



WOMEN LAWYERS OF SACRAMENTO

March 2015 Newsletter

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

WHAT'S INSIDE

| | |
|------------------------------|-------|
| February Luncheon Highlights | 1 |
| - Kelly Babineau | |
| March Luncheon Flyer | 2 |
| President's Corner | 3 |
| - Rebecca Dietzen | |
| Coaching Corner | 4-5 |
| - Wendy Green | |
| Programs Committee Report | 6 |
| - Kelly Babineau | |
| Annual Members' Reception | 7 |
| - Shelley Ganaway | |
| WLS Member Spotlight | 8-9 |
| - Meghan Russell | |
| Announcements & News | 10-12 |
| Award Nominations | 13 |
| WLS Mission Statement / | 14 |
| WLS Board Members | |
| WLS & Member | 15-21 |
| Affiliate Flyers | |

February 2015 Luncheon Highlights

By: Kelly Babineau, 2015 Programs Co-Chair

Retired Judge Lise Pearlman, the first presiding judge of the California State Bar Court, offered an inspiring and enlightening discussion of race in the courtroom through a discussion of the 1968 Huey P. Newton trial, in which Mr. Newton was charged with the murder of a police officer.

Judge Pearlman's discussion started with a review of other riveting American trials from 1901 to 1999. In 1931, an incident occurred that would ultimately lead to the Scottsboro boys trial. The case involved a fight between a group of white and black boys, with a later, false allegation of rape. The African-American boys, later known as the Scottsboro boys, were arrested and tried 12 days later. Before they proceeded to trial, they were appointed two attorneys, to represent all of the

defendants, one a real-estate lawyer and the other, a local attorney who had not tried a case in decades. On appeal, the US Supreme Court found that the right to counsel, under the 6th Amendment, mandated the right to *competent* counsel.

During the retrial and subsequent argument before the US Supreme Court, the defense argued that the convictions should be vacated based upon the lack of African-American jurors available in the venire. There had never been a single black juror in the history of Alabama at that time. The Supreme Court held unanimously held that the Alabama system of jury selection was unconstitutional and reversed the convictions.

Huey P. Newton's trial was a death penalty case, in which Fay Stender, one of the founders of California Women Lawyers, was one of the criminal defense attorneys defending Mr. Newton along with Charles Garry, who was lead counsel. The Newton defense team decided that the issue of race, which drove the arrest and prosecution of Mr. Newton, should be exposed. Charles Garry vigorously questioned potential jurors on the issue of race during voir dire. Ms. Pearlman had four volunteers, along with herself, reenact a portion of the voir dire that occurred during the trial. It was instructive and educational. Based on Mr. Garry's voir dire, the jury that was selected had seven women, and five men, with the foreman being African-American. The jury returned a verdict of guilty on voluntary manslaughter.



Speaker, the Honorable Lise Pearlman (Ret.) (Left); 2015 WLS President, Rebecca Dietzen; (Right)

WLS is grateful to Judge Pearlman for her thoughtful, inspired and entertaining presentation. Ms. Pearlman recently released *The Sky's the Limit, People v. Newton, The Real Trial of the 20th Century*. This intriguing book may be purchased through Regent Press (510) 845-1196 or Amazon.com. She is also involved in an effort to bring the story of Huey P. Newton to film in a feature-length documentary. For more information on this project, go to: <http://therealtrialmovie.com>.

Join Us At This Month's
Luncheon

"The Gender Pay Gap – Is It US, Or Is It Them?"

FEATURING
Vida L. Thomas

March 26, 2015
Lucca Restaurant

(See Page 2)

March Luncheon

Featuring Vida L. Thomas

TOPIC: The Gender Pay Gap – Is It US, Or Is It Them?



Some lay the persisting gender gap at women's feet, attributing it to women's life/work choices, and negotiating skills. Is this true? Come participate in a conversation about the statistics, both inside and outside the legal profession, and what they may reveal about this incendiary topic.

Vida Thomas is currently of counsel at Weintraub Tobin, in the labor and employment group. She heads up the workplace investigations unit. She began her career at Kronick Moskowitz as an employment litigator for seven years and then co-founded Carlsen Thomas, LLP, a boutique employment law firm providing top-notch workplace investigations and employee training throughout California for 13 years. Vida advises employers regarding all aspects of employment law and human resources management, serves as an expert witness in state and federal employment lawsuits, and mediates litigation and non-litigation matters.

WHEN: March 26, 2015

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

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

MENU: Chicken & Arugula Salad, Penne with Sausage, Stuffed Sweet Peppers or Roast Beef Sandwich. **Each menu item comes with 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 (please use the Note function to identify name of attendee and menu choice) **or with confirmation of mailed check by March 20, 2015 to Kelly Babineau at kbabineau@klblawoffice.net.** Please mail your check, payable to WLS, with menu choice **for receipt by January 20** 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.

This Program qualifies for MCLE ethics credits.

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: *Rebecca Dietzen*

In honor of National Women's History month, the National Women's History Project selects an annual, unifying theme for all who want to promote women's history. This year's theme is, "Weaving the Stories of Women's Lives," and I have to say, I love it! By sharing our individual and collective stories, we enhance our individual experiences and we promote a better understanding of our peers. Through stories, we inspire action and help others recognize their own capabilities.

Despite the undeniable capability of women, I have noticed a tendency in women to assume that an individual's successes are unattainable; for example, because the individual has achieved so much. Or, that the individual's successes came too easy or were unfairly received; for example, the individual must know someone who got them the job. These assumptions erode women's efforts and promote self-doubt. Sharing stories should not be synonymous with judging others' experiences. Each of us has a story, they all involve challenges, and they all involve help from others.

I admit that I, too, have fallen prey to these assumptions. I recall watching a panel of distinguished female attorneys while I was a law student at McGeorge. I believe the theme was "My Path to Success" and a common thread of

their stories was the various career zigs and zags that ultimately morphed into the career they enjoyed but did not know they wanted. I distinctly remember thinking, "that's never going to happen to me!" and I suspect all of you fellow overachievers can relate. Specifically, I thought my future trial career would skyrocket and that I would never leave private practice. Then reality hit and I realized how little I knew about the day-to-day life of a lawyer and how infrequently civil attorneys saw the inside of a courtroom. Now, over a decade later, I proudly say my career path has taken many zigs and zags and it led me to my current job as an administrative law litigator for the State, a job I thoroughly enjoy. There may be more zigs and zags in my future but I now know that each experience enriches your professional experience and that there is no one way to success.

Women Lawyers of Sacramento provides a critical forum for the Sacramento legal community to share our stories and inspire success in one another. I hope you will join us at an upcoming event and share your story.

In next month's president message, I will channel Patricia Arquette, Meryl Streep and J. Lo while addressing the issue of pay equity. See you then.

Coaching Corner

By: Wendy A. Green, Co-Chair Publicity & Community Relations Committee

This is a continuing series of articles about Coaching For Attorneys, a book authored by Cami McLaren and Stephanie Finelli. Ms. Green is not a coach of any kind.



You know how sometimes little kids cry when they do not get exactly what they want? I am not talking about the Veruca Salts (she's the spoiled little rich girl from Willy Wonka and the Chocolate Factory) of the world, I am talking about the little guy who is disappointed with the toy he gets in his Happy Meal ("I wanted Spiderman, not Superman!") or the little girl who does not like the colors of the crayons she gets at the restaurant ("But I don't LIKE red and green"). When my boys were little, I used to chant "You get what you get and you don't throw a fit." They did not like it, but they stopped fussing just to make me stop chanting! As I was reading Chapter 2 of *Coaching For Attorneys*, which focuses on intention, my old chant popped into my head. If we do not set out with a plan or an intention, we "get what we get" and it usually is not what we want.

In order to have what we want, we must be intentional; we will not accidentally fall into our goals. To be intentional, we have to know what are goals are, and the more clearly defined they are, the greater opportunity we have to be fully intentional and manifest them in the shortest period of time. If you are like me, you set goals frequently but may not achieve them. So how do we achieve our goals? In order to achieve our goals, we create a well-formed outcome, or WFO. The book provides step-by-step guidance for formulating a WFO, including questions to answer as you work your way through the steps and great examples of how the steps might work in your WFO. Below is a summary of how to formulate your own WFO. Ask yourself the following questions:

What do I want? State it in the positive, i.e., state what

you *do* want rather than what you *do not* want. Focus on the solution and the path ahead, not on the problem. It is fine to identify what you do not want, but when mapping your goal, focus on the positive solution you want to achieve. If you want a neat and tidy office, for example, focus on the *solutions* to your messy office (more shelving, shredding old files, a cleared off desk) instead of the *problems* creating the messy office (clutter, disorganization, inadequate space). [I need more practice focusing on solutions!]

How will I know when I have what I want? Figure out what will you see, hear, and feel when you have it, and then imagine actually having it. Commit it to writing. Talk about it. Be specific and detailed. Put it in context by describing where the outcome takes place, when it occurs, and with whom you share it.

Is my outcome global or manageable? If the outcome is large-scale, break it down into smaller "chunks" that are manageable. As an analogy, think about eating a steak; it is fine to eat the whole thing, but in order to do so, you first have to cut it into bite-sized pieces. When the work begins to feel easy and manageable, you know that you have "chunked" down sufficiently. [This is one of my favorite parts of the process because I am easily overwhelmed if a task seems too large.]

What is the time frame for my outcome? Be very clear and specific about your deadline. [This part intimidates me but I do it anyway.]

Continued on Page 5

Coaching Corner (*Continued from Page 4*)

By: **Wendy A. Green**

Why do I want my outcome? “Why” is critical to maintaining motivation. When we lose energy on our path toward a goal, it is usually because we realize the goal is not that important. What will having the outcome get you? What is your ultimate purpose in achieving the outcome? Make sure your outcome is worthwhile, something that has a useful, positive impact.

What is the ecology of my life? The concept of ecology looks at all aspects of one’s life and assumes there is a reason why we do not have what we want, presumably because we would have to give something up or because we are afraid of the change. Look at all areas of your life - your time, your money, your health, your relationships - and determine if any of those areas are not aligned with your desired outcome. Looking at the ecology of your life helps you to become aware of the potential impact a new outcome may have in your life.

How will I get it (the action plan)? Now that you have decided *what* you want and *why* you want it, figure out *how* to get it. What resources do you need? List all of the internal and external resources you will need to achieve your outcome. An internal resource is confidence; an external resource is money. What resources do you have? Create a list of resources you already have so you can see what you have and what you will need to obtain. What are you already doing to achieve your outcome? You are already taking some action by reading this article. Write down all of the actions you have taken. Step into the future and visually imagine yourself at that point when you have fully achieved your result, and then look back to see how you got

there. What is your first step toward your goal? Use the SMART framework: **S**pecific, **M**easurable, **A**ttainable, **R**isky in some way (a stretch), **T**ime-specific. For example, specify a dollar amount you will earn this year instead of “more money.” Specify the number of times you will exercise and for how long instead of “exercise more.” It is not useful to create goals you cannot attain. Get outside your comfort zone and do something different. Make your deadline Friday, [date] by noon, instead of “this week.”

When you think you are done creating your WFO, go back and re-read your answers to the questions and see if you thought of anything else to add. Keep your WFO where you can refer to it easily. Share the process with your friends and colleagues. When you have achieved your outcome, take a break and celebrate your accomplishment ... and then set another goal and start all over. If you feel uninspired, just remember: without intention and a well-formed outcome, “you get what you get” ... and it will not do you any good to throw a fit.

Wendy A. Green is Co-Chair of the Publicity and Community Relations Committee and an associate at Hansen, Kohls, Sommer & Jacob, LLP. You can reach her at wgreen@hansenkohls.com. If you are interested in purchasing Coaching for Attorneys, visit www.mclarencoaching.com/coaching-for-attorneys.

PROGRAMS COMMITTEE REPORT— 2015

By: *Kelly Babineau, Co-Chair Programs Committee*



The Programs Committee is primarily responsible for the monthly luncheons. These events typically feature a keynote speaker, MCLE credit and a tasty lunch provided by Lucca Restaurant. The monthly luncheons this year feature interesting topics and speakers who have unique knowledge and backgrounds in the legal and career issues facing women lawyers. The luncheons are an easy and fun way to socialize, network, and stay current on your CLE requirements.

This year started off strong with Natalie Vance, a certified legal malpractice specialist, who discussed professional and ethical duties of attorneys. In February, we welcomed retired Judge Lise Pearlman, the first Presiding Judge of the California State Bar Court, who discussed the “real trial of the century.”

As the year progresses, we look forward to enjoying presentations by Vida Thomas on gender pay equality, 2015 WLS Vice-President Jennifer Hartman-King and WLS

Board Member Ellen Arabian-Lee on opening your own firm, and retired Judge Brian Van Camp on the role of the courts in a free society. Midway through the year, we will have speakers present on topics necessary for a successful practice, such as Annette Stalker’s presentation on financial statement fundamentals for attorneys, and elimination of bias by Heather Williams.

At the end of the year, we will hear from the insightful United States District Judge Kimberly Mueller on civics education and the Federal Learning Center, from Matina Kolokotronis from the Kings Organization and from the Presiding Justice of the California Supreme Court, Justice Cantil-Sakauye.

As ever, the Programs Committee strives to provide lively and interesting luncheons that are important and relevant to our members. If you have any suggestions about speakers or topics, please contact co-chairs Kresta Daly or Kelly Babineau.

ANNUAL MEMBERS' RECEPTION

Hosted By The 2015 Membership Committee — Kristin Blocher, Shelley Ganaway, Marcy Gutierrez, & Heather Johnston

On Thursday February 19, 2014, we recommenced our Annual Members' Reception! Wilke Fleury generously hosted the event in their conference room overlooking downtown Sacramento. There was delicious food and wine, and even better conversation. At the reception, members, including several new recruits, were able to get to know one another better while also hearing about the many upcoming WLS events. Our organization offers many networking opportunities for members.



Attendees at the Members' Reception: Left to Right: Jessica Schaps, Kristin Blocher, Stephanie Ogren, and 2015 WLS President Rebecca Dietzen

The next events on our calendar are a Mixer put on by the Publicity and Community Relations Committee and a Brown Bag Lunch put on by our Career Advancement and Retention (CAR) Committee. The Mixer will be March 12, 2015 at Il Fornaio, 400 Capitol Mall, Sacramento, CA 95814, from 5:30-7:30 p.m. and the brown bag lunch will take place on March 19, 2015 at Boutin Jones, 555 Capitol Mall, 18th Floor from 12:00 p.m. to 1:00 p.m. We look forward to seeing you at WLS events throughout the year, and hope to see you next year at our Annual Members' Reception.



Members' Reception Buffet



Attendees at the Members' Reception: Left to Right: Carmen Nicole Cox, Lisa Buehler, Leslie Ellis, and Sharon Hambrick

2015 WLS MEMBER SPOTLIGHT — Featuring

*Nancy Sheehan*By: *Meghan Covert Russell, Vice-Chair Newsletter Committee*

Nancy Sheehan is a co-managing shareholder at Porter Scott where she leads a team of employment litigators and enjoys a distinguished reputation among members of the bench and bar as an expert in her field. Nancy was recently named the Sacramento Valley Chapter of the American Board of Trial Advocates' Trial Lawyer of the Year. She is the first woman to receive this prestigious award. Nancy has served as the President of the Sacramento Valley Chapter of ABOTA, and received the Chapter's Civility Award for her professionalism in dealing with counsel and the courts. She is also a Fellow of the International Academy of Trial Lawyers, the American College of Trial Lawyers, and the International Society of Barristers.

Nancy gives back to the community by serving on the board of the Pacific Coast Charities, which focuses on the needs of children in the Sacramento area. She contributes to the judicial system by serving as a volunteer mediator for the Federal Court and as a member of the Sacramento County Superior Court Civil Advisory Committee.

**Q and A:****As an experienced litigator, what advice do you have for an attorney trying her first case?**

Be efficient. Jurors and judges are not put off by the fact that this is your first trial, but they will be annoyed if you fumble around or waste their time. Prepare, prepare, prepare, and then prepare again. Even though I have tried over 30 cases, I still practice my opening statement and closing argument to the point where I am sure I drive my husband crazy.

You also received an award for civility from ABOTA in 2010. Some may say "civility" and "litigator" don't belong in the same sentence. Why should attorneys (and litigators specifically) pride themselves on being civil?

Attorneys who resort to being rude, demeaning, or offensive are trying to cover up insecurity or ineptness. A lawyer who can strongly advocate for her client and stand her ground during the litigation process, and at the same time treat opposing counsel with respect is the type of person who should cause you to quake. Jurors are rarely impressed by rude behavior in the courtroom. It just encourages bad stereotypes about lawyers.

Continued on Page 9

WLS 2015 MEMBER SPOTLIGHT — NANCY SHEEHAN — Continued From Page 8

What is your favorite thing about being in the courtroom?/What is your favorite thing about being a litigator/attorney? What is your least favorite?

The best part of being in trial is being intensely focused on one thing and one thing only. That's a rarity in the life of a litigator. It is a fun challenge to come up with a theme that works with the evidence and is persuasive on all fronts. The best part of being an employment attorney is human nature. You cannot make up the things people are doing to and with each other when they should be working! My least favorite part of being a litigator is relentless deadlines. It can be a struggle to really relax during vacations, knowing they are looming.

What has been your greatest accomplishment as an attorney?

Being inducted into ABOTA, The American College of Trial Lawyers, the International Academy of Trial Lawyers, and the International Society of Barristers. All require stringent vetting by members of the bench and bar, as well as excellence in trial advocacy. And of course, being named Trial Lawyer of the Year!

Why would you encourage other attorneys to join WLS?

We have made great progress in eliminating unequal treatment of women attorneys, but it is always good to have a group of peers who have experience and can offer advice and guidance to those coming up behind us. WLS programs are relevant, informative, and fun.

Of the 187 members in our ABOTA Chapter, only 13 are women. This is not due to bias-you have to try at least 10 jury trials to verdict to meet the minimum criteria. We would love to see more women trying civil cases. If anyone has questions about ABOTA, please give me a call.

A great piece of advice you received was...

Something got in my eye during my opening statement in one of my early trials. I realized I had to stop and ask for a break because it looked like I was crying about my client's case (not good when you are representing the defendant). Judge Bill White kindly offered the use of the sink in his chambers. I slinked away, thinking this was the end of my nascent career as a trial lawyer. He said, "Don't worry, it will all be fine in a few minutes." And it was. Things are almost never as bad as they seem when you are most anxious about them.

When you're not in the office we can find you...

Walking along the American River bike trail. I did the Avon Walk for Breast Cancer last summer in San Francisco and was amazed I could walk 39 miles in 2 days, and even more amazed that I enjoyed doing it. And if it ever snows again, I'll be on the slopes trying to catch up with my granddaughters.

If you would like to nominate someone to be highlighted in a future WLS Newsletter, please contact Meghan Russell at mrussell@kmtg.com.



Job Announcements & Other News



LeClairRyan, an organization committed to excellence in client service, is looking for enthusiastic, committed professionals to join our firm. Presently, we are recruiting a contract-to-hire litigation associate to join our new Sacramento, California office location.

Seeking qualified candidates with 3 – 4 years of experience with bankruptcy, lender liability, and commercial litigation defense matters. Associate will assist with handling all facets of litigation from beginning through trial. Successful candidates will have defense litigation experience including deposition, drafting motions, discovery requests and trial preparation and support. State and Federal Court experience required. California bar admission required.

To apply, please send materials to recruiting@leclairryan.com

LeClairRyan is an equal opportunity employer committed to diversity in the workplace.



SAVE THE DATE

2015 Luncheon Schedule



Lucca Restaurant and Bar, 1615 J Street, Sacramento

- March 26
- April 23
- May 28
- June 25
- July 23
- August 27
- September 24
- October 22
- November 19
- December 10

Announcements & Other News

JOIN THE STATE BAR COUNCIL ON ACCESS & FAIRNESS

The State Bar Council on Access & Fairness (COAF) is seeking applications for the 2015-2016 Committee year.

DEADLINE EXTENDED: MARCH 16, 2015

COAF Background: The Council on Access and Fairness advises the Board of Governors on advancing State Bar diversity strategies and goals. The diversity pipeline includes the early education pipeline K to 12; college, law school and bar exam prep; recruitment, hiring, retention and promotion in the profession; and judicial diversity. The 25-member Council consists of both attorney and public members from diverse constituencies and practice settings. The Council seeks new members who will have experience that represents the full spectrum of the diversity pipeline. New members are expected to have a working knowledge of diversity pipeline issues and experience developing and implementing strategic initiatives to address the issues.

Qualifications: New members are expected to have a working knowledge of diversity pipeline issues, a record of leadership and performance addressing challenges along the diversity pipeline, and ability to engage in strategic visioning towards fulfilling the Council's vision and mission statement. The committee also seeks applicants who can produce institutional and attitudinal changes to create a culture of inclusion within the legal profession and judiciary that fosters diversity, who can create or implement initiatives that have an impact on the full pipeline, who can serve as a catalyst for change by framing and communicating ways to respond to diversity challenges, who can coordinate and partner with existing entities and individuals within the justice system and community to achieve greater diversity; and/or who can create mechanisms to measure change in the diversity of the legal profession.

For more information on the appointments process and for a fillable online Application: <http://cc.calbar.ca.gov/>

For more information about the Council go to: www.calbar.org/AFCouncil or Contact Patricia Lee at 415-538-2240 or patricia.lee@calbar.ca.gov

Announcements & Other News

Help Educate Future Jurors!

Operation Protect and Defend is a nationally-recognized Sacramento program initiated by former Federal Judge Frank Damrell. Operation Protect and Defend is seeking attorney volunteers to educate urban high school students about their rights and responsibilities under the law. We provide teachers and students with a focused curriculum, followed by a day of classroom dialogue with judges and attorneys and culminating in both essay and arts contests and recognition of winners at the annual Law Day dinner.

This is the second year of our curriculum focus on due process issues related to jury selection, responsibilities of jurors, pre-trial publicity and the right to a fair trial. Time commitments are minimal in relation to the great impact this program has on students, many of whom are receiving recognition for the first time in their school career.

Volunteer opportunities include:

- Coordination with high school government and art teachers;
- Planning for January attorney CLE luncheon
- Participating in "Dialogue on America" classroom visits
- Selecting essay contest winners;
- Coordinating April 2015 art show reception and Law Day dinner.

Please contact Kelly Lincoln, klincoln@boutinjones, or Ann Kanter, akanter@kanterlaw.com and let us know your interest in participating!

WLS Accepts & Publishes Readers' Announcements And Articles

If you have an announcement or proposed article 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 and/or article 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 publication.

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.

Award Nominations



Announcement for State Bar Education Pipeline Award

The California State Bar's Council on Access & Fairness is now accepting nominations for the 2015 Education Pipeline Award. The award will be presented during the State Bar 2015 Annual Meeting in Anaheim in October. If you would like to request that WLS support a nomination for either of these awards, please contact Elizabeth Dietzen Olsen at Elizabeth.DietzenOlsen@sen.ca.gov, Tara Rojas at tara@goyette-assoc.com or Amy Halloran at amy@williamslawassociates.com

The State Bar of California Education Pipeline Award was established in 2008 by the Board of Governors to recognize outstanding efforts of law-related educational programs that train and support students to become interested in the judicial system and careers in the law. All California kindergarten through college educational programs are eligible. Programs must demonstrate successful efforts to increase student awareness about the judicial system and knowledge about the legal profession and careers in the law.

Nominations must be e-mailed, faxed or postmarked on or before, **March 31, 2015**.

For information concerning these awards, please contact Patricia Lee at 415-538-2240 or visit <http://www.calbar.ca.gov/AboutUs/Awards/EducationPipeline.aspx>

Announcement for State Bar Diversity Award

The California State Bar's Council on Access & Fairness is now accepting nominations for the 2015 Diversity Awards. The award will be presented during the State Bar 2015 Annual Meeting in Anaheim in October. If you would like to request that WLS support a nomination for either of these awards, please contact Elizabeth Dietzen Olsen at Elizabeth.DietzenOlsen@sen.ca.gov, Tara Rojas at tara@goyette-assoc.com or Amy Halloran at amy@williamslawassociates.com

The State Bar of California Diversity Awards were established in 2001 by the Board of Trustees to recognize outstanding efforts to promote diversity in the legal profession, in particular, to recognize efforts that ensure the full and equal opportunity of all persons for entry and advancement in California's legal profession.

Nominations must be e-mailed, faxed or postmarked on or before, **March 31, 2015**.

For information concerning these awards, please contact Patricia Lee at 415-538-2240 or visit <http://www.calbar.ca.gov/AboutUs/Awards/DiversityAwards.aspx>



State Bar of California Loren Miller Legal Services Award Announcement

The State Bar of California Standing Committee on the Delivery of Legal Services is now accepting nominations for the 2015 Loren Miller Legal Services Award. The award will be presented during the State Bar 2015 Annual Meeting in Anaheim in October. If you would like to request that WLS support a nomination for this award, please contact Elizabeth Dietzen Olsen at Elizabeth.DietzenOlsen@sen.ca.gov, Tara Rojas at tara@goyette-assoc.com or Amy Halloran at amy@williamslawassociates.com

The Loren Miller Legal Services Award, named after the late Loren Miller, an African American lawyer and judge who was a leader in the civil rights movement, was established in 1977 to commemorate the 50th Anniversary of the State Bar of California. It is considered a lifetime achievement award and is given annually to a lawyer admitted to practice in California who has demonstrated long-term commitment to legal services and who has personally done significant work in extending legal services to the poor. Previous award recipients include the staff of legal services organizations such as directors of litigation, executive directors and private bar attorneys.

Nomination forms must be received on or before, **11:59 p.m. Pacific Time on Monday, March 16, 2015**. Previous nominations are accepted, but must be resubmitted with updated information for the calendar year 2014. Self-nominations are accepted.

For information and questions regarding the Loren Miller Legal Services Award, please visit <http://www.calbar.ca.gov/AboutUs/Awards/LorenMillerLegalServices.aspx>

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.

2015WLS BOARD

PRESIDENT

Rebecca Dietzen
Dept. of Health Care Services
rad@rdietzen.com

VICE PRESIDENT

Jennifer Hartman King
King, Williams & Gleason LLP
jhartmanking@kwgattorneys.com

SECRETARY

Sonia Fernandes
Department of Managed Health Care
sfernandes@dmhc.ca.gov

TREASURER

Kelly Pope
Downey Brand
kpope@downeybrand.com

CAREER ADVANCEMENT AND RETENTION

Amy O'Neill
Boutin Jones, Inc.
aoniell@boutinjones.com

Melissa Borrelli
Western Health Advantage
borrellimelissa@gmail.com

Erika Barbara Pickles
Jackson Lewis LLP
picklese@jacksonlewis.com

Kim Bucholz
Law Offices of Kimberly Buchholz
kim@kbestatelaw.com

DEVELOPMENT

Julia Blair
Community Colleges Chancellor's Office
juliablair@sbcglobal.net

Julia Reeves
Matheny Sears Linkert & Jaime, LLP
jreeves@mathenyscars.com

Kim Garner
Duggan Law Corporation
Kkakavas@gmail.com

Katie Nystrom
Kronick, Moskovitz, Tiedmann & Girard
cnystrom@kmtg.com

Corrie Manning
California League of Cities
cmanning@cacities.org

GRANTS & AWARDS

Amy Halloran
Law Offices of Williams & Associates
amy@WilliamsLawAssociates.com

Elizabeth Dietzen Olsen
Senate Office of Research
Elizabeth.dietzenolsen@sen.ca.gov

Tara Rojas
Goyette & Associates Inc
tara@goyette-assoc.com

JUDICIAL & OTHER APPOINTMENTS

Miranda Dalju
Department of Health Care Services| Office of Legal Services
Miranda.Dalju@dhcs.ca.gov

Stephanie Ogren
Delfino Madden O'Malley Coyle & Koewler, LLP
sogren@delfinomadden.com

LEGISLATION & BAR DELEGATION

Carmen-Nicole Cox
Weintraub Tobin Chediak Coleman Grodin
carmennicolecox@gmail.com

Lauren Foust
Porter Scott
laurenfoust@gmail.com

Roxanne Strohmeier
rstrohmeier@ucdavis.edu

Jackie Limbo
Tiza Serrano Thompson & Associates
jackie.limbo.tr9t@statefarm.com

MEMBERSHIP

Shelley Ganaway
Social Security Administration
shelley.ganaway@ssa.gov

Heather Johnston
Trainor Fairbrook
hjohnston@trainorfairbrook.com

Kristin Blocher
kablocher@gmail.com

Marcy Gutierrez
Lozano Smith
MGutierrez@lozanosmith.com

NEWSLETTER

Ellen C. Arabian-Lee
Arabian-Lee Law Corporation
ellen@arabian-leelaw.com

Alissa Strong
Hansen, Kohls, Sommer & Jacob, LLP
astrong@hansenkohls.com

Meghan Covert Russell
Kronick, Moskovitz, Tiedmann & Girard
mrussell@kmtg.com

PROGRAMS

Kelly Babineau
The Law Office of Kelly Babineau
kbabineau@klblawoffice.net

Kresta Daly
Barth Daly, LLP
kdaly@btdlegal.com

Kristine Scribner
Porter Scott
kscribner@porterscott.com

Vanessa Hunter
Pollara Law Group
vh@pollara-law.com

PUBLICITY & COMMUNITY RELATIONS

Suzanne Alves
Freidberg Law Corporation
salves@freidberglawcorp.com

Wendy A. Green
Hansen, Kohls, Sommer & Jacob, LLP
wgreen@hansenkohls.com

Katie Konz
Downey Brand
kkonz@DowneyBrand.com

Cecilie MacIntyre
Department of Managed Health Care
cmacintyre@dmhc.ca.gov

Latika Sharma
Wilke, Fleury, Hoffelt, Gould & Birney
lsharma@wilkefleury.com

Theresa Stein
Dept. of Health Care Services
Theresa.Stein@dhcs.ca.gov

Katherine Underwood
keunderwood235@gmail.com

2015 WLS Board Liaisons

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

Past-President Liaison:
Judith Harper

The Career Advancement and Retention Committee of the
Women Lawyers of Sacramento presents

Brown Bag Lunch with Guest Speaker
Cami McLaren

March 19, 2015

12:00 p.m. –
1:00 p.m.

The offices of
Boutin Jones at
555 Capitol Mall,
Suite 1500

* Free event; however,
please RSVP to
plee@boutinjones.com
by March 16th

* Parking is available
through street meters
and the paid parking
garage at the back of
the building

Value Based Living for Lawyers



In this brown bag, you will learn the concept of values, values-determination and values-based decision-making. This seminar contains specific tools on discovering your values. (They are often different than you think!) Ms. McLaren will show you how to use that knowledge of your individual values, along with decision-making based on those values, to make practicing law easier.

Cami McLaren coaches attorneys and other professionals to create new ways to operate in their business. As an attorney who practiced law for 16 years, she is passionate about assisting other attorneys to create lives that are productive, balanced and fulfilling. Her fundamental belief is that practicing law does not have to be "hard." Cami is a certified performance coach, relationship coach, leadership coach and NLP practitioner.



STAFF ATTORNEY

OPPORTUNITY SNAPSHOT:

In this hands-on and active position, you will make a big impact within the Commercial Insurance Staff Counsel Department by expertly representing the Company and its insureds in construction defect litigation. Your primary goal is to provide high quality litigation strategy, preparation and representation resulting in successful outcomes.

QUALIFICATIONS:

Experience:

- Must have:
 - Law degree and licensed to practice in California
 - 5+ years of experience practicing law
 - Construction defect litigation experience
 - A clean DMV driving record
 - Proficient in MS Office Suite and Internet research
- Preferred to have:
 - Trial experience is a plus

Attributes We Seek:

- Effectively work independently
- Able to effectively influence others
- Demonstrate strong analytical, problem-solving, and planning skills
- Be open to unexpected discovery and able to survey and assess all potential opportunities
- Strong verbal and written communication and presentation skills
- Possess excellent time management skills
- Demonstrate a team-oriented and collaborative work style

EQUAL OPPORTUNITY EMPLOYER:

The employer has a policy to provide equal opportunity for all. They continue to take positive action to recruit, hire, train, transfer and promote persons in all job categories based on the individual's ability to perform the job and without regard to race, color, religion, creed, sex, age, national origin, sexual orientation, disability or genetics.

APPLY NOW!

If this sounds like the opportunity for you, qualified candidates should send their resume, cover letter and application through our website at www.unitedfiregroup.com/careers and select "**Staff Attorney**" for Rocklin, CA.

United Fire Group Introduction: United Fire Group (UFG) recognizes that our company's success would be limited if not for the efforts of our dedicated and experienced employees who strive to make a difference in the lives of our agents, policyholders and in our communities every day. UFG is licensed in 43 states, represented by more than 1,300 independent agencies, employ over 1,000 professionals throughout our offices nationwide, and are proud to have been named on Forbes' 2014 list of "*America's 50 Most Trustworthy Financial Companies*". Jobs at UFG, aren't just jobs...they are careers. At UFG, you have an opportunity to grow your career, and your success depends on what you want for your future. If you want to be part of an organization that is committed to being the best place to work and provide best-in-class service while achieving its profit and growth initiatives, then look at what UFG has to offer. Your new and rewarding career may be closer than you think. Discover who you can be at UFG!

West Coast Regional Division of UFG:

Financial Pacific Insurance Company offers commercial lines of insurance to businesses and individuals through a network of independent agencies covering the West Coast region which includes California, Nevada, Arizona, Oregon and Washington. The West Coast Regions primary location is in Rocklin California, and we are a part of *United Fire Group* (UFG) headquartered in Cedar Rapids, Iowa. We offer our employees competitive wages and benefits including health insurance, 401(k), a pension plan, PTO, FSA/HSA, Life Insurance, Short and Long-Term Disability Insurances, Employee Stock Ownership Plan, Educational Assistance, and more. We are committed to our promise of exceptional service and insurance protection for businesses. It is our vision to be the company of choice for insurance professionals and independent agents.

For additional information regarding Financial Pacific Insurance Company and United Fire Group, we invite you to visit:
www.UnitedFireGroup.com.

2015 ANNUAL SPRING MCLE CONFERENCE
at
THE RESORT AT SQUAW CREEK
April 24-25

Earn 11.5 MCLE credits
Topics on civil and criminal trial issues, family law,
Estate Planning, Ethics and Substance Abuse

Speakers include Justices from the Third District Court of Appeal, Placer County Superior Court Judges, Trial Behavioralist and Forensic Reconstructionist

REGISTER TODAY at: www.placerbar.org under "Events" tab
BOOK YOUR ROOM TODAY at www.squawcreek.com and use the group code 34V28C for special rate of \$169 until 3/20/15

\$250 before 2/28; \$275 before 3/20*; non-member beginning at \$250
After 3/21 and walk-ins: \$300

Contact admin@placerbar.org for more information *Member prices

COME JOIN US!

PCBA's Annual Spring MCLE (formerly "Granlibakken") will be held at The Resort at Squaw Creek. The conference speakers and topics include:

- Martin Dean with the newest tips and tricks on technology
- If you are up-to-date with technology but need that ever chasing substance abuse credit, we have David Mann from *The Other Bar*.
- Our criminal law attorneys will enjoy Determinate Law Sentencing presented by Chris Carlson.

Our second breakout for the morning of April 24 addresses:

- Family Law topic of *Serving Families: Demystifying Restraining Orders* presented by three of our Placer County Superior Court Judges: Hon. Suzanne Gazzaniga, Hon. Eugene Gini and Hon. Garen Horst;
- Estate Planning by a panel consisting of Ed Corey, Kelley Dankbar and Mary deLeo, and
- Criminal and Civil Law Updates

Following our hosted lunch, Justice William Murray of the 3DCA will discuss *Batson Wheeler Motions – Peremptory Challenges Based on Group Bias*. Justice Elena Duarte, also of the 3DCA, will talk about appeals. We finish the day with two more breakouts:

- Richard Fay of Fay Engineering, an expert on forensic/accident reconstruction (applicable to civil and criminal), and
- Shirley Kovar who will speak on Estate Planning.

After a full day of listening to speakers, join us for some socializing at a hosted reception.

Saturday starts off with Michael Tikinsky of Trial Behavior Associates, an expert on the sociology of picking a jury, witness preparation and opening/closing statements. He is followed by the Hon. Michael Jones on Voir Dire – Picking a Jury.

Our final breakout for the seminar will consist of family law, Estate Planning (Shirley Kovar) and the Hon. Mark Curry on Evidence.

This is a great way to earn 11.5 hours with .5 in ethics, and 1.5 hours in substance abuse. For more information and to register, go to www.placerbar.org, click on the event link on the upper left corner of the home page to take you to the Events page. For more information or questions, contact Nancy Seley at admin@placerbar.org.

VIRGINIA S. MUELLER SCHOLARSHIP
PRESENTED BY
WOMEN LAWYERS OF SACRAMENTO

DESCRIPTION OF SCHOLARSHIP:

In 1997, Women Lawyers of Sacramento ("WLS") established a scholarship in honor of Virginia S. Mueller, a trail-blazing Sacramento lawyer who has worked tirelessly to advance the position of women in the legal profession. Ms. Mueller has 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, despite her gender, she was hired as the first woman deputy in the Sacramento County District Attorney's Office because she was clearly the most qualified candidate. Virginia Mueller was 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.

AMOUNT OF SCHOLARSHIP: Up to \$2000

DEADLINE FOR SUBMISSIONS: March 13, 2015

CRITERIA:

This scholarship is available to third year day or fourth year evening students who will be sitting for the 2015 California bar examination. Special consideration is given to candidates who have worked to expand opportunities for historically disadvantaged persons, including women.

APPLICATION PROCEDURE:

To apply for the Virginia S. Mueller scholarship, please e-mail the following information to the WLS Grants and Awards Committee Co- Chairs, Amy H. Halloran (Amy@WilliamsLawAssociates.com) and/or Elizabeth Dietzen-Olsen (Elizabeth.dietzenolsen@sen.ca.gov) no later than March 13, 2015:

- 1) Name, address, telephone number, and e-mail address
- 2) Current resume
- 3) Whether or not you are receiving any assistance for expenses affiliated with the bar examination, including, but not limited to, stipends or reimbursement from potential employers
- 4) Describe and discuss your affiliations with past and present organizations
- 5) Describe how you have worked to expand opportunities for historically disadvantaged persons, including women.

This Scholarship will be awarded at the WLS monthly luncheon on April 23, 2015.

MARGARET A. FLYNN SCHOLARSHIP
PRESENTED BY
WOMEN LAWYERS OF SACRAMENTO

DESCRIPTION OF SCHOLARSHIP: The Margaret A. Flynn scholarship was established by WLS in 1983 in honor of Sacramento County's first woman judge. Her appointment to the Sacramento County Municipal Court bench in 1964 was the result of WLS's first organized effort to get a woman appointed to the bench. A graduate of Boalt Hall School of Law, Judge Flynn served as Deputy Legislative Counsel, Principal Research Attorney and Clerk of the Court of Appeal, Third Appellate District. Judge Flynn had a quick mind, an assertive manner, and little patience for red tape detail. The Margaret A. Flynn Scholarship is awarded to a financially needy first or second year law student who has engaged in exemplary community service. Special consideration is given to candidates whose community service has benefited women and/or children.

AMOUNT OF SCHOLARSHIP: Up to \$2,000

DEADLINE FOR SUBMISSIONS: **March 13, 2015**

CRITERIA: This scholarship will be awarded to a financially needy student who is currently a first or second year law student (or third year in a four-year program). The successful candidate will have engaged in exemplary community service. Special consideration is given to candidates whose community service has benefited women and/or children.

APPLICATION PROCEDURE: If interested in applying for this scholarship, please e-mail the following information to Amy H. Halloran at Amy@WilliamsLawAssociates.com or Elizabeth Dietzen Olsen at Elizabeth.dietzenolsen@sen.ca.gov no later than March 13, 2015:

- 1) Name
- 2) Address
- 3) Phone Number
- 4) Email
- 5) Current resume
- 6) List and describe affiliations with past and present organizations
- 7) Describe how you meet the criteria for the scholarship

The Margaret A. Flynn Scholarship will be awarded at the **October 22, 2015** WLS Luncheon at Lucca Restaurant.

KAREN PEDERSEN STEVENS SCHOLARSHIP

PRESENTED BY WOMEN LAWYERS OF

SACRAMENTO

DESCRIPTION OF SCHOLARSHIP: In 2008, WLS established a memorial scholarship in honor of Karen Pedersen Stevens. A passionate advocate for women's rights, Karen Pedersen Stevens began her successful career and journey soon after graduating from Vassar College in 1966. While working at the State Capitol, she was instrumental in helping the Senate Judiciary Committee draft California's "no-fault" divorce law. In 1973, she graduated from McGeorge School of Law, and immediately began her involvement in promoting women in the profession. Karen Pedersen Stevens was a founding member of California Women Lawyers, and she later served as a president of Women Lawyers of Sacramento. Her service and dedication to the legal community included her participation on the Attorney General's Women's Rights Task Force, State Bar's Board of Governors, California Young Lawyers' Board of Governors, and UOP McGeorge School of Law Board of Directors. Karen Stevens was also active in local bar activities, serving on the Judiciary Committee and as a Sacramento County Bar Association (SCBA) board member and officer. She resigned from her position as First Vice President on SCBA's board of directors to concentrate on fighting her brief, but courageous, battle with pancreatic cancer. In 2007, SCBA selected Karen Stevens as the posthumous recipient of the Distinguished Attorney of the Year Award.

AMOUNT OF SCHOLARSHIP: Up to \$2,000

DEADLINE FOR SUBMISSIONS: **March 13, 2015**

CRITERIA: This scholarship will be awarded to a financially needy student who is currently a first or second year law student (or third year in a four-year program). The successful candidate will have an interest in pursuing a legal career in family law and/or has assisted women and/or children (i.e. dissolution process, adoptions, etc.). Special consideration will be given to individuals who have a desire to start their own family law practice.

APPLICATION PROCEDURE: Please e-mail the following information to Amy Halloran at Amy@WilliamsLawAssociates.com or Elizabeth Dietzen Olsen at Elizabeth.dietzenolsen@sen.ca.gov no later than March 13, 2015:

- 1) Name
- 2) Address
- 3) Phone Number
- 4) Email
- 5) Current resume
- 6) List and describe affiliations with past and present organizations
- 7) Describe how you meet the criteria for the scholarship

The Karen Pedersen Stevens Scholarship will be awarded at the Sacramento County Bar Association's Annual Bench-Bar Reception to be held in **October, 2015**.



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 (40th 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 or Shelley Ganaway at Shelley.Ganaway@gmail.com