



July 2008

President's

BY: JUNE D. COLEMAN

"If the hours are long enough and the pay is short enough, someone will say it's women's work." - Anonymous

WLS began over 40 years ago to promote the appointment of more women to the bench in the Sacramento Area. Over the years, WLS has worked to open doors for women in the Sacramento legal community. In 2005, then WLS President Grace Bergen spearheaded an unprecedented effort to build a coalition to work for gender equality in the workplace – the No Glass Ceiling Task Force. This monumental effort resulted in a list of commitments developed by a task force of leaders in the Sacramento legal community – commitments that addressed the advancement of women and life balance issues that are thought to relate to women leaving the legal profession. Many legal organizations signed these commitments, pledging to work toward these commitments. What was in it for these organizations? By retaining women attorneys in their workforce, they gained a direct financial benefit. It costs 150% of a new associate's salary to replace an associate. WLS continues on with its efforts to address issues for women attorneys in the workplace.



June Coleman

According to the most recent information from the U.S. Bureau of Labor Statistics, women's median weekly earnings from 2007 and the first quarter of 2008 are about 78% compared to men, for hourly and salaried workers 25 years old and older. Unfortunately, the statistics for workers age 55 and older are not encouraging – women earn about 73% compared to men. While these figures show an important improvement over the statistics from 1979, when women brought home about 62% of what men made, this is not as great an improvement as we would like. Society is aware of a general pay gap, yet statistics clearly show that while it has narrowed, there is always room for improvement. After all, this is 2008, and women have been struggling to correct these inequities for decades.

Notably, the figures used to comprise the statistics above regarding workers 25 and older indicate approximately equal numbers of men and women in the workforce. As we might expect, the figures on workers age 55 and older suggest less women in the workforce.

For many years, the rumor has spread that women earn less because they are more likely to leave the workforce to raise children and manage the home. However, careful consideration of the statistics reveals a much different picture. The statistics above were based on women and men who work full-time. Some have argued that this effectively eliminates the assumption that working women earn less because they are missing from the workforce. A more viable theory is that a woman's absence from the workforce to raise children results in less experience, and less pay when compared against men who were not absent from the workforce to raise children.

Another argument suggests that education is a key factor in the pay gap, because people with greater education are paid a higher salary. We, as women attorneys, know the fallacy of this argument. Researchers, however, have also concluded that education does not assuage the gender pay gap. According to Hilary M. Lips, Director for the Center for Gender Studies at Radford University and author of *A New Psychology of Women: Gender, Culture and Ethnicity* (McGraw Hill, 2006), noted: "[T]here is no evidence that the gender gap in wages closes at higher levels of education. If anything, the reverse is true: at the very highest levels of education, the gap is at its largest."

At the same time that these facts are coming to light, big business is recognizing that businesses excel financially when women are in leadership and management positions. Catalyst, a nonprofit corporate membership research and advisory organization released a report that stated: "Fortune 500 companies with the highest representation of women board directors attained significantly

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WLS July Luncheon

Speaker:

- ◆ Honored Guest Speaker: Judge Shelleyanne Chang
- ◆ Date: July 24, 2008
- ◆ See pg. 2 for Details

Women Lawyers of Sacramento Hosts a July Luncheon Featuring: Sacramento County Superior Court Judge Shelleyanne W. L. Chang

RSVP with menu choice by July 16th to WLS Member Amal Abu-Rahma at (916) 322-9726 or aaburahma@dmhc.ca.gov.

DATE: July 24, 2008

TITLE: "Courtroom Perceptions: Do Women Lawyers Have a Certain style?"

Have you ever wondered if women lawyers are perceived differently than their male counterparts when appearing in the courtroom? **Judge Shelleyanne Chang** will share her insight about writing styles, oral argument, even chosen practice areas of law.

Judge Chang will opine how women attorneys can maximize the power of their JD, while effectively and efficiently representing their clients, never compromising their ethics or hindering quality of life, and engaging their careers in cutting edge areas of practice.



Judge Chang herself has reached the ultimate stature any practicing attorney can attain with appointment to the bench in 2003. Prior, **Judge Chang** was Chief Deputy Legal Affairs Secretary for Governor Gray Davis, and before being elevated to the Office of the Governor, **Judge Chang** was a Deputy Attorney General (DAG) at the highest level in the Government Law Section. A highlight of her career as DAG was negotiating a \$63 million settlement recovery for the State of California against a major Wall Street banking firm, the largest civil settlement ever paid in that firm's 100+ history.

Before joining the Department of Justice as a DAG, **Judge Chang** was Special Assistant United States Attorney, representing the Commissioner of the Internal Revenue Service (IRS) and a senior trial attorney for the IRS. A graduate of McGeorge School of Law, **Judge Chang** obtained her Bachelor of Arts degree in International Studies, at the University of Washington.

Pending .75 Hours MCLE Credit for Substantive Law.

WHERE: Firehouse Restaurant (Old Sacramento)

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

MENU: *Brown Derby Classic* marinated chicken breast char grilled, avocado, fresh tomato, hard-cooked egg, apple wood bacon and crumbled blue cheese, tossed romaine, spring greens and a red wine vinaigrette, or *Hearts of Romaine Caesar w/ Marinated Steak* whole leaves of crisp lettuce and house-made dressing anchovies and shaved Parmigiano-Reggiano, or *Wild Mushroom Risotto* Arborio rice with wild mushrooms and Parmigiano-Reggiano cheese braised fennel, sautéed vegetables and white truffle oil. **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 July 16, 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, so payments must be received in advance and are non-refundable.

RSVPs or Questions about the luncheon? Contact WLS Member Amal Abu-Rahma at (916) 322-9726 or aaburahma@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.

A Walk Down Memory Lane with our Founding Mothers

BY JOAN STONE

As unofficial historian of WLS, I like to let you all share my knowledge from time to time. As you know, every year, members contribute to, and WLS awards, scholarships to deserving law students. You have probably noticed that three of those scholarships bear the names of three of our founding mothers. Have you ever wanted to learn more about those women? Well! Now you have that chance. WLS was founded in 1962 by a small group of trail blazing women lawyers. At the time, there were not many women lawyers in Sacramento and their interests were not being well represented in the main stream bar association. The SCBA DOCKET headline in December 1962 proclaimed "LADIES ORGANIZE", and continued "The fairer sex has organized".

The first regular meeting was on December 19th 1962 at the Elks Club. There were 41 charter members (according to the Docket). The stated purpose of the organization was to "enable our lady lawyers to participate more effectively with other professional and civic organizations and to encourage women in the study and practice of law."

The first President was Frances Newell Carr, with Margaret A. (Peggy) Flynn as secretary, and Julie Egan as Treasurer. Membership was open to any woman member of the bar who lived or worked in Sacramento. Other founder members, some of whom we still know and love, were Virginia Mueller, Rita Singer, Carolyn Kemmler, Elizabeth "Buff" Welsh, Lucy Amerson, Faye Swan, Elizabeth McGilvray, Doris Maier and Mary Mulcahey.

In furtherance of the goal to encourage women in the study and practice of law, one of the first major tasks undertaken was the establishment of a scholarship fund. The very first WLS scholarship was awarded in 1966. The first recipient was Barbara Mc Callum, a student at McGeorge School of Law. When Barbara graduated, she became very active in WLS. She went on to be our seventh president.

The Margaret A. Flynn scholarship was established in 1983. Jennifer Kaufmann, who also went on to be WLS president, was the first recipient. Margaret A. Flynn, or Peggy as she was affectionately known, was a remarkable woman who made something of a specialty of being first. A native of Yakima Washington, Peggy Flynn quit her job as a secretary, during the Depression, to follow her dream of becoming a lawyer. She graduated from Boalt Hall in 1937. There were eight women in her class, only two of whom graduated. Jobs for women in practice were hard to come by. After passing the bar, she was named law librarian in Alameda County. In 1938, she was hired for \$150 monthly by H. W. McGowan in Willows, Glenn County. During World War II, she came to Sacramento County. She worked in the legislative counsel's office, as a research attorney at the Third District Court of Appeal, and as the first woman in California (and one of only two women in the country) to serve as a chief rationing attorney for the Office of Price Administration (OPA).

When the OPA closed in 1945, Peggy went to the law offices of C. Ray Robinson in Merced for the magnificent salary of \$10,000 per annum. When B. F. Van Dyke, a Sacramento County superior court judge, was appointed to the Third District Court of Appeal, he asked Peggy to become his research attorney. Peggy worked as a research attorney with Justice Van Dyke and Justice Fred R. Pierce until May 1962, when the three justices voted to appoint her as the clerk of the court - another first.



"The fairer sex has organized."

**Sacramento County Bar Association
DOCKET from 1962, the first year WLS
began.**

Peggy was also very active in Democratic politics and she participated extensively in community activities.

In 1962, there were no women on the bench in Sacramento County. The only woman who had ever sat on a court in the area was Annette Abbot Adams who served as Presiding Justice of the Third District Court for a short time in the late forties and early fifties.

When WLS was formed, the members went to work immediately to secure the appointment of a woman to the bench. It was determined

to champion the cause of Peggy Flynn to obtain a seat on the municipal court. Immediately the crusade began.

Ultimately, in 1964, Margaret A. Flynn was appointed to the municipal court by Governor Edmund Brown. Judge Flynn's brother recalls that her years as a judge were the happiest years of her life, especially when she won a contested election in 1966 by a two to one majority. In that election Judge Flynn was the official SCBA candidate. She was described as a brilliant and diligent judge in the highest tradition of the law who could be depended upon to dispense equal justice under law to all persons. She is described by her friends as a woman of quick mind, assertive manner, with little patience for red tape and detail.

Unfortunately, Judge Flynn was stricken with colon cancer, which she suffered for eight years. Her brother recalls that she never complained, remaining always optimistic and full of fun. Forced to retire because of ill health, Judge Flynn did not seek re-election in 1972. Her untimely death robbed us of her presence. However, The Margaret A. Flynn scholarship serves as a reminder of this wonderful, inspirational, trail-blazing woman.

Justice Frances Newell Carr died unexpectedly on January 17, 1992 - just one month before she was to retire as an associate justice of the Court of Appeal. WLS meant a great deal to Justice Carr and her family requested that any remembrances be made to the WLS scholarship. There was no doubt in anyone's mind that it was time to establish a new scholarship in honor of our founding mother and mentor who was so much loved and respected.

Frances Newell was born in El Centro California in 1923. She was an only daughter with three older brothers. During the Depression, her father took the family on the road as itinerant farm work-

Continued on pg. 4.

WLS' Pays Tribute to Some Unforgettable Women

Continued from Pg. 3

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Frances Newell was born in El Centro California in 1923. She was an only daughter with three older brothers. During the Depression, her father took the family on the road as itinerant farm workers. Frances was expected to pull her weight and her brothers always called her "Tom." Frances worked alongside other family members, picking fruit. They camped by the side of the road at night. She attended five elementary schools in one year. Frances credits her mother with ensuring she got a good education. After attending junior college in El Centro, Frances transferred to U.C. Berkeley, majoring in economics.

Having ruled out nursing and teaching, Frances decided to join "all the important men" and become a lawyer. In college, she had a number of interesting jobs. She was a "burner" in a shipyard and member of the boilermakers' union, a radio announcer and a photographer. Frances' law school class at Boalt Hall contained 6 women out of ninety students. Of those six, five graduated with Frances in 1948.

Frances' first job after being sworn in was shared with another woman. They worked for Arthur DeBeau Carr. He really wanted a man but he let both women work (full time) for the \$200 salary that he would have paid to a man. Frances married Arthur Carr in 1949. In July, 1951, he died of a heart attack. Frances found that many clients were unwilling to leave their business with a woman. She scaled back her practice, often accepting divorce work from male attorneys. In 1955, she went into partnership with Tom Perkins, practicing primarily plaintiff's personal injury.

Frances Newell Carr was the first president of the fledgling WLS organization. She personally called all the members in the early days to make sure they attended the meetings. In 1966, Frances married Ozro Gould. They were a loving and devoted couple. Ozro had the fresh flowers that Frances loved sent to her chambers every week. And, he was constantly by her side, when she

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Create a Wedge/Build a Bridge

— Negotiating with Style —

BY LORI J. GUALCO

The challenge is to get what you want, when you want it, without the other side realizing that you just got what you needed. There are many well-known assumptions involving negotiation. It is understood that the participants engage in a complicated dance, with no set choreography, filled with various movements by each party constituting the give and take of the method of negotiation. Each lawyer must develop a personal style that is compelling in accomplishing the goal: conclusion of the conflict. To be a competent and effective negotiator, one must have the confidence of a gladiator, the wits of a king's advisor coupled with the court jester and the steadfastness of an ancient soothsayer.

When negotiating, it is key to recognize challenges that will arise to potentially prevent a conclusion of the conflict. In order to avoid a challenge that would end a negotiation process, it is imperative that a lawyer objectively evaluate a case and develop a road map to undertake the appropriate means to achieve acceptable ends for a client. A lawyer needs to be in command of the negotiation process and should not expect that the situation will simply unfold in a way promising to the client. Although not everything will proceed according to plan, the lawyer should seek to control the process through superior knowledge of the case and competent preparation for each and every negotiation opportunity. The more capable lawyer will gain advantage a step at a time.

Let's take a case in point. Several years ago, I was involved in a large environmental contamination case in the Central Valley, with a municipality on the other side. I, with co-counsel, represented the target defendant. At first glance, we were sorely out-numbered and out-manned as the city's troupe of attorneys secured an agreement with a lead state regulatory agency and a \$16 million loan from Lehman Brothers on Wall

transpiring in the litigation with money being spent needlessly (thereby creating a bridge to someone in the city to consider the impact on all citizens of the hard-fought litigation). The result? The city eventually fired its highly antagonistic attorneys and the second regulatory agency, a more neutral overseer, became the lead agency for the clean-up. By thinking outside the box, a situation was created where negotiations could finally take place between the parties and a settlement was reached.

The need for a practical, persuasive strategy cannot be emphasized enough. Every lawyer needs to analyze a case and prepare it in such a way that there are advantages created through the insertion of a wedge: some fact, piece of law or practical action that creates a difficulty for the other side. This type of strategic planning of one's case can result in the establishment of a convincing position for your client. The subsequent step is to build a bridge with the adversary to create trust: find a way to connect with the other side by pointing out a common goal or initiating discussion on a potentially conciliatory issue. Then, the process can lead to the commencement of a negotiation to reach resolution of the matter.

Effective negotiation has equal application in a litigation, transactional or mediation arena: gaining a position of strength to assist in resolving a dispute with the benefit of compelling tools at your fingertips to achieve the best possible result for your client.

Lori J. Gualco has practiced law for 28 years in a civil litigation practice. Two years ago, she successfully transitioned her practice to mediation/arbitration and has adapted her legal skills to assist parties in the resolution of disputes in a variety of civil matters. She may be contacted at ljgualco@gualcolaw.com

2008 Summer Olympics Event in Sacramento

On behalf of the California Exposition and State Fair, KCRA Channel 3 (an NBC television affiliate), and numerous Sacramento Community and Cultural organizations, we wanted to inform you about an Olympic Opening Ceremonies viewing event, that will take place on Friday, August 8, at 5:30pm - 11:00pm, at the Cal Expo Sports & Satellite Wagering Facility Sacramento. Admission is FREE. (Donations are accepted.)



The main objective of the event is to provide an opportunity for the Sacramento community to celebrate the commencement of the Beijing Olympics by watching a live broadcast of the Opening Ceremonies in a unique outdoor venue. The opening ceremonies present a wonderful opportunity for us to celebrate the cultural diversity of the greater Sacramento area

while highlighting how that diversity is reflected in the Olympics.

The viewing event will be both non-political and non-commercial -- it is being spearheaded by a group of volunteers whose sole purpose is to celebrate the Olympics and its proud legacy. For more information, or for sponsorship opportunities, contact Amy Tong at 916-801-7472 or by email amyht_2000@yahoo.com.

Women Lawyers of Sacramento present



15th Annual **Artfest**

Thursday, September 4, 2008 6:00 – 9:00 pm
The Vizcaya • 2019 21st Street • Sacramento, CA

Join colleagues and friends in the splendor of the Vizcaya for an evening including local artistry, music, buffet dinner, wine, and silent auction. Proceeds fund grants to local charitable organizations and scholarships to law students.

Platinum Sponsors
\$1000

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For sponsorship information, ticket information and/or questions, please call Jamie M. Errecart at (916) 444-3900, or email jerrecart@mhalaw.com or Michele Z. Stevenson at (916) 830-7200 or email mzstevenson@littler.com.

Please return form below and payment to:
WLS Foundation, Attn: Jamie M. Errecart, c/o McDonough Holland & Allen PC, 555 Capitol Mall, 9th Floor, Sacramento, CA 95814

◇ I would like _____ adult ticket(s) at \$50/ticket. ◇ I would like _____ child ticket(s) at \$10/ticket.

Enclosed is my payment in the amount of \$ _____.

Please make check to *WLS Foundation*.

Name: _____

Company: _____

Address: _____

Daytime Phone: _____



Give Your Resume an Extreme Makeover



If you're of the boomer generation, and looking for a new career, you could be getting the cold shoulder from employers. Your hair may be saying "under 40", but recruiters put your resume in the geriatric-reject pile. If you're feeling symptoms of

age discrimination, your resume could be working against you, making you seem out of date and one step from retirement.

There are three reasons your resume may be keeping you out of interviews. Your resume is due for an update if:

1. Your technology skills date you from the stone age;
2. Your key industry words are decades old;
3. Your resume format doesn't follow current trends

Don't despair if your resume is out of date. You can perform an extreme resume makeover by using the following tips.

1. Get current on your industry's technology.

Be aware that technology terms are often used as keywords to filter the best resumes from electronic databases. If your resume doesn't have them, it may never be seen. Make sure your technology skills aren't leaving you behind.

Check job descriptions from various sources within your industry to see what technology skills employers are looking for. Determine what's missing from your resume. Then decide what you need to learn or do in order to fill that technology gap. Adult education, college classes, or even online learning are all great ways to catch up.

2. Make sure your resume reflects current terminology.

If you have just been adding to the same old resume over the years your early entries reflect outdated key words. Bring your resume up to date with the help of publications from your industry's professional associations. If you don't belong to any professional associations, you might be missing out on the latest industry-speak.

Another good resource for current terminology is online job postings. Search job descriptions in your field for recurring key words. Learn to use the current terminology for your industry for optimum results.

3. Make sure your resume reflects today's trends in resume format and style. A decade back, the reverse-chronological format worked fine for you. But now that you have more experience, it may not be your best choice. The more advanced hybrid format will showcase your skills and expertise to your optimum advantage. With a hybrid resume, potential employers will form an impression of you based on your top accomplishments, not just your most recent job description.

Many of the old resume rules just don't apply any more. For example:

- "Limit your resume to one page." This idea went out with the advent of electronic resumes. Nothing is harder on the eyes than trying to read a three-page resume squished onto one page.
- "Your resume should go back no more than ten years." Don't use an arbitrary number to determine how much to include on your resume. Ask yourself, "how far back does my work history relate to my current objective?"
- "One resume should handle everything." Not so! For greater effectiveness adjust your resume to different functions or industries you'd like to explore.

Finally, make sure you use the correct electronic version. You'll want to have (1) a standard Word format (for printouts and email attachments), and (2) a Plain Text version for "text only" online forms.

Give your resume an extreme makeover using these tips to let your experience work for you rather than against you. You'll see increased requests for interviews leading to your best career opportunity ever.

Deborah Walker, Career Coach
 Deb@AlphaAdvantage.com
 888-828-0814
 www.AlphaAdvantage.com

WLS History

Continued from Pg. 4

she attended bar-related social events.

Frances Newell Carr was eminently qualified to be a judge, as anyone who cared to look could have ascertained after just a quick glance at her curriculum vitae. But, it was not until 1975 that she was appointed to the Sacramento Superior Court where she served until her elevation to the Third District Court of Appeal in 1980. When Frances was appointed, a spontaneous party erupted. The news spread by word of mouth. This was the start of another wonderful WLS tradition.

Justice Carr never lost her zeal for supporting women in the law and right up to her death, she remained adamant in her belief that more women should be appointed to the bench. When she decided to retire in 1992, she wrote immediately to the Governor urging that her replacement on the Third DCA should be a woman. Although not exactly Justice Carr's replacement, Janice Rogers Brown was appointed. She was followed by Justice Connie Callahan. Justice Carr was indeed heard. Justice Carr also had a wonderful wit and sense of humor which can be detected in some of her published opinions and which those of us who knew her will never forget. Justice Carr has left us a wonderful legacy and we are proud to honor her memory in the annual presentation of a scholarship.

The third scholarship was recently established in 1996, in honor of Virginia Mueller. Virginia is, of course, still very active in WLS and there have been several articles written about her. I am sure that, in light of my space limitations, Virginia will be the first to forgive me for not writing about her here. But, if any of you have missed the articles, come to the monthly lunches, grab Virginia, if you can, and listen. She is a gracious reminder of our history and a veritable font of information.

Generations of law students in the area have benefited and continue to benefit from the scholarships honoring these wonderful women. Do not forget them.

Announcements

NOW ACTION ALERT RE WOMEN'S HEALTH

The National Organization for Women seeks letters of support for International Women's Health Services. The goal is persuading the United States Senate to restore funds for the United Nations Population Fund. NOW says: "Millions of girls and women around the world are suffering and many are dying due to deplorable reproductive-related health services and they need our help. ... Women around the world should be able to have children and raise their families without the fear of disability, suffering, and death. A woman's right to safe and sufficient health services is a human right. All women should be able to live healthy lives and enjoy their sexuality and child bearing years free from forced pregnancies and the dread of disease and death."

NOW asks individuals and organizations to contact their Senators and urge them to join Sen. Hillary Clinton in sponsoring and supporting the United Nations Population Fund Restoration Act of 2008 (S. 2682). This legislation will provide funding for distributing medical equipment, establishing maternal health services, distributing contraceptives, and promoting the abandonment of female genital mutilation and child marriage worldwide.

This funding is necessary because women in poverty, especially those living in developing countries, suffer disproportionately from unintended and forced pregnancies, maternal death and disability, and sexually transmitted diseases. More than 500,000 women worldwide die during childbirth and 10 million women experience serious complications from pregnancy annually, including obstetric fistula. Every year 3 million girls face female genital mutilation and cutting. Women around the world want to use safe and effective

family planning methods, but they cannot because they do not have access to health care services and family planning information.

U.S. foreign aid has historically supported these health care and family planning services as important tools to help people and nations rise from poverty. But in 2002, the Bush Administration suspended U.S. contributions to the United Nations Population Fund, succumbing to right wing pressure and allegations that the organizations receiving these family planning funds helped to provide abortions to China. This suspension persisted despite findings that there is no evidence to support those allegations

The legislation will reinstate these funds, which will be used to:

- provide medicine and supplies to ensure safe childbirth and emergency obstetric care
- make contraceptives available to prevent unintended pregnancy and sexually transmitted diseases including HIV/AIDS
- establish maternal health services in areas that lack them
- promote the reduction and abandonment of genital mutilation and cutting as well as child marriage.

If you support this legislation, please contact your Senators **TODAY** and let them know that it is time to stop playing partisan, fundamentalist politics with women's lives around the world: Senator Barbara Boxer, 112 Hart Senate Office Building; Senator Dianne Feinstein, 331 Hart Senate Office Building, Washington, D.C. 20510.

Tickets for WLS' 15th Annual Artfest Now on Sale

WLS Members and Friends, please join us on Thursday, September 4, 2008, from 6:00 p.m. to 9:00 p.m. for WLS' 15th Annual Artfest. The event will be located at the Vizcaya in Sacramento. This special annual event will include a buffet dinner, wine and other beverages, live music, artwork from local artists, and a silent auction. The talented artists will offer paintings, jewelry, pottery, sculptures, clothing, and other artistic items. Proceeds from the event fund grants to local charitable organizations and scholarships to deserving law students. With over 200 attendees at last year's Artfest, WLS is looking forward to another great event with even more attendees this year! Look for ticket purchasing information in this newsletter!



Margaret Brent Awards Luncheon 2008 Invitation

CWL is planning on having a visible contingent at the ABA Conference this year. CWL informally designated its "headquarters" at the Le Parker Meridian Hotel, which is just a few blocks from Central Park and is one of the ABA affiliated hotels. CWL hopes to have a large number of its members represented at the National Conference of Women's Bar Association's meeting on Friday, August 8th. CWL would also like to have at least one CWL Table at the Margaret Brent Awards Luncheon. Presently, CWL is planning on hosting a reception Saturday evening, August 9th, tentatively at the Le Parker Meridian. CWL plans on organizing meetings with leaders of other Bar Associations while at the Conference. Please let the CWL office know if you are planning on attending so that it can make sure to include you on its list for meetings and meals.



Career Opportunities

Water and Public Agency Attorney

Seven-attorney Sacramento law firm with relaxed and collegial atmosphere seeks associate attorney with 1-3 years experience to join statewide practice with strong focus on water, environmental and local government issues. Firm represents local public agencies and private entities in many transactional, administrative and litigation matters involving significant water rights, water quality, environmental, municipal and public policy issues. Opportunity for frequent client contact.

Candidates should have a strong interest in firm's practice areas. Salary competitive with local market, DOQ. Excellent benefits. Reasonable hours.

CSU Looking for Labor, Employment Firm

The University of California is excited to announce that it is reviewing its counsel panels for work performed throughout the University system in the legal subspecialty area of Labor and Employment: Non-Court Litigation and Advice. Since the University has not conducted such a review for many years, it hopes that it can attract the most experienced, qualified and cost efficient law firms in the state with whom it can work in this area over the next three to five years.

The review seeks to identify law firms throughout the state with proven experience and demonstrated success in the noted areas that can work in partnership with the University in litigation and advice matters within the financial realities and constraints of this public

University. Through the search, the University will identify several firms that will be elected to work on the bulk of the University's legal services in discrete geographic areas of the state.

These firms will be retained at agreed hourly rates over a two or three year interval. Thus, as one of its goals, the University is seeking to reduce the average hourly rate paid for legal services in the noted areas. Consistent with the University's diversity goals, firms whose members reflect the diversity of the state are encouraged to apply.

An applicant questionnaire must be completed and returned electronically no later than July 5, 2008. Please submit the completed questionnaire and any additional materials to LABOREMP.DEFENSEucop.edu by electronic mail. For more information, please contact Jeffrey A. Blair, University Counsel, Writers direct line: (510) 987-9726.

Federal Court Needs Pro-Bono Attorneys

For several years, the United States District Court for the Eastern District of California has had a need for attorneys to contribute their time by representing prisoner plaintiffs in lawsuits challenging conditions of confinement or alleging unconstitutional treatment. The Court carefully screens cases that are filed pro se by prisoners. Most cases are dismissed soon after filing or are resolved by motion. Some cases, however, very much benefit from the appointment of counsel to assist the plaintiff. Some of these cases raise important issues of law; indeed, albeit rarely, the Ninth Circuit sometimes finds that a prisoner plaintiff's case has sufficient merit and raises such issues that the district court should appoint counsel for the plaintiff. In other cases, there are contested issues of fact that cannot be resolved short of a trial, which is usually a jury trial.

In the past few years, the Court has faced an increasing number of prisoner actions

requiring the assistance of counsel. For this reason, the Court is looking to attorneys and firms to assist the Court by agreeing to represent prisoner plaintiffs on an occasional basis.

The Court requests that you or your firm agree to take at least one case every three years on a pro bono basis (although the actual assignment of cases may be less frequent than that, depending on the number of attorneys who join the Panel). The Court typically would only assign cases where the prisoner had already survived summary judgment or where the legal importance or difficulty of the summary judgment issues was evident. In most cases, discovery would be closed and, absent good cause to re-open it, would remain closed. Thus, representation in one of these cases should require a relatively limited cost and time commitment. In addition to providing an opportunity for public service, these cases are especially appropriate for young lawyers who might otherwise not have the experience of trying a civil case to a jury in federal court.

The Court has some funds available from the non-appropriated fund account to help

cover reasonable costs expended, provided that advance authorization for each expenditure is obtained from a judge. Of course, if the prisoner plaintiff ultimately prevails, there may be the opportunity to move for attorney's fees. The Federal Bar Association of Sacramento is hosting regular MCLE workshops to provide an overview of the handling of these types of cases.

Please see <http://www.caed.uscourts.gov/probono/web/probono.htm> for more information.

Announcements & Other News

Dr. Alveda King set to speak July 9th

Dr. Alveda King, the niece of Dr. Martin Luther King, Jr., and daughter of the late slain civil rights activist Rev. A.D. King and his wife Naomi Barber King, will be speaking at St. Francis High School auditorium at 7:00 p.m., July 9, 2008. She will be reflecting on what the struggles and victories of the Civil Rights movement have taught society about human life and dignity.



Dr. Alveda King

Dr. King is a civil rights advocate, author, politician, actress and songwriter. She is also a former college professor, with a Masters of Arts degree in Business Management from Central Michigan University. She has served in the Georgia State House of Representatives, and has authored the book *Sons of Thunder: The King Family Legacy*. Dr. King is a prominent pro-life advocate who often speaks at college campuses, and in 2006 she addressed *Democrats for Life*. She is also a voice for the *Silent No More Awareness Campaign*.

St. Francis H.S. is located at 5900 Elvas Avenue, Sacramento. Reservations are not required. The cost at the door is \$5 per person, or \$10 per family. For more information, contact (916) 451-4357.

Network, have fun at court

Looking 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 Ashton Park in Carmichael. For more information, contact sacramento@ladylawyers@gmail.com.



National Foundation to Host Book Auction at Summit in NY

At the NCWBA Summit in New York on August 8, 2008, the National Foundation for Women's Bar Associations will host a silent auction of books written and signed by prominent authors.



Some of the signed books that will be auctioned include *Living History* by Hillary Rodham Clinton, *Saving Graces* by Elizabeth Edwards, *Picture This* by Tipper Gore, *Fight Back and Win* by Gloria Allred, *Texas Tornado* by Louise Ballerstedt Raggio, *Without a Doubt* by Marcia Clark, *Ending the Gauntlet* by Lauren Stiller Rikleen, *A Question of Choice* by Sarah Weddington, *Sex & Power* by Susan Estrich, and many more. All proceeds of the auction will benefit the educational and charitable functions and purposes of the NCWBA. The Foundation is a 501(c)(3) non profit corporation and your purchase may be deductible to the extent allowed by law.

The silent auction will be part of the NCWBA Women's Bar Leadership Summit & Reception: The Creation, Retention & Promotion of Women Leaders at the Waldorf Hotel in New York City on Friday, August 8, 2008. This year's exciting all day event will feature the Presentation of the Trailblazer Award to Geraldine Ferraro. The NCWBA will also honor the following award recipients: for the Public Service Award: Florida Association for Women Lawyers; Broward County Women Lawyers' Association (FL); and Georgia Association of Black Women Attorneys; and for the first annual Outstanding Member Program Award: Lawyers Club of San Diego; Hillsborough Association for Women Lawyers; and Tallahassee Women Lawyers; and Honorable Mentions: Birmingham Bar Association Women Lawyers Section; and Georgia Association of Women Lawyers.

For more information, email Pam Nicholson at pnicholson@ncwba.org.

WLS Is Accepting & Publishing Readers' Announcements

Do you have an announcement that you would like to share with the WLS family? Perhaps you have changed firms, changed careers, moved, won a significant court case, climbed Mount Kilimanjaro, introduced legislation, gotten married,

or your family has grown?

If so, please let us know and we will share in your joy. Email WLS Newsletter co-chairs kristibeckley@edd.ca.gov or ellen@gurneelaw.com, and 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 with your email.

WLS Forms New Committee

Continued from pg. 1 higher financial performance, on average, than those with the lowest representation of women board directors.” This Catalyst study demonstrates the very strong correlation between corporate financial performance and gender diversity. Companies are realizing that diversifying their boards with women can lead to more independence, innovation, and good governance – ultimately leading to maximizing their company’s performance.

But we are attorneys – does this really effect us? After all, aren’t the large law firms and the governmental agencies hiring new attorneys straight out of law school at salaries that do not differ between men and women? Given the statistics, it would appear that even if salaries start out equal, a disparity still exists. Thus, it appears logical that that disparity may be related to how women advance in their careers. To put this pay gap in context, according to E.J. Graff, a resident scholar at the Brandeis Women’s Studies Research Center, and co-author of [Getting Even: Why Women Don’t Get Paid Like Men and What to Do About It](#) (Simon & Schuster/Touchstone, 2005), if a woman graduated from law school, she’ll lose \$2 million over her lifetime, that a man will earn over what she will earn. That money represents items you can’t buy, lessons your children won’t have, and retirement savings you can’t put away. Unfair pay means all women lose; all women are being cheated by wage inequity.

Some argue that to make the wage gap disappear will require that people stop buying into the idea that the rules are gender-neutral and that men just follow them better than women do. Perhaps different rules would truly treat people as people, without reference to gender, and reward people for the work they have done. I’m not sure what the answer is, but this is one of the reasons that the WLS Board proposed an amendment to the WLS Bylaws to create the Career, Advancement and Retention Committee to look at this and other workplace issues relevant to women attorneys. It is with great excitement that I announce that this amendment, and the other amendments which clarified the ability to use electronic means to vote, have passed unanimously. I am also excited to announce that Marcia Augsburg, a partner at McDonough Holland & Allen PC, will be a co-chair of this committee. We are in the process of finding another co-chair for this committee. If you are interested in participating in this new and exciting committee, feel free to contact me or Marcia.

Winnie Scott appointed Chief Deputy Director for Dept. of Fair Employment and Housing

WLS would like to congratulate Past President, Winnie Scott, 55, of Sacramento, who has recently been appointed chief deputy director for the Department of Fair Employment and Housing. She has worked for the State Board of Equalization as tax counsel III since 2006, senior tax counsel from 1995 to 1997 and legal counsel from 1979 to 1981. Prior to that, Scott worked for the Office of the State Controller as a deputy state controller from 2003 to 2006 and senior staff counsel from 1987 to 1995. From 2000 to 2003, she served as chief counsel to the California Workforce Investment Board. From 1981 to 1987, Scott was staff counsel for the Department of General Services and, from 1979 to 1981, legal counsel to the State Board of Equalization.

Lena L. Dalby & Lana Wyant Open Law Firm in Rocklin

WLS would also like to congratulate Lena L. Dalby and Lana Wyant, who jointly opened up a new firm, the Law Office of Dalby•Wyant, in Rocklin on March 1, 2008. Lena spent the last twelve years of her career specializing in personal injury litigation at the Sacramento firm of Dreyer, Babich, Buccola & Callahan. Lana spent the last twelve years of her career as a prosecutor and media spokesperson for the Sacramento County District Attorney’s office. Both earned their law degrees from the University of the Pacific-McGeorge School of Law. Their practice at Dalby•Wyant will be dedicated to representing personal injury victims throughout Northern California. They will represent clients in minor criminal matters as well.

Supreme Court to consider case involving pre-1979 pregnancy leave and impact on retirement benefits

The U.S. Supreme Court agreed recently to decide whether AT&T workers who took pregnancy leave before 1979 (when federal law first banned pregnancy discrimination) should get the same retirement benefits as employees who took other types of disability leave. The women in this landmark case, *Hulteen v. AT&T*, are represented by Equal Rights Advocates and co-counsel, Judith Kurtz; Weinberg, Roger & Rosenfeld; the Communications Workers of America, AFL-CIO; and Erickson, Beasley & Hewitt. The Stanford Law School Supreme Court Litigation Clinic and Howe & Russell have joined the team.

Last year an en banc panel of the Ninth Circuit not only upheld the U.S. District Court’s ruling in favor of the women employees (in an 11-4 ruling), but it also reaffirmed the law established by *Pallas v. Pacific Bell*, a similar case successfully litigated by ERA in the 1990’s. *Pallas* resulted in payment of over \$26 million in additional retirement benefits for women employees. At issue in *Hulteen* is whether present day calculation of retirement benefits, in a manner that does not fully credit pregnancy leaves taken before 1979, is a current act of discrimination actionable under the law.

ERA co-counsel, Judith Kurtz, spoke to the *San Francisco Chronicle* about the importance of this litigation. “The outcome of the suit, filed in San Francisco in 2001 by four women, will affect thousands of retirees nationwide whose employers had similar policies.” Judith Kurtz worked at ERA for over a decade as managing attorney prior to starting her private practice.

Through the generosity of its supporters, ERA is able to represent the interests of thousands of women around the country in impact cases such as this one.

Women Lawyers of Sacramento is Pleased to Offer its Members a Program by

Merrill Lynch



You are cordially invited to attend a luncheon hosted by Merrill Lynch, and limited to 10 guests, gratis to those who RSVP to alai@dmhc.ca.gov by the dates noted below.

Merrill Lynch Brings You an Educational Series Presented By:

Deadra Williams, Wealth Management Advisor

Workshop 1

“Portfolio Management Strategies”

Date: Thursday, August 14, 2008

RSVP No Later Than August 6, 2008

Time: 11:45 A.M.

Menu: TBD

Workshop 2

“What Every Woman Should Know About Investing”

Date: Thursday, September 11, 2008

RSVP No Later Than September 6, 2008

Time: 11:45 A.M.

Menu: TBD

Workshop 3

“Retirement Redefined”

Date: Thursday, October 9, 2008

RSVP No Later Than October 1, 2008

Time: 11:45 A.M.

Menu: TBD

Location: **The Firehouse Restaurant**

Old Sacramento, CA

General Questions? 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 alai@dmhc.ca.gov. Pre-Seminar Questions related to seminar topics may be forwarded to Deadra Williams at Deadra_Williams@ml.com up to 48 hours before the event date.

QUEEN'S BENCH BUSINESS DEVELOPMENT COMMITTEE

invites you to attend



Cocktails & Couture

*A Networking Event for LEAADD and
All Other Professional Women*



Thursday, July 31, 2008, 6-8 pm
at Weston Wear
569 Valencia, San Francisco

Directions: The store is between 16th and 17th Streets and 1-1/2 blocks from the 16th St. BART station. You can also park on Hoff Alley directly behind the store.

Donation: \$10 at the door is suggested to support the Committee's 2008 activities.

Thank you to our sponsor!

Nossaman Guthner Knox & Elliott LLP

PRESERVING IMPARTIAL COURTS IN CALIFORNIA

A PUBLIC FORUM TO DISCUSS THE URGENT NEED TO MAINTAIN FAIR AND IMPARTIAL COURTS

Monday, July 14, 2008

9:30 A.M.—12:30 P.M.

Auditorium, Secretary of State Building
1500 11th Street, Sacramento

A national wave of unfair political attacks on the judicial branch threatens to weaken our democracy and jeopardize every individual's right to equal access to justice. The Commission for Impartial Courts, appointed by Chief Justice Ronald M. George in 2007 and chaired by Supreme Court Justice Ming W. Chin, is conducting a public forum featuring prominent government, justice system, academic, and civic leaders:

Hon. Gray Davis, Former Governor of California

Hon. Pete Wilson, Former Governor of California

Hon. Don Perata, President pro Tempore of the California Senate

Hon. Thomas J. Moyer, Chief Justice of Ohio

Hon. Ira R. Kaufman, President, California Judges Association

Mr. Jeffrey L. Bleich, President, State Bar of California

Prof. Kathleen M. Sullivan, Stanford Law School

Prof. Laurie L. Levenson, Loyola Law School Los Angeles

Mr. Manny Medrano, Reporter/Anchor, KTLA News, Los Angeles

Ms. Mary G. Wilson, President, League of Women Voters of the United States

For more information and to RSVP, please call 415-865-4603.

Getting there: The entrance to the building is located at the corner of 11th and O Streets (one block south of the State Capitol). Parking garages are located nearby on both 10th and 11th Streets between O and P Streets; metered street parking also is available. Light rail stop: Archives Plaza.

Information about the commission can be found at www.courtinfo.ca.gov/jc/tflists/commimpart.htm



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