charles Scribner's Sons ed., 1938) and *Cross Creek* (Charles Scribner's Sons ed., 1942). The latter work, an autobiography, described a character named Zelma, leading to Ms. Cason's invasion of privacy claim against the author. *Cason*, 20 So. 2d at 245-46; *Cross Creek*, *supra*, at 48-55.

16. *Cross Creek*, a small, northern Florida village, was the adopted home of Ms. Rawlings. She eventually became a close friend of Zelma Cason, who resided nearby. See Acton, *supra* note 13, at 2.

17. Diane L. Zimmerman, *Information as Speech, Information as Goods: Some Thoughts on Marketplaces and the Bill of Rights*, 33 Wm. & Mary L. Rev. 665, 700 (1992) (noting that *Cason* established the common law invasion of privacy tort in Florida). The *Cason* court quoted liberally from an article by Professor (later Supreme Court Justice) Brandeis and Professor Warren, who argued to extend the common law to preserve rights of personal privacy. *Cason*, 20 So. 2d 243, 247-48 (citing Samuel D. Warren & Louis D. Brandeis, *The Right to Privacy*, 4 Harv. L. Rev. 193 (1890)). Warren and Brandeis noted that common law protections had gradually evolved and that the “right to be let alone” was the consequence of a natural progression in the law: the common law once protected persons only from physical interference with life (trespass *vi et armis*), and then extended to rights in personal property, eventually leading to common-law copyrights and trademarks. Warren & Brandeis, *supra*, at 193-95. Therefore, they argued, the law should protect one's thoughts and expressions, whether written or otherwise. *Id.* at 206-07. Their work has been interpreted as arguing for a right akin to a common-law copyright in one's own life. Zimmerman, *supra*, at 699-700.

Twenty years later, I walked into the office of that lady in Palatka, Florida. I congratulated her and said that I had always wanted to meet the lawyer responsible for defining that right of privacy.

She looked up at me in her blue-eyed fierce way and said, "I was young then. I didn't know what it would do to my client. I did more damage to my client by that lawsuit than I could ever do in terms of the dollar damages that she recovered."¹⁸

We so often fight our battles without remembering the person. We too often pursue the process, no matter the cost, no matter the delay, forgetting that the client comes out a lesser person, either in dollars, or in emotion, or in spirit, or in heart and soul because of the damage done by the civil process.

We can do far better. We can do far better in learning how to negotiate rather than litigate, knowing that litigation is a last resort. We can learn far better how to resolve our disputes peacefully; and even if we learn to do this, we must remember that the law is not real to a significant number of American people.

When the American Bar Association reports that eighty to ninety percent of the poor and the working poor in America do not have access to legal services,¹⁹ it challenges you and me to help redefine our legal system to make the law accessible, to make the law real for all Americans.

I look at a young welfare mother in a housing project that I visit regularly in Dade County. I went to Harvard Law School and I do not know how to work my way through all the welfare laws in order to help that lady.

I would bring friends down from legal services or law firms in Miami and they were not much better at it. But there were some savvy street people that understood welfare law. It made me think that we must think in bold new directions about a new four-year degree, not a law degree, but a four-year degree in community advocacy to teach people about AFDC²⁰ and WIC²¹ and all the welfare laws; to

18. A greatly-publicized trial before a Gainesville jury, *Cason* forever changed the character of Cross Creek, a town where feuding residents would "meet[] on the bridge" to settle their disputes with either fists or handshakes. Acton, *supra* note 13, at 3. As one commentator noted,

The story of the *Cross Creek* trial is more than just the story of a bitterly fought legal battle. In bringing the lawsuit, an offense greater than that charged to [the defendant] was inflicted on the peace of Cross Creek. For once, the injured parties failed to meet on the bridge. . . . Friendly dialogue was exchanged for the formalism of a courtroom.

Id.

19. See D'Alemberte, *supra* note 7, at 59.

20. Aid to Families with Dependent Children, 42 U.S.C. §§ 601-687 (1988 & Supp. IV 1992) (originally enacted as Act of Aug. 14, 1935, ch. 531, title IV, § 401, 49 Stat. 627). The AFDC Program is jointly funded by federal and state governments. The program provides payments to families in which a child is deprived of some of the support of one parent, through either absence, disability or unemployment.

teach people about landlord-tenant laws; to teach them about the real world; to remind them what they already know about people and give them the tools to do the job. This is not for people that want to make seventy or eighty or one hundred or two hundred thousand dollars per year, but for people who want to serve their fellow citizens and do it the right way and in a sensible way. Let us be bold and think beyond.

But remember what that statement on the east wall of the Justice Department Building says: "*The Common Law Is the Will of Mankind . . .*"

If we are to make that law real, we must make sure that there is a community and a neighborhood and a sense of people from which it can issue, and lawyers throughout America must lay down their motions, lay down their pleadings, lay down their law books and go back to the communities and neighborhoods of America. They must join with community police officers, with teachers, with social workers, with school children and work together to rebuild America.

Some may say, "That's not my problem; that's in another side of town." But it is everybody's problem now, because unless we focus on children and the family and rebuild the community and neighborhood around them, we are never going to have enough prisons eighteen years from now for all the children that will have been neglected along the way.²²

Unless we focus on rebuilding community around family and children, we will never have enough people with the skills necessary to fill the jobs to maintain America as a first rate nation.

Unless we focus on making children strong and healthy, we will never have health care institutions that can cope with the problem created by the lack of preventive medical care.

How do we rebuild?

Last Saturday, I went to an elementary school that I had adopted in Washington. I go there about every two weeks and read, teach and assist teachers.

A law firm in Washington spent a Saturday with a massive amount of effort—including the senior partner and the newest associate and the secretary—working there to repaint that school, clean the girls' room, clean the boys' room, sweep the place, dig up the plants that had died, and put in new plants.

21. Special Supplemental Food Program for Women, Infants, and Children, 42 U.S.C. § 1786 (1988 & Supp. IV 1992) (originally enacted as § 17 of the Child Nutrition Act of 1966, Pub. L. No. 89-642, § 17, 80 Stat. 885). The WIC Program provides food supplements and nutritional education and screening to needy pregnant, breastfeeding, and postpartum women and their infants, as well as to needy children up to age five. The program is federally funded, but it is administered by the states.

22. Brooks, *supra* note 8, at 703 (noting that the United States incarcerates a higher proportion of its citizens than any other nation in the world).

I previously had been visiting that school, and when I walked in I could not believe what they had done in just a few hours on that Saturday. I could not believe how they had galvanized that community around them so that you had kids who said, "Hello, Janet Reno," as I walked in, because I had been in their class and they were standing there painting.

These were third graders so motivated by people who had come in and cared, that they were not splattering paint all over the place. They were rolling the paint in the right way and they were cleaning up after themselves. They were kids who were planning and doing things right, who were not shooting the hose at each other or throwing mud at each other, but pitching in and caring. These were kids who were making a difference because adults cared and were helping to create a new community.

Lawyers must get out of their law offices and courtrooms, and go back to the communities throughout America and use their skills—whether it is painting skills, or calling a recalcitrant landlord to fix the toilet that has not been fixed in three years because the mandatory processes are so slow—and start making a difference for all Americans.²³

The response from America will be the response of those kids and their families who rallied to that school because they saw a sense of hope and a sense of purpose.

As we look inward toward the community, lawyers must turn from the courtroom; they must turn from the law office, and they must look to a world beyond.

I come from Miami, a city that obviously has faced international influences and impacts, but when you come to Washington after being a local prosecutor, one of the things that becomes clear—and certainly has become clear in this great city—is that crime is global. The economy is global. Migration is global. The environment is a global problem now and we cannot remain isolated on our continent. We are one world in terms of influencing each other and we must look beyond.

As we look beyond in terms of the mind-boggling technology that brings us closer together than we ever dreamed we can be, we also see people retreating to their past, looking to tribal and ethnic tradition for a sense of belonging, a sense of being; and as they look back in

23. On May 3, 1993, the American Bar Association announced its *Law Firm Pro Bono Challenge*. The program challenges the nation's 500 largest law firms to contribute annually to pro bono work. It proposes a commitment, by no later than the end of 1995, of an amount of time equal to three to five percent of a firm's total billable hours. William J. Dean, *Pro Bono Digest: The ABA's Challenge to Law Firms*, N.Y. L.J., May 24, 1993, at 3. As of May, 1994, 164 firms nationwide were participating, and the ABA is planning a new drive aimed at recruiting one-half of the nation's 500 largest firms to the Challenge. William J. Dean, *Pro Bono Digest: Highlights of the 1994 Conference*, N.Y. L.J., May 6, 1994, at 4.

history, they see tribal conflicts that are causing dissension and tragedy and violence that we thought might have passed.

We must look beyond to a world where all of us exercise the responsibility that makes us understand that it is not just our community; it is not just our nation; we have a responsibility in this world to do what we can to bring peace.

As we look back and forward, I think it is important, if you had told me in 1960 that I could not go to law school because I was a woman, I would have been furious. I would be even angrier now, but even now we face some new challenges.

I remember my afternoons after school and the evenings. My mother worked in the home. She taught us to play baseball. She taught me to bake a cake. She taught me not to like Dickens—and I'm still trying to overcome it—and she taught me to appreciate Beethoven symphonies. She taught me how to play fair and she loved us with all her heart, and there is no child care in the world that will be a substitute for what that lady was in our life.

If we can send a man to the moon, if we can do the extraordinary things we have done in the law, if we can achieve the positions we have, then somehow or another we can put family and children first in the workplaces of America.

We can leave behind this concept of billable hours and start looking at results. We can leave behind the concept of developing and marketing and start looking at the people we serve. We can look beyond process and form and start looking at families and children and understand that, through bold and new techniques, we can put children and families first.

I look at the young lawyers in the Department of Justice and in the office I left in Miami. They struggle to get breakfast on the table and the children off to school. They come to court; they try the case; they interview witnesses until seven o'clock at night. They finish in the dregs of rush hour getting home. They put the dinner on the table, get the children bathed, the homework done and everybody collapses in bed.

Saturdays they run errands. Sundays they sleep late or go to church. Sunday night they start preparing for trial again and there is no quality time left with their children.

Tomorrow I hope to see my almost two-year-old grand niece and her little sister who I expect will be born tomorrow.

Their father is 6'9." It seems only yesterday I was rocking him in a chair on my mother's front porch. Time is too short. We can be Attorneys General. We can be judges. We can be great lawyers, but we can also enjoy this wonderful, wonderful time with our family.

