



November 2008

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WLS November Luncheon Speaker (See pg. 2):

- ◆ Honored Guest Speaker: Hon. Alice A. Lytle
- ◆ Date: Nov. 20, 2008

PRESIDENT'S MESSAGE: SURVEY RESULTS ARE TABULATED

BY: JUNE D. COLEMAN

A quick comment to start – there is a ballot on page six (6) of the newsletter – please take the time to vote for the 2009 board members of WLS!!!

During the past year, the WLS Board has wondered what the membership's thoughts were regarding political issues and the focus of WLS. WLS is an ever evolving organization, which addresses the concerns of its membership as the times change and the membership evolves. To address these questions, the WLS Board developed a survey which we posed to our membership and to people who attended the WLS luncheon. Well, WLS has finished its survey and the results have been tabulated! Thank you to all who responded! We had 72 responses – which is about a third of our membership!

I am happy to report that along with some constructive thoughts, most people who chose to add comments thought WLS was moving in the right direction. The survey results will allow us to formulate a mission statement, which the WLS Board hopes to have completed by the end of the year.

On pages 11 and 12 of this newsletter, you will find the raw results of our survey. I've also included a note section with those results to explain anomalies in some responses and how we dealt with them. I'll recap them here and note how WLS is meeting the needs of its members.

First, we asked our members to rank issues that they considered important. We limited the number of 4s and 5s that a respondent could choose to 2 each to get a real sense of the things that are most important. Not surprisingly, we had lots of respondents mark lots of 3s. In analyzing this data, we weighted the responses, from a 1 worth 1 point to a 5 worth 5 points. We tallied all the points, and divided by the number of responses for that issue. Note that not all people responded for each issue, so the divisor changed with each issue. Also, note that there is an argument that 4s and 5s should be weighted heavier than 4 or 5 points since we limited the ability to respond with a 4 or 5. So, I also ran a separate analysis weighting 4s and 5s with 6 and 7.5 points, respectively. This second analysis pro-

duced the same results as the first analysis.

There were some natural breaking points in the results. First, promotion and retention of women as well as equality in the workplace was by far the top issue for our respondents. The average score for this employment issue was 4.13. Notably, there were also 4 "other" responses: Mentoring, networking (twice), and women owned law offices. These issues, although more specific, are arguably encompassed in this employment issue, and support an argument that the 4.13 score should be even higher. The next closest average was 3.63, judicial appointments.

Rounding out the top five issues according to our members who responded to the survey were, in the order of importance: diversity and unity, with a score of 3.53; family issues, including work life balance and child care, with a score of 3.39; and women as bar leaders and participation in the conference of delegates at the State Bar Convention, with a score of 3.33.

I think it is also worthwhile to note what was the least important to our members.

There was a breaking point in the results for the bottom three issues: international issues, such as sex trafficking and human rights, had a score of 2.39; financial planning had a score of 2.31; and Title IX had a score of 2.04.

Although WLS' Board intends to use the results of this survey to fine tune what WLS offers its members, it is also good to know that WLS is in sync with its membership. From WLS' No Glass Ceiling Task Force, spearheaded by then president Grace Bergen, to the new Career, Advancement and Retention Committee ("CAR Committee"), employment issues effecting women attorneys have been important issues for WLS. The CAR Committee has been working on expanding WLS' mentor program. I would like to encourage experienced women to mark the Mentor box when they renew their membership. The CAR Committee would like to interview these mentors, giving them free publicity on the WLS website. The CAR Committee has some other ideas in the works – stay tuned for some very innovative projects!

WLS has always put great emphasis on judicial appointments. It is, after all, one of the primary reasons the organi- *Continued on Pg. 8*



June Coleman

Take Time to Give Thanks & Invite a Friend or Co-Worker to Women Lawyers of Sacramento's November Luncheon Featuring: The Honorable Alice A. Lytle

RSVP with menu choice and confirmation of mailed check by November 12th, to WLS Member Angela Lai at (916) 324-7152 or alalai@dmhc.ca.gov.

DATE: November 20, 2008

TITLE: "Remembering the Children in Our Legal System."

The 8th child, in a family of 10, **Alice Lytle** excelled at an early age, graduating from Hunter College, of New York City, with a B.A. in Human Physiology and Public Health. **Judge Lytle** then took a position as a Medical Research Technician with a Pediatric Cardiologist, introducing her to the plight of children in need. She eventually relocated to San Francisco to work at the U.C. Medical Center. While in San Francisco, Judge Lytle applied, and was accepted, to Hastings College of Law. During law school, she clerked for the NAACP's Northern California Chapter Legal Defense Fund.

Upon graduation from law school, **Judge Lytle** worked at the Alameda County Public Defender's office, as a Rural Housing Specialist, before moving to the Legal Affairs Unit of Governor Edmund G. Brown. Under the Brown administration, **Judge Lytle** was appointed Chief of the Division of Fair Employment and Housing, and Secretary of the State and Consumer Services Agency. **Judge Lytle** was eventually appointed to the Municipal Court, where during her tenure she served as the Presiding Judge.

Judge Lytle's affection for children resurfaced when she created the Sacramento Court's Children's Waiting Room, called La Casita, a place where children forced to be at Court, either as a witness or simply accompanying their parents could play in a stress-free environment. And later **Judge Lytle** served on special assignment as a Superior Court Judge to the Juvenile Division of the Superior Court, and became the Presiding Judge and Lead Dependency Court Judge shortly thereafter.

More recently, **Judge Lytle** has been active in educating the judiciary in the area of substance abuse, particularly where pregnant offenders are involved. She has also served on the California Judicial Council's Standing Committee of Juvenile and Family Law, the California State Welfare Advisory Board, and the Board of the Wellness Foundation. In spare time, **Judge Lytle** mentors pregnant teens while working with the Birthing Project.

WHERE: Firehouse Restaurant (Old Sacramento)

TIME: 12:00-1:15 p.m.

MENU: *Pork Tenderloin* with garlic mashed potatoes and sautéed seasonal vegetables, honey-mustard encrusted, with rosemary-scented jus, or *Crispy Chicken Chop-Chop* crispy fried sweet chili chicken, napa cabbage and organic baby greens, toasted almonds, wine-spiced pears and mandarin oranges, fried wontons in an orange-miso vinaigrette, or *Stuffed Artichoke Florentine* spinach, sun-dried tomato, and pine nut-stuffed artichoke hearts, with saffron orzo in rouille cream, roasted garlic aioli, and crumbled feta.

COST: \$25.00 for WLS prepaid members, past presidents of WLS, and judges; \$30.00 for all others, except law students, whose cost is \$15.00. It may not be possible to get a first choice entree unless reservation is made before the deadline.

Please mail your check, payable to WLS, w/ menu choice **for receipt by November 12, 2008**, to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95812. **Please indicate if you are a pre-paid WLS member, past president, or judge on the check.** WLS is charged for cancellations. Payments must be received in advance and are not refundable.

RSVPs or Questions about the luncheon? Contact WLS Member Amal Abu-Rahma at (916) 322-9726 or aaburahma@dmhc.ca.gov or WLS Member Angela Lai at (916) 324-7152 or alalai@dmhc.ca.gov.

Seating at the door is subject to availability. Please bring any unused toiletries and women's personal items to the luncheon. These items will be donated to Maryhouse, a non-profit organization that helps homeless women and children.

WLS Success at the Conference of Delegates

By: Megan Lewis, Co-Chair of WLS' Legislation & Bar Delegation Committee



Megan Lewis

WLS' Legislation and Bar Delegations Committee had an exciting time this year at the Conference of Delegates, which was held in September at the State Bar's Annual Convention. Early each year, local bar associations submit resolutions, which are proposed changes in existing statutes or new statutes. The resolutions are considered by delegations throughout the state over the course of the year. Many resolutions are called up for debate at the Conference and if a majority of the delegates vote in favor of a resolution, it passes. WLS had three resolutions which were controversial and heavily opposed, however, after significant lobbying efforts the resolutions passed by a majority vote. Once a resolution is approved by the Conference, lobbyists employed by the Conference of Delegates will attempt to find an author for the bill and turn the resolution into law.

This year, WLS proposed resolutions strengthening the Sex Equity in Education Act, California's version of Title IX. In light of recent Title IX litigation, we analyzed California's laws and discovered that additional enforcement measures were necessary to improve California's laws. The Sex Equity in Education prohibits California schools that obtain state funding from discriminating against students on the basis of sex by way of enrollment in classes, counseling or participating in a physical education activity or sports. Our research showed that there is a great need for compliance assistance and enforcement as several California schools are out of compliance. Female students benefit significantly by having equality in education and in sports as this can provide a greater opportunity for scholarships and create a social network for the students, which could reduce the likelihood of teenage pregnancies.

WLS' resolution proposes to designate a person within the Department of Education as an "Officer of Equity" who will be responsible for assisting schools with compliance efforts and improving enforcement of the Act. Another resolution requires the superintendent of schools to provide an annual report to the Department of Education. The annual report will need to describe areas where schools are out of compliance, which will provide a roadmap to the Officer of Equity. These resolutions will provide a state-level mechanism for oversight and enforcement which is crucial to ensure schools comply with the Act. WLS committee members Christine McKenzie and Jessica Snyder spoke in support of the resolutions at the Conference. Also, Karen Goodman, past President of California Women Lawyers, did an amazing job speaking in support of the Title IX resolutions at the Conference. WLS had the support of Sacramento County Bar Association, California Women Lawyers, Orange County Women Lawyers Association, Bar Association of San Francisco and Women Lawyers Association of Los Angeles.

WLS also had a resolution addressing partner medical leaves of absences. The resolution proposes to add a category to the California Family Rights Act for partners and shareholders of professional organizations such as law firms or accounting firms. The resolution provides that if a partner takes a protected medical or family leave, his or her calculation of pay for the fiscal year of the leave may be impacted, however, the partner's calculation of pay for the following fiscal years shall not be adversely affected by the length or fact of the leave. The purpose of this resolution is to prevent adverse consequences of partners/shareholders who take medical leaves, such as female partners who take maternity leaves. Erin Weber and I spoke in support of this resolution at the Conference.

I would like to thank committee members Kiersta Perlee, Jessica Snyder, Christine McKenzie, Jamie Carrieri and Amber Pearce for all of their assistance throughout the year. In addition, I would like to thank WLS members Jennifer Rouse, Karen Goodman and Jamie Errecart for their assistance and support during the Conference. We were very pleased with our success in passing these resolutions and we look forward to tracking their progress next year in the Legislature.

WLS had three resolutions which were controversial and heavily opposed; however, after significant lobbying efforts the resolutions passed by a majority vote.

WLS Receives Support of Legal Community at Karen Pedersen Stevens Scholarship Reception

By: Christine E. Jacobs and Sonia R. Fernandes, Co-Chairs of WLS' Grants and Awards Committee

A reception was held by Women Lawyers of Sacramento (WLS) on September 18, 2008, at McDonough, Holland and Allen in Sacramento to unveil a new scholarship in honor of Karen Pedersen Stevens. The event attracted many judges, attorneys, friends and family members of Karen. June Coleman, president of WLS, emceed the event, with Joan Stone and Jan Stevens briefly speaking about Karen's accomplishments. Joan Stone spoke very eloquently and dearly about Karen and her contributions to the legal community by stating, "Karen's untimely death robbed Sacramento and its legal community of a vibrant and compassionate lawyer, pioneer, leader, mentor, colleague and friend." The event also included a slide-show celebrating Karen's life.

Karen's accomplishments and contributions to the community are remarkable. Karen earned her bachelor's degree from Vassar College in 1966. Shortly after college, Karen worked in the state legislature where she helped draft California's no-fault divorce, which motivated her to go to law school. She attended McGeorge School of Law and graduated in 1973. Immediately thereafter, she became active in WLS, and served as president in 1977 and 1978. As well as serving as president of WLS for two years, Karen was also a founder of California Women Lawyers. During this time, in the seventies, there were only two women on the bench in Sacramento County: Frances Newell Carr and Carol Miller. Karen worked tirelessly to increase that number.

After their marriage in 1977, Karen and

her husband, Jan Stevens, were constant companions. Jan supported Karen in her horse-riding activities, her travels to Africa and her hikes to the summit of Mount Kilimanjaro and the Upper Base of Camp Everest. He supported her in her many contributions to the community, including her service as president of the Sacramento Symphony League.

In recent years, Karen once again became active in local bar activities, serving on the judiciary committee and as a Sacramento County Bar Association board member and officer.

During such time, Karen was diagnosed with cancer. She was Sacramento County Bar Association's First Vice-President when she decided to resign to concentrate on fighting her illness. During the last

six months of her life, Karen continued to be an inspiration. She closed her law practice, but kept her state bar license active so that she would be available to help the children for whom she was appointed counsel in contentious litigation. In 2007, Karen was selected by Sacramento County Bar Association as the posthumous recipient of the Sacramento County Bar Association Distinguished Attorney Award.

In 2007, WLS voted to create a new scholarship in honor of Karen and all her contributions. The Grants and Awards Committee solicited input regarding proposed criteria for the scholarship from all past presidents of WLS and from Karen's family. Based on this input, criteria were developed for the scholarship. The criteria for the new scholarship were unveiled during the reception.

WLS is currently soliciting applications for the scholarship which will be awarded at

"Karen's untimely death robbed Sacramento and its legal community of a vibrant and compassionate lawyer, pioneer, leader, mentor, colleague and friend."



Karen Pedersen Stevens

the Supreme Court Reception in November. The scholarship will be awarded to a financially needy first or second-year law student who either has an interest in pursuing a legal career in family law and/or an individual who has provided assistance to women and/or children (i.e. dissolution process, adoptions, etc.). Special consideration will be given to those individuals who have a desire to start their own family law practice.

WLS continues to accept donations for the Karen Stevens Scholarship. Any checks for donations should be made payable to the WLS Foundation and should be mailed to WLS, Attn: Karen Stevens Scholarship, P.O. Box 936, Sacramento, CA 95812.

2008 FINAL LEGISLATIVE UPDATE

By: Amber Pearce, Vice Chair of WLS' Legislation & Bar Delegation Committee



The 2008 California legislative session has come to a close. With all the media attention on budget issues, the upcoming election and the daily drama unfolding on Wall Street, you most likely have not had the time to research and reflect on the legislation that passed through our own legislature this year. The following is a summary of some of the significant bills sent to Governor Schwarzenegger's desk before the end of session deadline, and his action on those bills. These bills were identified by the California Commission on the Status of Women as priority legislation for the potential impact on women and children in California.

SIGNED INTO LAW:

AB 499 (Swanson) - Sexually exploited minors; Alameda County pilot project.

Authorizes Alameda county to develop a comprehensive model to address the needs and effective treatment of commercially sexually exploited minors, including identification and assessment of minors, upon arrest or detention by law enforcement, who may be victims of commercial sexual exploitation.

AB 2052 (Lieu) - Domestic violence; termination of tenancy.

Permits a residential tenant who is a victim of domestic violence to terminate her or his rental agreement with 30 days notice to the landlord.

AB 2070 (Bass) - Incarcerated parents; reunification services.

Increases the time period reunification services may be available to incarcerated parents whose children are dependents of the court to take into account the barriers faced by incarcerated parents to accessing services and meeting reunification requirements.

AB 2810 (Brownley) - Human trafficking.

Requires law enforcement to use due diligence to identify all victims of human trafficking regardless of the person's citizenship.

SB 31 (Simitian) - RFIDs; remote reading of documents.

Makes it a crime to remotely read a person's identification document using radio frequency identification (RFID) without his or her knowledge and prior consent.

SB 1341 (Padilla) - CalWORKs; savings accounts.

Allows CalWORKs participants to maintain eligibility for the program while retaining a dedicated savings account for rental housing costs to enable participants to secure stable housing and prevent homelessness.

SB 1356 (Yee) - Domestic violence; contempt of court.

Prohibits imprisonment of a victim of domestic violence who is found in contempt of court for refusing to testify concerning the domestic violence.

SB 1770 (Padilla) - Anti-Reproductive-Rights Crimes.

Extends the operation of the Reproductive Rights Law Enforcement Act, designed to combat crimes interfering with patients' access to health care facilities, and directs the Commission on Peace Officers' Stan-

dards and Training to develop guidelines and model procedures for investigation and reporting of anti-reproductive-rights crimes (sponsored by the Commission).

VETOED:

AB 16 (Evans) - HPV vaccine; health insurance coverage.

Requires health care service plans and health insurance policies that provide coverage for cervical cancer treatment or surgery to also provide coverage for the human papillomavirus (HPV) vaccine.

AB 437 (Jones) - Pay equity; statute of limitations.

Ensures a reasonable amount of time for victims of gender-based pay discrimination to seek redress in court for unequal pay by clarifying the time limit for bringing an employment discrimination action.

AB 1962 (De La Torre) - Maternity services; health insurance coverage.

Requires all health insurance policies to provide coverage for maternity services including prenatal care, neonatal care, and inpatient hospital maternity care.

AB 1996 (Swanson) - Food stamp eligibility; drug felonies.

Extends eligibility for food stamp benefits to individuals with a felony conviction of distributing controlled substances where the individual has completed or enrolled in a drug treatment program.

AB 2844 (Laird) - CalWORKs and Food Stamp Program; eligibility redetermination.

Changes the required eligibility redetermination for the CalWORKs and Food Stamp programs from quarterly (every three months) to semi-annual (every six months).

SB 840 (Kuehl) - Single payer healthcare coverage.

Creates a state-administered health care system that provides affordable comprehensive health care services for all California residents.

Three Tips for Surviving Corporate Change

By: Deborah Walker, Career Coach

The biggest difference between today's employment world and that of our fathers' is the rapid pace of corporate change. Expectations of company stability and long lasting employment are a thing of the past. If one isn't tuned into the signals of corporate change it can mean an unexpected layoff and months of unemployment and job searching. Do you have a career management plan to ensure your career growth in times of corporate chaos?

Expect change

Change in the work place is far less traumatic when it is expected as the norm. One of the most important career management skills is the ability to detect signs of corporate change. For instance:

- * Rumors of corporate merger or takeover
- * Corporate profit levels spiraling downward
- * No end-of-year bonuses given
- * Hints of layoffs to trim the budget
- * Upper management suddenly resigning
- * Your peers jumping ship to the competition

Don't get caught off guard by holding on to a false sense of security or misplaced loyalty. Those who fear change trust corporate loyalty rather than face the reality of their precarious position in the corporate food chain. Expect change and keep your eyes and ears open—or you could be the last in line when it's time to find new career opportunities.

Don't wait for change to strike. While your job is secure and your work environment is stable, take steps to keep your skills highly desirable in the job market. For starters:

- * Stay current with technology trends of your industry
- * Get certified if appropriate
- * Keep your resume current at all times

To prevent career disaster, live by these three rules of career management:

- Expect Change
- Adjust quickly to change
- Build a strong professional network in good times

* Be ready to interview at a moment's notice

Adjust quickly to change

Your ability to keep your career momentum building in the midst of corporate chaos depends on your skill at adjusting quickly to change. First, don't over analyze your dilemma. Too often valuable time is wasted trying to figure out ways to make a bad situation work. Second rule, don't take it personally, or you won't be able to plan your exit strategy clearly. Third, take action as soon as possible.

If your resume is kept current at all times you will be ahead of the pack when others consider moving on as well. Your resume should be updated every six months. For quick updating keep an ongoing record of your accomplishments as you overcome work challenges.

Maintaining confidentiality during a job search while still employed is a challenge that requires discretion and level headedness. Ideally, no one in your company should even suspect that you are looking for other employment. Resist the urge to speak to coworkers about your decision for action. Keep your regular work hours and try to schedule interviews during off-work time. Avoid posting your resume online

where your employer may find it.

Build a strong professional network in good times.

One thing that hasn't changed over the decades is the fact that a majority of people still get new positions faster through networking. What used to be called the "good ol' boy system" is as active in the job market as ever. Technology hasn't replaced the effectiveness of a vast network of people who can help you find new career opportunities quickly.

The problem is that most people ignore their network until they need it. Bad idea. If you haven't kept in touch with former coworkers how will you know how to find them when you need them?

There are many great venues for building your network: professional associations, college alumni groups and former colleagues to name a few. Take time to meet with non-work people on a regular basis. Build relationships around mutual interests, friendship and trust. Make this your lifelong habit and you'll never be without help when you need to make a career change.

More than ever, proactive career management is essential to professional growth. Keep these rules of surviving corporate change as the building blocks of your career management plan and you'll stay in control of your professional growth and income potential.

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Deborah Walker, CCMC is a career coach helping job seekers compete in the toughest job markets. Her clients gain top performing skills in resume writing, interview preparation and salary negotiation. Learn more about Deborah Walker, career coach at: <http://www.AlphaAdvantage.com>

## The Capitol City Trial Lawyers Association presents a theatrical MCLE presentation on November 15th

The Capitol City Trial Lawyers Association (CCTLA) is holding an educational and entertaining MCLE opportunity for attorneys and the public on Saturday, **November 15th** from 7:30 p.m. to 9:45 p.m. Attorney Michael W. Jones (CCTLA Board Member) will perform "Clarence Darrow - Stories of a Trial Lawyer". This is a solo performance play adapted and written by Mr. Jones and performed in a theatrical presentation that brings Clarence Darrow, the legendary trial lawyer back to the courtroom stage. This program will offer 2 hours of MCLE credit and will be held at the Sacramento State Newman Catholic Community Center. This presentation is open to attorneys and the public at a price of \$30 per person. For more information, call (916) 451-2366.

## Attorneys, Judges form the Leonard M. Friedman Bar

By Theo Goodwin\*

**M**embers of the greater Sacramento area Jewish legal community have joined together to form the Leonard M. Friedman Bar Association. It is named in honor of the late Justice Leonard Friedman, a prominent member of the Sacramento Jewish community and jurist who served on the Sacramento County Courts and on the Third District Court of Appeal.

The idea for the Association grew out of a meeting earlier this year of some 80 Jewish judges, administrative law judges, civil and criminal defense attorneys, government attorneys, deputy district attorneys, public defenders, assistant U.S. attorneys, law school professors, law students and rabbis. The Association will reach out to the legal community in Sacramento, Yolo, Placer and El Dorado Counties. More information will be forthcoming from a website that is under construction.

**Judge Judy Hersher** summed it up this way:

“Justice Leonard M. Friedman was an articulate and dedicated legal scholar, judge and pillar of the Jewish community. In his professional life, he exemplified the Jewish value of working to repair the world through the rule of law and justice. In his personal life, he was a role model for kindness, fairness and a commitment to family and community. The organization’s mission is to serve as an educational resource, voice and forum for Jewish attorneys and judges on issues relating to the practice of law, the courts and the community. We intend to invite national and local speakers to address the group at quarterly events on topics of interest to the bench and bar. Diversity of opinion is welcomed.”

The Association’s kickoff reception will be on **Nov. 12, 2008**, at 5:30 to 7 p.m., at *Downey Brand LL’s* new offices located at 621 Capitol Mall, 18<sup>th</sup> Floor, Sacramento. All members of the greater Sacramento legal community are invited. If you wish to attend or be placed on the Association’s email list, contact [rsvp@jsaclaw.org](mailto:rsvp@jsaclaw.org).

“This will be an exciting inaugural event. We want to involve all members of the Jewish legal community, whether they want to get to know others or meet with old friends, as well as people who want to explore the cutting edge legal issues of our times from a Jewish perspective,” according to Steering Committee co-chair **Michael Rothchild**.

\* *Theo Goodwin is a Senior Staff Counsel with the Employment Development Department, where he handles administrative hearings and tax litigation.*

## Survey Results: Employment the #1 Concern

*President’s Message Continued from Page 1*

-ization was created. This year, we have evaluated several women candidates for judicial office, and have encouraged women to apply for judicial office. There is a remarkable opportunity in Sacramento for numerous appointments to the bench, depending on financing. WLS has spent the year encouraging women to apply. WLS has offered two of our hallmark seminars, entitled “Pathways to Success,” where sitting judges have offered insight on how to apply and be appointed to judicial office. WLS also co-sponsored CWL’s “So You Want to Be a Judge” seminar in October. This day-long event featured a morning session with Ms. Sharon Majors-Lewis, Governor Schwarzenegger’s Judicial Appointments Secretary, and Ms. Leslie Harden, the 2008 Chair of the Judicial Nominees Evaluation Commission, as well as keynote speaker Judge Morrison England from the United States District Court for the Eastern District of California, Sacramento Division. The afternoon was spent with more individualized sessions with a panel of three local judges working with smaller groups of 5-10 people.

WLS also supports diversity, not only in its efforts toward judicial appointments, but as an active member of Sacramento County Bar Association’s Unity Bar. WLS supports its fellow minority bars in their efforts for diversity and unity. WLS has also offered several luncheon speakers focusing on work life balance for the woman attorney. WLS continues its promotion of local women for awards given by various bar organizations, including the California State Bar and California Women Lawyers. WLS’s members are also prominent members of the Sacramento County Bar Association Board, as well as other local bar organizations. Finally, WLS has increased its involvement in the Conference of Delegates, proposing at least three resolutions – all of which passed this year.

Part 2 of the Survey asked for respondents to rank five different activities. These were analyzed using the same methodology as described above. Responses indicated the following importance of the five general activities: First- advocating and promoting women in the profession; Second-networking; Third-advocating on behalf of women and children; Fourth-fundraising for grants and scholarships; and Fifth-educational and information activities. It should come as no surprise that the two activities that the respondents ranked as most importance fall within the scope of the employment issue respondents ranked first in Part 1. It is not surprising that fundraising fell toward the bottom. I think that WLS recognizes this priority of its membership by only having 1 fundraising event a year, the ArtFest, and making the single fundraiser a networking event.

Part 3 asked respondents to voice their opinions regarding WLS’ involvement in various political issues. I am excited to have the results from Part 3. WLS’ bylaws states that WLS advocates for and opposes legislation, and this survey will provide invaluable information on the issues that are important to WLS members. Again, thank you to everyone who responded.

Let me start by saying that one of the issues, domestic violence, was not described very well in the survey. I’m certain that everyone who thought WLS should be

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# Announcements & Other News



## 5<sup>th</sup> Annual Run for a Safe Haven benefitting **MY SISTER'S HOUSE**

A Domestic Violence Shelter for battered  
Asian Pacific Islander Women and Children

**November 8, 2008, 8 am**  
William Land Park  
Kids Run and 5k Fun Run/Walk

Contact Dee Brown at [brownd@insurance.ca.gov](mailto:brownd@insurance.ca.gov) if you wish to run or walk on one of ABAS's teams: ABAS Legal Eagles (runners) OR ABAS Legal Beagles (walkers) OR form your own teams! (10 runners/walkers per team)

The first 20 teams to sign up opting to pay \$50/person will receive free Nike running shoes!!! For more information, contact Ophelia Riego, MSH Run Coordinator at: [Ophelia@riegoinsurance.com](mailto:Ophelia@riegoinsurance.com)

## ABAS Volunteer Legal Clinic

Asian Bar Association of Sacramento (ABAS) has been running a volunteer legal clinic for My Sister's House since January 2007. The weekly legal clinic is held every Tuesday night, in conjunction with the Women to Work Program, which My Sister's House also administers. The ABAS clinic has been in such demand and has helped so many women and children that ABAS won the Heroes of Hope Award this year at the My Sister's House annual dinner. ABAS is looking for attorneys to help at the legal clinic, so that ABAS can maintain the continuity and great level of service to persons in need. For more information see [sacasianpacbar.com](http://sacasianpacbar.com)



## Career Opportunity

**Hansen, Culhane, Kohls, Jones & Sommer, LLP Seeks Associates**

**H**ansen, Culhane, Kohls, Jones & Sommer, LLP is looking for litigation associate attorneys at our Roseville office. This position requires a person with excellent verbal and written communication skills, confidence, poise and the ability to think creatively. The right candidates are committed to building a stellar career, not having a job. In short, the firm seeks candidates who will bring exceptional presence, intellect and commitment to the reputation of our clients. Our salaries are very competitive and we offer a great working environment. A minimum of three years' civil litigation experience is required. If this describes you, contact Herminio L. Nuñez, Administrator, via email at [hnuñez@hckjs.com](mailto:hnuñez@hckjs.com), or by mail to 3001 Lava Ridge Court, Suite 120, Roseville, California 95661.

## NAWL 4th Annual General Counsel Institute November 6 -7, 2008

New York, New York  
The Westin New York at Times Square



## ALL SENIOR WOMEN IN-HOUSE COUNSEL ARE INVITED TO ATTEND THIS EVENT

Register now for the NAWL Fourth Annual General Counsel Institute. This year's conference will focus on what it takes to support the business and provide leadership in the face of the tumultuous economic and political developments that will undoubtedly shape where companies -- and careers -- are headed. Previous attendees have represented Fortune 500 corporations, governmental entities, not-for-profits and small private companies. For more information or to register for this event, visit [www.nawl.org](http://www.nawl.org) or contact the NAWL offices at 312-988-6729 or [nawl@nawl.org](mailto:nawl@nawl.org).

## The National Directory of Women-Owned Law Firms and Women Lawyers

A definitive compendium of practicing women attorneys and their law firms, this publication allows clients to easily find the right woman lawyer for the job and gives women lawyers the opportunity to present themselves to a wider array of potential clients. The *Directory* is distributed to thousands of in-house counsel throughout the United States free of charge – in-house counsel may call 312-988-5861 to request a free copy. NAWL members receive the *Directory* as a benefit of membership. To purchase a copy or order additional copies, visit [www.nawl.org](http://www.nawl.org).

## Network & Have Fun at Court

**L**ooking for a great way to network, workout, and have fun after work? Get In The Game Hoops, a national basketball non-profit organization of women lawyers and friends of lawyers, is looking for more basketball players to add to its growing Sacramento league. Court is in session at 7 p.m. every Wednesday at Sacramento State University Yosemite Hall. For more information, contact [sacraentolady-lawyers@gmail.com](mailto:sacraentolady-lawyers@gmail.com)



## Survey results: Members have diverse viewpoints on political issues; agreement on need for child advocacy

### *President's Message Continued from Page 8*

active on this issue thought that WLS should advocate for eliminating domestic violence, not advocate for domestic violence.

The political issues that received the strongest responses were related to WLS' focus as a lawyer organization (access to justice, civil liberties, voting rights, and human rights) and WLS' focus on the promotion and advancement of women in the profession (equality in the workplace). Ninety-seven percent of the respondents would like WLS to advocate for access to justice and equality in the workplace. Ninety percent of respondents favored WLS advocating for the advancement of civil liberties. Eighty-five percent of respondents want WLS to advocate for human rights. Eighty-two percent of respondents favored WLS advocating for voting rights.

Eighty-nine percent of respondents would like to see WLS advocate for issues related to the protection of children. Advocacy comes in many forms. One way that WLS is already advocating for the protection of children is the WLS task force that is working with community organizations to address child prostitution.

The respondents also favored WLS activism on issues that would be considered more traditionally political. Eighty-seven percent of respondents favored WLS advocating for access to healthcare. However, respondents did not favor WLS taking a position on gun control; fifty-six percent of respondents opposed WLS taking a position on this issue.

However, some political issues that have traditionally been considered more closely associated with women's rights were far less definitive. Only 69 percent of respondents support WLS taking a pro-choice position. Only 55 percent of respondents support WLS opposing a pro-life position, and 37 percent favored WLS remaining neutral on the pro-life issue. Fifty-four

percent of respondents favored WLS opposing legislation that would require parental notification before a minor terminates a pregnancy.

The respondents also favored supporting same-sex marriages by 55 percent. After the survey results had been tallied, the WLS Board responded by lobbying the Sacramento County Bar Association to oppose Proposition 8.

Part 4 provided an opportunity for members to let the WLS Board know which WLS events they want to participate in. Although, the WLS Board can gauge the popularity of events by attendance, sometimes hurdles stand in the way of member attendance. Attendance at WLS events is open to the public, and may not be a good gauge of what the membership wants. It is not surprising that respondents ranked luncheons as one of the favorite WLS events. Our luncheon programs, which have been guided for several years by Amal Abu-Rahma and Angela Lai, have grown from great to spectacular. Our ArtFest and Supreme Court Reception also received high marks. Indeed, our Supreme Court Reception is November 5<sup>th</sup>, and I hope you all attend.

The WLS Board is committed to listening to its membership. The WLS Board is beginning the process of looking at its programs to fine tune them to address the needs and desires of its membership as set forth in the survey results. If you did not get an opportunity to respond to our survey, feel free to let us know your thoughts. There are also a couple of ways to provide feedback. One is to cast your ballot, which is enclosed with this newsletter and will be distributed by email as well. Another is to express interest in one of the WLS committees, by either noting your interest on your membership renewal form or contacting one of the committee co-chairs, whose contact information is at the end of the newsletter and on our website. There are so many opportunities to get involved in the great works of WLS – I encourage everyone to take advantage of them!

## Commission Recruiting Advisory Committee Members for Sex Assault Victim Services Program

The California Commission on the Status of Women is recruiting for two (2) appointments to the State Advisory Committee on Sexual Assault Victim Services Program, Governor's Office of Emergency Services. The term will begin immediately upon appointment, no earlier than January 2009, and extends until January 2012. The committee is responsible for advising and developing training courses for sex crime prosecution units throughout the state. The committee is also responsible for developing criteria for funding grants to rape crisis centers, child sexual exploitation programs, and child sexual abuse counseling centers.

All applicants must have broad knowledge of, and/or experience in, working with sexual assault and child sexual abuse prevention programs, sex crime assistance, or victim counseling.

Applicants must be able to travel throughout the state for no less than four meetings per year. The committee meets quarterly. All actual expenses for attending the meetings will be reimbursed.

**TO APPLY:** Submit a letter of interest, supported by a resume of related experience and at least three letters of recommendation. Applications must be received no later than 4 PM on Wednesday, **December 10, 2008**. Applicants will be notified of appointment selection by February 2009.

**Please submit applications to:** Mary Wiberg, Executive Director, California Commission on the Status of Women, Attention: SAC Appointment, 1303 J Street, Suite 400, Sacramento, CA 95814-2900. 916-445-3173 (phone), 916-322-9466 (fax), info @ women.ca.gov

## WLS Is Accepting & Publishing Readers' Announcements

**D**o you have an announcement that you would like to share with the WLS family? If so, please email [kristibeckley@edd.ca.gov](mailto:kristibeckley@edd.ca.gov) and [ellen@gurneelaw.com](mailto:ellen@gurneelaw.com). We will make an effort to print your announcement in a future edition of the WLS Newsletter (depending upon available space). The deadline to submit announcements is the 20th of each month. Please attach any digital photos or other art that you would like to share.

# WLS Needs-Assessment Survey Results

Number of Surveys: 72

## Part 1 Issues important to surveyed person (5 being most important)

|                               | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
|-------------------------------|----------|----------|----------|----------|----------|
| Bar Orgs & Conf of Delegates  | 3        | 12       | 31       | 15       | 8        |
| Civil Rights/Civil Liberties  | 7        | 8        | 33       | 9        | 14       |
| Criminal Justice              | 2        | 15       | 39       | 8        | 5        |
| Diversity/Unity               | 1        | 4        | 32       | 23       | 10       |
| Education                     | 3        | 8        | 43       | 10       | 3        |
| Employment                    |          |          | 24       | 13       | 33       |
| Family                        | 5        | 4        | 31       | 17       | 12       |
| Financial Planning            | 16       | 21       | 26       | 1        | 3        |
| Grants/Scholarships           | 4        | 12       | 38       | 7        | 8        |
| Health                        | 7        | 15       | 34       | 6        | 8        |
| International                 | 12       | 22       | 33       | 3        |          |
| Judicial Appointments         | 2        | 7        | 27       | 13       | 22       |
| Legislation                   | 1        | 15       | 34       | 15       | 5        |
| Pro-Bono/Community Activities | 3        | 8        | 47       | 4        | 9        |
| Title IX                      | 23       | 23       | 22       | 2        |          |
| <u>Others</u>                 |          |          |          |          |          |
| Mentoring                     |          |          |          |          | 1        |
| Networking                    |          |          |          |          | 2        |
| Women Owned Law Offices       |          |          |          |          | 1        |

## Part 2 Activities WLS Should Target/Promote (in order of importance with 5 being most important)

|                                    | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
|------------------------------------|----------|----------|----------|----------|----------|
| Adv/Promote Women in Profession    | 8        | 3        | 2        | 12       | 44       |
| Advocate on behalf of Wom/Children | 18       | 11       | 17       | 17       | 6        |
| Educ/info                          | 15       | 17       | 23       | 7        | 6        |
| Fundraising                        | 14       | 27       | 12       | 9        | 6        |
| Networking                         | 11       | 11       | 16       | 25       | 6        |
| <u>Other - None</u>                |          |          |          |          |          |

## Part 3 Legislative Positions

|                            | <u>Oppose</u> | <u>Support</u> | <u>Neutral</u> | <u>N/A</u> |
|----------------------------|---------------|----------------|----------------|------------|
| Access to Healthcare       |               | 62             | 7              | 2          |
| Access to Justice          |               | 69             | 1              | 1          |
| Civil Liberties            |               | 64             | 5              | 2          |
| Domestic Violence          | 6             | 59             | 4              | 2          |
| Equality in the workplace  |               | 69             | 1              | 1          |
| Gun Control                |               | 26             | 40             | 5          |
| Human Rights               |               | 61             | 8              | 2          |
| Parental Notification      | 38            | 4              | 25             | 4          |
| Pro Choice                 |               | 49             | 20             | 2          |
| Pro Life                   | 39            | 4              | 26             | 2          |
| Protecting children        |               | 63             | 7              | 1          |
| Same Sex Marriage          |               | 39             | 28             | 4          |
| Voting Rights              |               | 58             | 10             | 3          |
| <u>Other</u>               |               |                |                |            |
| Immigration Reform         |               | 1              |                |            |
| Breaking the Glass Ceiling |               | 1              |                |            |

#### Part 4 Activities Survey Person Would Like to Participate in most

|                              |    |                       |    |
|------------------------------|----|-----------------------|----|
| Artfest                      | 40 | Mentors               | 23 |
| Affiliate Events             | 23 | Newsletter            | 13 |
| Committees                   | 21 | Protect & Defend      | 15 |
| Community events             | 40 | Recognition of Women  | 31 |
| Conference of Delegates      | 21 | Social Networking     | 29 |
| Joint Programs w/ Other Bars | 42 | Supreme Ct. Reception | 42 |
| Local Bar Association Events | 48 | Thank Your Staff      | 17 |
| Lunches                      | 61 | Website               | 10 |
| <u>Others - None</u>         |    |                       |    |

#### Notes:

Although there were 72 responses, not all respondents chose to respond to each question in each section. Therefore, there are not 72 responses to each question in each section.

#### Part 1

Part 1 had a restriction on the number of times a respondent could mark an issue as "5" or "4." Two responses did not follow the restriction on "5"s in Part 1 and marked 12 issues as "5"s, 2 as "4"s, and one as a "3". The other response marked 5 "4"s and 3 "5"s. Neither of these responses was input with respect to Part 1.

One response had 2 entries for Education – a 3 and a 4. Neither was recorded.

#### Part 2

In Part 2, the respondent was to rank the 5 options, with 5 being higher. One response recorded "5"s for women professionally and education/info activities. These specific responses were not recorded.

One response had two "3"s for educ/info and fundraising. Neither of these specific responses were recorded.

One response had two "2"s for advocating for women/children and fundraising. Neither of these specific responses were recorded. This respondent commented: "I rank activities that promote and advance women to be as important as fundraising. So it's a tie between those two activities."

One response had 2 "5"s (promote women in the prof and educ/info) and 2 "4"s (advocacy and networking). Neither of these responses was recorded.

One response did not annotate this section with 1-5, but put Xs on Educ/info and Networking. This response was not recorded.

#### Part 3

When someone did not mark a position on the legislative issues, the responses was deemed "N/A." Only two respondents chose "N/A." This occurred regarding the same sex marriage issue and the gun control issue.

Results on domestic violence legislative issue in Part 3 are probably not statistically valid because the description was unclear.



**Women Lawyers of Sacramento  
and the Sacramento County Bar Association  
present  
An Evening with the  
California  
Supreme Court  
November 5, 2008  
Wednesday Evening  
5:30 p.m. to 7:30 p.m.  
Sacramento Discovery Museum  
101 I Street  
Old Sacramento**

Yes! I will attend the reception for the California Supreme Court Justices.

Attendee Names: \_\_\_\_\_

Firm/Court: \_\_\_\_\_

Address: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Advance Sales: \$40.00 (\$50.00 at door)    Students: \$25.00 (\$30.00 at door)

Mail your check payable to Women Lawyers of Sacramento to:

WLS – Supreme Court Reception

P.O. Box 936, Sacramento, CA 95812

Contact Patricia Sturdevant at [psturdevant@dmhc.ca.gov](mailto:psturdevant@dmhc.ca.gov) or (916) 327-7312 with questions.

**You Are Cordially Invited To A  
Dinner/Dance In Honor Of**

**Superior Court Judge**

***RENARD F. SHEPARD***

**In Celebration of His 20 Years of Dedicated Service**

**To**

**Superior Court of California  
County of Sacramento**

**Friday, November 14, 2008  
6:00 pm – 11:00 pm**

**Cocktails: 5:30 – 6:00 pm**

**Buffet Dinner: 6:00 pm**

**Tsakopoulos Library Galleria  
828 I Street  
Sacramento, CA**

**Master of Ceremonies**

***Honorable James M. Mize  
Presiding Judge***

***\$60 Per Person***

***Complimentary Beer and Wine***

***Dressy Casual Attire***

**Name: \_\_\_\_\_ Guest Name(s): \_\_\_\_\_**

**Total Number Attending: \_\_\_\_\_ Check Enclosed \$ \_\_\_\_\_**

**I am unable to attend, but wish to contribute to a gift \$ \_\_\_\_\_**

**Please Return This Form With Your Check Payable To The "Judges Fund" By November 5" To:**

**Darlean Ellis  
Executive Office  
Sacramento Superior Court  
720 Ninth Street, Room 611  
Sacramento, CA 95814  
(916) 874-6867**

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Cordially Invites You To A:  
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**November 6th, 2008**  
**4:30 to 7:30 PM**

**This Event Is FREE To All Attendees**

With Food Provided by:  
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**Featuring A Variety Of Wines & Beverages For Your Pleasure**

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*SCA's mission is to advocate for abused and neglected children who have been placed in the Foster Care system, and to provide for their legal representation.*

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