



WOMEN LAWYERS OF SACRAMENTO

April 2015 Newsletter

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

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March 2015 Luncheon Highlights

By: Vanessa Hunter, 2015 Programs Vice-Chair

On March 26, 2015, Vida Thomas addressed Women Lawyers of Sacramento regarding "The Gender Pay Gap – Is It Us Or Is It Them?" Ms. Thomas, of counsel at Weintraub Tobin, has been an employment lawyer for over twenty years. Ms. Thomas began her thoughtful and balanced talk declaring, "I'm here to be disruptive!" She succeeded in that goal by talking about the gender pay gap in a new and enlightening way, discussing what the gender pay gap says about us, as women, and as a society.



Speaker, Vida L. Thomas (Left); 2015 WLS President, Rebecca Dietzen; (Right)

According to Ms. Thomas, the gender pay gap manifests in three ways: The percentage of women in the work force, the type of employment women are able to obtain, and the difference in average incomes in the same types of employment. Shockingly, Ms. Thomas revealed that pay gaps exist even in female-dominated fields, like nursing.

Ms. Thomas explored differences in philosophical approaches to women in the workplace. One end of the spectrum focuses on books like Sheryl Sandberg's *Lean In*, Clair Shipman's *The Confidence Code*, and generally "self-help," teaching women how to get by in a "man's world". The other end of the spectrum embodies a more collaborative environment – a world where different types of contributions are valued equally and compensation is based on value instead of competition. In other words, the kind of world most hyper-competitive, type-A lawyers would consider akin to a hippy

commune. Although there are problems with both systems, Ms. Thomas explained how a competition based system is especially difficult for women because of the fine line we must walk between being a go-getter versus being too aggressive, being a leader versus being bossy.

Ms. Thomas provided luncheon attendees with folders containing a wealth of materials, including articles such as "Female Lawyers Can Work Longer And Harder But Will Still Be Paid Less," (ThinkProgress) and "Female Lawyers Still Battle Gender Bias" (The Wall Street Journal). Ms. Thomas also included a large packet entitled "Closing the Gap," presented by the ABA Presi-

dential Task Force on Gender Equity and the Commission on Women in the Profession. This packet is a "a road map for implementing solutions: new ways for sharing origination credit, rewarding client development, recognizing contribution to firm growth, and implementing compensation systems that will help reduce, and eventually eliminate, the gender pay gap."

Ms. Thomas closed her discussion by admitting she does not have all the answers. Instead, she encouraged us to be agents of disruption, talking about these issues with colleagues, bosses, and each other. She challenged us to foster open and honest dialogue to create a new working model for women. WLS thanks Ms. Thomas for her encouragement and the tools she provided that we hope will allow us all to meet her challenge!

Join Us At This Month's Luncheon

Coping with the Unique Challenges of Legal Practice

FEATURING
Richard Carlton

April 23, 2015
Lucca Restaurant

(See Page 2)

April Luncheon

Featuring Richard P. Carlton

TOPIC: Coping with the Unique Challenges of Legal Practice: an examination of the stress, anxiety, depression and substance abuse often encountered by legal professionals and strategies for coping with these challenges



Mr. Carlton will discuss the theories and data that help to explain why so many attorneys experience anxiety and/or depression and how to cope with it.

Richard Carlton is the acting director of the California Bar's Lawyer Assistance Program. LAP is a confidential program funded by the state bar designed to help attorneys that are dealing with stress, anxiety, depression, substance abuse or concerns about their career.

WHEN: April 23, 2015

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

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

MENU: Farro and Roasted Beet Salad with Chicken, Stuffed Sweet Peppers, Risotto with Chicken or Lucky Dog Ranch Cheeseburger. **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 April 21, 2015 to Kelly Babineau at kbabineau@klblawoffice.net.** Please mail your check, payable to WLS, with menu choice **for receipt by April 21, 2015**, 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 substance abuse 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

Happy April! I promised a discussion on pay inequity this month and am overwhelmed with content on this very complicated and complex topic. Our March speaker, Vida Thomas, provided a wonderful presentation on this issue and I encourage you to read the luncheon article if you were unable to join us. I strongly believe gender pay inequity is a topic of which we all, women and men, should be cognizant.

April 14th is National Pay Equity Day, which symbolically marks how far women must work into 2015 in order to earn what men did in 2014. Through hard work, the wage gap has narrowed, ranging from 62 percent in 1982 to 77 percent in 2010, with current estimates edging closer to 80 percent but holding steady. In California, the average is closer to 85 cents to every male dollar. When race is considered, the disparity is much higher. The question remains; what can we do about it? It has been fifty years since the passage of the Equal Pay Act and yet, across the board, in every profession, women are still paid less than their male counterparts for the same work.

From my perspective, we have made progress combating gender pay discrimination in the legal profession, but we are left with a pay gap that is challenging and nuanced. I do not intend to imply that gender pay discrimination does not exist in the legal community, because it does, and many of us have experienced it. However, we have made progress combating blatant and overt gender pay discrimination. For example, no firm or agency in town would say they pay men more than women simply because of sex. And, if there is, employees may pursue claims in violation of California's equal pay law, which prohibits discrimination against employees, on the basis of sex, in the payment of wag-

es. (Labor Code §1197.5) What we frequently see are more nuanced situations of gender pay inequity. Often-times, gender pay inequity manifests in how the decision-makers perceive their employees and their employees' value to the organization, and these perceptions always include some level of assumption. Most employers believe they are making gender-neutral pay decisions. However, as Ms. Thomas (WLS's March 2015 Luncheon Speaker) pointed out, research shows that neutral factors, such as education and experience, account for only half of the gender pay gap. Gender assumptions and subtleties logically account for part of the pay gap.

The recent, high profile, legal battle between Ellen Pao and her former employer, Kleiner Perkins Caufield & Byers, highlighted the issue of "gender subtleties." Among other things, the case highlighted the mixed messages women often receive in professional settings. For example, Ms. Pao was criticized both for being too timid and for being too aggressive, for speaking up too much and for not speaking up enough. (On a side note, see what women in finance think about the Pao verdict in an article written by Maggie Mertens, who also happens to be a cousin of me and my sister, Elizabeth Dietzen Olsen, co-chair of the Grants and Awards committee: <http://www.refinery29.com/2015/03/84753/ellen-pao-verdict-reactions>)

This so-called "damned if you do, damned if you don't" scenario, was also highlighted in a recent New York Times article, *Madam C.E.O., Get Me a Coffee*, by Sheryl Sandberg and Adam Grant, which focused on Women Doing "Office Housework." The Sandberg article was a good reminder of how we all, myself included, make gender-based assumptions about others. I highly recommend the article (<http://nyti.ms/1LUk2Eb>). The article also focuses on actions to take in the workplace to combat these scenarios and better position oneself for success.

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.



Like many people, I traveled to Europe after college with 3 other young women. We went to 13 cities in 21 days. We rode planes, trains, automobiles, buses, boats, funiculars, and gondolas. We slept in hostels, in train cars, in train stations, and in airports. We sped on the Autobahn, went to the Berlin Wall, and saw bareback horse racing. Along the way I learned a lot about history, art, culture, and architecture. For example, I learned that in ancient Rome, when the capstone of an arch was about to be placed, the engineer demonstrated his accountability for the design and construction by standing underneath the arch when the capstone was placed. That is a brave way to show accountability for one's work!

Before I had any experience with coaching, accountability was something to be projected onto other people. We want our elected leaders to be accountable so we demand transparency. We want teachers to be accountable so we test children's achievement levels. Accountability in the coaching context is different. In Chapter 3, the authors suggest that we forget everything we know about the word and start fresh with a new definition. Accountability is the key to empowerment, the quickest way to learn from our mistakes and improve our effectiveness, and it is the ability to take ownership for our choices and our results to move forward purposefully. "Accountability is the ability to account for the choices you have made and the results that you have." It is a neutral term with no judgment attached. The opposite of accountability is victimhood, i.e., blaming something outside ourselves for our choices and results. Accountability is how we learn.

Accountability is about choice. It is the process of look-

ing at the choices we make and at the choices we had that we did not make. We *always* have choices, even when we think we do not. The accountability process involves looking at the different choices we could have made in the past and determining how those might have impacted our results. It is important to stay neutral; it is not about blame, but about learning so that we can make different choices to achieve the results we want. The accountability process has five steps: (1) notice the result, (2) own the result, (3) look for patterns, (4) learn from our choices, and (5) act on the learning. The book takes us through the steps of the accountability process with case studies, including one with an unwanted result and one with a good result that the person wants to replicate.

An important aspect of accountability is language. The language we use affects our feelings, our energy level, and our belief in ourselves. Are you using language that makes you feel like a victim? Victim language includes things like "I had no choice" "I wish it were different" "I have no control" and "I tried." Accountable language often involves questions: "What can I do right now?" "How did I create this?" "What's not working?" Start listening to your victim language and notice when your speech indicates you are feeling unempowered. Interrupt the pattern by changing to accountable language. Enlist others to point out when you are using victim language. I gave my secretary permission to put her fingers in a "v" on her forehead when she catches me using victim language. It was awkward at first but now we laugh about it. Chapter 3 has great exercises to help us realize when we are not being accountable and how to break that mindset.

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Coaching Corner (*Continued from Page 4*)

By: **Wendy A. Green**

For me, accountability is a challenging part of coaching. I find it difficult to pay such close attention to my behavior, acknowledge it, and own the result from my behavior, because it takes me far outside my comfort zone. It is easier to play the victim and blame other people or circumstances for unwanted results. I caught myself doing it recently when I was late to a meeting. I made the choice to leave 15 minutes earlier than I usually do, but when I still did not arrive on time, I found myself blaming traffic, and construction, and daylight savings, and inadequate parking. When I look back, I had other choices that would have impacted my result. I could have left 30 minutes earlier instead of 15 minutes earlier. I could have decided not to attend the meeting. I could have rescheduled. I could have attended by conference call rather than in-person. I could have carpooled. As the authors remind us, we always have choices and we are always choosing.

As difficult as accountability may be for some people (not everyone finds it as difficult as I do), it is where the most growth occurs. I love when the accountability process leads to a “light bulb” moment where I notice a pattern of self-sabotage or actions that do not have any purpose in reaching my desired result. To be accountable we just need to pay attention to our choices, own them, and learn from them. I will take intense self-scrutiny over standing beneath a stone arch any time.

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.

BOOK STUDY:

Starting April 28, 2015, Cami McLaren will be leading a book study on two selected chapters of *Coaching for Attorneys*: Chapter 8 (communication skills for lawyers) and Chapter 10 (enrollment/persuasive communication for lawyers). These chapters cover skills such as reflective listening, making clear requests, conflict resolution, asking curious and clear questions to attain the results you want, the skill of building rapport, and how persuasive communication relates to rainmaking, client control, good staff relations, and relationships in general.

The book study is a series of six, two-hour meetings from 6:00-8:00 p.m. Meetings will be held on alternating Tuesdays beginning April 28 and ending July 7. On July 7, guest speaker Pat Gillette will talk about the skill of rainmaking and how it relates to the skill of persuasive communication. Cost of the series is \$300 plus the book. The group is limited to 15 people so register right away to save your spot. Email Cami to register — cami@mclarencoaching.com

WLS Awards Virginia S. Mueller Scholarship to Aparna Agnihotri

By: Amy Halloran, Elizabeth Dietzen Olsen, and Tara Rojas of the 2015 Grants & Awards Committee

Since 1997, Women Lawyers of Sacramento has honored founding member Virginia S. Mueller by awarding the Virginia S. Mueller Scholarship to a graduating law student to assist with the expenses associated with preparation for the California Bar Exam. The scholarship recognizes candidates who have worked to expand opportunities for historically disadvantaged persons, including women. This year, WLS is pleased to announce APARNA AGNIHOTRI as the recipient of the 2015 Virginia S. Mueller Scholarship!

Ms. Agnihotri will be graduating this spring from Pacific McGeorge School of Law, the first in her family to receive a law degree in the United States. During a tumultuous first year of law school, Ms. Agnihotri did not feel that she fit into the law school culture and seriously considered not returning for her second year. However, her perseverance won out and Ms. Agnihotri escaped the pressures of law school by volunteering in the Sacramento community. Time spent at Family Promise and Women's Empowerment working with women and their families inspired Ms. Agnihotri and enabled her to face law school with renewed perspective and confidence.

This past December, Ms. Agnihotri combined her passion for volunteering with her "extreme couponing" habit to create a coupon curriculum which she presents to the clients at Women's Empowerment and is planning to offer at the Sacramento Food Bank this spring. The Coupon Class is an hour and a half presentation and activity designed to share tricks and tips to save money and find deals, as well as providing tools to families with low or fixed incomes to "stretch a dollar." Ms. Agnihotri looks forward to expanding her presentations and sharing her



curriculum with Sacramento organizations.

Ms. Agnihotri also spent time participating in the South Asian Bar Association as the McGeorge Liaison and the Student Bar Association as Second Year Day Representative and Representative at Large. Once she obtains her bar license, Ms. Agnihotri hopes to practice family law. The Virginia S. Mueller Scholarship will be awarded at the WLS April lunch at Lucca Restaurant on April 23, 2015.

Virginia S. Mueller is 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.

Each year WLS awards six scholarships and several community grants. These monetary awards are made possible by the generous donations contributed at ArtFest, WLS's annual fundraiser benefitting the WLS Foundation. This year, WLS's 22nd Annual ArtFest will be held on Thursday, September 17th at The California Museum. More information can be found at <http://womenlawyers-sacramento.org/events/annual-artfest/>

2015 WLS MEMBER SPOTLIGHT — Featuring*Marcy Gutierrez**By: Meghan Covert Russell, Vice-Chair Newsletter Committee*

Marcy Gutierrez is Senior Counsel in Lozano Smith's Sacramento office, specializing in education law. She began her career in education as a public school teacher, and has been advising and representing school districts and other education entities for nearly 15 years. Her areas of expertise include special education, student issues, and litigation.

She is also the chairperson of the advisory committee for C.K. McClatchy High School's Law and Public Policy Academy ("LPPA"). The LPPA provides high school students with a means to explore the broad range of careers within the field of law through classes focused on the law, field trips and mentoring.

**Q and A:****Why did you choose a career in education law?**

I chose to work in the field of education law because I have a passion for public schools and want to play an active role in shaping the future of education in this state. After working in high schools as a U.S. Government teacher, I realized I could have a large impact on the state of education in California by becoming more aware of the laws that govern our public school system, and by advising school districts regarding appropriate educational programming. Practicing in education law allows me to continue to impact and shape education policy and practice, while at the same time allowing me to advocate for the benefit of public schools and the children they educate.

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WLS 2015 MEMBER SPOTLIGHT — Marcy Gutierrez — Continued From Page 8

You are the chair of the advisory committee for McClatchy's Law & Public Policy Academy – what opportunities are there for WLS members to become involved?

There are many ways for WLS members to get involved in the McClatchy Law & Public Policy Academy, and we are always in need of volunteers. For the 2015 – 2016 school year, we are especially looking for:

- Members to serve in leadership positions on the Advisory Committee;
- Volunteer interested in working directly with high school students, either as mentors, guest judges, mock trial instructor, or guest speakers; and
- Those interested in assisting with the Internship Program.

The best part of WLS is.../Why did you get involved in WLS?

I'm really glad I decided to join WLS because it has given me a chance to connect with women who, like me, care about being a part of the success of all women on our community.

A great piece of advice you received was...

I have received good advice from many people in my life, but there are two things that really stand out to me. One piece of memorable advice I received was from my high school government teacher, who told me to, "Always pursue your passion." In life, this might change from time to time, but mine happens to be education. I feel fortunate that I have been able to spend my entire career in education – first as a teacher, and now, as a lawyer. The second piece of advice was from my father, who said, "Do you know what the worst grade is that you can earn? It's a B+, because that means if you would have tried *just a little harder*, you could have earned an A." This may sound silly to some, but it gives me the strength to work harder when faced with the most difficult cases or circumstances. Always strive for an A.

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

When I'm not in the office, it's usually because I'm working at my other job – being a mom! Fortunately, Lozano Smith allows me to have a flexible schedule, giving me the life balance I need. So when I leave work, I have time to help my daughters with their homework, volunteer in their classrooms, or carpool to and from soccer. We enjoy spending as much time as possible getting away to our condo in Tahoe City, where we like to hike, paddle board, and just enjoy the peacefulness of the area.

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

Job Opening – Attorney Position

Children’s Law Center of Sacramento is seeking an attorney who would be willing to be appointed by the Juvenile Dependency Court to represent one or more minors in foster care. The children suffered injuries due to an auto accident during transport from school. If you are interested in representing these clients, please contact Brenda Dabney, Firm Director, at 916-520-2030 or DabneyB@clcsac.org.

Job Opening – Attorney Position

Women Lawyers of Sacramento is pleased to announce that Plaintiffs' elder abuse firm in downtown Sacramento is seeking a motivated Associate Attorney to assist on nursing home litigation matters. A minimum 5 years' experience in litigation work, including researching legal issues, drafting motions, trial preparation, depositions and appeals is required. Must be an excellent writer and thinker. Being dependable and reliable is crucial. The firm is known for excellent work in the field of fighting for the rights of elders who have been the victim of elder abuse or nursing home neglect. The ideal candidate must be able to work on their own and be computer literate with excellent research skills. The firm needs someone who is a self-starter, creative and has a positive competitive attitude. The firm needs someone who can handle stressful situations, manage their time well, is highly organized and is efficient. Please do not apply if you do not have the required years of experience. Send cover letter and resume to: The Law Office, Edward P. Dudensing, Attorney At Law, Attention: Kari L. Kalista, CCLS, 1414 K Street, Suite 470, Sacramento, CA 95814; Email: karikalista@dudensinglaw.com; Facsimile No.: 916-448-6401.

Sacramento Superior Court – Research Attorney II/III Position (4/10/15)

Women Lawyers of Sacramento is pleased to announce that the Sacramento Superior Court is hiring for a Research Attorney II/III position. To apply for the position, please click here <http://agency.governmentjobs.com/saccourts/default.cfm>.

SAVE THE DATE

2015 Luncheon Schedule: Lucca Restaurant and Bar, 1615 J Street, Sacramento

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



Announcements & Other News



Happy Birthday to Virginia Mueller!!

Women Lawyers of Sacramento is pleased to announce that **Virginia Mueller**, one of our founding mothers, is turning 91 on April 27, 2015! WLS is collecting birthday cards for Virginia. Please submit them to WLS (P.O. Box 936 • Sacramento, California 95812) so that WLS can forward them to her. Thank you!

Past President, Megan A. Lewis, Joins Kennaday, Leavitt & Daponte PC

Megan A. Lewis, a former partner at Wilke Fleury, has joined Kennaday, Leavitt & Daponte PC as Of Counsel. Megan's litigation practice includes representing health care plans and insurance companies in matters involving provider disputes, Medi-Cal litigation and general business matters. Megan also provides general counsel to businesses, including any bankruptcy issues that arise. Megan will also continue to serve on the State Bar Litigation Section's Executive Committee.

For additional information, please visit www.kldlawgroup.com.



Announcements & Other News

WarmLine Family Resource Center's 12th Annual Golf Tournament (4/24/15)

Women Lawyers of Sacramento is pleased to announce that the WarmLine Family Resource Center's 12th Annual Golf Tournament is on Friday, April 24, 2015 at Whitney Oaks Golf Club in Rocklin. WarmLine Family Resource Center is a local non-profit organization that provides support and services to families of children with special needs. WarmLine's mission is to provide information, education and support to promote and strengthen the foundation of families and children with special needs to face the challenges of the present and create new dreams for the future. WarmLine was the recipient of a WLS Foundation grant in 2012. The grant proceeds were used to purchase gas cards for parents to improve their capacity to visit their children in local hospitals and attend medical and therapy appointments after discharge.

http://www.warmlinefrc.org/uploads/5/9/5/8/5958794/2015_golf_registration.pdf

NAWL's 2015 Women's Initiatives Leadership (5/1/15)

Women Lawyers of Sacramento is pleased to be a co-sponsor of NAWL's Women's Initiatives Leadership Boot Camp on **May 1, 2015** at the Historic Thayer Hotel in West Point, New York. We have arranged a **special 10% discount for WLS members**. To register, please go to www.nawl.org/bootcamp and use the code **WIWLS2015** to get the discount.

Designed to explore a more strategic approach to crafting and implementing women's initiatives, this program also directly supports the NAWL Challenge to increase the percentage of women equity partners and chief legal officers to at least 30%.

In 2012, the NAWL Foundation released the first-ever *National Survey of Women's Initiatives: The Strategy, Structure And Scope of Women's Initiatives in Law Firms*, which provided benchmark data about the types of activities that women's affinity groups in law firms undertake, the funding, oversight, and expectations for such groups, and the factors that enhance or impede the success of women's initiatives. NAWL's Leadership Boot Camp will utilize the Survey by combining hands-on learning with insights and guidance to help develop women's affinity groups' leaders and help them select high-impact activities to maximize their women's initiative's influence and to yield better business outcomes.

This unique and intimate program held at the Historic Thayer Hotel in West Point, NY is specifically designed for current and future leaders of corporate and law firm women's affinity groups. You can find the complete program information at www.nawl.org/bootcamp.

National Association of Women Business Owners' Conference (4/27/15-4/28/15)

Women Lawyers of Sacramento is pleased to announce NAWBO's conference on April 27 – April 28, 2015 at the Sheraton Grand Sacramento Hotel.

To register for the event, please click here: <http://www.nawbo-ca.org/events/upcoming-events/propel-your-business-2014>. Please also see the attached flyer for more information.

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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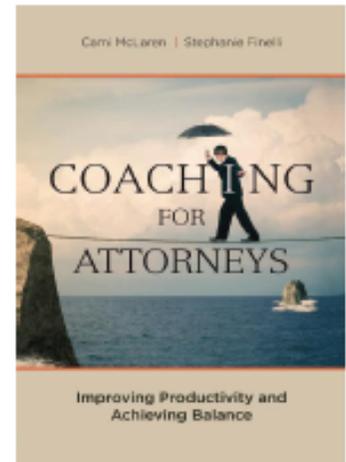
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2015 WLS Board Liaisons

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

Past-President Liaison:
Judith Harper



Book Study Series

Communication ♦ Enrollment ♦ Be a Rainmaker
Led by Coach and Author Cami McLaren

- *Do your staff and clients follow through with what you ask of them?*
- *Are you comfortable dealing with upset clients and employees?*
- *How is your conversion rate when you talk to potential clients?*
- *Do your clients take ownership for their part in their cases and listen when you offer advice?*
- *Are you clear in your requests and instructions to staff, clients, co-counsel?*
- *Do you want to be a better rainmaker?*

Join Cami McLaren's next book series from *Coaching for Attorneys: Improving Productivity and Achieving Balance*, ABA, 2014.

- This class series will provide study on Chapter 8: *Communication Skills for Lawyers* and Chapter 10: *The Art of Enrollment*
- 12-week series of bi-weekly 2 hour meetings (6 meetings total)
- Starting April 28, 2015, alternating Tuesdays; 6-8pm
- July 7 will feature guest speaker **Pat Gillette** from Orrick Law Firm in San Francisco; A discussion on successful use of book skills to "make it rain"
- Location: Sacramento (exact location TBD)
- Cost: \$300 (plus cost of book if you don't already have one); \$100 deposit reserves your chair.

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

To learn more about the book *Coaching for Attorneys*, go to McLarenCoaching.com/Coaching-for-Attorneys

"As an attorney, it's imperative...to listen carefully and fully understand what my client is telling me. In Cami's trainings, I have learned to be aware of my client's point of view and what motivates her... I have also learned specific ways to establish rapport and trust with my clients so that they feel heard and I can be more effective on their behalf. I would recommend Cami's workshops to anyone who wants to communicate better in any area of their practice."

~Ilene Block, shareholder Kronick, Sacramento



Cami@McLarenCoaching.com (916) 747-3660

McLarenCoaching.com



**Join us for this 2-Day Educational Event
April 27-28, 2015 - Sheraton Grand Sacramento Hotel**

Here are just a few of the exciting topics that will make an immediate impact on your business:

Think Like a Negotiator
Eldonna Lewis Fernandez, Master Sergeant USAF Retired

Money Talks
Bank of America, Crowd Funding, and Venture Capitalists will tell you how to obtain capital for your business.

What's Next After Success?
Women in Leadership, Women on Boards, Women in Politics, Women in Philanthropy

Meet the Nominees!
Enjoy great breakout sessions with our Women Business Owners of the Year nominees.

Real Time Electronic Polling with CA Women Legislators
See how your opinions line up with elected officials in the same room?

What the Hack?
Cyber security and what you should know about protecting your business.

I Have Some Good News and Some Bad News...
Utilizing a PR firm in your business

Plus...
Celebrate at the "Under the Dome" VIP Reception in our state's Capitol as we honor the California Woman Business Owner of the Year

And... Tour the Capitol and Meet your Legislators

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for
EARLY BIRD RATES
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Placer County Bar Association
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 Tiktinsky 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.



Women Lawyers of Sacramento Presents the 22nd Annual

Art Fest

THURSDAY, SEPTEMBER 17, 2015 - 6:00PM-8:30PM

THE CALIFORNIA MUSEUM

1020 O STREET, SACRAMENTO, CA 95814

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

GOLD SPONSORS



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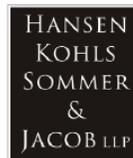


Tony & Joan Stone



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PLATINUM SPONSORS



Ticket pricing: \$40 advance purchase; \$45 at the door.

Tickets may also be purchased online at <http://womenlawyers-sacramento.org/events/annual-artfest/>

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

Enclosed is my payment of \$_____ Check # _____

Name(s): _____

Company: _____

Address/Phone: _____

Email: _____

For information on the event please contact Kim Garner at kkakavas@gmail.com

Return form and check payable to "WLS Foundation" to: Matheny Sears
Attn: Julia Reeves/ArtFest • 3638 American River Drive • Sacramento, CA 95864



Sacramento Rescue and Restore Victims of Human Trafficking Coalition presents

Trafficking, Sexual Assault in the Workplace And Employment Discrimination

Tuesday, April 21, 2015
10 a.m. to 12 p.m. (Check-in begins at 9:30 a.m.)
Board Room of the Sacramento Employment and Training Agency
925 Del Paso Boulevard, Sacramento, CA

William Tamayo, Regional Attorney for the United States Equal Employment Opportunity Commission, San Francisco District, is scheduled to conduct a training on civil rights laws remedies for victims of sexual assault and sexual harassment, including overlaps with human trafficking.

MCLE credits to be provided through Women Lawyers of Sacramento; pending 2.0 MCLE credits for this FREE training.

Registration Form

Name: _____
Title: _____
Email: _____ Phone: _____
Firm: _____
Address: _____

Seating is limited. Please return the completed registration form by noon on **Monday, April 20, 2015**, by e-mail to ricoomsh@gmail.com, by fax to (916) 504-4295 or by mail to L. "Rico" Ozaki, My Sister's House, 3053 Freeport Blvd, No. 120, Sacramento, CA 95818. For further information about this training, please contact L. "Rico" Ozaki at (916) 930-0626.

Co-sponsored by:



Funding for this event was provided by the United States Department of Health and Human Services, Administration for Children and Families, Grant No. 90ZV0105.



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