

Interviewee: Joan Arnold  
Interviewers: Kayli Berardinelli and Lydia Mitchell  
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Overseen by Dr. Carl Robert Keyes and Dr. Lucia Knoles, Assumption College

Joan Elizabeth Arnold, born in Wilmington, Delaware in 1947 grew up in Chicago and eventually settled in Worcester with her husband. She attended Vassar College for her undergraduate degree and then received her law degree at Boston College. After working in Boston and Springfield, Arnold moved to Worcester to open her own law practice. In this interview, Arnold discusses her life growing up, her parents' relationship in comparison to her own, her career in law, and her life outside of work. When Arnold was about to enter college, her parents moved to Switzerland. This forced Arnold to become an independent woman, which is a characteristic in which she still feels prides. Arnold also finds pride in her career and values the opportunities it brought her, but it was her life outside of work that brought Arnold true meaning. In addition to being a lawyer, she is a mother, a wife, and a person who is passionate about learning, art, and music. Arnold views herself as an optimistic person who takes one day at a time in order to get through hard times and make the most out of life.

**KB:** We are completing a citywide oral history of the lives of Worcester women, aiming to collect stories about a broad range of experiences. Based on the goals of the 1850 National Women's Rights Convention in Worcester, we are focusing on the areas of women's education, health, work, and politics/community involvement. We want to focus today on your experiences with being a woman. Thank you for your help with this important project!

**LM:** And do we have your permission to record?

**JA:** You do.

**LM:** Alrighty.

**KB:** Okay, so... what is your full name including your maiden name and your married name if applicable?

**JA:** My name is Joan Elizabeth Arnold, and it's my professional name, and it's the name I mostly use. My daughter has my husband's name, but I use the name Joan Arnold.

**LM:** Alright, when were you born?

**JA:** 1947.

**KB:** Were you born here...or?

**JA:** Wilmington, Delaware.

**KB:** Oh, wow.

**LM:** Have you ever married?

**JA:** I have married, and I am married.

**KB:** So do you have any grandchildren?

**JA:** I don't have any grandchildren. I hope I will, but not yet.

**KB:** So what cultures or ethnicities do you like identify with, what's your family background?

**JA:** My own is Northern European immigrants from Germany and Switzerland primarily as far as I know I don't know a lot. I was raised in a general Protestant kind of upbringing. My husband is American Italian—Calabria from Worcester—and our daughter was adopted from Korea.

**LM:** Oh wow!

**JA:** So I really do, at this point in my life, I identify with all three cultures.

**LM:** Yeah! That's really cool actually!

**JA:** Oh yeah, it's interesting and it's wonderful.

**LM:** Yeah it is! So can you tell me a little bit about your parents?

**JA:** My parents were both born in Ohio, not near each other. They were pretty close to farm communities even though their parents had become a teacher and one a businessman, both of

them were children of the Depression. My father's family lost everything in the Depression and that certainly really influenced him throughout his life, they both went to Ohio State University, my father got a PhD in chemistry. So he really educated himself. Throughout his life he worked for a big oil company which was known as Standard Oil you might have heard of that...

**LM:** Yeah, I have!

**JA:** And he was a research chemist initially, but then he became a business person and began to travel all over the world doing joint ventures with countries all over Asia and Europe and even the Middle East.

**KB:** Did your mother work?

**JA:** My mother did not, she was at home, with myself and my brother, and in later life when she wanted to at least get a part-time job or something like that, my father was not cooperative.

**KB:** Oh, oh no!

**JA:** He didn't think that was a good idea and it's embedded in my mind how he told—I talked to him about it! He said that he really thought—and I'm a lot like my father and I loved my father, and was closer to my father than my mother, but he thought it probably wasn't a good idea because if they were going to travel and take trips or something she should be available.

**KB:** How did your mother feel about that?

**JA:** She didn't really like it, but my mother didn't stand up to it.

**LM:** Did you enjoy having your mom at home with you?

**JA:** Yes, very much, very much and it's something I was very aware of when I had our daughter, and when I think of my daughter who's really very career-oriented having a child, so... it's hard.

**KB:** So where have you lived during your life?

**JA:** I was born in Delaware, but then we moved up because of my father's job to the Chicago area. I lived in a community that was one of these newly built like Levittown communities called Park Forest where we rented a house when we had no money. My parents had no money and very little money, but we weren't poor by any means. But we were very, very, very modest the

way we lived. And then my father, his salary increased and we moved to another suburb of Chicago and we were there throughout until I graduated from high school. And in those days it was easy to get into the city, and I took piano lessons in the city on my own and so, I should consider myself a Chicago and Midwestern person. So my parents moved overseas right after I got out of high school, because of my father's job. And they went to Switzerland and I didn't live there so the only place I lived is Chicago. Then, I went to school in Poughkeepsie, New York. And then, because I didn't really have a home base to go to, I went to Boston because I had friends there. I loved Boston. I worked for a year, and then went to law school there, and then I moved to Springfield, Massachusetts for my first legal job. I married a law school classmate who comes from Worcester, and that's how I got to Worcester.

**LM:** Oh...okay!

**KB:** Okay, so how was that for you? Having to be on your own after high school and after your parents moved?

**JA:** It was—I took full advantage of all my freedoms. I could have used a little more stability so in a way I liked it a lot because I was very independent very quickly. But I was also pretty unstructured, and didn't take real care in that. I'm not sure having a family nearby would have made a difference, but it's sort of a regret I have. But even in good times it's just so unstructured, college years, which you need to remember my college years ago coincided with massive lack of structure in our country. Because it was the Civil Rights Movement, Kennedy had been assassinated, my third year of college was the Robert Kennedy and Martin Luther King assassinations. All the protests: the Vietnam War, the beginning of the Women's Movement, these sort of very quiet incipient gay rights revolution. All this stuff, which I thought that's what I tended to be more involved with than my studies, and so it was a very important but very disruptive personally for a young person trying to figure out what the heck you're doing in life. So you know, I have mixed feelings, I think it would have been helpful if I gone back to Chicago for more vacations for example. I didn't text—there was no texting, no email. We used airmail letters. So you wrote letters on that thin paper, that's how I communicated with my parents. Phone calls overseas were very expensive so that was really only an emergency thing, so I'd see my parents, my brother twice a year really and that really exposed me to tremendous things in a lot of travel, that was interesting. But there was not a sense of home.

**LM:** Oh, okay.

**KB:** That must have been hard.

**LM:** Did you have any like, best friends? Or friends at all through these transitions? That you like...leaned on? Or anyone in particular?

**JA:** Not really. I had great men friends, especially in high school. I was at a—Vassar was a women's college and my class was the last year of all women. And so of course I had classmate friends. To some extent, sometimes they would invite me home on holidays. And I usually would at Christmas time go to Switzerland, but there were also times that were sort of lonely, and I don't mean to make it sound awful because it wasn't! But the balance was like a lot of life's there's pros and cons.

**KB:** What drew you to Vassar?

**JA:** It wasn't Chicago! [Laughs] I had never heard of it when I was in high school and the way I got there is sort of fun. In high school I was on a team—it's academic but like that High School Bowl program where you answer questions. It's on television now on channel two. But you have to answer questions on a variety of things, science and math and history and politics and everything. So anyway, I was on that and it was myself and my best guy friend and another guy who was our science person, and we managed to get a couple rounds so it was on television a couple times. And I got this call from this woman who said, "I saw you on television and I recruit for Vassar. I would love to meet you would you like to come see me?"

**KB:** Oh my gosh!

**JA:** I said, "Sure!" And you know I had no idea, I mean I looked it up but because in the process I must have been a junior maybe. It had to be my junior year right? That's when you do that stuff so it must have been when I was a junior. And anyways so she told me about it, and I applied to some other schools and I was deciding between Carleton College which is completely opposite, it's in Minnesota. Very good academically, but it was the Midwest. I wanted to do something different and it was as simple as that really. I mean Carleton was a wonderful school, Vassar was a wonderful school, but I just wanted to get away and do something different. So that's what I did.

**KB:** What a story of getting there!

**JA:** Isn't that funny? I mean I've sort of, not forgotten it, but I hadn't thought about it for a long time.

**KB:** [Laughs]

**LM:** So you said before that you went to law school, where did you go to law school?

**JA:** Boston College.

**LM:** Oh, okay!

**KB:** So what was it like going from an all women's school, to then going to co-ed for law school?

**JA:** It was barely co-ed.

**KB:** Oh, really?

**JA:** Barely, when I went, I think about 10% of the class was women. And that was a time when I did have a very close friend who is still a very close friend of mine that—what was your earlier question about somebody to really rely on? And I met her in law school. There were very few women. It was [pause] very intimidating; hard to find your voice. Law school is scary anyway. And so you probably are familiar with the Socratic method where they ask questions like, “Miss Arnold, would you please state the case of whatever” and so under any circumstances that's scary and it would be scary if it was all women, and so law school is a very very different experience from college for me. I didn't like it, and most lawyers don't. I mean I really liked practicing law, but law school itself is just dry and hard.

**LM:** So, did you have a first job after law school?

**JA:** I did, I did. My first job was as a public defender which is a public government job. I did criminal defense work. And that was the one job—I wanted that job so badly and I got it!

**KB:** Why did you want to be a lawyer?

**JA:** [Pause] When I first applied to law school, the reason I wanted to be a lawyer was a little bit like the reason I went to college. I had gotten a job—the only job I could find was as a secretary and it was called a little bit better than that, paid a little bit better than that, but it wasn't. And I was really startled that's what I would be doing and it was really boring and I had to do something. I had to do something. And I worked for a state agency in Boston. There was the general counsel for that agency who was the first woman lawyer I had ever met in my life. She—now I understand—took me under her wing and understood then, too, that she mentored me. I

wouldn't work for her, but my boss and she had back and forth stuff. And she was very clear with me she said, "You've got some ability, you need to law school. And go take the LSATs," which is like the SATs. "Go take the LSATs, then you should apply to Boston College Law School," because that's where she went. You know, the reason I got in there I'm sure was because she wrote me a great recommendation. But she was my first true mentor in my career, and actually my only woman mentor. The rest of my mentors were men.

**LM:** Oh, wow! So, was she a driving factor of you wanting to go to law school?

**JA:** Absolutely. I still was pretty uninformed, and it was more like she told me I better do this, it would be a really good idea. I did not grow up thinking—oh you know, I was much more romantic than that and I thought I may study art history and write great books. [Laughter]

**LM:** Did you have any other jobs throughout your life that you particularly enjoyed?

**JA:** I did all law. I had a great legal career and I had the experience of being the first woman to do the job. And that's not an uncommon thing with women of my age. I'm 71 now and for example, when I went to Boston to find a job after law school, the [jobs] classifieds were still listed in columns, women and men. Or female and male or something like that: classifieds female, classifieds male. And so, because it was just that time, so many of my jobs were [pause] they hadn't come across women before. And so, my first job as a public defender, which I wanted that job very badly because by then I had done clinical education at my law school. I had gone to court as a student, a supervised student, and I thought I loved that. I thought that's really great stuff and I wanted to do criminal law because it sounded exotic. [laughs] I didn't know anything about it, it just sounded like, "That's pretty cool, I'll do that." And so I applied and I did get the job, but the person who told me—I was interviewed a bunch of times by the person who was the decision-maker guy and he said to me, "You know, I don't think women can be trial lawyers [laughs] but we need to start hiring some women so we're going to hire you and send you out to Springfield where they never had a woman so good luck." [laughs] I don't even know if he said good luck. But my boss was a former Marine. Tough as a nut! He was so tough. But, he grew to really like me. Now I don't think he disliked me at first, I just think he thought it was really ridiculous that he was being sent a woman. He thought—it was not like he—he didn't mean it, he thought I was a nice girl, but he just didn't get it. I would consider him my first mentor and he grew to really like me, to support me. And I just grew to love him; I never met anybody like him. He was Irish I didn't know what it meant to be Irish out in Springfield, I didn't know about wakes, I didn't know about Catholic wakes, I didn't know about the police were all Irish, I knew nothing and he guided me.

**LM:** You probably didn't expect to be as close as you were with him right? Like going into it?

**JA:** No! I was very much without expectations other than I did have a knowledge that women hadn't done this job before out there and so and it was—people were both wonderful and also very sexist. Sometimes the same people could be both. One of the Clerks of Court saw me try a case one day and a firearm was handed to me and I'm not sure I'd ever even touched a gun before other than my grandpa's shotgun. And he noticed how awkward that was and he took me aside later and said, "I'll take you to the firing range and and show you about guns because if you're going to try criminal cases you have to know things right?" So there was a lot of kindness, and there was also the judge who called me up really close and stared down my blouse. And everybody knew that's what he was doing, and it was really...

**KB:** And nobody said anything?

**JA:** No... they just sort of guffawed at it, "Oh, there he goes, Brick Annis, he's really...." you know...

**LM:** Gosh, that's crazy!

**JA:** I was the only woman in the courtroom other than a probation officer or family members.

**LM:** And how did that make you feel, being the only woman in the courtroom?

**JA:** Well, I was aware of it. But I was also—by that time, you know, I had grown very determined and I'd get nervous but I wasn't at all scared of it. I would be nervous about whether—I wasn't nervous because I was a woman, I was nervous because I wasn't sure how was I going to remember the cases I wanted to remember. Was my line of examination going to be good? So I was nervous in that way, but I was never bothered being the only woman. I have a very unusual set of circumstances in my life where men in it, in the best possible way, would notice me and reach out and help my career line. And I had a lot of that. And maybe it is a common experience, I don't know, that's why you're doing this thing right? [Laughs] so maybe it's more common than people understand because there weren't a lot of women to mentor you anyway. I've mentored lots of women because I'm good at it, and I like it, and I like helping women along. And men too, but particularly women because some women are intimidated in that situation.

**LM:** Yeah, for sure.



**KB:** What was your favorite case that you ever worked on?

**JA:** Oh, that's such a good question. Oh gosh. [pause] My favorite client. My favorite criminal case was a case where the circus came to town. And [pause] my client was charged with assaulting somebody in the laundromat. And getting into an altercation. I don't remember I think it was probably disturbing the peace in assault, but not like an assault and battery that someone was beaten up badly, so it was just a little case. But when I first met him I was assigned to his case, and I don't remember his full name right now, it was like Richard, "The Human Cannonball," [laughter] and so it was the kind of case where I had such a good time and it was what I love about law. I went out (you always have to go to the scene) and I had to go to where the circus was camped out to interview people who had been with him. And this, of course, we got not guilty. But that's just an example, that was a fun one. There wasn't pain involved for anyone. It was fun and it's the kind of thing that I can do or could do as a lawyer to insert myself into all these lives where I would never have an opportunity to go otherwise. I've have always done litigation. I did run into, in law firms in Worcester, civil litigation, just a little bit of criminal, but very little. Later on I did probate law, later on I had my own business after my daughter came, because I didn't want to work six or seven days a week. You know? I wanted to have time with my daughter. And I wanted to work part-time because I had my own business from when my daughter was young. My husband also, so we could take—we also had some help, but we could do a lot more than we could have if we were working full-time.

**LM:** How did you meet your husband?

**JA:** We were law school classmates.

**LM:** Oh!

**JA:** Yeah! And so we were friends for a couple years in law school, and then we each went our own ways to get our feet on the ground legally, and he didn't come to Worcester. He actually wanted to go teach, for which he did for...he went to Olean, New York, to teach for a while. Then he decided no, he wanted to come back to Worcester and set up a law practice, and I was able to move my public defender job back here. And I did that for a couple years here in Worcester, which is what this is about. And then I went with a law firm, which got to have their first woman, which was me! So yeah!

**KB:** Wow, you were a lot of people's first woman!

**LM:** Yeah!

**JA:** But that's just because of how it was, you know?

**LM:** So did you have any other balanced priorities, responsibilities, or interests in your life besides law and your work?

**JA:** Yes, I wouldn't even call—I mean I liked being able to have my job. And I liked being able to have my career. I would not have had the life I wanted without that, but my life was at least as much, if not much more really, what I did other than law. Like family life, my family had a lot of problems and some good times, but that's how things turned out. I wish that had been better but that's really what I loved. I loved having my daughter and raising her. She's a wonderful young woman, and probably in terms of satisfaction that's the thing that has made me happiest in my life. I've traveled a lot. Now I'm—you know this, remember WISE [Worcester Institute for Senior Education at Assumption College]? I am studying the *Iliad*, I am studying Western drama, I've taken science classes. I've also taken a few law things just to refresh myself. And I really like the guy who teaches the law stuff but I'm not one who says, "I love law." I would say that I love music, and I love art, I love literature, that's what I love. I love my family, I love travel, I'm taking piano lessons now. Those are my loves. I love dogs. I love being in the woods with my dog, those are things I love. I am grateful I had the opportunity to be a lawyer and do all the things I did. And I'm doing literacy volunteers in Worcester now. I've always done tons of community boards, the YWCA, this and that. I've always done that. A lot sort of connected with the fact that I was a lawyer and knew people in town. But I found Worcester a wonderful place to practice. I was an outsider. I felt welcomed. Maybe people laughed at me a little at things I didn't get about Worcester [laughs]. And you're from Worcester?

**LM:** I live very close to Worcester. Yeah, I have been very involved with Worcester my whole life.

**JA:** Oh okay, and it's a small town.

**LM:** Yeah it is!

**KB:** What was your favorite community project that you worked on or involvement that you did?

**JA:** Well, I did stuff with the Worcester Women's History Project. You know, many, many years ago, when—I don't know if you've come up on this yet, but do you know Abby Kelley Foster?

**LM:** Yes!

**JA:** Who you've probably talked about in in your class, and her house actually Liberty Farm was like two blocks away from the first house that we lived in in Worcester, in Tatnuck.

**LM:** Oh, that's funny.

**JA:** Yeah, and so this is when it was first starting and I worked on that a bit and I like that. I really love YWCA and it's a very, very progressive, forward-thinking organization for women and gives true support. And so, probably the things that I have liked the most, have had to do with the women's organizations or a little bit more women focused in Worcester.

**LM:** Yeah, I also heard you say before that you were raised Protestant right? Do you still practice that in any way or have you throughout your life?

**JA:** Not really. I have at various times in my life attended either a Protestant or the Unitarian Church downtown. I think it's First Unitarian. And I'm probably pretty lapsed, always telling myself it would be a good idea to be a little more focused right? [pause] Yeah, I guess that's it. That's the best answer I can give.

**KB:** So back to your family, how was it different how you and your family were versus your parents? Because I know your dad was the one to work and your mom didn't and both you and your husband worked.

**JA:** Yes, yes. In terms of raising a child it is a wonderful thing having a mother home full time for the children. Not for all children because maybe some mothers would hate it so much that they wouldn't be able to be good mothers. But if you have a good mother, which I did, who loved to read, loved to take us to the library, taught us good things, and she worked hard. And she was fine until it was time for us to become teenagers and wanting to spread our wings a little and that is part of the problem of being a full-time mother. Because the children need to spread their wings and you're there and you just want to cuddle them or whatever arrest their development and that's hard. And so when I said I loved having my mother at home I loved it until I was about 12. And I did love it. I would remember so well going home after school everyday and I had a very ideal, secure, but narrow environment. I remember it was the one family who was Catholic in my neighborhood, one family, and those kids went to parochial school and so there were no people of color, very few Jewish people. It was a very very white white white Protestant and very conforming community that I grew up in. Very conservative in retrospect. So, the difference with my personal family, with my husband and my daughter, is

things were much more chaotic. We had to rely on, and we've luckily have had enough money to hire some help to come in and pick up Libby like two days a week after school and things like that or stay until we got home. By the time we had our daughter I could have someone help clean the house every few weeks so it wasn't that horrible strain of, "Oh my god, it's the weekend and I haven't done anything much fun with my child and now I have to clean the house and do the laundry." Even if your husband helps. And both of us, my husband and I were very hard working, but it is a matter of how much time do you have? When you also do two careers that—and I say we worked part time. Probably saying we worked part time is like saying we worked nine to five. It wasn't like nine to one without any worries it wasn't like that. Because a full-time legal profession job could easily be, leave the house at seven and get home at seven and go on Saturday morning at two. And that is a different kind of life and we didn't have to do that. I think that it gave a better appreciation to our daughter. Even though she is an only child, she has a lot of reliance, a lot of independence, she knows how to be alone, she is a competent girl, young woman because she had to do things to learn to be competent. More so than I did. You know, more so than I did and I think she is worlds ahead of me in her life and her thoughtfulness about her life than I was. And of her generation, and you're ten years younger probably, but she was 14 when 9/11 happened and it has been a very chaotic American scene from then and going forward. So, the sort of idea that there is prosperity and we all get along with each other and those ideas are being challenged a lot like they were when I was in college. And so I think she has more understanding of the world. She is a more sophisticated person and a more resilient person than I was certainly at her age.

**LM:** Yes, of course. Do you consider yourself active politically at all? Or have you in your life?

**JA:** You know I've always sort of thought that politics is fun to follow as a sport. Like I don't follow football.

**KB:** [laugh] right

**JA:** I follow or had followed—I'm not sure if you can do it anymore, but I had followed presidential politics as a football game. So, it is kind of like this great Super Bowl.

**LM:** That's kind of like what I do.

**JA:** I'm fascinated by what makes people want to acquire power, how they go about it, the whole idea of how much honesty and authenticity you can really have. Then when social media came into it, it all depends. So in that sense I still do. I mean not with the same sense of pleasure because it is very disturbing no matter what your views are there is a lot to be disturbed about.

Nowadays it is very confusing and chaotic to get a handle on a lot of things. But my last job after I left, my last job was—I retired too early. I closed my law practice then somebody I knew had become a judge and I thought I should go down to the courthouse and do some mediation and so anyways I got a job down at the courthouse. I saw how a whole different part of life and I made my own judgement on somebody who had a political position there and thought they were doing a very bad job. And then I did retire and he had a challenger in the next election and the challenger was not of the political party I normally would go with but I thought that the person who was in office was really not good from my own experience and so I got in touch with this young candidate, a woman, who was running her first campaign and talked to her. Decided this was somebody I could work for. And this was only probably five years ago and I had my very first experience doing everything from—I could help the candidate a lot because I knew the organization she was going into. But I also held out signs, I knocked on doors, the basic retail politics that is still really important at least in Iowa and New Hampshire and I learned so much. We won and nobody expected us to win because we were taking on a lot and so it was very affirming in that way. Circumstances have to all be right, there is a lot of entrenched stuff so much that is entrenched so much power that is entrenched, but if you choose the right opportunity it can be done. It was very interesting. I am a very optimistic person in general. That's my nature. And I am trying to hold on to it is how I would say it. I am trying to hold on to it because there are a lot of things that can make you pretty cynical and sad nowadays about politics, but we have been here before in the us we have had hard times. And it reaffirmed, yes, you can get out the vote and it is really pretty exciting. So I try to hold on to that.

**LM:** So how do you get through tough times? What kinds of thoughts keep you going?

**JA:** I am a person who is aware of mindfulness practice and I tend to have small goals to say one day at a time kind of thinking. And so I actively practice mindfulness and yoga. I could do better on my meditation, [laughs]. I try. There is a spiritual component to that for me that is [pause] maybe semi-Christian, I guess. I don't need to put a name on it. I am not sure what it is, but it is a belief in a God. It's a belief in a God and it helps me put my own life and myself in perspective and in a good relationship with the world. And so, I have that. I also am better than I used to be at confiding in friends. I am not a great confider I like to pretend that everything is just fine. [laughs]

**LM:** That's kind of funny

**JA:** I do! And probably a lot of us do, but you know I am much better than I used to be, and not as hard on myself. And I think that for me that's a function of being older and a little wiser. A little bit.

**KB:** So, has any health issues impacted your life? In any way like people that you know or... ?

**JA:** Oh massively.

**KB:** Really?

**JA:** Yeah, massively. My husband has a mental illness and alcoholism which is very difficult. My parents had a wonderful life and a really tough last seven or eight years. With everything from dementia for both of them, to my father lost his eyesight, to—it just went on and on and on. And so, I have had a lot of caretaking obligations and I am *so* grateful that my daughter's healthy! But it takes a toll on people. And on families. And it has certainly taken a toll on me. I am very, very thankful that I am basically healthy.

**KB:** How has being a caregiver affected you personally? Through having to take care of your family members?

**JA:** [Pause] It's humbling. [pause] It's hard. [pause] It is absolutely unimaginable for me to realize that people do what I do without any of the resources or support that I have in my life. Because I have a lot of support whether it be from friends, some broader family, my daughter. So it makes me—I care a lot about certain social policies that would support people to help out. Like I was able to leave and my parents were in Chicago when this whole thing started, but I had to so often be out there a couple times a month, and I could do that. What on earth do you do when you can't? I don't even know the answers. And it's hard because people's families are living apart, it's a long distance to get to families to help. Who helps? And so, it has really brought home to me personally what I can be grateful for. But also, I didn't think differently before the last probably 10 or 15 years in terms of yes, it would be a good idea for there to be a family leave policy and we need to do more to support families in our culture and American society. But it has really brought it home in a way that there is just no question it is very hard. Or daycare. Daycare! You know, you think of you guys if you had kids and wanted to have your job and look at the costs of daycare. It is stunning. So all those things, those things about caring, and those are the important things you know? It's awful, fate is fate you know. People get sick and there's diseases and they don't always turn out great you know? And that is part of life and it's just our obligation in our society, I feel so strongly, to do a lot of things, but one thing is support people who are unlucky especially in health outcomes it is just so unfair.

**LM:** So as we are wrapping up the interview, how do you define success in your life and has this definition changed over time?

**JA:** Well, certainly it has. When I was [pause] starting out in the law practice, I mean I was just having such a good time and success was winning a case and then having a good weekend. That was success really. I mean being able to pay our mortgage, paying off the student loans you know? That was really pretty selfishly narrow, fun, but selfishly narrow. And that has shifted to being really, “Am I being a good friend, a good enough friend? Am I being a good enough [pause] daily, just a good enough person? Did I pick up the trash someone had left on the street? Could I pay enough attention to do something like that or am I going to be too oblivious to not even?” And those things, when I achieve things like that, when I have a good conversation with someone or help someone. I have a new student in Literacy Volunteers right now, that is teaching English to people who are immigrants, and she is absolutely lovely. She is 30 years old from China, just the hardest working, such a nice person. And my former student, he was from Iran, and success to me is to have made connections that are meaningful to those people with anybody. I really like making connections with people. That makes me personally happy and feeling a sense of success.

**KB:** So, looking back on your own life experiences. What advice would you give to young women today?

**JA:** [chuckles] Do try to have a job. [laughs] Really understand about taking care of yourself. Not just with a job but taking care of your own happiness. Your own interests. Consider those things for yourself a lot. [pause] And be a whole person. [Pause] And understand there is a difference between being a whole person and a selfish person. It’s not selfish, you don’t want to be selfish, of course. Really think about your values as early as you can. As opposed to some others, like myself [laughs], who just get mentored along into who knows what. **So think as much as you can. It’s so hard when you are young because you just don’t have the perspective, you don’t. But that’s not to say you can’t be more thoughtful and more deliberate and slow down a little bit. Try not to be too pressured by this crazy materialistic society we’re in. It’s not worth it.** I see my daughter buy her, [mimicking her daughter] “Oh but mom I just love these shoes.” [laughs] I understand loving shoes. I love shoes! [laughs] But, consider those things too. So, take care of yourself and other things will fall in place. You will be able to take care of and relate to the world and other people.