



WOMEN LAWYERS OF SACRAMENTO

May 2014 Newsletter

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

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Join Us At This Month's Luncheon

Featuring WLS Board Member, Kresta Daly

“Sex, Drugs and Money: What Civil Lawyers Need to Know About Criminal Laws”

May 22, 2014

Lucca Restaurant
(See Page 2)

April Luncheon Highlights

By: Kerri Ruzicka, Programs Vice-Chair

Our April luncheon featured two significant women, Noreen Farrell and Virginia Mueller. Noreen Farrell, Executive Director of Equal Rights Advocates provided the presentation. Noreen Farrell is named as one of the 2012 Top Women Lawyers in Law by the Recorder and one of the 2013 Top 100 Women Lawyers in California by the Daily Journal. Her career has been dedicated to the pursuit of social justice on behalf of women in areas such as gender discrimination in employment practices, pregnancy

and maternity leave laws, equal sport participation, and equal pay for women in all areas of employment.

Virginia Mueller practiced law for over half a century, and became a member of the California Bar



Virginia Mueller

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.

Virginia Mueller is a founding member of Women Lawyers of Sacramento and served as its second President. Through her leadership positions in Women Lawyers of Sacramento, the National Association of Women Lawyers and many other organizations, Ms.

Mueller has vigorously worked to end all forms of discrimination against

women. She was present with her family to celebrate her 90th birthday. Congratulations Virginia! Her presence served as an example of a woman who has led women's advocacy by being the best she could be and going beyond what is required to doing what is needed.

As the Executive Director and previously the Managing Attorney/Legal Director at ERA, Noreen Farrell has led ERA's impact litigation efforts representing clients who have faced sex discrimination and other unfair treatment at school and work in class actions and individual cases. She has served as counsel to plaintiffs in individual and class action lawsuits in federal and state courts and the United States Supreme Court in landmark cases such as *Dukes v. Walmart* (a pay and promotion suit on behalf of a putative class of 100,000 women workers), and *Mansourian v. Regents* (Title IX case on behalf of female student wrestlers which in a trial win and \$1,350,000 settlement).



Speaker Noreen Farrell

Continued on Page 4

Please Join Us At The Women Lawyers of Sacramento May Luncheon

Featuring WLS Board Member Kresta Daly



DATE: May 22, 2014

Title: Sex, Drugs and Money: What Civil Lawyers Need to Know About Criminal Laws

Kresta Daly is a partner at Barth Daly, LLP. For the past 16 years Kresta represented individuals, business and public officials facing criminal allegations ranging from sex crimes and domestic violence to mail and wire fraud to drug and terrorism offenses. She has extensive experience as a criminal defense attorney both in state and federal court.

Ms. Daly's clients often contact her long before formal charges have been filed. In some cases Ms. Daly has persuaded the government not to pursue charges against her client based on the information Ms. Daly has provided. In other cases she has negotiated favorable early dispositions. She has handled hundreds of cases and has tried more than 50 cases to verdict in state and federal court. Ms. Daly recently co-authored a text book on the criminal justice system which is scheduled to be released this fall and is in the process of co-authoring another text book due out Fall of 2015. She is a frequent speaker on criminal defense.

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

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

MENU: *Penne with Spicy Sausage, Stuffed Peppers, Roast Beef Sandwich, House Chop 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.

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

Your WLS Board of Directors continues its efforts to enhance your WLS membership experience. In addition to the work of our Programs Committee to present the May Luncheon featuring Kresta Daly's talk about "What Every Civil Lawyer Needs to Know about Criminal Laws," our Membership Committee is reaching out to potential members. If you know someone who should join us, we hope you will bring them along to one of our events. Our Publicity and Community Relations Committee is planning our next quarterly networking mixer, and we hope you will join us for what will be a fun event. Stay tuned for details.

The Grants and Awards Committee is reviewing applications for grants that WLS Foundation gives each year to local community organizations that work to address the unmet needs of women and children. WLS and WLS Foundation are proud to support our community in this way. Also, deserving law students have been selected to receive this year's scholarship awards, and those students will be honored at events throughout the year.

Scholarships and grants would not be possible without the efforts of the WLS Development Committee and the generous support of our members and friends. The Development Committee is preparing for this year's Artfest, an evening of food, wine, music, local

art, and of course, a silent auction to benefit the WLS Foundation. We truly appreciate those who sponsor the event, and **I am encouraged to hear many members are sending in their sponsorships now.** Thank you! The 21st Annual Artfest will be held Thursday, September 25, 2014 at the California Museum in Sacramento from 6:00p.m.-8:00p.m. Past Artfest events have been well attended by members of the bench, bar, and business community. More information and an Underwriter Response form are included with this issue. Please circulate it widely and encourage those you know to sponsor this wonderful event, and please plan to attend.

Our Legislation and Bar Delegation Committee has been monitoring legislation pertinent to our mission, and WLS is pleased to support several pieces of legislation that affect the lives of women and fall within our mission. If you are aware of legislation that WLS should consider, please contact our Co-Chairs of the Legislation and Bar Delegation Committee, who are listed at the end of this issue.

As you can see, the WLS Board of Directors continues its focus and efforts to enhance the WLS membership experience. I hope you will join us for our upcoming opportunities for mentorship, networking, and the promotion of women in the law and in society as a whole.

April Luncheon Highlights (Continued from Page 1)

Noreen also plays a leadership role in state and national coalitions advocating for the development of policy and legislation to assist women and girls and their families. Noreen lectures across the country and writes extensively on civil rights matters, including: *Expecting A Baby, Not A Lay-Off: Why Federal Law Should Require the Reasonable Accommodation of Pregnant Workers Aftermath; Civil Rights Litigation And Attorney Fees Annual Handbook* (Thomson Reuters 2012); *Wal-Mart v. Dukes and Class Certification in Its 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).

During her long career, Noreen has been in the front row seat to observe the evolution of gender equity. In 1974, the ERA took on and lost *Geduldig v. Aiello*, one of its first major pregnancy cases in front of the United States Supreme Court regarding whether states could deny disability insurance to women disabled by pregnancy. The Court ruled that denying disability benefits to pregnant women was not sex-based discrimination because not all women are pregnant. Victory took four years, but in 1978, Congress passed the Pregnancy Discrimination Act to address, in part, the denial of insurance benefits to pregnant women. Since then, the ERA has taken on and won or settled major landmark cases concerning Title IX, prompting increased participation by women in sports programs; in equal retirement pensions and benefits due to policies which denied service credit to women during maternity leaves; discrimination and retaliation; and cases which resulted in hiring and promotional goals for women in federal government and private employment.

Although she has seen and experienced great steps toward equal treatment for women in schools and the workplace, she argues there is much more work to be done in the women's equal rights movement. Of primary concern to her is the issue of equal pay for women. In June 2013, the ERA along with many different advocacy groups including, but not limited to, the American Association of University Women, American Civil Liberties Union Women's Rights Project, California Women's Law Center, Legal Aid Society-Employment Law Center, established a national campaign called Equal Pay Today to call for action to end the practices and close the loopholes in existing laws that contribute to women making on average only 77 cents for every dollar paid to men.

Noreen provided some details and statistics which demonstrate the need for a national campaign. Women now make up nearly half of the workforce and are represented in nearly every profession and income bracket. Nearly 75% of all working women will become mothers during the course of their working lives. Women with paid employment are essential to the financial well-being of their families. Most married couples rely on a dual-parent income. In 2010, 40% of working mothers were the primary breadwinner for their families. More women are working while pregnant and later into their pregnancies. In the past forty years, there has been a 45% increase in the number of women who are working up to one month before birth.

Noreen also emphasized the issues confronting women lawyers such as the lack of women in the federal and state judiciary, the state legislature and Congress. Where there are women serving either in the court or the legislatures, the quality of justice for women also increases as women judges and representatives are able to understand the impact of the law on the lives of women and girls. Currently, only 17 percent of U.S. Senators are women. There are still 11 circuit courts where there has never been a woman judge. In California, about 26 percent of legislative representatives, either senate or assembly is women. The statistics for minority women are even smaller.

Noreen closed her presentation with four suggestions. First, get involved in the work of ERA. The ERA is developing women in law consortiums where you can help by holding town hall meetings, providing pro bono assistance or even hosting events at your law firm. Second, consider your potential for serving in the judiciary. There is always the need for more women judges. Third, be aware of your own and others' biases at your firm. Who is making pay and promotion decisions? Is the process transparent? If not, what steps can you take to change the policies to ensure fairness for all? Do the policies allow for credit for past experience in lateral transfers? Many women are not given this credit and thus fall short in their pay. Does your firm provide credit for client pitches in meetings and how is the book of business of a retiring male partner getting passed down? Fourth: Consider flexing your muscle as a legislator. Many of the successes achieved by ERA were achieved, at least in part, with the help of the legislature. Having more women in the legislature will increase the likelihood that issues affecting women will be brought to light.

Many thanks to Noreen for the enlightening and entertaining presentation on an important topic impacting all of us, and thank

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



As one might expect, since I started writing this series of articles, all-things-Sheryl-Sandberg-or-Lean-In catch my attention. Two months ago I stumbled on an online article in The Washington Post called "Recline, don't 'Lean In' (Why I hate Sheryl Sandberg)." The opening paragraph reads: "I had an epiphany the other day. I was in the middle of marking up a memo on U.S. drone policy while simultaneously ordering a custom-decorated cake for my daughter's sixth grade musical cast party and planning my remarks for a roundtable on women in national security. Suddenly, it hit me: I hate Sheryl Sandberg." I laughed, and then read the rest of the article. The author recounts how she read *Lean In*, implemented some of the advice, and "soon, the rewards of leaning in doubled. Then they quadrupled. Then they began to increase exponentially." Obviously, leaning in worked for her, so why does she hate Sandberg? She hates Sandberg because she was miserable; she never saw her friends, she was too tired to do any creative thinking, and she never saw her family. She concluded that if women want to rule the world, we need to *stop* leaning in because it's killing us. "We need to fight for our right to lean back and put our feet up." Several other articles, both at the time the book was released and since, have criticized Ms. Sandberg based on an interpretation that "leaning in" means killing ourselves in our careers at the expense of everything else in our lives.

I "killed" myself leaning in during the month of April at the expense of everything else in my life. In addition to attending depositions, hearings, meetings and a trial, I worked my professional network by attending a professional happy hour, a board meeting, a committee meeting, two professional lunches, and a professional dinner. I wrote an article. I spoke at Granlibakken. As luck would have it, my personal life was busier than usual, too. Everyone and everything around me felt the blowback from the Tazmanian Devil that was me during the month of April; I am still digging myself out of the backlog. As I spent the majority of last weekend catching up on bills, refilling my pantry and refrigerator, replenishing crucial sundries, cleaning, doing mountains of laundry and mowing my then-two-foot grass, I remembered the article. Is this whirlwind really what Sandberg advocates? Do I hate her, too?

After re-reading Chapter 9 - "The Myth of Doing It All" - I am happy to report that Ms. Sandberg does *not* advise that we lean in so far that we suffer in other areas of our lives. She reminds the reader of the story of Icarus, who soared to great heights with his man-made wings. His father warned him not to fly too close to the sun, but Icarus ignored him. He flew even higher, got too close, his wings melted, and he crashed to the earth. "Women should learn from Icarus to aim for the sky, but keep in mind that we all have real limits."

Guilt management can be just as important as time management. Women are riddled with guilt. When we are at work, we feel guilty that we are not with our families. When we are with our families, we feel guilty that we are not at work. Ms. Sandberg advises us to stop comparing ourselves to everyone else, whether at work or home. Everyone struggles with multiple responsibilities. Our employers - no matter the profession - will never stop making demands on our time. Our families will never stop making demands on our time. It is up to us to decide what we are willing to do, and what we are not willing to do. It is our responsibility to draw the line wherever it feels right for us. We need to determine how many hours we are willing to work, how many nights we are willing to travel, and how available we are going to be during our time off. "The best way to make room for both life and career is to make choices deliberately - to set limits and stick to them." Instead of perfection, we should aim for sustainable and fulfilling. "Done is better than perfect."

The idea of "having it all" is a myth. None of us can have it all, even if it looks like we do. Let go of the impossible. Decide what matters and what doesn't matter. Ms. Sandberg repeats one of my favorite quotes by Nora Ephron from a commencement speech she gave at Wellesley in 1996 about women having both a career and a family: "It will be a little messy, but embrace the mess. It will be complicated, but rejoice in the complications. It will not be anything like what you think it will be like, but surprises are good for you. And don't be frightened; you can always change your mind."

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.

Michelle T. Friedland Completes the Ninth Circuit

By: Stephanie Ogren, Miranda Dalju & Rebecca Feil, Judicial & Other Appointments Committee

For the first time in over twenty years, the Ninth Circuit Court of Appeals has a complete complement of judges. On April 28th, the United States Senate confirmed Obama appointee Michelle T. Friedland. Judge Friedland's appointment marked the first time in many years that the Ninth Circuit has had a full bench.

Prior to her appointment, Judge Friedland, a Bay-Area native and graduate of Stanford Law School, was a San Francisco-based litigator at Munger, Tolles & Olson. Her practice focused on antitrust litigation, appellate matters, and constitutional and academic affairs litigation for higher education institutions. Additionally, Judge Friedland devoted considerable effort to representing individuals and organizations working for gay rights. Friedland represented Equality California, a gay rights group that challenged the State's ban on

same-sex marriage and that defended a state statute outlawing conversion therapy aimed at turning gay youths into heterosexuals.

In her press release supporting Judge Friedland's confirmation, Senator Dianne Feinstein urged her colleagues to recognize the gender disparity in the Federal Judiciary stating, "Although women have been close to half of all law students for decades, even today only 53 of 164 active circuit judges – or 32 percent – are women."

Women Lawyers of Sacramento congratulates Judge Friedland on her appointment. The Judicial and Other Appointments Committee urges members of the Sacramento legal community pursuing judicial positions to seek an evaluation and endorsement from WLS. For more information contact Stephanie Ogren, Miranda Dalju, or Rebecca Feil.

2014 Susan G. Komen Race for the Cure

Over 10,000 people participated the 18th annual Susan G. Komen Race for the Cure on Saturday, May 10, 2014 at Cal Expo. Among the impressive crowd were WLS members and their family and friends walking together to honor breast cancer survivors and support finding a cure. This fundraiser also benefited a local program that helps women recently diagnosed with breast cancer in the Sacramento region. Race officials have stated this event is expected to raise \$1 million.



Those pictured above include WLS board members Katherine Underwood and Nina Santo and their friends and families.

Job Opportunities

Associate Attorney Wanted

Goodman & Associates is seeking an experienced litigator who possesses outstanding communication skills and desires to work in a collaborative, high-energy environment. Goodman & Associates is an AV-rated trial boutique firm. Substantive knowledge in legal malpractice, real estate, corporate or employment law preferred. We want a self-starter who desires to thrive in a small firm environment and who is vested in the Sacramento community. Trial experience is a plus. Information about the firm found at www.goodman-law.com. Email resume and references to kgoodman@goodman-law.com. All inquiries kept in confidence.

Announcements & Other News

Save the Date 2014 WLS Luncheon Schedule

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



May 22	September 18
June 26	October 23
July 24	November 20
August 28	December 11

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.

WLS Accepts & Publishes Readers' Announcements

If you have an announcement to share with the WLS members, please email the Newsletter Co-Chairs, Ellen Arabian-Lee at ellen@arabian-leelaw.com and Alissa Strong at astrong@hansenkohls.com. We will endeavor to publish your announcement in an upcoming edition of the WLS Newsletter (space permitting). The submission deadline for each issue is the 1st of that month. Please attach any digital photos or art that you would like to accompany your post.

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.

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

Past-President Liaison:

June Coleman, Kronick Moskovitz,
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Women Lawyers of Sacramento Presents the 21st Annual

Art Fest

THURSDAY, SEPTEMBER 25, 2014 - 6PM - 8:30PM
THE CALIFORNIA MUSEUM
1020 O STREET, SACRAMENTO

Join colleagues and friends for an exciting evening including local artists, music, hosted food and wine, and silent auction. Proceeds fund grants to local charitable organizations and scholarships for law students.

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I would like _____ tickets at \$40/person I cannot attend, but would like to donate: \$_____

Enclosed is my payment of \$_____ Check #_____

Name(s): _____

Company: _____

Address/Phone: _____

Email: _____

For information on sponsorships: Elizabeth Dietzen Olsen: Elizabeth.DietzenOlsen@sen.ca.gov

For information on nominations of artists: Julia Blair jblair@CCCCO.edu

For general inquiries or to donate to the silent auction: Kim Garner: kkakavas@gmail.com

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: _____

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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**.



SABA of Sacramento's Sixth Anniversary Reception

Friday, June 6th, 2014
5:30 - 7:30 pm

Downey Brand LLP
621 Capitol Mall, 18th Floor
Sacramento, CA 94814

- Keynote Speaker -

United States District Court Judge
Vince Chhabria for the Northern District of California

- Cost -

\$20 for students

\$25 for SABA Members, Justices, and Judges

\$30 for Non-Members

\$35 for all at the door

Please **RSVP by Friday, May 30th**
with checks payable to SABA Sacramento.

- Send to -

Latika Sharma

Wilke, Fleury, Hoffelt, Gould & Birney, LLP
400 Capitol Mall, 22nd Floor
Sacramento, CA 95814

Email questions to sabasacramento@gmail.com

*This is not a fundraiser.
Charges are to cover the cost of the event.*

Event proudly sponsored by:





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AMERICAN BAR ASSOCIATION

Please Join the American Bar Association's Commission on Women in the Profession
for the following webinar:

**"From Visible Invisibility to Visibly Successful: Women of Color
Research and Strategies for the Workplace."**

Date: June 4, 2014 Time: 1:00 PM - 2:30 PM ET Credits: 1.50 General CLE Credit Hours

First 100 ABA Member registrants free.

Understand the research on women of color in the legal profession and learn strategies to foster an open and diverse – and more successful – environment in your workplace.

Join the panel as they:

- Discuss the experiences of women attorneys of color and how to overcome barriers
- Learn strategies to promote and advance women of color in law firms and corporate legal departments
- Preview the new online toolkit

Learn how diversity dynamics impact attorneys at law firms, Fortune 500 legal departments, and the legal profession with an emphasis on the disparate impact on women of color. During the presentation, the results of the ABA Commission on Women in the Profession's research in this area will be...

Learn how diversity dynamics impact attorneys at law firms, Fortune 500 legal departments, and the legal profession with an emphasis on the disparate impact on women of color. During the presentation, the results of the ABA Commission on Women in the Profession's research in this area will be explored, focusing on the experiences of women attorneys, particularly women of color, as they go through the four major aspects of an attorney's career: recruitment, hiring, retention, and advancement.

A panel discussion featuring prominent women, corporate counsel and law firm partners will follow highlighting strategies women, especially women of color, can use to overcome the barriers they face as they aim for the top echelons of the legal profession. In addition, the Commission's new online programmatic toolkit, "From Visible Invisibility to Visibly Successful" will be previewed. The toolkit offers ready-to-use slides, scenarios, and discussion questions for use by law firms, corporate legal departments, and bar associations to foster their own open dialogue about diversity dynamics.

For more information visit <http://shop.americanbar.org/eBus/Default.aspx?TabID=1444&productId=212283>.

ABA WOMEN RAINMAKERS MID-CAREER WORKSHOP



Conform No More:

Navigate Your Own Course[™]

November 7-8, 2014

THE US GRANT

San Diego, CA

www.womenrainmakers.org

Presented by the

ABA LAW PRACTICE DIVISION
The Business of Practicing Law

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.

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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:

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