

**Correction:** This issue was originally distributed with an incorrect photo of one of the AWL Award winners. We regret the error and have corrected it in this version.



## Decreasing Your Mental Load

In the continued spirit of last month's column, I think it is imperative that we explore reasons female attorneys choose to leave the practice of law and, to the extent possible, offer solutions and strategies to overcome any such barriers.

I recently read an article about the concept of the "mental load." In very generalized terms, this concept refers to one partner in a relationship (usually the female) disproportionately bearing the mental load of running her household. Even in relationships where both partners share physical chores and errands, the female may still find herself mostly responsible for a laundry list of other non-physical tasks, such as managing the calendar, scheduling appointments, planning meals, anticipating the needs of her family, and noticing what needs to get done. These additional tasks can be time-consuming, increase stress, cause fatigue and make practicing law more difficult.

For those experiencing an increased mental load, the first step is recognizing what tasks are taking up your time and energy. Once these tasks are identified, try to alleviate the load by delegating responsibility to others and, if your budget allows, outsourcing tasks to third parties. To the extent possible, automate any tasks that can be automated. And, most importantly, ask for help when you need it.

I encourage you to utilize AWL's resources and to engage with your fellow AWL members about this topic as I am confident we have a lot we could learn from each other.

### From the President



Shannon Braun

## Upcoming Events

<p><b>Annual Meeting &amp; School Supply Drive</b></p> <p><b>Tuesday, September 26</b> Noon-1:30 p.m. Italian Community Center</p> <p>Help us honor deserving women as we present AWL's annual awards and the AWL Foundation's scholarships. Officers for the 2017-2018 fiscal year will be sworn in during the meeting as well. Individual tickets and tables of eight are available.</p> <p>We also encourage you to bring school supplies that will be donated to the Salvation Army, which</p>	<p><b>Women, Wealth, and the Future of You</b></p> <p><b>Monday, October 9</b> Noon-1:30 p.m. Godfrey &amp; Kahn, S.C.</p> <p>Discover opportunities and roadblocks many women face financially, and how you can motivate yourself to reach your family's financial and life goals. The presentation will include tools to start money conversations in your family and outline the core components of effective financial planning. This event is free for members and will include lunch. <a href="#">Details...</a></p>	<p><b>Community Outreach Committee</b></p> <p><b>Wednesday, October 25</b> Noon-1:00 p.m. Davis &amp; Kuelthau</p> <p>Help plan for the upcoming year. If you cannot make it in person, we will also have a conference call. Additional details will be sent via email to the Community Outreach Committee members in October. If you have any questions or would like to be added to the e-mailing list, please contact <a href="#">Sheila Shadman Emerson</a> or <a href="#">Jacqueline Messler</a>.</p>
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provides backpacks and necessary school supplies to children in need. [Details...](#)

## Impressive Women to Be Honored at Annual Meeting

Please [join us at our Annual Meeting](#) on Tuesday, September 26th as we honor the AWL Award Winners and recipients of the AWL Foundation's annual scholarships. This year's deserving women include:



**Founders Award**  
**Kelly Centofanti**  
*Centofanti Law, S.C.*



**Community Involvement Award**  
**Hon. Janet Protasiewicz**  
*Milwaukee County Circuit Court*



**Mentoring Award**  
**Katherine Schill**  
*Michael Best & Friedrich*



**Pro Bono Award**  
**Susannah Camic Tahk**  
*UW Law School*



**AWL Foundation Scholarship**  
**Alisha Esselstein**  
*UW Law School*



**AWL Foundation Scholarship**  
**Aliya Manjee**  
*Marquette University Law School*



**Virginia A. Pomeroy Scholarship**  
**Amy Johnson**  
*UW Law School*



**Virginia A. Pomeroy Scholarship**  
**Elisabeth Lambert**  
*Marquette University Law School*

## A Smart Woman Plans



By Brooke Napiwocki, CFP®, MBA

I am often asked to describe my ideal client. Two demographics that I truly enjoy working with are mid-career professional women and couples. What I like about this stage of life are the multitude of financial priorities these individuals and families face and the clarity financial planning can bring to their lives. Common goals include maintaining financial organization, understanding their day-to-day finances, and analyzing financial risks and opportunities. Ultimately, they are seeking a financial coach to help them protect their financial assets, communicate about money and keep them accountable to a personalized financial plan. I have found a common trait is that a smart woman decides to pursue financial planning.

I emphasize the term "smart" because intelligence can be a big hurdle in hiring a financial planner. I often hear from individuals, "I have a law degree, a master's degree – I should be able to handle finances on my own." To those who make it a priority and have the time to follow through, fully comprehend taxes, estate planning, investing and other financial topics, I encourage them to go for it! However, managing finances often takes a back seat to daily life and is not made a priority. If you find that managing your finances has been on your to-do list for several years without any movement, it may be time to take the next step.

Reading a book is a great start. Formulating a plan and scheduling an initial meeting with a financial planner, meeting with your existing financial planner or attending a workshop can motivate you to take some actionable steps and get you on the right track.

The 2013 ProLiteracy Study shared that although women want to learn more about their financial lives, the top three reasons preventing women from having more control of their finances are:

1. Lack of Time (41%)
2. Work, children, household tasks (38%)
3. Lack of confidence with financial management (23%)

While I can't magically create more hours in a day or decrease the demands of your work, family and home, I can educate you in a clear, simple and sometimes humorous manner to increase your Money Intelligence. Your Money Intelligence is defined by wealth psychology expert, Kathleen Burns Kingsbury, as "one's overall money know-how and is made-up of three components: knowledge, skills and insights regarding money." And increasing your Money Intelligence is one of the best ways to overcome #3 above, lack of financial confidence and join the ranks of "smart" women who plan.

So please join me on October 9th over the lunch hour for a [Women & Wealth workshop](#) hosted by the Association for Women Lawyers. We'll explore your money mindset and reasons to take action and then walk through what financial planning entails. Invest time in your financial life with the potential pay-off of Money Intelligence, financial confidence and some fun amongst a smart group of women!

*Securities offered through J.W. Cole Financial, Inc. (JWC) Member FINRA/SIPC. Advisory services offered through J.W. Cole Advisors, Inc. (JWCA). Crescendo Wealth Management, LLC and JWC/JWCA are unaffiliated entities.*

## Welcome New Members

- **Dr. Heba Hazzaa**
- **Elisabeth Lambert**
- **Rei Morikawa**
- **Amanda Schamens**
- **Jaya Sharma**, Sharma Law Office

## In Other News...

The legal community is invited for training with the American Bar Association Survivor Reentry Project, Foley & Lardner LLP, and LOTUS Legal Clinic for "**Clearing Records for Survivors of Human Trafficking.**" The training will be held on Monday, September 18 from 2-4 p.m. at the offices of Foley & Lardner LLP, 777 E. Wisconsin Ave. Volunteer attorneys will learn how to use Wisconsin's vacatur law to clear convictions for trafficking survivors and gain skills in trauma-informed legal advocacy. 2.0 CLE credits pending. Light refreshments will be provided. For more information, or to register, contact [Yolanda](#).

Applications are now being accepted for the 2017-18 **Wisconsin Women's Network Policy Institute**. The Institute provides intensive intersectional advocacy and leadership training for up to 25 Wisconsin women each year. Applications are welcome from women in all sectors -- including individuals working in nonprofit organizations, academia, philanthropy, labor unions, and government -- who are interested in promoting the advancement of women and girls in Wisconsin. The Policy Institute aims to grow the number of Wisconsin women who have the confidence, skills, and strategic know-how to successfully engage in their local and statewide communities on policy issues that matter to Wisconsin's women and girls. Completed [applications](#) and [recommendations](#) must be submitted through the online forms by noon on Tuesday, September 5, 2017. Visit the [WWN website](#) for more information and to apply.

AWL is a partnering organization of the National Association for Women Lawyers' 13th **General Counsel Institute** on Thursday and Friday, November 9-10 at the InterContinental Barclay Hotel in New York City. We have arranged a special [10% discount](#) for our members using the code GCI13AWLW. At GCI 13, participants will be asked to challenge themselves and consider what they need to do to feel prepared,

powerful, and courageous. Through inspiring stories, substantive legal workshops, and GCI's unique open exchange of ideas, GCI 13 will help you gain leadership skills, business acumen, and the power to say yes. The program is open to senior corporate counsel of public, private, large and small companies, non-profits, government, and educational institutions. Registration is limited to in-house counsel and select law firm sponsor representatives. Scholarships are available for in-house attorneys who wish to attend, but may not be able to do so due to cost considerations. For additional information about NAWL and GCI13, visit [www.nawl.org](http://www.nawl.org).

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