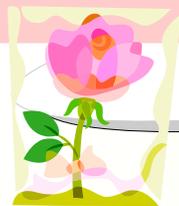


WLS Newsletter



Women Lawyers of Sacramento

P.O. Box 936 • Sacramento, California 95812
www.womenlawyers-sacramento.org

April 2014

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MARCH LUNCHEON HIGHLIGHTS

Women in the Law: Clearing the Hurdles

Panel: Fredericka McGee, Patricia Sturdevant and Karen Goodman

Moderated by: **Hon. Emily Vasquez**

By: **Kelly Babineau, Programs Vice-Chair**

Sacramento Women Lawyers celebrated National Women's History Month with a powerhouse presentation by three dynamic, intelligent successful women: Fredericka McGee, Patricia Sturdevant and Karen Goodman, moderated by the insightful Honorable Emily Vasquez.

The Honorable Emily Vasquez started the discussion by providing some historical context to the role of women in the law. Not that long ago, when a woman arrived in the courtroom, she was usually mistaken for the court reporter or interpreter. Today, women comprise 1/3 of the lawyers and 1/2 of the students in law school. In addition, we now have 3 women on the Supreme Court. But despite these gains, women remain unrepresented. We continue to earn less than men. In 2010, a woman earned .77 cents to every dollar made by a man in the same job.

The Honorable Emily Vasquez posed the question of work - life balance. **Karen Goodman replied:**

At the beginning of Ms. Goodman's career, when she was a first year associate, she

recalled being at the Sutter Club when a female partner announced that you could not be a mom and a litigator. Obviously this is not true.

Ms. Goodman, after working in firms of all sizes, found that owning her own firm for the last 11 years is what works best for her. Which raises the question, who is leading the law firms now? Only 4% of the top 200 firms

have women leading the firm.

Only 4%.

You must demonstrate the exception to that rule. Three key pieces of advice:

1. Invest in your career;
2. Invest and build relationships
3. Find your voice

As women, we must embrace the fact that we *must* excel at what we do. Allow yourself to be a great lawyer.

To that end, she encouraged attending MCLE's – it allows you to meet new people, and to learn something new. It is also important to join organizations and network.

Do your best job. You must sharpen your



Fredericka McGee, Patricia Sturdevant, Karen Goodman, Hon. Emily Vasquez

Continued on Page 4

Join Us At This Month's Luncheon

**Unfinished Business:
Women on the 50th Anniversary of the Civil Rights Act of 1964**

Featuring

Noreen Farrell of Equal Rights Advocates

April 24, 2014

Lucca Restaurant
(See Page 2)

Please Join Us At The Women Lawyers of Sacramento April Luncheon
Featuring Noreen Farrell of Equal Rights Advocates Discussing Pay Inequity Issues

DATE: April 24, 2014

Title: Unfinished Business: Women on the 50th Anniversary of the Civil Rights Act of 1964

Noreen Farrell is the Executive Director and former Managing Attorney/Legal Director at Equal Rights Advocates (ERA). Named one of the 2012 Top Women Leaders in Law by The Recorder, and one of the 2013 Top 100 Women Lawyers in California by The Daily Journal, Ms. Farrell's entire legal career has been dedicated to the pursuit of social justice. She has led ERA's litigation efforts representing clients who have faced sex discrimination and other unfair treatment at school and work in class actions and individual cases. During her tenure, ERA has also been committed to advocating for women seeking entry into male-dominated trades. Ms. Farrell has served as counsel to plaintiffs in numerous individual and class actions such as *Dukes v. Wal-Mart*, *Medina v. Station Casinos*, *Bojorquez v. ABM Industries*, *Mansourian v. Regents of the University of California*, *Brust v. Regents of the University of California*, and *Maher v. County of Fresno*. Ms. Farrell also plays a leadership role in state and national coalitions advocating for the development of policy legislation to assist women and girls and their families, lecturing across the country and writing extensively on civil rights matters. (See, e.g., *Expecting A Baby, Not A Lay-Off: Why Federal Law Should Require The Reasonable Accommodation of Pregnant Workers* (ERA May 2012); *Wal-Mart v. Dukes* and Class Certification in its Aftermath, CIVIL RIGHTS LITIGATION AND ATTORNEY FEES ANNUAL HANDBOOK (Thomson Reuters 2012); *Family Responsibilities Discrimination: The Interplay of Title VII, FMLA & ADA* (2010); and *Old Problem, New Tactic: Making the Case for Legislation to Combat Employment Discrimination Based on Family Caregiving Status*, 59 HASTINGS LAW JOURNAL 1463 (June 2008)). Ms. Farrell is a member of the ABA, the American Association of University Women, the National Employment Lawyers Association, and the California Employment Lawyers Association.

WLS will also be celebrating the birthday of WLS founding member Virginia S. Mueller. Ms. Mueller, a trail-blazing Sacramento lawyer, worked tirelessly to advance the position of women in the legal profession. She practiced law for over half a century, having become a member of the California Bar upon graduation from Cornell University Law School in 1946. In 1959, she was hired as the first woman Deputy in the Sacramento County District Attorney's Office. Through her leadership positions in WLS, the National Association of Women Lawyers and many other organizations, Virginia Mueller has vigorously worked to end all forms of discrimination against women.

WHERE: Lucca Restaurant and Bar, 1615 J Street, Sacramento, CA

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

MENU: *Penne with Vegetables, Roast Beef Sandwich, Grilled Chicken with Mashed Potatoes, Patchwork Salad with Chicken.* **Each menu item comes with the choice of soda or iced tea.**

COST: \$30.00 for current WLS members, past presidents of WLS, and judges; \$35.00 for all others, except law students, whose cost is \$25.00. Without advance reservation, it may not be possible to get the entrée of your choice.

RSVP with menu choice online at www.womenlawyersofsacramento.org (please use the Note function to identify name of attendee and menu choice) **or with confirmation of mailed check by April 22 to Wendy Taylor at (916) 781-2550 or wtaylor@hansenkohls.com.** Please mail your check, payable to WLS, with menu choice **for receipt by April 23** to WLS, Attn: Luncheon, P.O. Box 936, Sacramento, CA 95814. **Please indicate if you are a current WLS member, past president, or judge on the check.** WLS is charged for cancellations. Payments must be received in advance and are not refundable. Seating at the door is subject to availability.

Pending 1.0 MCLE credit in Elimination of Bias

Please bring any unused toiletries and women's personal items to the luncheon for donation to Maryhouse, a non-profit organization that helps homeless women and children.



President's Corner

By: Maralee Eriksen, WLS President

The Women Lawyers of Sacramento board is in full swing and working on a variety of activities for our members and the community. This month, opportunities to connect abound! We kick off April with our first happy hour mixer of the year, our second annual speed networking event, a champagne brunch and fashion show fundraiser for a scholarship in honor of past president Jean McEvoy, the Sacramento district attorney candidate forum, and, of course, our monthly luncheon.

Our April luncheon will raise awareness about equal pay and offers Elimination of Bias continuing legal education credit. Also, at our luncheon we will be celebrating the birthday of WLS founding mother Virginia Mueller. As a part of that celebration, WLS Foundation will award a scholarship named in her honor. More information about these events is available in this issue or on our website, www.womenlawyers-sacramento.org. I look forward to seeing you and hope you will bring a friend to introduce to WLS and all we have to offer.

In addition to events, WLS Grants and Awards Committee is currently seeking applications for community grants. If you know of a worthy non-profit organization working to

meet the needs of women and children in our community, please encourage them to submit an application.

WLS Legislation and Bar Delegation Committee is monitoring bills in the Legislature. If you would like us to consider supporting a bill within our mission, please contact the committee, whose information is included at the end of this issue.

In addition to these good works, the WLS Development Committee is seeking silent auction item donations for this year's Artfest and nominations of local artists to display their work. If you have a vacation home stay, round of golf, or other fun, unique opportunity that you can procure for the silent auction, please contact board member Kim Garner. Her contact information is on our website and at the end of this issue. The forms and further information about nominating an artist are on the Foundation area of our website.

Finally, I hope you will join us in a little spring cleaning. Be on the lookout for the announcement of our clothing drive and clean out your closet for a good cause. See the attached flyer.

MARCH LUNCHEON HIGHLIGHTS

Continued from Page 1

skills. Take risks, and get out of your comfort zone. Finally: build relationships – it will enhance your work life. You must be willing to give as well as get in those relationships.

The Honorable Vasquez then turned to the question of the gender wage gap. It is currently 23%. What can we do to close that gap?

Patricia Sturdevant provided the following insight:

Success should be measured by more than just salary. You should also consider happiness. What areas in your job bring you happiness? To that end, find an area of expertise. Excelling in a particular area will assist in increasing your value to the firm, allow you to bring in new clientele, and will in turn help you advance in the firm and ultimately make better pay.

Develop your leadership skills.

Build external relationships. Enhance your visibility, stature and credibility in the field. How do you do this? You can write ed-op pieces, publish articles and / or take the opportunity to present on your area when possible. The Daily Journal and Sacramento Lawyer are very open to publishing articles or opinion pieces.

Other ideas that allow you to think outside the box:

1. The ABA has a gender-equality task force tool kit. You can download the material from their website.
2. The National Association of Women Lawyers has promoted a released a study on starting a women's initiative in big law firms.
3. Start your own firm.
4. Do what you think is important. Be a leader so that you can set policies that will help make a difference.

The Honorable Emily Vasquez pointed out that women need to change the way they think. Women should strive for leadership positions in firms. But women are more circumspect. How do we stop doubting ourselves?

Fredericka McGee replied:

Women describe themselves as good listeners, loyal, detail oriented and happy, while men describe themselves as confident, ambitious and family oriented. But the studies show that female leaders make good business sense — when women are leaders businesses find they receive a good return on their money.

When women initiate promotions and seek better pay, they get in more slowly than men. Typically women are seen as trouble makers when they ask for money. The same qualities that help promote men, are seen negatively in women. Not only do you need to learn to advocate for yourself, but you need to have an advocate for you. You need a sponsor; someone that is in those rooms that you are not – that will speak up for you and promote you when you are not around.

You must toot your own horn. You have to advertise your accomplishments. To that end have your 30 second elevator speech ready to go! Take that gap in the elevator as the opportunity it is - utilize it.

Women have a need not to offend. But, we must strive to overcome that fear. Set up situations where it is “ok” to have a brag fest, and brag on fellow women colleagues.

Ms. McGee suggested the following TO DO LIST:

1. Develop and practice your 30 second elevator speech. This is a short speech that highlights your accomplishments;
2. Find one topic of interest to write about. Get your name out there in the community;
3. Accept opportunities when they come to you; and
4. Become involved in organizations.

Finally: be strategic. Be nice to people in power. Go to luncheons, even when you do not want to. Develop relationships with people who are important or well respected in the field.

Women tend to want to be asked, rather than volunteer. You must overcome that. The only person who cares about your career is you. To that end, you must decide what you want and then how to get it.

END NOTE:

April 8th was Equal Pay Day. This date symbolizes how far into 2014 women must work to earn what men earned in 2013. In the last couple of years, this date has slowly moved closer to January 1st – but it's still a ways off. But we will get there!



DO YOU LEAN IN?

By: Wendy A. Taylor, Co-Chair Programs Committee

This is a continuing series of articles about Sheryl Sandberg's bestselling book, Lean In



The idea of mentors and sponsors has been presenting itself to me for the past few weeks. For example, during Episode 14 of this season of *The Good Wife*, which aired a few weeks ago, Alicia Florrick was asked to give a speech about her meteoric rise from stay-at-home mom of 13 years to partner of her own law firm in four short years. While she was writing her speech, she remembered that 17 years earlier she had had to re-enter the work force after 13 years at home in the suburbs because her politician husband was involved in a very public scandal and went to jail. She flashed back to an early interview where it was clear the interviewer just wanted to meet the wife of the fallen politician, not consider her for a job. She eventually got an offer from a firm, and was thrilled to announce it when she bumped into her classmate and former flame, Will Gardner, at the elevator. To celebrate her new job, she gleefully signed a lease on an expensive apartment. When she arrived at the law firm the next day, however, she learned the job they intended her to fill was a paralegal job ... an *unpaid* paralegal job ... because the partners of the firm did not want any association with her name. She could not find a job because she had stayed home too long. She called her friend Will, who pushed for her to get hired at his firm because she was the smartest person in his class and she was a great lawyer before she decided to stay home. Knowingly or unknowingly, Will had become Alicia's sponsor.

Then, during the March luncheon, when talking about how to clear some of the hurdles women face in attempting to achieve success in the law, Patricia Sturdevant talked about mentoring and how gratifying it has been for her. Fredericka McGee discussed the importance of having a sponsor. Karen Goodman suggested that if we did not know what a sponsor is, then we should read Sheryl Sandberg's chapter about them in *Lean In*. Could the message from the Universe be any clearer? I MUST talk about mentors and sponsors this month. So let us jump ahead to Chapter 5 of *Lean In*.

Chapter 5 is called "Are You My Mother?," which Ms. Sandberg likens to the professional question "are you my mentor?" According to Ms. Sandberg, if you have to ask the question, then the answer is probably no, because when someone finds the right mentor, it is obvious. Searching for a mentor has become the professional equivalent of waiting for Prince Charming. Young women are told that if they can just find the "right" mentor they will be pushed up the professional ladder, find success, and live happily ever after.

Ms. Sandberg suggests that we reverse our thinking. Instead of searching for a mentor, we should focus on excelling in our careers because when we do, potential mentors notice us. During the March luncheon, Ms. Sturdevant talked about how the mentees she has and has had over the years typically did not come to her; she noticed them. Studies show that mentors select mentees based on performance and potential; they invest in those who stand out for their talent or who can really benefit from help. Do good work and you will get noticed.

A sponsor is different from a mentor. While a mentor provides advice, support and feedback, all of which are important, a sponsor is someone who is in a senior position who will use his or her influence and power to *advocate* for us. Like Will Gardner did for Alicia Florrick. Sponsors introduce us to the people in their circle of influence. They push for us to get the plum assignments. They recommend us for promotions. They nominate you us positions of leadership. They refer clients or customers to us. Sponsors are our champions.

Why do we care so much about mentors and sponsors? We care because studies show that people who are mentored and sponsored report having more career success, which translates into things like higher compensation, a greater number of promotions, better career and job satisfaction, and more career commitment. Sponsorships and mentorships encourage us to grow by reaching for the tough assignments and asking for pay increases. Sponsees and mentees get better job opportunities. The more senior our sponsor, the quicker our progression.

Women are "over mentored and under sponsored." I am not suggesting that you give up any existing mentor/mentee relationships or avoid new ones if they present themselves. What I am suggesting is that if you are a woman in a senior position, look around to see if anyone catches your eye. Become their *champion*. If you are not in a senior position, follow Ms. McGee's advice: Look down the road at what you want, figure out who can help you get there, get yourself in front of that person and then knock their socks off with your talent, attitude and commitment. Make those senior people *want* to be your champion. After all, don't you deserve a champion? Doesn't everyone?

Wendy A. Taylor is Co-Chair of the Programs Committee and an associate at Hansen, Kohls, Sommer & Jacob, LLP. You can reach her at wtaylor@hansenkohls.com.

Legislation and Bar Delegation Committee Report

By: Melissa Borrelli and Carmen-Nicole Cox, Co-Chairs

The California Legislature's 2013 – 2014 legislative session reconvened in January, with the final date for regular session bills to be introduced in late February. While the Legislation and Bar Delegation Committee ("Committee") continues to review the new legislation, we are pleased to report that AB 1791 (Maienschein) has been introduced and is the direct result of a WLS resolution passed by last year's Conference of California Bar Associations ("CCBA").

AB 1791 would expand the scope of the Sex Offender Registration Act by amending Penal Code Sections 236.1 and 647, broadening the persons and activities constituting punishable human trafficking of minors.

The Committee also re-filed a legislative resolution with the CCBA that was unfortunately not passed in the last session. The purpose of the resolution has been clarified and we are hopeful it will be successful in this year's session. The proposal would amend Penal Code Section 266(h) to establish the criminal act of promoting the prostitution of a minor, a form of commercial sexual exploitation

of a person under the age of 18. Further, the proposal would provide that facilitating or in any other manner promoting the prostitution of a minor is a criminal offense, and that every conviction after the first under subdivision (c) is a felony.

The Committee's emphasis on human trafficking stems from a number of concerns, including California's grade of "F" in the Shared Hope Report Card, which grades states on 41 legislative components regarding how its laws respond to the crimes of domestic violence and minor sex trafficking. You can view California's report card here: http://sharedhope.org/PICframe3/reportcards/PIC_RC_2013_CA.pdf

If you have a CCBA resolution you would like to propose or know of legislation that the Committee should track, please email both Carmen-Nicole Cox at ccox@downeybrand.com and Melissa Borrelli at mborrelli@dmhc.ca.gov. We look forward to providing you with future legislative updates!

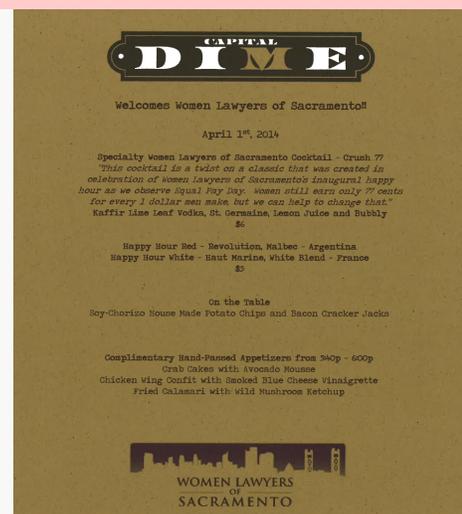


On a rainy Tuesday evening, April 1, Women Lawyers of Sacramento hosted its first quarterly happy hour mixer at Capital Dime. In honor of Equal Pay Day (April 8, 2014), Capital Dime created a specialty cocktail for our group which we named the "Crush 77". According to the American Association of University Women, women still earn only 77 cents for every one dollar men earn. Another calculation states that women have to work a full week and through Tuesday of the following week to make as much a men do in a traditional work week. At our Tuesday happy hour, WLS members, friends, and colleagues enjoyed the time to connect in a relaxed and elegant environment.

Please join us for our next WLS Happy Hour! All are welcome. Date and location to be announced.



"Crush 77"



Announcements & Other News

**HAPPY
BIRTHDAY!**



Virginia Mueller is Turning 90!

Virginia Mueller, one of our founding mothers, is turning 90 this month. WLS will honor Virginia's milestone birthday at our April 24, 2014 lunch at Lucca's. We hope you can join us. WLS is also collecting birthday cards for Virginia. Please submit birthday cards to the WLS mail box or a WLS Board member so that we may present them to her at the luncheon. Thank you!

Save the Date!

The Mother Attorneys Mentoring Association of Sacramento is planning an event at Arden Hills Country Club, where moms can enjoy some time in the spa and kids can get cooking lessons! Details to follow but please save the date of June 1st from 1:00 – 4:00 p.m. If you would like to be added to the MAMAS listserve, please email your information to MAMASacramento@gmail.com.

Save the Date 2014 WLS Luncheon Schedule

All Luncheons will be held at Lucca Restaurant and Bar, located at 1615 J Street, Sacramento

April 24

August 28

May 22

Lucca
RESTAURANT & BAR

September 18

June 26

October 23

July 24

November 20

December 11

ARE YOU A MEMBER OF WLS? HAVE YOU RENEWED YOUR WLS MEMBERSHIP?

Please remember to return your membership application or renewal form and check to WLS.

There is a form conveniently located at the end of this newsletter.

WLS Is Accepting & Publishing Readers' Announcements

Do you have an announcement that you would like to share with the WLS members? If so, please email Ellen Arabian-Lee at ellen@gurneelaw.com and Alissa Strong at astrong@hansenkohls.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 1st of each month. Please attach any digital photos or other art that you would like to share with your email.

WOMEN LAWYERS OF SACRAMENTO

Mission Statement: Women Lawyers of Sacramento supports and encourages every woman lawyer in her career aspirations and helps promote a society that places no limits on where a woman's skills and talent can take her. Women Lawyers of Sacramento dedicates itself to (1) promoting the full and equal participation of women lawyers and judges in the legal profession, (2) maintaining the integrity of our legal system by advocating principles of fairness and equal access to justice, (3) improving the status of women in our society and (4) advocating for equal rights, reproductive choice, equal opportunity and pay for women, and current social, political, economic, or legal issues of concern to the members of Women Lawyers of Sacramento.

Foundation Mission Statement: Women Lawyers of Sacramento Foundation is the charitable arm of Women Lawyers of Sacramento. This charitable organization seeks to address the unmet needs of women and children and raises funds to support legal educational opportunities and community programs that satisfy these needs.

Principles: Women Lawyers of Sacramento is premised on the belief that women deserve equal rights, respect and opportunities in the workplace and in society at large. Women Lawyers of Sacramento endeavors to support and enhance the participation and representation of women in significant leadership and management positions in the legal profession. Women Lawyers of Sacramento also strives to eliminate all forms of bias, discrimination, and harassment, including all forms of violence against women and children, and supports diversity in the legal profession, in legal education, and in society in general. We work toward these goals through mentoring, legislative and administrative advocacy, community service, networking, educational seminars, and open forums of discussion focused on advancing and supporting women.

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2014 WLS Board Liaisons

Judicial Liaison: Justice Andrea Hoch, Third District Court of Appeals

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June Coleman, Kronick Moskowitz,
Tiedmann & Girard

SAVE THE DATE

**WOMEN LAWYERS OF SACRAMENTO
21st Annual ArtFest**

September 25, 2014

6:00PM - 8:30PM

The California Museum, 1020 O Street, Sacramento

For Sponsorship opportunities or for more information about the event, please contact Kim Garner at klg@nbllplaw.com or Elizabeth Dietzen Olsen at Elizabeth.DietzenOlsen@sen.ca.gov.

WLS

WOMEN LAWYERS OF SACRAMENTO

www.womenlawyers-sacramento.org

Twenty-first Annual ArtFest

WLS' 21st Annual ArtFest includes FIVE levels of sponsorship this year, all of which receive different levels of recognition. The sponsorship opportunities are as follows:

PLATINUM (\$1,000+)

- **Dedicated table with placement of your business logo at the event recognizing your generous contribution.**
- Recognition with your business logo in all of our pre-event advertising, including the WLS website, the *Sacramento Lawyer Magazine*, on fliers, and other event advertising.
- Recognition on the greeting board(s) at the event, in the program at the time of the event, and verbal recognition during the event.
- **3 months of your choice of a half-page advertisement in the WLS Newsletter, distributed to over 200 members.**
- 8 tickets to ArtFest.

GOLD (\$500)

- **Placement of your business logo on silent auction tables at the event recognizing your generous contribution.**
- Recognition by name in all of our pre-event advertising, including the WLS website, the *Sacramento Lawyer Magazine*, on fliers, and other event advertising.
- Recognition on the greeting board(s) at the event, in the program at the time of the event, and verbal recognition during the event.
- **1 month of your choice of a quarter-page advertisement in the WLS Newsletter, distributed to over 200 members.**
- 4 tickets to ArtFest.

SILVER (\$350)

- Recognition on the greeting board(s) at the event, in the program at the time of the event, and verbal recognition during the event.
- 3 tickets to ArtFest.

BRONZE (\$150)

- Recognition on the greeting board(s) at the event, in the program at the time of the event, and verbal recognition during the event.
- 2 tickets to ArtFest.

FRIEND OF WLS (\$75)

- Recognition on the greeting board(s) at the event, in the program at the time of the event, and verbal recognition during the event.
- 1 ticket to ArtFest.

Our sponsorships are a critical component of the success of WLS' ArtFest. ArtFest is our annual fundraiser to support the WLS Foundation. The funds raised from this event allow WLS to award grants to local charities such as The California Coalition for Youth, Sacramento Food Bank and Family Services, River City Food Bank, Loaves & Fishes' Maryhouse, My Sister's House, and Community Against Sexual Harm, as well as scholarships to needy law school students, both of which improve the community in which we all practice.

If you would like to be a Platinum or Gold Sponsor and included in all of our pre-event advertising, please respond by **March 15, 2014**, otherwise we cannot guarantee the acknowledgment in our pre-event advertising. We will accept all sponsorships up through the time of the event; however, we cannot guarantee published acknowledgment opportunities on the day of the event for donations received after **September 1, 2014**. We appreciate your support and all of your donations. Should you have any questions regarding this event or any sponsorship questions, please contact Elizabeth Dietzen Olsen at (916) 651-1500, Julia Blair at (916) 899-1862 or Kim Garner at (916) 600-3951.

WLS

WOMEN LAWYERS OF SACRAMENTO

www.womenlawyers-sacramento.org

Twenty-first Annual ArtFest Underwriter Response Form

Please include me/my firm as a donor at the following level:

- \$1,000 Platinum Sponsor, includes 8 tickets
- \$500 Gold Sponsor, includes 4 tickets
- \$350 Silver Sponsor, includes 3 tickets
- \$150 Bronze Sponsor, includes 2 ticket
- \$75 Friend of WLS Sponsor, includes 1 ticket

I/We cannot attend but still wish to support the WLS Foundation as a donor with the enclosed \$_____ contribution to help defray the cost of producing the event.

Name/Firm: _____
Contact Person: _____ Telephone: _____
Address: _____ City: _____ Zip: _____
Email: _____

This year's Artfest will be held at The California Museum, 1020 O Street, Sacramento, on Thursday, September 25, 2014, from 6:00 p.m. to 8:30 p.m. If you would like further information about the event, please contact Elizabeth Dietzen Olsen at (916) 651-1500, Julia Blair (916) 899-1862 or Kim Garner at (916) 600-3951.

Please return this form and donation made payable to "WLS Foundation" to:

**WLS Foundation
Attn: Caitlin Christian
1809 S St., Ste. 101-116
Sacramento, CA 95811**

*In compliance with the Internal Revenue Service guidelines, the full amount of your donation above any benefit received is considered a tax-deductible contribution.

If you would like to be a Platinum or Gold sponsor and included in all of our pre-event advertising, please respond by **March 15, 2014, otherwise, we cannot guarantee the acknowledgment in our pre-event advertising. We will accept all sponsorships up through the time of the event; however, we cannot guarantee published acknowledgment opportunities on the day of the event for donations received after **September 1, 2014**.

Women Lawyers of Sacramento

Got Clothes?



Women Lawyers of Sacramento wants your gently used professional clothing, shoes, and accessories! Your donation can help give a woman the confidence she needs to enter or return to the workplace, make a great first impression, and land a job that could change her life.

Drop off location:

Wilke Fleury, 400 Capitol Mall, 22nd Floor

April 1st - April 30th

All items collected will be donated to My Sister's House's Women to Work Program for domestic violence survivors of all backgrounds. My Sister's House is a non-profit organization devoted to serving the needs of Asian and Pacific Islander women and children impacted by domestic violence by providing a culturally appropriate and responsive safe haven and community services. My Sister's House's Women at Work Program provides an array of supportive services that help clients move towards a state of stability, so they can take those next steps toward a steady job and become self-sufficient. Services include: providing health information and referrals, transportation, clothing, child care and housing assistance, and employment and career guidance.

For more information, please contact Stacy Hunter at 445-2751 or stacy.hunter@dhcs.ca.gov





2014 CWL Annual Conference

Friday, May 16, 2014 - Los Angeles, CA

CELEBRATING 40 YEARS OF ADVANCEMENT
STRATEGIES FOR SUCCESS

8:30 a.m. – 9:30 a.m.

Professional Networking Breakfast

Join us for this speed networking event to reconnect with old friends and make new contacts!

9:30 a.m. – 10:30 a.m.

Women in the Spotlight: The Path to Achievement

Moderator: *Renee Galente, Galente Ganci, APC*

- Sandra Fluke, Social Justice Advocate
- Ruth Kahn, Steptoe & Johnson LLP
- Elizabeth Pipkin, McManis Faulkner
- Nancy Ramirez, Mexican American Legal Defense and Education Fund

What In House Lawyers Really Want from Outside Counsel (MCLE)

Moderator: *Eliza Rodrigues, Sedgwick, LLP*

- Christine Kurek, Sr. Director and Employment Counsel for Activision
- Glenda Martinez, Senior VP and Assoc. General Counsel for Univision
- Cathy McEvilly, General Counsel for Honda
- Ivette Pena, Court Counsel for LA Superior Court

10:45 a.m. – 11:45 a.m.

Transgender Issues: Discrimination Based on Gender Identity and Expression (MCLE)

Moderator: *Judge Kolakowski, Alameda Superior Court*

- Christopher Argyros, LA Gay and Lesbian Center
- Michelle Brauer Abidoye, FordHarrison, LLP
- Sasha Buchert, Transgender Law Center
- Amanda Goad, American Civil Liberties Union

Everything New Lawyers Need to Know

Moderator: *Jessie Kornberg, Bird Marella*

- Julie Goulet Stromberg, Obagi & Stodder LLP
- Hellen Hong, Los Angeles Center for Law and Justice
- Robyn Kali Bacon, United States Attorney's Office
- Dipti Singh, Reproductive Justice National Health Law Program

12:30 p.m. – 1:30 p.m.

Luncheon Speaker: Professor Joan Williams, University of California Hastings College of Law What Works for Women at Work: How Successful Women Navigate Subtle Gender Bias (MCLE)

1:30 p.m. – 2:30 p.m.

Rainmaking: Do You Have What it Takes?

Moderator: *Lara Krieger, Law Office of Lara M. Krieger*

- Patricia Gillette, Orrick, Herrington and Sutcliffe, LLP
- Sara Holtz, Client Focus

Implicit Bias and Income Inequality for Female Attorneys (MCLE)

Moderator: *Naomi Dewey, Buynak Fauver Archbald & Spray*

- Christine Goodman, Pepperdine Law School
- Stacey Harth-Neubert, Skadden, Arps, Slate, Meagher & Flom, LLP
- Merle Vaughn, Major, Lindsey and Africa

2:45 p.m. – 3:45 p.m.

Career Advancement in the Public Sector

Moderator: *Presiding Administrative Law Judge Susan Formaker - Los Angeles Office of Administrative Hearings*

- Judge Tara Flanagan, Alameda County Superior Court
- Angela Sierra, Office of the Attorney General
- Anne Tremblay, Los Angeles City Attorney's Office
- Tami Warren, Los Angeles County Public Defender's Office

Making Partner - How To Do It and What Questions to Ask Along the Way

Moderator: *Kim Arnal, Black, Compean, Hall & Eli*

- Deborah Broyles, Reed Smith, LLP
- Wendy Ray, Morrison & Foerster, LLP
- Irma Rodriguez, Moisa, Atkins, Andelson, Loya, Rudd & Romo
- Lois Thompson, Proskauer Rose, LLP

4:00 p.m. – 5:30 p.m.

Neuroscience of Decision-Making: Gender, Race and Strategies for Success (MCLE)

Moderator: *Audra Ibarra, California Appellate Law Group*

- Kimberly Papillon, Expert on the Subject of Medical, Legal and Judicial Decision-making

Effective Negotiation Strategies for Women in the Legal Profession (MCLE)

Moderator: *Ann Park, Pond North, LLP*

- Carla Barboza, Barboza & Associates
- Judge Helen Bendix, Los Angeles Superior Court
- Judge Lynn Duryee, JAMS
- Judge Nancy Wieben Stock, JAMS

5:30 p.m. – 7:30 p.m.

Cocktail Reception for Judge Victoria Kolakowski, hosted by Ford Harrison, LLP & JAMS.



2014 CWL Annual Conference

Friday, May 16, 2014

DoubleTree Los Angeles Downtown
120 S. Los Angeles Street
Los Angeles, CA

REGISTRATION FORM

Conference registration includes MCLE programs, breakfast, luncheon, & cocktail reception.

Name: _____

Firm/Organization/Employer: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

Email: _____

- \$160 Conference Registration - CWL Member
- \$200 Conference Registration - Non-Member
- \$75 Law Student/New Admittee (Practicing three years or less) Year of Admission: _____

Payment Type:

Visa MasterCard Discover Check #: _____ (Make payable to CWL)

Card Number: _____ Exp: _____ Security Code: _____

Card Holder's Name: _____

Billing Address: _____

City: _____ State: _____ Zip: _____

Please contact us or visit www.cwl.org for sponsorship opportunities.

HOTEL ACCOMMODATIONS

The DoubleTree Hotel is offering CWL Conference attendees the low rate of \$189 per night plus tax. Call 1-800-HILTONS (445-8667) to book your room and please reference that you are with CWL to receive the discount rate. Special room rate ends April 25, 2014.

RETURN FORM BY MAY 2, 2014

Register online at www.cwl.org
OR Email form to: info@cwl.org

CALIFORNIA WOMEN LAWYERS
1215 K Street, Suite 940
Sacramento, CA 95814
916.930.9020



CALIFORNIA WOMEN LAWYERS

Cordially Invites You To The

FOURTEENTH ANNUAL

NORTHERN CALIFORNIA JUDICIAL RECEPTION

The Honorable Justice Rebecca Wiseman (Ret.)

Will be presented with

The 2014 Rose Bird Memorial Award

Tuesday, May 6, 2014

5:00 p.m. to 7:00 p.m.

Downey Brand, LLP

Eighteenth Floor * 621 Capitol Mall * Sacramento, CA 95814

CWL Judicial Reception Reservation Form – Return by May 2, 2014; Reservations Required.

- checkbox \$45 CWL Member or Judicial Officer checkbox \$50 Sponsor checkbox \$55 Non-Member

Total Tickets: _____ Total \$ _____

Online registration & payment available at http://www.cwl.org/events/Fourteenth-Annual-Northern-California-Judicial-Reception-33/details or via below methods:

Name: _____ Title: _____

Firm: _____ Phone: _____

Email: _____

Guest(s) Name: _____

- checkbox Check enclosed, payable to California Women Lawyers checkbox Charge my credit card (Visa, MasterCard, American Express, Discover Card)

Credit Card Number: _____ Exp. Date: _____

Email for Card: _____

Name on card (if different than above): _____

Billing Address: _____

Return to: CWL o 1215 K Street, Suite 940 o Sacramento, CA 95825 o (916) 930-9020 o info@cwl.org



Human Trafficking in the Sacramento Region



You are invited to a special event which will increase your understanding of the organizations, tools, successes and needs related to the fight against the scourge of human trafficking. Soroptimist International of the Americas is involved in this effort on a global scale through STOP Human Trafficking: this is a unique opportunity to understand what is going on in our own backyard.

Please join Soroptimist International of Greater Sacramento

May 6, 2014, 11:30 – 1:30

Piatti Restaurant, 571 Pavilions Ln, Sacramento, California 95825
(In the Pavilions Shopping Center on Fair Oaks Blvd. between Howe and Fulton.)

\$22.00 includes program and lunch

Speakers and Program

Mary Jennings, Director, *Rescue & Restore Victims of Human Trafficking, Sacramento Employment and Training Agency (SETA)*.



Special Agent Rebekah L. Bills, Civil Rights Investigator, *Federal Bureau of Investigation, Sacramento Division*

They will discuss the Anti-Trafficking Network from Yuba City to Stockton, law enforcement efforts, and other local and state strategies involved in this fight. They'll also share inspiring survivor stories to highlight the process from investigation to identification to success. You'll learn how you can help identify, report, and support victims of this modern-day slavery.

ADVANCE RESERVATIONS ARE REQUIRED

Please email reservations@sacramentosoroptimists.org with your name(s) and contact information. Please make your reservations by April 30.

Please mail a check or money order, made out to SIGS, for \$22.00 per person, to Soroptimist International of Greater Sacramento, P.O. Box 601504, Sacramento, CA 95860.

For more information visit us on Facebook, our website at www.sacramentosoroptimists.org, or email sigsgood@gmail.com

SOROPTIMIST

Best for Women

ABA WOMEN RAINMAKERS MID-CAREER WORKSHOP



Conform No More:

Navigate Your Own Course

November 7-8, 2014
THE US GRANT
San Diego, CA

Presented by the
**ABA LAW
PRACTICE
DIVISION**
The Business of Practicing Law

www.womenrainmakers.org

SAVE THE DATE

Conform No More:

Navigate Your Own Course

THE LANDSCAPE OF THE LEGAL PROFESSION is ever-changing and the strategies that worked ten years ago just aren't cutting it anymore. As more attorneys look to their peers for guidance and emulation, now is your time to break free from the waves of conformity and navigate your own course.

The **2014 ABA WOMEN RAINMAKERS MID-CAREER WORKSHOP** will be your compass as you blaze the path of a modern rainmaker. This three-day workshop will focus on helping you overcome the real-world challenges you face each day. Network with national experts and experience valuable educational opportunities in the following areas:

- **PERSONAL & PROFESSIONAL DEVELOPMENT:** Finding a work/life balance, becoming a better negotiator, being in control of your career path, and combating gender bias in the workplace.
- **RAINMAKING:** Developing new networks, establishing client relationships, pitching your skills and expertise to others, and crafting the best marketing plan for your career.
- **MANAGEMENT:** Pay equity for women lawyers, how to get paid from clients, setting budgets, succession planning...and much more!

Save the Date:

The 2014 **ABA WOMEN RAINMAKERS MID-CAREER WORKSHOP** will be **NOVEMBER 7-9, 2014** in San Diego, CA at THE US GRANT. The Workshop is a biannual event of the ABA Women Rainmakers, whose home is in the ABA Law Practice Division. Stay updated on the latest developments by visiting www.womenrainmakers.org and by following us on Twitter: [@WomenRainmakers](https://twitter.com/WomenRainmakers).

**ABA LAW
PRACTICE
DIVISION**
The Business of Practicing Law

American Bar Association
Law Practice Division
321 N. Clark Street
Chicago, IL 60654

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PLACER COUNTY BAR ASSOCIATION • 2014

Membership, FLS, Annual Dinner, Granlibakken MCLE Conference and Scholarship Info, and LRS Registration

Name _____

Information same as last year except as indicated below.

Firm name (optional) _____

Mailing address _____

Street Suite #

City ZIP code

Telephone _____

Fax _____ SBN _____

E-mail _____

Web site _____

Your Membership Directory and PCBA Web site listings are based on this information.

This form and payment *MUST* be received by 3/1/14 for inclusion in Membership Directory.

NOTE: SBN not included in Directory or on Web site; e-mail address not included in public access section of Web site.

Staple business card here— **include any information not on your business card** to the left and/or below.

AREA(S) OF PRACTICE (choose up to 5): Business Criminal Defense Employment Family/Juvenile Government Landlord/Tenant
Litigation (Business Civil) Personal Injury Probate/Estate Planning Real Estate Other: _____

MEMBERSHIP

Includes Membership Directory, discounts for Annual Dinner and Granlibakken, monthly newsletters, and notices of special events.

_____ \$ 85 Attorney I wish to receive a hard copy newsletter
_____ \$ 40 Associate*
_____ \$ 85 Affiliate**

FAMILY LAW SECTION MEMBERSHIP

Cert. Family Law Specialist ____ Yes ____ No
Must be PCBA member to join Section

_____ \$ 30 Years of Family Law practice _____

ANNUAL MEMBER DINNER

Thursday, January 23, 2014 • 6:00 cocktails, 7:00 dinner
The Historic Blue Goose Fruit Shed, Loomis
3550 Taylor Road, between Horseshoe Bar and King
Guests welcome for Annual Dinner
Dinner by Randy's Creative Catering

NOTE: R.S.V.P. for dinner by FRIDAY, JANUARY 17

_____ \$ 30 per person members and nonattorney guests
_____ \$ 40 per person nonmember attorneys

GRANLIBAKKEN MCLE CONFERENCE

at Lake Tahoe, Friday-Saturday, April 25-26, 2014

GUEST'S NAME: _____

_____ \$190 **PCBA member:**
_____ \$205 postmarked by 1/31/14
_____ \$245 postmarked by 3/15/14
_____ \$235 postmarked after 3/15/14
_____ \$250 **Non-PCBA member:**
_____ \$290 postmarked by 1/31/14
_____ \$250 postmarked by 3/15/14
_____ \$290 postmarked after 3/15/14
_____ \$ 20 Friday

EXTRA GUEST LUNCHES

\$ _____ **TOTAL — CHECK TO PCBA**

MARK BERG GRANLIBAKKEN VISION SCHOLARSHIP

_____ I would like to apply for the Scholarship, which includes the Conference registration fee and one night's stay at the Granlibakken Lodge. I am a practicing attorney with five years or less of practice.

LAWYER REFERRAL SERVICE

For new applicants, see www.norcallawyer.org for their forms, details, and mailing address.

\$ _____ \$100 **TOTAL — CHECK TO NCLA**
(Northern California Lawyer Access, Inc.)
Send NCLA check directly to NCLA

CANCELLATION POLICY

No fee for Granlibakken cancellations prior to 3/15/14; \$25 fee for cancellations between 3/16/14 and 4/1/14. No refunds after 4/1/13. Overnight accommodations are being offered at Granlibakken at various rates. A block of rooms is being held for the PCBA until 3/12/14 and, after that, on a first-come basis. Please make your room reservation directly with Granlibakken by calling 1.800.543.3221 or by E-mailing them at reservations@granlibakken.com; their staff is available to answer all questions about reservations.

PCBA MEMBERSHIP DIRECTORY

Directories (alphabetical, geographical and practice listings) are printed in April and first distributed to members at the Granlibakken MCLE Conference. After Granlibakken, directories are mailed to members who did not attend.

* An Associate Member is a law student, or a person who has completed law school but has not yet passed the bar. Associate Members shall pay the actual cost of dinners and other events, and receive member discount for Granlibakken.

** An Affiliate Member is a non-lawyer professional, and shall pay actual costs and receive same discounts as Associate Members.

*** Under the bylaws, Judges are Honorary Members and pay no membership fees, only the actual cost of dinners and other events.



Please complete this form and return with your check to:
PCBA • P.O. Box 4598 • Auburn, CA 95604-4598

12/1/13



PLACER COUNTY BAR ASSOCIATION

2014 Granlibakken Conference Tentative Speaker Schedule

FRIDAY, APRIL 25

8:00 a.m. 8:30 a.m.	REGISTRATION		
8:30 a.m. 10:00 a.m.	<u><i>Computer Tips, Tricks and Techniques 2014</i></u> Martin Dean, Esq., Essential Publishers, San Francisco — 1.5 hours MCLE credit (.5 Ethics)		
10:00 a.m. 10:15 a.m.	BREAK		
Breakouts Groups 10:15 p.m. 11:45 p.m.	<u><i>Serving Children and Families: Crossover Issues in Family Law/ Dependency/ Probate and Delinquency Cases</i></u> Hon. Suzanne Gazzaniga, Hon. Eugene Gini, Hon. Frances Kearney and Hon. Colleen Nichols Placer County Superior Court 1.5 Hours MCLE credit	<u><i>Civil Law Update</i></u> Comm. Michael Jacques Placer County Superior Court 1.5 Hours MCLE credit	<u><i>Better Results in Arbitration and Mediation</i></u> Patrick Little, Esq. Law Offices of Patrick R. Little, Auburn 1.5 hours MCLE credit
	HOSTED LUNCH — ON SITE		
11:45 a.m. 12:45 p.m.	KEYNOTE SPEAKER		
12:45 p.m. 2:00 p.m.	<u><i>The New Feminism</i></u> Patricia Gillette, Esq., Orrick, Herrington & Sutcliffe LLP, San Francisco 1.25 hours Elimination of Bias MCLE credit		
2:00 p.m. 2:15 p.m.	BREAK		
2:15 p.m. 4:00 p.m.	<u><i>Issues in Property Rights</i></u> Rosa Koire, Executive Director, The Post Sustainability Institute — 1.75 hours MCLE credit		
4:00 p.m. 4:15 p.m.	BREAK		
4:15 p.m. 5:45 p.m.	<u><i>Social Media Update—Marketing Plan for Ages 35 and Up</i></u> <i>Moderator:</i> Martin Dean, Esq., Essential Publishers, San Francisco <i>Panelists:</i> Joanna R. Mendoza, Esq., Law Offices of Joanna R. Mendoza, Granite Bay; Wendy A. Taylor, Esq., Hansen, Kohls, Sommer & Jacob, LLP, Roseville; Peg Carew Toledo, Esq., Toledo Don, LLP, Roseville — 1.5 hours MCLE credit (.5 Ethics)		
5:45 p.m. 7:15 p.m.	RECEPTION SPONSORED BY THE PCBA and GRANLIBAKKEN		

SATURDAY, APRIL 26

7:30 a.m. 8:30 a.m.	BREAKFAST		
8:00 a.m. 8:30 a.m.	REGISTRATION		
8:30 a.m. 10:00 a.m.	<u><i>IP Law, Global Competition and the Importance of Dry Martinis!</i></u> Harold J. McElhinny, Esq., Morrison & Foerster, LLP, San Francisco Lead Trial Counsel for Apple in the \$1 Billion Verdict Against Samsung 1.5 hours MCLE credit		
10:00 a.m. 10:15 a.m.	BREAK		
Breakout Groups 10:15 a.m. 11:45 a.m.	<u><i>“Conception to Deception and Points in Between” - Parentage, Child Witnesses, Social Media and Social Engineering</i></u> Donna DeCuir, Esq., Citrus Heights John Paulsen, Esq., Auburn 1.5 hours MCLE credit	<u><i>Courtroom Trial Procedures for Criminal and Civil Practitioners</i></u> Hon. Mark Curry Placer County Superior Court 1.5 hours MCLE credit	<u><i>“Persuasive Communication: Getting Others to do What You Want Them to do, Because They Want to”</i></u> Cami McLaren, Esq., McLaren Coaching, Sacramento 1.5 hours MCLE credit

Schedule subject to change. The Placer County Bar Association has been approved as a provider of MCLE credit by the State Bar of California. The program listed above will qualify for 10.5 hours. The Placer County Bar Association certifies that this activity will conform to the standards for approved education and activities by the rules and regulations of the State Bar of California governing minimum continuing legal education.



Women Lawyers of Sacramento 2014 Membership Application

APPLICANT INFORMATION

- Please do not include my information in the membership directory
- New Member (Referred by: _____)

Name _____ CA Bar Number _____ Year Admitted _____

Firm/Office _____

Address _____

City _____

State _____ Zip _____

Phone _____ Fax _____ Email _____

Area(s) of Practice _____

APPLICANT STATUS

Active Member: (*Member of the CA/Other State Bar, including retired attorneys and law school faculty*)

- \$55: 0-5 years in practice/ gross income under \$50,000
- \$65: 6-10 years in practice
- \$75: Over 10 years in practice
- \$100 or more: sustaining donor
- \$1500 or more: lifetime membership

Associate Member:

- \$25: Law school graduate not yet admitted to Bar
- \$25: Law school student (Specify year: _____)

Honorary Member: (*Justices, Judges, WLS Past Presidents*)

- Dues Waived

Add-ons:

- \$85 : California Women Lawyers dues (This year, WLS members receive a \$65 discount off the \$150 annual dues. This affiliate discount has increased from \$50 to \$65 in honor of the CWL's 40th Anniversary)

- \$____: Foundation donor (tax deductible)

\$____ TOTAL enclosed by check payable to WLS. Please return to **WLS Membership, P.O. Box 936, Sacramento, CA 95812**

COMMITTEE PARTICIPATION

Check those WLS committees in which you are interested in participating or receiving more information:

- | | | |
|--|---|--|
| <input type="checkbox"/> Career Advancement & Retention | <input type="checkbox"/> Legislation & Bar Delegation | <input type="checkbox"/> Publicity/Community Relations |
| <input type="checkbox"/> Grants & Awards | <input type="checkbox"/> Membership | <input type="checkbox"/> Programs |
| <input type="checkbox"/> Development (WLS Foundation) | <input type="checkbox"/> Newsletter | <input type="checkbox"/> WLS Mentor/Mentor Circle Leader (Identified in Directory) |
| <input type="checkbox"/> Judicial & Other Appointments Evaluations | | |

Questions? Please contact Membership Committee Co-Chairs
Heather Johnston at hjohnston@trainorfairbrook.com or Shelley Ganaway at shellfarrsi@yahoo.com.