



PRESIDENT’S MESSAGE

BY THERESA LA VOIE

WHO AM I? DEVELOPING YOUR OWN PERSONAL POWER

Women need to get in touch with who they are in order to compete in a man’s world. One of the aspects of this self-realization is attempting to understand men, by viewing male characteristics objectively. For example, the “good ole boy” network is not a conspiracy to keep women down. Rather, it has as its genesis a continuation of the team sport activities men experienced in their youth. Another spinoff of team sports is that men as adults are often better “team players” than women. Men also do not take the rules of the game, and hence, of the business world, personally. Women, conversely, often take things personally. Of course, these are generalities and women’s sport activities are becoming more prevalent and widely accepted

The male bonding experience however, should not cause women to despair. Rather, women should capitalize on their differences. While men’s youthful team sports activity may enable them, as a general rule, to deal better with people in groups, women excel at the one-on-one situation as they strive to develop individual relationships.

In a recent study, women listed several female traits they consider to be weaknesses. These included: being too emotional, not assertive, not a team player, lack of confidence, sneaky, easily intimidated, fear of failure, hard but not smart workers, too many outside distractions, including children and personal grooming, taking things too personally, indecisive, too humble, too courteous, too eager to please and order takers. Nonetheless, women came up with an equally long list of strengths. These included the following: better communicators, intuitive, tenacious, good listeners, good jugglers, good organizers, people-oriented, honest, loyal, stamina, more flexible, more readily open to new ideas, more creative, live longer and healthier, better writing skills, attention to detail, good follow-through, and more accurate. Books that provide insight to women who want to advance in their careers are: *Think Like a Man, Act Like a Lady, And Work Like a Dog*, by Derek A. Newton; and *Games Mother Never Taught You: Corporate Gamesmanship for Women*, by

Betty Lehan Harragan. This last book can be found at the Sacramento County Public Library.

You may also want to read educational psychologist Carol Gilligan’s landmark work, *In a Different Voice* (1982).* She demonstrates that women are not less morally mature. Yet this is what research up to this point has shown. Her research shows that the deficiency was not in women but in the theory by which women had been assessed. She reports that women think of morality in terms of “the activity of care” and their moral development involves growth in “the understanding of responsibility and relations.” Quite differently, men’s moral development involves growth in the “the understanding of rights and rules.” Consider the implication of these psychological differences in our legal system grounded as it is in a system of patriarchy that by its nature values “male” over “female” values.



The best chance of changing the patriarchy systemic obstacle is to tip the gender scales in leadership balance. As more women become leaders in legal organizations, organizational value and definitions are likely to change. The concept of the “ideal lawyer” will broaden to become equally inclusive of women as well as men whose wives handle family matters. The inclusion of men and women who understand that work and life are not a zero sum game would benefit the professional as well as the individuals practicing it.

Women lawyers can take the lead in this endeavor. Become the sculptor of your own career and life – not the sculpture. Especially as a woman, you cannot depend on the traditional management structure of your organization to put you on the path to achievement. It’s up to you to direct and protect your career and to develop your own potential. You cannot afford to be passive or to accept roles assigned to you. Know what you want and why and be prepared to take action to make it

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happen.

Create our own personal vision. Without a clear vision, it's easy to be led by the expectations of others. Your vision statement is your own personal "why." Knowing what you're working toward allows you to plan your professional development as well as to be resilient in the face of obstacles. You are much less likely to achieve a position of leadership in an organization with values at odds with your own ethics than you would in an environment that echoes your principles.

I leave you with the quote from Susan Estrich in *Sex and Power*, who says:

" . . . how easy it has become for men and women simply to ignore the persistence of dramatic inequality; to pretend that discrimination doesn't exist; that the absence of women

at the top is simply a pipeline problem that will solve itself; or the consequences of women's decisions to be mothers. Three quarters of women and 97% of men in the American Bar Association study think that discrimination is no longer a major obstacle for women in the legal profession. Being unconscious of discrimination that is practiced UNCONSCIOUSLY confirms it not eradicates it."

* Carol Gilligan is one of America's most distinguished writers and teachers in the field of psychology. She was born and raised in New York City and earned her Ph.D. from Harvard, where she was a member of the faculty for thirty-four years. Her award-winning research led in 1997 to the creation of Harvard's first professorship in Gender Studies and in 2001 to the founding of the university's Center for Gender and Education. In a *Different Voice* has been translated into seventeen languages. She returned to New York and is now University Professor at NYU.

Nominations for The Frances Newell Carr Achievement Award Are Being Accepted



The Frances Newell Carr Achievement Award is a prestigious annual award that Women Lawyers of Sacramento has given to an individual in celebration of the awardee's professional achievements, commitment to furthering legal opportunities for women in the law, and contribution to the lives of women and children in our community.

The Frances Newell Carr Achievement Award was established by WLS in 1994 to honor the late Justice Frances Newell Carr (October 27, 1923 - January 16, 1992), who was a founder and the first president of WLS in 1962. Justice Carr was appointed by Governor Jerry Brown to the Sacramento County Superior Court and was the first woman judge appointed in the county. In 1978, she was elected the Presiding Judge of the Superior Court, and in 1980, she was appointed to the Third District Court of

Appeal, where she served until her passing in 1992. Besides her professional achievements, Justice Carr had vision and commitment to her community.

The 2007 Frances Newell Carr Achievement Award for Professional Excellence will be presented at the Bench Bar Reception held this year in June. If you would like to nominate an individual for the award, contact either Christine Jacobs cjacobs@hckjs.com or Joy Rosenquist, jrosenquist@mpbf.com, Co-Chairs of the Grants and Awards Committee. Nominations will be accepted up to May 4, 2007. Please address how the proposed nominee has met the following four criteria: (1) served in the community; (2) achieved professional excellence in his/her career; (3) assisted women to pursue legal careers; and (4) personally advanced opportunities for women in the law. Nominations that do not include this information will not be considered.

Previous recipients of the award include: the Honorable Alice Lytle (1994), Virginia Mueller (1995), the Honorable Cecily Bond (1996), Charity Kenyon (1997), the Honorable Faith Geoghegan (1998), Marian Johnston (1999), Professor Martha West (2000), Joan Stone (2001), Lily Spitz (2002), the Honorable Judy H. Hersher (2003), the Honorable James Mize (2004), Pauline Gee (2005), and the Honorable Emily Vasquez (2006).

April is "Take Back the Night" Month Women Lawyers of Sacramento Hosts an April Luncheon Highlighting Sacramento's WEAVE - Women Escaping a Violent Environment

RSVP with menu choice by April 18th to WLS Member Angela Lai at (916) 442-8888 or alai@nossaman.com.

DATE: April 26, 2007

WLS's Powerful Women Series continues, featuring **Beth Hassett**, currently Executive Director of WEAVE Inc., the primary provider of comprehensive services for victims of domestic violence and sexual assault in Sacramento County. **Ms. Hassett** will be speaking candidly about sexual assault in our society and the grass roots efforts to annihilate it.

With an annual budget of \$3.8 million, WEAVE offers a 24-hour crisis line, Safehouse for battered women and their children, counseling, outreach and community education. WEAVE embraces April as Sexual Assault Awareness Month, and supports international rallies for "Take Back the Night," an event promoting a world without violence against women.

Ms. Hassett has been involved with WEAVE since 1995, serving as Director of Resource Development. In 1998 she spearheaded the opening of WEAVE Works, a second-hand store featuring professional clothing for women, and created the Suited For Success program for women reentering the workforce. Thanks to an outpouring of support from the community, WEAVE Works was deluged with donations, leading to an expansion of the agency's retail operation; WEAVE Thrift opened in January 2001.

As an active community volunteer, **Ms. Hassett** also serves on the boards of the Sacramento Children's Chorus as well as the Healthy Marriage Project. Please join us in celebrating the empowerment WEAVE provides to many women in this region, and learn how you can support this effort.

WHERE: Firehouse Restaurant (Old Sacramento)

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

MENU: Atlantic King Salmon pan seared over braised fennel, served with mandarin orange-pink peppercorn compound butter, or Chinese Chicken Salad with mizuna and a honey sesame-soy emulsion, or Grilled Portobello Mushroom Tower, including portobello mushroom, layered with mozzarella, roasted red peppers and grilled tomatoes, garnished with eggplant and basil pesto sauce.

COST: \$20.00 for WLS prepaid members, past presidents of WLS, and judges; \$25.00 for all others, except law students, whose cost is \$15.00. It may not be possible to get a first choice entree unless a reservation is made before the deadline.

Please mail your check payable to WLS and menu choice by **April 18, 2007** 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 your check.** Since WLS will be charged for cancellations, payments must be received in advance and are non-refundable.

RSVPs or Questions about the luncheon? Contact WLS Member Amal Abu-Rahma at (916) (916) 322-9726 or aaburahma@dmhc.ca.gov or WLS Member Angela Lai at (916) 442-8888 or alai@nossaman.com.

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.

WOMEN MAKING A DIFFERENCE JANIS SHANK MCLEAN

By Maggy Krell

People's lives are often shaped by stray events. In 1965, when Janis Shank McLean was nine years old, her mother recounted a story about a former boyfriend who had declared that women could not become lawyers. Mother and daughter agreed the comment was ridiculous, and it made Janis so angry that she privately swore to prove him wrong. She kept that promise.

Janis graduated from U.C. Davis School of Law in 1980 and took a job at a large civil law firm where she was the first female attorney hired. The firm culture was that of a "men's club" and everyone was expected to put the firm far above family, a sacrifice Janis was not willing to make. Seeking balance, in addition to challenging and meaningful legal work, Janis accepted a position with the Fair Political Practices Commission, where she worked for ten years. In 1981, she married a lawyer, John McLean, and they raised two children, who are now in their twenties.

In 1992, Janis accepted a position in the Criminal Division of the California Attorney General's Office, eventually becoming a supervisor. During her tenure, Janis has handled appellate litigation on behalf of the People of California before all levels of the state and federal courts. In 2003, Janis successfully argued a capital murder case in front of the United States Supreme Court. Based on Janis' argument, the Court upheld the conviction of a murderer, and set a significant legal precedent. While a grant of certiorari by the United States Supreme Court is extremely rare, or the legal equivalent of being struck by lightning, according to Janis, several of the Criminal Division's deputies eventually argue there due to the many cutting-edge issues handled by the division.

Janis' belief in the importance of family and friends was recently reinforced when, in December 2006, she was diagnosed with a form of breast cancer called ductal carcinoma in situ (DCIS). Since there was no detectable lump, it was identified only because of microcalcifications (small spots of calcium) in the milk duct discovered during a routine mammogram. Janis underwent a double mastectomy with immediate reconstruction. Janis feels "immensely fortunate" to have caught it early, which allowed her to avoid radiation and chemotherapy, and provided an excellent prognosis. She chose to be very public with her diagnosis in order to encourage busy women to make time for regular mammograms. Because of her early diagnosis, Janis was able to return to work, resume her golf game, and revisit her skills on the pool table within a month of her January 16 surgery. "I was awed by the support I received from everyone, and I cannot begin to express my appreciation," said Janis.

Janis has done a lot more than prove her mom's former boyfriend wrong. She's been an incredible role model for anyone struggling with the balance between work and family. As a supervisor at the Attorney General's Office and a highly skilled attorney, Janis has realized a deep level of professional success, including a victory in the highest Court in the land, while still maintaining special and loving relationships with family and friends. Her courage and candor when faced with breast cancer has truly been an inspiration to everyone around her.

PHOTOS FROM THE FEBRUARY LUNCHEON FEATURING TIA BOATMAN PATTERSON



QUESTION OF THE MONTH

*“Have you ever felt discriminated against while performing your job?
If so, how did you handle the situation?”*

The WLS Newsletter Committee invites our readers to submit responses. The response(s) will be printed, along with a reprint of the question, in next month’s WLS newsletter.

To respond to this question, email kbeckley@edd.ca.gov by April 18, 2007. Please indicate whether or not you would like your response to remain anonymous.

RESPONSE TO LAST MONTH’S QUESTION OF THE MONTH

*“What should I say to a potential client who has concerns that I am too young?
Or that women attorneys are not aggressive enough?”*

Response: “All attorneys face stereotypes. You’re too young; you’re too old; you are not my gender, or race, you lack trial experience, and so forth. The key is to be honest with your strengths and shortcomings; be prepared before meeting with the client by researching the law so you can explain the legal theories intelligently and respond to the client’s concerns not only with empathy, but with a plan of action. Develop a litigation strategy that is sufficiently aggressive to meet the client’s goals, but one the client can afford. Explain your plan

to the client enthusiastically, but advise him or her about the risks. The age and gender of the attorney will not become an issue if the attorney is well prepared, has confidence in her legal analysis of the issues, and has a well reasoned litigation strategy. While an older, white male attorney may engender immediate respect without having to prove himself, a confident young female attorney can impress the client if she has done her homework and her demeanor says “let’s kick butt.”

ANNOUNCEMENTS

CALIFORNIA LAWYER MAGAZINE GIVES FREDERICKA MCGEE, GENERAL COUNSEL TO SPEAKER NUNEZ, A CLAY AWARD

California Lawyer Magazine has awarded Fredericka McGee, General Counsel to Assembly Speaker Fabian Nunez (D-Los Angeles), a California Lawyer “Attorney of the Year” (CLAY) award for her efforts to pass legislation promoting judicial diversity.

was delayed because the Legislature demanded assurances that Governor Schwarzenegger’s judicial appointments would reflect greater diversity. In a compromise McGee helped craft, the bill requires the state, for the first time, to collect and report demographic data on judicial candidates to the Legislature.

McGee was honored for her work on the passage of SB 56, a bill to create 50 new superior court judgeships. The bill

WINE BOTTLE DONATIONS SOUGHT



The Sacramento Law Foundation is in need of wine bottle donations for its upcoming “Instant Wine Cellar” auction held during the 2007 Bench Bar Reception in June. The Foundation would appreciate any bottle(s) of wine with the individual bottle value in the amount of \$25 or more. This is a tax deductible donation.

the Sacramento Law Foundation. Donors may drop off bottles at the Sacramento Bar Association headquarters located at 901 H Street.

Please note tickets are on sale now for this event.

It is requested that each donor personally autograph each bottle in an effort to create a personal touch!
If you would like to make a donation, please contact



CAREER OPPORTUNITIES

CALIFORNIA DEPARTMENT OF PUBLIC HEALTH, DEPUTY DIRECTOR AND CHIEF COUNSEL

Final Filing Date: April 16, 2007 or until filled

The Deputy Director and Chief Counsel will plan, organize and manage the work of the CDPH Office of Legal Services, which will have over 50 positions, including 21 lawyers who provide advice and representation to department programs, as well as an Office of Regulations and Hearings and a Privacy

Office. The Deputy Director and Chief Counsel will also represent the Department in dealings with the Governor's Office, the California Health and Human Services Agency and before the legislature, as needed.

For more information, please contact Arleen Jacoway at 916-440-7408 or at AJacoway@dhs.ca.gov.

DEPARTMENT OF HEALTH CARE SERVICES, DEPUTY DIRECTOR AND CHIEF COUNSEL

Final Filing Date: April 16, 2007 or until filled

The Deputy Director and Chief Counsel will plan, organize and manage the work of the Office of Legal Services, which will have over 125 positions, including 50 lawyers who provide advice and representation to department programs, 11 Administrative Law judges

who will hear appeals concerning program actions by the department and other agencies, as well as an Office of Regulations and a Privacy Office.

For more information, please contact Arleen Jacoway at 916-440-7408 or at AJacoway@dhs.ca.gov.

COURT OF APPEAL, SECOND APPELLATE DISTRICT, APPELLATE COURT ATTORNEY (Los Angeles)

Applications are being accepted for Central Staff attorney to work directly with Presiding Justice Dennis M. Perluss. Duties include: assisting in the drafting of bench memoranda and opinions in assigned cases and reviewing memoranda and proposed opinions in cases assigned to other justices of the Court of Appeal.

The attorney must also perform other related work as required.

For more information, please call The Court of Appeal at 213-830-7200.

COURT OF APPEAL, SECOND APPELLATE DISTRICT, ASSISTANT DEPUTY CLERK II/III, DEPUTY CLERK (Los Angeles)

Applications are being accepted for a deputy clerk opening. The Clerk's office handles a variety of legal procedures relating to the preparation and processing of appellate court cases. The staff also provides information and assistance to justices, counsel, and the public regarding cases on appeal and provides information

regarding rules governing appellate procedure. An employment application may be obtained through the court's website under the "Special Access and Application Help" section at www.courtinfo.ca.gov/careers. For more information, please call 213-830-7200.

JUDICIAL COUNCIL OF CALIFORNIA, SUPREME COURT CHAMBERS ATTORNEY (PART-TIME) (San Francisco)

Applications for a Supreme Court Chambers Attorney to serve on the personal staff of Chief Justice Ronald M. George are being accepted. The position is for one-half or three-quarters time. Responsibilities will include assisting the Chief Justice in 1) drafting conference memoranda, calendar memoranda and opinions in cases assigned to him, 2) reviewing and critiquing memoranda and proposed opinions in cases assigned to other justices of the Supreme Court, and 3) reviewing

memoranda for the court's weekly petition conference.

An application may be obtained online at www.courtinfo.ca.gov/careers. Click on "View postings and apply for jobs," and search for job requisition 2845. A printed application may be obtained at the Administrative Office of the Courts, 455 Golden Gate Avenue, 7th Floor, San Francisco, CA 94102-3688.

A PANEL DISCUSSION OF JESPERSEN v. HARRAH'S OPERATING CO.

Jespersen v. Harrah's Operating Co. involved Harrah's dress and grooming policy called Harrah's "Personal Best." The policy applied to all bartenders and specifically required female bartenders to wear makeup. Darlene Jespersen, a bartender at Harrah's in Reno, Nevada, was terminated for refusing to comply with the makeup requirement of the "Personal Best" policy. She subsequently brought suit for unlawful employment discrimination under Title VII. This panel will discuss the impact of Jespersen, and sex discrimination and sex stereotyping as applied to employer dress and grooming standards.

THURSDAY, APRIL 5 at 5:00 P.M.
MCGEORGE SCHOOL OF LAW

PANELISTS:

Jennifer Pizer was counsel for Darlene Jespersen before the Ninth Circuit Court of Appeals.

Gregory Pingree is a professor of law at Pacific McGeorge School of Law and has expertise in various areas of law. He also served as executive editor of The Berkeley Journal of Employment and Labor Law.

Bruce Timm is an associate for Littler Mendelson, a national employment law firm. Littler Mendelson represented Harrah's Operating Co. before the district and appellate courts.

This event is free. For more information please email Mary Dougherty at m_dougherty1@pacific.edu

MEDIATION PANELISTS APPLICATIONS NOW BEING ACCEPTED

In 2007, the Sacramento Superior Court will be offering a new court-administered mediation program in civil cases as another form of its Alternative Dispute Resolution Program. This voluntary program will provide mediation at no cost to the litigants.

compensate the neutrals at a rate of \$200 for the first 3 hours of actual mediation time. If the parties desire to continue with the mediation after the initial 3 hours, the parties will then bear the additional cost of the mediation at rates agreed upon with the neutral.

Parties choosing to participate in the court mediation program can either choose a private mediator or can choose a mediator from a Court-approved list of neutrals. Neutrals on the Court-approved list must apply to the Court and be approved by the Court's Alternative Dispute Resolution Committee. The court, not the parties, will

Attorneys interested in applying to serve as court appointed mediators are encouraged to apply immediately. You can download the application at the court's website at www.saccourt.com or contact the ADR Administrator at 916-874-1571.

PWBC CONFERENCE

Professional Businesswomen of California presents its 18th Annual Conference: THE SYNERGY OF SUCCESS on May 1, 2007 at Moscone Center in San Francisco. Get the skills and knowledge you need to revitalize your current career or embark on a new one. Spend a day with successful

women and be energized to create your own success.

For more information, please visit www.pbwc.org or call 650-548-2424.

CORRECTION

The February Newsletter incorrectly reported the salaries of judges and justices. The correct amounts are: \$171,648 for

Judges of the Superior Court; \$196,428 for Appellate Justices and \$209,521 for Justices of the California Supreme Court.

OPERATION PROTECT & DEFEND

A Commitment to Civic Education by Lawyers and Judges

2007 LAW DAY DINNER CELEBRATION

Thursday, May 10, 2007

5:30 to 8:30 p.m.

The Sterling Hotel Grand Ballroom

Keynote Speaker: Secretary of State Debra Bowen

Tickets are \$50 each, \$500 for a table: 8 tickets, plus two for student, teacher, or parents as guests of the table sponsor

For Reservations, Contact Patricia Sturdevant at psturdevant@dmhc.ca.gov or 916-327-7312

California Women Lawyers & JAMS, The Resolution Experts are pleased to invite you to: **APRIL SHOWERS: RAINMAKING FOR WOMEN LAWYERS**

Date: April 11, 2007

Time: 5-7 p.m.

**Place: JAMS Sacramento Resolution Center
2520 Venture Oaks Way, Suite 400, Sacramento**

Speakers: Hon. Cecily Bond (Ret.), JAMS Mediator/Arbitrator, former Sacramento County Superior Court Judge, and Karen L. Goodman, Esq., CWL President-Elect, Goodman & Associates

MCLE: 1 hour Gender Bias MCLE Credit

Cost: \$20 – CWL Members; \$30 – Non-CWL Members

RSVP: Glenda: 916-646-3114 or info@cwll.org

**This networking and interactive CLE program is designed specifically for CWL members.
Topics will include practical tips on:**

- How to compete for, win, and keep the best clients
- Leveraging your natural relationship-building and problem-solving skills
- Overcoming biased and baseless gender objections in clients and colleagues
 - How technology and diversity in the corporate world have changed
- Expanding your network among women lawyers for cross referral business



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