



# WOMEN LAWYERS OF SACRAMENTO



## October 2014 Newsletter

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

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### September Luncheon Highlights

#### Time Management for Attorneys – What Have You Been Doing All Day?

Speaker: Cami McLaren

By: Kelly Babineau, Programs Vice-Chair

Cami McLaren provided guidance for management of time and energy. As an attorney herself, Ms. McLaren knows first-hand the difficulties attorneys face with balancing the never ending “to-do” list with the limited number of hours in the day. Offering a new way to view this problem, and providing ideas on how to improve your energy and effectiveness was the goal of the luncheon discussion.

**Be Present.** This concept is foundational to improving your time management skills. As a society we have learned to value “multitasking” as a way of addressing multiple issues at one time.

However this method

tends to result in doing neither project well. Be conscious of yourself in the moment.

In the past, people viewed “time management” as way to squeeze more into the time available. But Ms. McLaren stated that if you are focused on a single project, not only will you complete that project quicker, but more effectively. This is a shift from the old paradigm to a new and different paradigm. She provided a matrix, from Stephen Covey’s *First Things First*,

to help illustrate a visual way to think about the tasks that consume your day. This matrix was divided into four quadrants: urgent and important matters (i.e. crises, pressing problems, deadline), urgent but not important (i.e. interruptions, some phone calls, some mail, some meetings), Not urgent but important (preparation, prevention, planning, relationship building), and not urgent and not important (trivia, busywork, some phone calls, “escape” activities.)

Once you analyze your day, the question to answer is: What quadrant do you spend most of your time in? We want our day spent predominately in the quadrant that

addresses those mat-

ters that are important but not urgent. So, how do we get there?

Ms. McLaren had some suggestions to help minimize those interruptions that drain your energy and time, so that you may more effectively manage your resources. First, turn off your email notification. Schedule times that you check your email. If you feel that is



L to R: Speaker, Cami McLaren and WLS President, Maralee Eriksen

### Join Us At This Month's Luncheon Featuring Anne Bothwell

Presenting:

“On-Line Marketing and Social Media - More Busy Work or More Business”

October 23, 2014

Lucca Restaurant  
(See Page 2 )



# WOMEN LAWYERS OF SACRAMENTO

## October Luncheon Featuring Anne Bothwell

**TITLE: On Line Marketing and Social Media. More Busy Work or More Business?**

**DATE: October 23, 2014**



**Anne Bothwell** is the founder of Bothwell Marketing. A pioneer of law firm marketing, for more than 20 years Anne Bothwell has provided clients with an expansive range of marketing consulting services, from the creation of comprehensive business development plans to the execution of strategic marketing initiatives.

Bothwell Marketing is a highly regarded web, branding and advertising agency. Anne has provided guidance to clients on every aspect of marketing, from creating an internal marketing staff structure to strategic marketing planning. Anne is a frequent speaker and author on business development for law firms and has presented programs over the years for many industry and professional organizations, including: Legal Marketing Association: ABA Law Practice Management: ABA Women Rainmakers: California Bar Association: Multi-law and Globalaw

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

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

**MENU:** *Vegetable Risotto, Spaghetti with Meatballs, Roast Beef Sandwich, 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.womenlawyers-sacramento.org](http://www.womenlawyers-sacramento.org)** (please use the Note function to identify name of attendee and menu choice) **or with confirmation of mailed check by October 21 to Kresta Daly at [kdaly@barth-daly.com](mailto:kdaly@barth-daly.com).** Please mail your check, payable to WLS, with menu choice **for receipt by October 22** 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**

**T**he WLS Board of Directors has been working on some important matters and special opportunities this month. I provide highlights below.

WLS Vice President Rebecca Dietzen has been helping plan this year's Unity Bar Dinner, which will take place on October 9<sup>th</sup>. This year's dinner promises to be a wonderful event. This year's emcee is WLS Past President Windie O. Scott. During the program, WLS will award the WLS Scholarship, and a Community Service Award recognizing an organization in our community for their excellent work to meet the needs of women and children. WLS has coordinated two tables of attendees. We hope to see you at this event. More information about the event is in this issue.

October is Breast Cancer Awareness month. The WLS Publicity and Community Relations Committee is coordinating a supply drive for a non-profit organization that provides wound and comfort supplies to mastectomy patients. More information about the supplies WLS is collecting, and where you may drop off donations, is in the flyer in this issue. One place that donations may be dropped off is at the October 23 luncheon featuring Anne Bothwell. Ms. Bothwell will be giving us insights on strategies for utilizing social media and online technology in branding your practice. If you want to know how to have an online presence that is helpful and not hindering, you should be there! Please join us, bring a friend, and bring your donations to the supply drive.

Speaking of bringing a friend, October is WLS' 2015 membership kickoff month. New members who join now receive October, November, and December 2014 membership free with their 2015 membership. If you know someone who should be a member, please take a moment to let them know about this opportuni-

ty. New members may sign up and pay dues at our website, [www.womenlawyersofsacramento.org](http://www.womenlawyersofsacramento.org) or by downloading the membership application, printing it and mailing it in with the dues. Don't forget to check the box to join our affiliate, California Women Lawyers, at a discounted rate. Also, law student members of WLS: check the box that you also want to be a CWL member—that benefit is free to WLS law student members! Questions about membership should be directed to Shelley Ganaway or Heather Johnston, Membership Committee Co-chairs, whose contact information is at the end of this issue.

Our Judicial and Other Appointments Committee is planning an evening orientation to the Governor's appointments process. The date, time and location are included in this issue. The Governor's appointments office has contacted WLS about encouraging qualified women to apply for gubernatorial appointments. This is exciting and WLS is taking up the charge. If you are at all interested in this kind of career opportunity, I hope you will attend WLS' appointments orientation session.

Last, but not least, WLS Publicity and Community Relations Committee is coordinating a WLS team to run or walk the 5K course in the Run for Safe Haven, on October 25<sup>th</sup>, to benefit My Sister's House. I know there are some runners in our membership who should join our team, but rest assured that I will be walking the course. If this year's event is anything like last year, it will be a pleasant fall walk with friends old and new. I invite you to join our team. Contact board member Latika Sharma right away if you are interested. Her contact information is at the end of this issue.

I hope you will take advantage of and enjoy these opportunities and events, as well as encourage others to join you in our wonderful organization.

## Retention Elections: Educating the Community about the Appearance of Third District Court of Appeal Justices on the November 2014 Ballot

By: **Maralee Eriksen, WLS President**



In the coming weeks, you may be asked by your friends and neighbors about some local judges' names on the electoral ballot. It is important to maintaining impartiality of the courts, a bedrock of our legal system, that we help members of our community understand how retention elections work and why they are different from other elections.

In this election, seven justices of the Third District Court of Appeal will be on the retention ballot. This is an extraordinary number. Justices of the California Courts of Appeal serve 12-year terms. When a justice is near the end of a term in office, voters are asked to decide if the justice will be retained (continue to serve) for an additional term. This is known as a retention election. Justices Raye and Robie are at the end of their terms. Retention elections also occur in the first gubernatorial election after a justice has been appointed. That is the case for Justices Mauro, Murray, Duarte, Hoch. It is also true of Jonathan Renner, recently appointed, who will take the bench in January 2015 if confirmed by this retention election.

The Code of Judicial Ethics requires all judges "to be faithful to the law regardless of partisan interests, public clamor or fear of criticism . . ." The retention election system, adopted by California voters as part of the State Constitution, is aimed to foster judges' independence from improper external pressures or influence.

Some members of our communities may struggle with abstract language used to communicate these concepts. However, I once heard retired U.S. Supreme Court Justice Sandra Day O'Connor explain it this way: how would you feel if your favorite football team was about to take the field and you learn just before kickoff that the other side made a big money contribution to the referee? No one with a sense of fairness finds that acceptable. And this is why retention elections for judges are very different from other elections and why retention voting is important.

In retention elections, justices do not run against opposing candidates. If a justice receives a majority of "yes" votes, the justice may remain in the position. If a justice receives a majority of "no" votes, the justice will complete the current term, then a new justice will be appointed by the governor. Only registered voters within the Third District

are asked to determine if the justices of this district will be retained. The Third District encompasses the following counties: Alpine, Amador, Butte, Calaveras, Colusa, El Dorado, Glenn, Lassen, Modoc, Mono, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, and Yuba.

Justices generally do not actively campaign for retention. The only promise they can make voters is to decide appeals impartially and according to the law, without fear or favor toward any individual or group. However, the justices try to provide helpful information to voters. The justices work closely and actively with the Secretary of State's Office to help the public learn more about the appellate courts, who the appellate justices are, and what they do. Endorsement from bar organizations is another means of outreach to the public about who the appellate justices are and what their role is in the judicial branch.

One of WLS' core missions is to help maintain the integrity of our legal system by advocating for principles of fairness and equal access to justice. An impartial court faithful to the law, regardless of partisan interest, public clamor or fear of criticism, is vital to maintaining equal access to justice and to the integrity of our legal system.

Because of this, in the upcoming election, the WLS board has voted to endorse the retention of those justices on the ballot from the Third District Court of Appeal. Biographical information about each of the sitting justices is available on the Third District Court of Appeal's web page at [www.courts.ca.gov](http://www.courts.ca.gov). Members may also wish to consult the endorsement article appearing in the September 22, 2014 issue of *The Sacramento Bee*, entitled, "Endorsements: The Third District Court of Appeal Justices Deserve Retention." WLS encourages each of its members to make efforts to educate the community about the function of retention elections, the role of the appellate justices in our legal system, and why retention votes are important.



## DO YOU LEAN IN?

By: **Wendy A. Green, Co-Chair Programs Committee**

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



**R**ecently I attended the Sacramento County Bar Association's Bench-Bar reception honoring Justice Vance Raye as Judge of the Year. During the "social hour" I spent some time catching up with a woman lawyer I rarely see but consider to be a friend. We were talking about the status of our practices (busy!), our families (busy!), and our growing children (busy!). She shared with me how her family's schedule has become so complicated with two businesses to run and two teenaged children to raise that she and her partner sit down together every weekend with their calendars and coordinate who will do what during the upcoming week. The need to make time to coordinate with her partner struck a chord with me; it stirred a memory of reading that Sheryl Sandberg and her husband do the same thing. Please turn to Chapter 8, "Make Your Partner a Real Partner."

Chapter 8 is directed to (1) professional women (2) who are married to men and (3) have children. The chapter focuses on how important it is for *men* to do more at home, for *men* to be more involved in raising children, for *men* to be more supportive of their wives' careers, and for employers to support *men* in these endeavors. In the last thirty years women have made more progress in the workforce than in the home. When a husband and wife both are employed full-time, the mother does 40% more childcare and about 30% more housework than the father. Though men are taking on more responsibility at home, the increase is happening slowly. The U.S. Census Bureau still considers mothers to be the "designated parent" even when both parents are present in the home. In the five states (only five!) that provide income replacement for the care of a new baby, only two of them offer that benefit to men. Only two states offer paid family leave benefits that fathers can use. If women want to succeed more at work, these expectations have to be challenged. We need to encourage men to lean in to their families.

I agree, but what about those of us without a *male* partner, or in my case, no partner at all? What about those of us who do not have children? Are we limited in our ability to succeed? Ms. Sandberg's focus on a "traditional" family structure was one of the things for which she was criticized when the book first was published. Frankly, when I read this chapter the first time, I skimmed it as soon as I figured out that I am not part of the target audience. Before writing this article, however, I re-read it, this time using a broad definition of the word "partner" that includes same-sex partners, family members, paid help, etc., i.e., anyone who "partners" with us to succeed. With different lenses on, I found plenty of good advice that applies to every one of us.

Ms. Sandberg believes that the single most important career decision a woman makes is whether she will have a life partner and who that partner is. When it comes time to settle down, we should find someone who wants to be an equal partner, who values fair-

ness, who wants to do their share in the home, and who supports our ambition. We should choose someone who will not become unhappy if we enjoy more success than they do or if we earn more than them. Women face enough professional barriers to professional success, we do not need to worry that we will upset our partners if we succeed.

If we want to be empowered at work, we must choose a partner who can feel empowered at home. Each partner should be in charge of specific activities or tasks after discussion and agreement; if we assign or suggest tasks without agreement, our partners feel like they are doing us a favor rather than doing their part. We have to avoid "maternal gatekeeping," which is a social science term for controlling or criticizing how our partners perform tasks at home. For example, we have to let our partners load the dishwasher however they want. If we criticize the way they do it, we should expect to be doing it ourselves very soon. When it comes to children, we need to let our partners diaper or bathe the children in their own way; they will figure it out eventually, and as an added bonus, our children will learn that our partners can care for them as well as we can, which makes our time away from them easier to bear. According to a 1999 study, women who engage in gatekeeping behaviors do five more hours of family work per week than when they take a collaborative approach. It takes communication, honesty, and a lot of forgiveness to maintain a delicate balance at home.

If we want a fifty-fifty partnership, we need to establish the pattern immediately. Equality between partners leads to happier relationships. When our partners do more housework, we are less depressed, conflicts decrease, and satisfaction rises. The risk of divorce reduces by about half when the wife earns half the income and the husband does half the housework. Couples who share domestic responsibilities enjoy more intimacy. If your partnership is not as equal as you would like, it is not too late. It is always worth the battle to change an undesirable dynamic. As more of us lean into our careers, we need to encourage our partners to lean in at home. For those of us without "life partners," we should strive to find multiple (sometimes paid) partners who can help with babysitting, housekeeping, gardening, laundry, errands, and make them our "real partners" ... unless and until a "life partner" comes into the picture. I am going to follow my friend's lead and sit down with my babysitter and our calendars and figure out how she can "partner" with me next week.

Wendy A. Green is Co-Chair of the Programs Committee and an associate at Hansen, Kohls, Sommer & Jacob, LLP. You can reach her at [wgreen@hansenkohls.com](mailto:wgreen@hansenkohls.com). Thank you to everyone who has talked to me and/or emailed me about this series of articles; it's important to have the conversation!

## September Luncheon Highlights (*Continued from Page 1*)

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

that is unworkable in your firm, set up an automatic reply to your email that informs the sender that you will respond within 24 hours. Ms. McLaren noted that people treat you the way you have taught them to treat you. If you allow people to have unfettered access to you, they will expect that. Second, allow yourself time. Take a 5 minute break at the end of the hour. It will make you more efficient. If you don't take breaks, they will take you. Taking breaks allows you to stay focused and present.

Ms. McLaren provided a metaphor to help organize your day. Think of two containers, exactly the same size, filled with big and little rocks. If you try to put all the little rocks in first, the big rocks do not fit. But if you put the big rocks in first, the little rocks fill in around them. The lesson here? Do the big things first. Make a daily to-do list (that is manageable), and do the big projects first. The little tasks (emails, phone calls, etc.), will get done. If you start with the little tasks, they consume all of your time and at the end of the day you feel as though you have not accomplished anything.

The "To-Do" list is critical to an efficient use of time. If you make a general to-do list, your brain will stop worrying about forgetting what you need to get done. Once you have your list, you can prioritize the items, and actually calendar time to work on

the big projects. Calendar time that is manageable, and then the project will not seem over-whelming. But beware, do not set yourself up. Mark the project down in manageable chunks of time.

Finally, "eat that frog." The saying stands for the notion that you should eat a live frog every morning, and everything else you do that day will be better than eating that frog. This is a metaphor for doing the task you are most likely to procrastinate on first. Once you do the thing you dread, the rest of your day will be easier.

WLS is grateful to Cami McLaren for sharing her guidance and knowledge at our September Luncheon. Her presentation was insightful and inspiring. Ms. McLaren has been coaching attorneys since 2008. She is certified as Performance Coach, a Leadership Coach and an NLP (neuro-linguistics programming) practitioner. She is credentialed by the International Coaching Federation with the designation of Associate Certified Coach. Ms. McLaren is trained in assisting attorneys in learning how to work more effectively and efficiently.



# Announcements & Other News

## Unity Bar Dinner – Doubletree Hotel - 10/9/14

Women Lawyers of Sacramento is pleased to announce that in honor of the 50<sup>th</sup> anniversary of the Civil Rights Amendment passage and Sacramento's diverse community, Unity Bar of Sacramento is pleased to welcome diversity professor and civil rights activist, Dr. Clarence B. Jones. Among other things, Dr. Jones served as a speech writer to Martin Luther King, Jr. and coordinated the defense of Dr. King against libel lawsuits filed against them and the New York Times by the police commissioner and other city officials in Birmingham, Alabama. See attached flyer.

## **WLS Proudly Announces Its Co-Sponsorship of NAWL's 10th Annual General Counsel Institute November 6-7, 2014 in New York City**



National Association of Women Lawyers®  
*the voice of women in the law®*

Women Lawyers of Sacramento is pleased to be a co-sponsor of NAWL's 10<sup>th</sup> Annual General Counsel Institute on **November 6-7, 2014**, at the Intercontinental Hotel in New York City. **We have arranged a special 10% discount for our members.** To register, please go to <http://www.nawl.org/gci10> and use the code **GCIWLS2014** to get the discount.

The theme this year is "Strategic Leadership: Developing Legal Expertise and Skills to Enable and Empower Yourself and Others in the 21<sup>st</sup> Century." In recognition of GCI's 10-year anniversary, NAWL has invited 10 General Counsels to appear as part of the program, sharing their experiences and what it takes to lead an in-house legal department in 2014. Two GC Keynote addresses are scheduled, with Brad Smith of Microsoft appearing on Thursday November 6<sup>th</sup>, and Sandra Leung of Bristol-Myers Squibb speaking on Friday November 7<sup>th</sup>. In addition, attendees will learn about topics of utmost importance to general counsels and their organizations in 9 substantive workshop sessions. We also will hear from Susan Colantuono, CEO of Leading Women, who will speak about the "Missing 33% of the Career Success Equation for Women," and Rebecca Halstead, CEO and Founder of STEADFAST Leadership and Brigadier General, US Army Retired. It will be a fascinating two days!

This unique opportunity to network and learn best practices will make a difference to the success of your legal department and the clients you serve. [View the Agenda Here](http://www.nawl.org/p/cm/ld/&fid=192) (or here: <http://www.nawl.org/p/cm/ld/&fid=192>)

## **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](mailto:ellen@arabian-leelaw.com) and Alissa Strong at [astrong@hansenkohls.com](mailto: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/renewal form  
(located at the end of this newsletter) and  
payment to WLS.**

# Announcements & Other News

## My Sister's House 11<sup>th</sup> Annual Run for Safe Haven (10/25/14)

The event will be held on **Saturday, October 25, 2014 at William Land Park**. Registration is at 8:00 a.m. with the kids ½ mile run at 8:30 a.m. and the run/walk at 9:00 a.m. The money raised from the run helps save the lives of women and children affected by domestic violence, sexual assault, and human trafficking.

If you are interested in joining the WLS team, please contact Latika Sharma at [lsharma@wilkefleury.com](mailto:lsharma@wilkefleury.com). We look forward to hearing from you!

**WEAVE & WLS** are pleased to offer an MCLE session on November 21, 2014, from 1-4 p.m., at 1900 K Street, Sacramento, CA. The session is titled "Understanding Domestic Violence Trauma & Legal Advocacy" and is aimed at introducing trauma-informed techniques to attorneys, in order to assist victims of domestic violence in the civil legal field. The cost is \$25 for 2.75 hours of Elimination of Bias credits. Please RSVP to Michelle at [mmadrigal@weaveinc.org](mailto:mmadrigal@weaveinc.org) and mail a payment to WEAVE at 1900 K Street, Sacramento, CA, 95811, by November 14, 2014.



### Save the Date



## 2014 WLS Luncheon Schedule

**Lucca Restaurant and Bar, 1615 J Street, Sacramento**

*Lucca*  
RESTAURANT & BAR

October 23

November 20

December 11

# Award Nominations



## The Margaret Brent Award Nominations Are Now Open

Nominations are being accepted by the American Bar Association (ABA) for the Margaret Brent Award. The deadline for nominations is December 1, 2014 and the award will be presented on Sunday, August 2, 2015 in Chicago during the ABA Annual Meeting.

Margaret Brent was the first woman lawyer in America, arriving in the colonies in 1638. She was a master negotiator, an accomplished litigator, and a respected leader. Brent was involved in 124 court cases over eight years and won every one. The Margaret Brent Women Lawyers of Achievement Award, established by the ABA Commission on Women in the Profession in 1991, recognizes and celebrates the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers.

## Northern California Super Lawyers Nominations Are Now Open

**Northern California Super Lawyers** is now accepting nominations. Nominations opened on June 23, 2014 and close on December 12, 2014. To learn more about the nomination process, please visit [www.superlawyers.com/california-northern](http://www.superlawyers.com/california-northern).

Super Lawyers is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement. The selection process is multi-phased and includes independent research, peer nominations and peer evaluations.

Super Lawyers Magazine features the list and profiles of selected attorneys and is distributed to attorneys in the state or region and the ABA-accredited law school libraries. Super Lawyers is also published as a special section in leading city and regional magazines across the country.





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Wilke Fleury's attorneys actively support WLS through Latika Sharma's continued board service, Megan A. Lewis' previous board service and presidency in 2012, and Bianca S. Watts' continued membership.

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# 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,  
Tiedmann & Girard

# UNITY BAR DINNER 2014

Thursday, October 9, 2014

## UNITY BAR ASSOCIATION OF SACRAMENTO

Wiley W. Manuel Bar Association  
Leonard M. Friedman Bar Association  
Women Lawyers of Sacramento  
La Raza Lawyers Association of Sacramento

South Asian Bar Association of Sacramento  
Sacramento Lawyers for the Equality of  
Gays and Lesbians  
Asian/Pacific Bar Association of Sacramento

### MASTER OF CEREMONIES

WINDIE O. SCOTT

Former State Bar of California  
Trustees Board Member

Former President of Sacramento County Bar,  
Women Lawyers of Sacramento, and  
Wiley Manuel Bar Association



### KEYNOTE SPEAKER

DR. CLARENCE B. JONES

First Diversity Visiting Professor,  
University of San Francisco

Scholar Writer in Residence, Martin Luther King,  
Jr. Research & Education Institute,  
Stanford University



5:00 p.m. to 6:00 p.m. Registration and cocktails

Doubletree Hotel Sacramento, 2001 Point West Way, Sacramento, CA 95815 (916) 929-8855

6:00 p.m. to 8:00 p.m. Dinner and presentations

\*\*\*\*\* *\*Early-Bird Registration Discount if RSVP received by September 25, 2014* \*\*\*\*\*

Name: \_\_\_\_\_

\_\_\_\_\_ Dinners @ \$65.00\* or \$75.00 each = \_\_\_\_\_

Organization: \_\_\_\_\_

\_\_\_\_\_ Group Table (10) @ \$650.00\* or \$750.00 = \_\_\_\_\_

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

\_\_\_\_\_ Students @ \$45.00 each = \_\_\_\_\_

Phone: \_\_\_\_\_

\_\_\_\_\_ Student Ticket Group Table (10) @ \$450.00 = \_\_\_\_\_

E-mail: \_\_\_\_\_

Make checks payable to "Unity Bar Association of Sacramento"  
and mail to P.O. Box 1407, Davis, CA 95617

or

Sponsorship packages also available.  
Contact the Unity Bar Association of Sacramento at  
[UnityBarofSacramento@gmail.com](mailto:UnityBarofSacramento@gmail.com) or  
(530) 757-8490 for information.

Tickets now available online at [Eventbrite.com](http://Eventbrite.com).  
Search for "Unity Bar Association of Sacramento Dinner 2014."  
Additional Eventbrite charges apply.



# WOMEN LAWYERS OF SACRAMENTO

will honor the

## California Supreme Court

Including the Retirements of

Justice Joyce Kennard and Justice Marvin Baxter

November 3, 2014 ~ 5:00-7:00 p.m.

Stanley Mosk Library and Courts Building Foyer  
914 Capitol Mall, Sacramento

Reception will follow the Court's completion of  
oral arguments and chambers conference.

### OUR SPONSORS



*ADVANCE REGISTRATION REQUIRED ~ AVAILABLE UNTIL OCTOBER 31, 2014*

Register online at <http://womenlawyers-sacramento.org> or by returning this form to  
WLS Attn: CSC Reception P.O. Box 936 Sacramento, CA 95814

I would like \_\_\_\_\_ registration(s). WLS Member Price \$36.00; General Admission Price \$40.00.

Enclosed is my payment of \$\_\_\_\_\_. Check Number: \_\_\_\_\_.

Name(s): \_\_\_\_\_ . Email/Phone: \_\_\_\_\_.

Company & Address: \_\_\_\_\_.

For more information contact Rebecca Dietzen ([rad@rdietzen.com](mailto:rad@rdietzen.com)) or Miranda Dalju ([miradalju@gmail.com](mailto:miradalju@gmail.com))

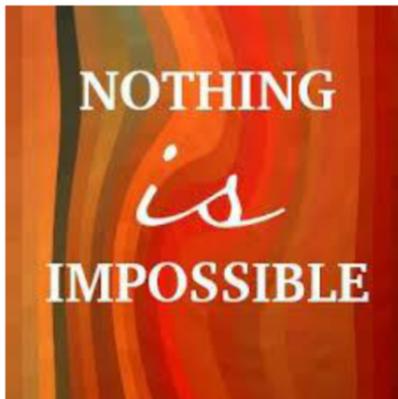
The Career Advancement and Retention Committee  
of Women Lawyers of Sacramento –

*Is Proud to Present*

## ***Diane Garga***

*Leadership Coach and Change Management Strategist*

**Diane will lead us in an interactive discussion on overcoming self-doubt and getting “unstuck” in your career.**



Dr. Diane Garga is a leadership coach with an extensive career in Leadership Development in corporate, government and non-profit organizations in the U.S. and abroad. Diane serves her clients by asking questions that make a difference and facilitate “a-ha!” moments that replace self-doubts with new perspectives, self-confidence, and action. Diane is an active lifelong learner drawing from her life and professional experiences to help her clients develop their potential and enhance their leadership presence. She has a Master’s in Counseling and a Ph.D. in Organizational Communication from Ohio University and advanced professional training from the acclaimed Coaches Training Institute.

### Brown Bag Lunch Event

*\*free for WLS Members\**

**Thursday - October 16, 2014**

**12:00 p.m. – 1:00 p.m.**

Boutin Jones, Inc.  
555 Capitol Mall, Suite 1500  
Sacramento, CA 95814  
RSVP by October 13 to [plee@boutinjones.com](mailto:plee@boutinjones.com)

# 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](http://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](http://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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PAID  
AMERICAN BAR  
ASSOCIATION

# *OCTOBER is Breast Cancer Awareness Month*

*Help Make a Difference in Women's Lives  
By Donating Today!*

*Women Lawyers of Sacramento  
has paired with  
Necessities Bags Sacramento,*

*a non-profit organization assisting women affected by breast cancer by providing needed items for women undergoing mastectomies in bags of wound and comfort supplies.*

## *We Need Your Help!*

*We are asking all of our members, their friends and colleagues, to donate any of the following items:*

- Packets of pre-moistened personal wipes (not refills)*
- Kleenex pocket tissues*
- Rolls of 5-flavor or Tropical Fruit Life Savers*
- Men's Large or XL white cotton A-shirts (not t-shirts)*
- Emery boards*
- Ziplock bags (snack and gallon sizes)*
- US postage stamps*
- White #10 envelopes*
- Soft, cheery calico material (3-4 yards length) for pillows*
- Bags of super-soft, polyfiberfill (for pillows)*
- Lip balm or Chapstick (unflavored)*
- Small, blank note cards & envelopes*
- Small, colorful, spiral-top notebooks*

*Donations can be dropped off weekdays 9/22 through 10/22 between 9 and 5 to Suzanne Alves, Freidberg Law Corporation, 601 University Ave, Ste. 274, Sacramento or Latika Sharma, Wilke Fleury, 400 Capital Mall, 22<sup>nd</sup> floor, Sacramento  
Or donation items may be dropped off at WLS October luncheon or Board meeting  
If you have any questions, please email [salves@freidberglawcorp.com](mailto:salves@freidberglawcorp.com)*

McGeorge Military Law Society and Women's Caucus Present:

# **WOMEN** AND THE **MODERN MILITARY**

**FRIDAY OCT. 17, Classroom A**

**Refreshments:** 12:00 PM – 12:30 PM

**PANEL 1:** 12:30 PM – 2:00 PM

## **Integrating Women into Combat Roles**

*Confirmed Speakers:*

Monica Miller – Local FBI Special Agent in Charge, Army Veteran  
Philip Williams – Former Army Ranger Captain, McGeorge Alumni  
Sandra Matthews – Former Air Force Colonel, Practicing Attorney  
Ahna Reicks – Police Veteran, McGeorge Student

*Moderated by: Col. (Ret.) Tim Nacarrato*

**PANEL 2:** 2:00 PM – 3:30 PM

## **Battling the Ongoing Sexual Assault Crisis**

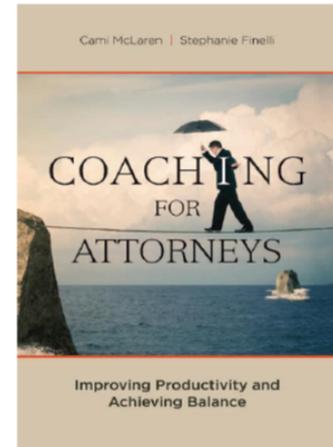
*Confirmed Speakers:*

Pam Dominisse – Army JAG Veteran, Local Public Defender  
Lynn King – AVP Student Life at University of the Pacific, Army Veteran  
Hon. Jaime R. Roman – Army JAG Veteran, Former Prosecutor

*Moderated by: Prof. John Sims*

## **MCLE Credit Offered:**

This program has been approved for Minimum Continuing Legal Education (MCLE) credit by The State Bar of California for 3 hours. Pacific McGeorge School of Law certifies that this activity conforms to the standards for approved educational activities prescribed by the rules and regulations of The State bar of California governing minimum continuing legal education.



## Book Study Series

*Led by Coach and Author Cami McLaren*

- *Do you want an experience of coaching without the expense of individual coaching?*
- *Do you want to learn how coaching benefits attorneys in achieving greater productivity and balance?*
- *Did you buy Coaching for Attorneys but haven't started reading it yet?*

***Then this is the opportunity for you!***

Join Cami McLaren in a study of select chapters from her book *Coaching for Attorneys: Improving Productivity and Achieving Balance*, ABA, 2014.

- This class series will provide study on the "Accountability" and "Time Management" chapters
- 12-week series of bi-weekly 1.5 hour meetings
- Starting Oct. 21, 2014, alternating Tuesdays; 6-7:30pm
- Location: McLaren Coaching, 3110 "S" St., Sacramento
- Cost: \$235 (including wholesale cost to purchase the book).

***Contact Cami for more information and to register  
~ Seating is limited ~***

*"Because of my involvement in Cami's coaching group, I am more accountable to myself and to others. I am more clear in my communication with my clients. I now set deadline expectations based upon my ability to complete the work, not upon the Client's perceived need for immediate action."*

*~Pam Jones (Law Offices of Pamela Jones)*



To learn more about the book *Coaching for Attorneys*, go to [McLarenCoaching.com/Coaching-for-Attorneys](http://McLarenCoaching.com/Coaching-for-Attorneys)

**Cami@McLarenCoaching.com (916) 747-3660**

**McLarenCoaching.com**

# APPOINTMENTS TRAINING

Monday, October 27, 2014 | 6:00 – 7:30 PM  
555 Capitol Mall, 2nd Floor | Sacramento, CA 95814

Ever considered getting involved in your local community as an appointee to a board or commission? Want to know more about how the process works? How do you access the application? Where to find vacancies? How do you navigate the process? Who can help?

Please join **California Women Lead** and **Women Lawyers of Sacramento** for an appointments training to learn the process that one should take to be appointed to a board/commission/committee at the local and state level. With the number of women in local government decreasing, we want to empower women to apply for appointments to reach gender equality on boards and commissions. Join us and be part of the movement. Speakers include:

- **Mona Pasquil**, *Secretary of Appointments*, Office of Governor Edmund G. Brown, Jr.
- **Rachel Michelin**, *Executive Director/CEO*, California Women Lead; current Governatorial Appointee

**FREE** for California Women Lead members & members of Women Lawyers of Sacramento with prior RSVP

**\$20 for non-members; \$25 at the door**

Visit [www.cawomenlead.org](http://www.cawomenlead.org) or purchase tickets or to RSVP



**California Women Lead**  
ENGAGE • EMPOWER • ELECT





WOMEN LAWYERS  
OF  
SACRAMENTO

2015 Membership Application

January 1, 2015- December 31, 2015

(If you join on or after October 1, 2014, you will get the remainder of 2014 FREE)

APPLICANT INFORMATION

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

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 (40<sup>th</sup> Anniversary pricing EXTENDED! WLS members receive discount off the \$175 annual dues)
- CWL Law School Student Complimentary
- \$\_\_\_\_: Foundation donor (tax deductible) \$\_\_\_\_ TOTAL enclosed by check payable to WLS. Please return to **WLS Membership, P.O. Box 936, Sacramento, CA 95814**

COMMITTEE PARTICIPATION

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

- Career Advancement & Retention
- Grants & Awards
- Development (WLS Foundation)
- Judicial & Other Appointments
- Legislation & Bar Delegation
- Membership
- Newsletter
- Publicity/Community Relations
- Programs
- WLS Mentor/Mentor Circle Leader (Identified in Directory)

Questions? Please contact Membership Committee Co-Chairs

Heather Johnston at [hjohnston@trainorfairbrook.com](mailto:hjohnston@trainorfairbrook.com) or Shelley Ganaway at [Shelley.Ganaway@gmail.com](mailto:Shelley.Ganaway@gmail.com)