Join “Influence” to Have Influence – Lawyers Club’s October Mentorship Luncheon

By Sasha Kamfiroozie and Cynthia Morgan

“When a young person, even a gifted one, grows up without proximate living examples of what she may aspire to become—whether lawyer, scientist, artist, or leader in any realm—her goal remains abstract. Such models as appear in books or on the news, however inspiring or revered, are ultimately too remote to be real, let alone influential. But a role model in the flesh provides more than inspiration; his or her very existence is confirmation of possibilities one may have every reason to doubt, saying, ‘Yes, someone like me can do this.’”

— Supreme Court Justice Sonia Sotomayor

The year-long platform will provide mentees the opportunity to implement the advice and skills they learn from their groups with continued feedback and guidance. Groups will meet six to eight times per year and will create a meeting schedule that works for the group. Meetings will be held in a private location such as a home, private room in a restaurant or office. We encourage groups to rotate hosting, ideally giving each mentor and mentee the opportunity to host once if possible.

The groups will be formed around the following practice areas:
1. Government/Non-Profit/In-House
2. Solos
3. Large Firm
4. Small Firm (less than 20)
5. Elected/Appointed Office and Boards

There will be two groups per practice area that ultimately will connect fifty new attorneys with twenty experienced attorneys. Space is limited and we will be announcing a date on October 17th for the official kick-off for attorneys to sign up to join a group.

You won’t want to miss the Mentorship Committee’s kickoff event at October’s luncheon, an opportunity to meet a panel of mentors ready to engage in discussions about Influence. Interested mentees will be required to submit a few sentences about why they want to be a mentee in a particular group and what they hope to get and give. Mentors will receive guidelines drafted by the committee explaining the commitment and expectations.

This will be an exciting year for the Mentorship Committee. In addition to Influence, the Mentorship Committee will continue to host general mentor/mentee roundtables. Lawyers Club members interested in organizing Influence or roundtable discussions, please contact the committee co-chairs.

Sasha Kamfiroozie is the Principal attorney at Kam Law Firm and Co-Chair of Lawyers Club’s Mentorship Committee.

Cynthia Morgan is a Partner at Higgs, Fletcher, & Mack and Co-Chair of Lawyers Club’s Mentorship Committee.
Lessons Learned from Harvard Business School’s Gender Bias Course Correction.

Engaging in overtly gender-biased behavior toward female students and faculty apparently was the norm for some male students at Harvard Business School (H.B.S.), and for years, it went largely unchecked. That is, until Fall 2011, when the school implemented systematic new efforts to check and correct such conduct. And you know what? The corrective efforts worked. After implementing institution-wide accountability measures affecting students and faculty, targeted at addressing both overt and hidden biases, H.B.S. saw female students’ performance jump dramatically and female facultys’ ratings improve as well. The proof is in the data from the recently-graduated class of 2013, the first class that experienced a new way of doing business school, and hopefully, business.

According to a new case study of H.B.S. and reported by Jodi Kantor in a September 7, 2013 article for The New York Times, “[y]ear after year, women who had arrived with the same test scores and grades as men fell behind. Attracting and retaining female professors was a losing battle; from 2006 to 2007, a third of the female junior faculty left. “ (Available here: http://nyti.ms/19kHWkU). Kantor reports:

Some students, like Sheryl Sandberg, class of ’95, the Facebook executive and author of “Lean In,” sailed through. Yet many Wall Street-hardened women confided that Harvard was worse than any trading floor, with first-year students divided into sections that took all their classes together and often developed the overheated dynamics of reality shows. Some male students, many with finance backgrounds, commandeered classroom discussions and hazed female students and younger faculty members, and openly ruminated on whom they would “kill, sleep with or marry” (in cruder terms). Alcohol-soaked social events could be worse.

Faculty viewed the gender-grade-gap as “a dirty secret that wasn’t discussed,” according to Kathleen L. McGinn, the H.B.S. professor who supervised a study revealing the disparity.

Enter Drew Gilpin Faust, who, in 2010, became the first female president of Harvard University. Faust appointed a new dean at H.B.S., Nitin Nohria, who pledged to tackle the gender relations situation. He backed up that pledge with actions. Beginning in the Fall of 2011, classrooms were staffed with stenographers who recorded lectures and discussions so professors need not rely on potentially biased memories of what was said in class and who said it. This proved key because 50% of a student’s grade is based on class participation. Professors also utilized new software tools in grading, which provided instant feedback on gender patterns of calling and marking student participation in class. Female students were coached on assertiveness, and the school evolved its case-study method of grading to include a new course called “Field,” which placed students in assigned teams and focused on problem-solving.

The results for the class of 2013 were astonishing. The Times reports, “[b]y graduation, the school had become a markedly better place for female students, according to interviews with more than 70 professors, administrators and students, who cited more women participating in class, record numbers of women winning academic awards and a much-improved environment. . . . “ Indeed, the grade gap nearly disappeared. And, the number of women Baker scholars – the lauded top 5% of H.B.S. grads – jumped, as well. In 2013, 40% of Baker scholars were women, out of 40% female students in the class. Compare this to the class of 2009, when only 11% of Baker scholars were women, out of an overall 36% female students.

The administration also reports that students demanded more representation of female faculty. (There currently are 19 tenured female professors, compared with 76 tenured male professors). The school responded, appointing professor Frances Frei as the dean of faculty recruiting; Frei was one of the chief architects of the changes and known for being “unapologetic” about them. In her new role, she turned significant attention to recruitment and to coaching existing junior female faculty on classroom performance. While the coaching efforts produced an encouraging increase in female faculty ratings by students, no other immediate impact has been shown on tenure progression. This issue is worth watching for future changes.

Not everyone was thrilled with H.B.S.’s changes. Some women felt being coached on “hand-raising,” assertiveness or class participation was unnecessary or condescending. Other students objected to the engineered environment.

Yet, judging by the myriad online comments responding to The Times’ article, the new initiatives struck a chord. For some H.B.S. alumni, the discussion validated their experience with the fraternity-like machismo and status-driven culture at the school. For others, nothing could have been further from their experience at H.B.S. or other business or professional schools. For some, the main offense was not the gender biases in business school or elsewhere, but the institutional mechanisms employed to correct them. Other readers, including one self-titled “grandmother,” were astounded by the male students’ conduct, and wondered “what do the guys learn at home from their parents about how to treat women?”

Other commentators have puzzled over this situation, as well. “I don’t know whether I should feel optimistic or discouraged about what’s going on at Harvard Business School on the gender front,” opined Vivia Chen, in a blog post for The Careerist. Despite the progress resulting from H.B.S.’s changes, she laments, “if you read closer, the students (male and female) haven’t changed much in their private attitudes.”

Yet, I am not only optimistic, I am bullish. The lessons from H.B.S.’s experience can and should be followed by anyone who wants to recruit and retain the immense talent that comes from women as employees and leaders. These lessons, moreover, apply not just in business, but in law, government, corporate America, small business, the nonprofit sector, and beyond.

If employers want to fully benefit from women’s capacity and ability, they shouldn’t create or tolerate a culture that makes women feel like outsiders or invited guests. This goes for nontraditional employment settings, as well, including the entrepreneurial space and those who invest in it. Treat women like part of the very fabric of a deal or institution. Examine your organizational culture. Analyze advancement, wage and funding data by gender. Develop appropriate strategies to eliminate roadblocks to parity. Create systemic pathways to success. Lead by example. And, stick to it.

In addition to being right, in my view, from an ethical, moral and societal perspective, treating women as equal stakeholders in the workplace also makes good business sense. Gender-bias (overt or covert) is a recipe for talent drain, which is expensive and potentially disruptive. Biases also expose employers to resentment, hostility and potential liability – now, or down the road. As any HR professional or employment lawyer will note, it is in an organization’s interest to have employees, managers and executives who create hospitable workplace environments for all, and not ones that are hostile to potentially half of the workforce.
In San Diego, we are still recovering from the August 30 resignation of now-former Mayor Bob Filner in the midst of a scandal and lawsuit over sexual harassment allegations against him from a growing list of complainants. During his long career in politics, Filner apparently engaged in an escalating pattern of abusive conduct, and only after recent public calls for his resignation by community leaders, did he acknowledge in July of this year that he “failed to fully respect the women who work for [him] and with [him].” He also allegedly engaged in pervasive verbal and physical sexual harassment of female employees and constituents. What the accounts from victims and witnesses now tell us is that many actors along the way knew of Filner’s conduct, did little to correct or quash it, and thus enabled it to continue and escalate for years.

If only this were an anomaly. But, talk to nearly any woman, professional or rank-and-file worker, and she can echo experiences of bias, differential treatment, and harassment at the hands of a man in power or a peer attempting to exert power. This should not be the price of being in business, government or law.

Change is hard. But drastic change is sometimes necessary. Even if imperfect, it is better than maintaining a status quo that undervalues and ultimately bleeds talented women from the workforce. As the H.B.S. example shows us, the reward for smart, strategic change can be swift and mighty.

Have you developed personal or institutional strategies to target, overcome and eliminate gender bias? We hope you’ll share them with our community.

Johanna Schiavoni is an appellate attorney at the Law Office of Johanna S. Schiavoni. You can reach her at johanna@schiavoni-law.com.

In search of: Policies

By Martha Knutson

How many policies does Lawyers Club have? That’s a question that the Club’s Policy and Bylaws Committee is working hard to answer. It may not sound quite as exciting as planning a networking event—or attending one—but for members of the Committee sorting through the Club’s archival material in search of policy decisions, establishing the “legislative history” of each and then recording them into a standard format for future use is pretty satisfying. How many policies Lawyers Club will have at the end of this work is still an open question.

What’s in the policies? So far the Committee has found policy material addressing issues dating back to the origins of Lawyers Club like the endorsement of candidates for the SDCBA Board of Directors as well as decisions triggered by more recent events like Hurricane Katrina. There is also material directed at the day-to-day workings of the organization—a policy about advertising on the website, another about attendance at Board meetings and a draft policy on reserving the Lawyers Club conference room. Think that Lawyers Club should write an amicus curie brief? There’s a policy for that.

What’s the plan about policies? The Committee’s current work is focused on locating and documenting existing policies for re-adoption (or not) by the Board of Directors beginning in early 2014. After that the Committee will turn its attention to looking at any possible “gaps” in the policy structure and how those same matters are addressed by similar organizations.

Does this kind of work “float your boat”? Joining this Committee, you can learn the regulatory side of organizational structures and gain exposure to governance matters routinely handled by in-house counsel. The Committee’s current work builds on efforts begun in years past and will definitely continue into the future. If this sounds like a way you are interested in contributing to Lawyers Club, contact either Committee Co-Chair – Renee Leakakos at RMLAW22@aol.com or myself at mak@MKnutsonLaw.com.

Martha Ann Knutson is a solo health law practitioner and Co-Chair of Lawyers Club’s Bylaws & Policy Committee.
On the Ballot

Lawyers Club past president Sarah Boot is running for San Diego City Council in District 2, which includes the communities of Ocean Beach, Mission Beach, Pacific Beach and Point Loma. Boot, previously an attorney at Cooley LLP and an Assistant U.S. Attorney, served as Lawyers Club president in 2012-13, and is a founding member of Run Women Run. The primary election is set for June 2014.

Elected

Heather Rosing has been elected Treasurer of the California State Bar. Rosing, shareholder and chief financial officer of Klinedinst PC and a past president of the San Diego County Bar Association, will be sworn in at the Bar’s annual meeting this month.

Lawyers Club student member Michelle Vescio Even- son, a second year at Thomas Jefferson School of Law, has been elected president of the school’s Sports Law Society for 2013-14. She heads an executive board that, for the first time ever, is comprised of all female members.

Former California Western School of Law dean Steven R. Smith has been elected chair of the San Diego Foundation’s board of governors. Smith, now dean emeritus and a professor at California Western, joined the Foundation’s civil society working group in 2001, serving as its chair from 2004-2009.

Appointed

Janice Mulligan, a partner with Mulligan & Banham, has been appointed to the California State Bar’s Commission on Judicial Nominees Evaluation, which evaluates all candidates being considered for judicial appointment by the governor. Mulligan previously chaired Lawyers Club’s Judicial Endorsements Committee for five years.

Allison Goddards, of counsel with Patterson Law Group, APC, was appointed to the California State Bar’s Committee on Federal Courts.

Lawyers Club founding president Judith McConnell, Administrative Presiding Justice of the Court of Appeal for the Fourth Appellate District, has been appointed to co-chair the Task Force on K-12 Civic Learning. The joint task force was established by California Chief Justice Tani G. Cantil-Sakauye and State Superintendent of Public Instruction Tom Torlakson to focus on the skills and knowledge that students need to be informed and involved citizens and community members. The task force will present a Civic Learning Blueprint that will make recommendations to the Chief Justice of California, State Superintendent of Public Instruction, State Board of Education, Chair of the Assembly Education Committee and Chair of the Senate Education Committee next summer.

Rosalie Kramm, principal at Kramm Court Reporting, has been appointed to the California Court Reporters Board by Gov. Jerry Brown. Kramm also is president of the Society for the Technological Advancement of Reporting and a past president of the California Deposition Reporters Association.

Stefanie Warren, an associate at McKenna Long & Aldridge, has been appointed to the San Diego Regional Water Quality Control Board by Gov. Jerry Brown. Warren litigates complex business disputes and has experience with environmental law issues involving CEQA Compliance, the Clean Water Act, CERCLA Litigation, and Proposition 65 Litigation.

Honored

Thomas Penfield, a partner with Casey Gerry Schenk Francavilla Blatt & Penfield, was recognized as a Diplomate of Trial Advocacy by the American Association for Justice (AAJ) and the National College of Advocacy. He is the only attorney in San Diego and one of only nine attorneys in California to attain this status, which has been awarded to fewer than 200 lawyers nationwide. To receive the designation, Penfield completed 400 hours of jury trial training with AAJ education programs, including the National College of Advocacy, the AAJ’s trial practice school.

On the Move

Judy Copeland, a partner with Copeland & Tierman LLP, is scaling back her law practice and joining the West Coast Resolution Group, a division of the National Conflict Resolution Center. Copeland, who has practiced full time for 39 years, will be the group’s primary mediator for probate and trust related disputes, including will contests.

Justine Phillips joined Sheppard Mullin Richter & Hampton LLP in August as special counsel in the firm’s Del Mar office. Phillips, previously an associate with McKenna Long & Aldridge, works in the firm’s Labor & Employment department.

Anna Hysell has expanded her firm, North County Immigration, with a new office in Escondido. The boutique immigration law firm also has an office in Cardiff. The firm can be found online at www.northcountyimmigration.com.

Stacey Tyree joined Montage Legal Group’s network of freelance lawyers in June, handling corporate and real estate matters. Tyree also is an adjunct faculty member for the University of San Diego School of Law’s Corporate Counsel and Entertainment, Sports, and Intellectual Property Internship programs, where students work in-house and develop practical skills.

Jodi Cleesattle is a deputy attorney general with the California Department of Justice and Lawyers Club’s Press Liaison.
A Packed House Joined Lawyers Club at the “Welcome to Wonderland” Post Bar-Exam Happy Hour

By Shanly Hopkins

The Wonderland theme at Vin de Syrah provided the perfect playful backdrop for those coming out of the trenches after months of intense and focused bar study at Lawyers Club’s “Welcome to Wonderland” Post Bar-Exam Happy Hour August 27. The event was open to both Lawyers Club members and non-members and was co-hosted by the Networking Events, Student and Mentorship Committees. The bar takers were joined by loved ones, law students, and attorneys. Nearly 50 people attended and the room buzzed with positive energy.

The event created a unique moment of solidarity for the post bar takers. As they navigated the room, stories of perseverance and triumph brought out many smiles and hugs. The supportive environment was a great help as they continued to patiently await the bar results. Law students from the three area law schools found a common bond for the evening, which was a great reminder that they were all in it together. “It is great that there is an event that is specifically organized for law students to remind you that every lawyer has been through the bar, shared attendee Daphne Delvaux, “it feels great to be supported by the legal community. The cheese is great too!”

Bar takers talked informally with lawyers about building a successful legal career. Insights and words of encouragement abounded. This was not the first networking event for most attendees but this didn’t stop it from being unique to at least one attendee. According to Andres Michel, he had “been to a lot of networking events, and really enjoyed this one because everyone was open and conversing.” While the evening was short lived, the benefits could last a lifetime.

Shanly Hopkins is a 2L at Thomas Jefferson School of Law and Co-Chair of Lawyers Club’s Student Committee.

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Lawyers Club Endorses Four Impressive Candidates in the 2014 San Diego County Bar Association Board of Directors Election

By Udoka Nwanna

Lawyers Club is pleased to endorse four candidates in the upcoming San Diego County Bar Association (“SDCBA”) Board of Directors elections: Loren Freestone, Lizzette Herrera Castellanos, Lilys McCoy, and Kristin Rizzo.

SDCBA is governed by a 19-member Board of Directors. Directors are elected at large by the membership and elections are held in November of each year. Voting (online and paper ballot) begins October 15, 2013 at 12:00 a.m. through November 8, 2013 at 5:00 p.m. All attorney members of the SDCBA who maintain active status with the State Bar of California are eligible to vote in the election. There are four open at-large seats and one open regional (East County) seat for the 2014 Board of Directors.

Lawyers Club’s Endorsements & Nominations Committee, comprised of members Betty Boone, Cindy Freeland, Kate Kowalewski, Udoka Nwanna, Justine Phillips and Abby Silverman-Weiss, carefully vetted and considered the candidates and made recommendations about the candidates to Lawyers Club’s Board of Directors. The Board voted to endorse these four remarkable attorneys, each of whom exemplifies Lawyers Club’s mission “to advance the status of women in the law and in society.” Below are brief bios that demonstrate each candidate’s commitment to the legal community and views on one item each is most excited to pursue if elected to the SDCBA Board.

Loren G. Freestone is an attorney at Higgs Fletcher & Mack LLP. He has litigated both sides of complex cases, aggressively assisting and prosecuting cases on behalf of plaintiffs and defendants in employment and healthcare litigation. He has also successfully argued cases at the Court of Appeal, resulting in published opinions on behalf of his clients. Freestone received two bachelor degrees from University of California Los Angeles, and his law degree from the University of San Diego. He was trained by the best in legal advocacy and civility: he served as a judicial extern for Associate Justice Judith L. Haller of the Fourth District Court of Appeal, and as a new lawyer, was trained by former Higgs Fletcher & Mack partner, and now Judge, Honorable Gregory W. Pollack. Freestone is co-chair of the SDCBA’s Diversity Fellowship Program, immediate past Chair the SDCBA’s Ethnic Relations and Diversity Committee, and is a board member of the Tom Homann LGBT Law Association. In his free time, he is an avid surfer and enjoys downhill skiing.

What I am most excited for if elected to the Board?

I am excited about the prospect of working with Lawyers Club to elevate the importance and significance of the Bar’s Diversity Fellowship Program.

Lizzette Herrera Castellanos is Associate Director of Public Service & Diversity and Director of Agency Internship Programs at University of San Diego School of Law. A graduate of the University of San Diego School of Law, Lizzette completed her undergraduate work at the University of California, Los Angeles. Herrera Castellanos has worked with the San Diego Volunteer Lawyer Program as well as with the UCSD Bi-National Program, where she provided legal and regulatory assistance to children infected with HIV in Mexico and refugee clients from Africa. Herrera Castellanos also is a professor of paralegal and legal studies at Southwestern College. She served as past president of San Diego La Raza Lawyers, chair of the Lawyers Club’s Diverse Women’s Task Force, and is a member of the Planning Committee for Latinas in the Law. She is an appointed commissioner of the Hispanic National Bar Association’s Commission on the Status of Latinas in the Legal Profession.

What I am most excited for if elected to the Board?

The directors of the SDCBA have done a tremendous amount of work in the last several years. I would initially want to learn as much as possible from the current directors and executive board and see where I am needed. But I would hope to be useful to them in my connection to the law schools and other bar associations in the San Diego community. I look forward to working to build connections between the SDCBA, Lawyers Club of San Diego, the diversity bar associations, and law students.

Lilys D. McCoy is the Director of the Thomas Jefferson School of Law Center for Solo Practitioners. She also supervises TJSL’s award-winning Trial Team. Prior to entering academia, McCoy practiced consumer law with the firm of McCoy, Turnage & Robertson, LLP. McCoy was president of Lawyers Club from 2002 to 2003 and received the Lawyers Club’s Belva Lockwood award in 2007. She served as co-president of the Tom Homann LGBT Law Association from 2005 to 2007 and received the THLA Co-Presidents’ award in 2008. In addition to her varied volunteer activities with the local bar, McCoy has also been a career-long delegate to the Conference of Delegates of the Conference of California Bar Associations. From 2009 to 2010, McCoy served as the Chair of the CCBA. McCoy has a passion for community service, especially with respect to guiding and mentoring law students and new lawyers. Toward that end, McCoy also volunteers her time as a member of the Board of Directors of the San Diego Inn of Court, where she has co-chaired the Evidence Program and the Trial Practice Program and serves as a workshop leader. She is currently the co-chair of the Lawyers Club History & Archives Committee. McCoy has recently been recognized by California Women Lawyers as a 2012-2013 Woman of Achievement. In addition, she was named a San Diego Daily Transcript Top Attorney in 2006 and 2013 and listed in Super Lawyers in 2007 and 2009.

What I am most excited for if elected to the Board?

I am excited about carrying forth my passion to help my colleagues have successful, fulfilling careers where they are able to both “do good and do well.” The profession is undergoing tremendous change. Many are saying that the need for lawyers will decrease in the future. I disagree; I believe that the need for lawyers and for our problem-solving and analytic skills will be greater than ever. The SDCBA is in
the perfect position to tackle these issues in a way that can make a difference increasing access to justice, in helping the courts meet unprecedented funding challenges, and in helping our SDCBA members thrive in the rapidly-changing legal marketplace of the 21st century.

Kristin Rizzo, Owner of Rizzo Law, PC, is devoted to the representation of employees in a wide range of employment matters, including harassment, discrimination, wrongful termination, retaliation, wage and hour disputes and breach of contract claims, and she counsels employees on strategic planning and positioning regarding employment agreements, leaves of absence, and separation and severance agreements. In addition to her professional practice, Rizzo is an active member of the SDCBA and many other legal organizations. She has devoted years of service to the SDCBA; she is the current Co-Chair of the Labor & Employment Section and past-President of the New Lawyer Division. Rizzo has been honored as a Top Attorney in Employment Law by the San Diego Daily Transcript, she is the recipient of the Judge David R. Thompson New Lawyer Award, the University of San Diego School of Law Recent Alumni Rising Star Award, and has twice been honored as a Bar Star by the SDCBA.

What I am most excited for if elected to the Board?
I am passionate about serving the SDCBA and its community of legal practitioners. The SDCBA is the umbrella organization for our legal community, bringing together civil, criminal and administrative practitioners from all sides. If elected, I will work to increase the cooperation between the SDCBA and the numerous law-related specialty bar associations. Developing strong connections between legal groups reinforces community partnerships and creates a network of diverse attorneys working toward the common goal of civility and professionalism. As a Director on the SDCBA Board, I will strive to build strong connections within our legal community. The SDCBA is our Bar association, and if elected, I will work to ensure the SDCBA serves you.

Udoka Nwanna is a Professor of Lawyers Skills at Western State College of Law and is co-chair of Lawyers Club Endorsements & Nominations Committee, along with Co-Chair, Justine Phillips, Special Counsel at Sheppard Mullin.

"Out of Balance: Substance Abuse and Mental Health Issues” – Upcoming “First Tuesday” Work-Life Balance CLE Brown Bag in Carmel Valley

By Ashley Wedding

Given the numerous daily stressors that affect attorneys, it is with alarming frequency that attorneys turn to drugs or alcohol to relieve stress. Something that starts innocuously may quickly become a problem. Substance abuse issues can lead to strained professional relationships, decreased business and disciplinary issues.

Distinguished panelists will explore the topic of substance abuse in the legal profession at the next Balance Committee “First Tuesday” brown bag lunch and MCLE in Carmel Valley October 1. The panelists will include Richard Carlton, Acting Director of the Lawyer Assistance Program, Michael B. Taggart from the Law Office of Michael B. Taggart, and Duane Rogers, a licensed Marriage & Family Therapist who works in the intervention and motivation of Legal Professionals that may be suffering from different types of addictive disorder. Particulars will include warning signs of a substance abuse problem, resources for prevention and treatment of substance abuse and help attendees gain a deeper understanding of mental health issues, including depression.

Attendees will earn 1.0 hour Substance Abuse MCLE credit. Seating is limited, and pre-registration is required. Please pre-register on the Lawyers Club Website. The event is free for Lawyers Club members and $15 for non-members (credit card pre-pay or exact cash/check at the door). If you have any questions, please contact Balance Committee Co-chairs Holly Amaya at hamaya@wisintl.com or Gabriela Salazar Burns at burns@claroconsultingservices.com.

Also, save the date for the next “First Tuesday” lunch in Carmel Valley on December 3rd at noon entitled, “Where did the Day Go? Effective Time Management for Lawyers.” Panelists will explore ways to increase productivity in order to achieve work-life balance, including effective use of technological resources available to lawyers.

Ashley Wedding is an Associate at the Law Offices of Dennis F. Fabozzi and a member of the Balance Committee.

CORRECTION: LC News September issue had an inaccurate image label in the Golf Tournament article. The correction is – The men’s first place foursome photo was of Jeremy Evan’s foursome.
Lawyers Club Honors the San Diego Judiciary at the Annual Fall Wine & Cheese Reception

By Kimberly Ahrens

Lawyers Club will honor the members of the San Diego judiciary – and enjoy mixing and mingling – at its annual Fall Wine & Cheese Reception Tuesday, October 15, 2013.

Lawyers Club created the annual Wine & Cheese receptions as unique opportunities to introduce law students to its members, the judiciary and the local bar. After more than forty years of success, the Fall Wine & Cheese reception continues to foster interaction between our legal community and judges in an informal, yet professional setting.

This year’s event, set for 5:30 to 7:30 p.m., will be hosted at the downtown San Diego office of Procopio, Cory, Hargreaves & Savitch LLP.

The reception is free for all Judicial Officers and any Lawyers Club members who register in advance of the reception. All guests should RSVP online at www.lawyersclubsandiego.com or by calling (619)595-0650. Law firms and companies interested in sponsoring the Wine & Cheese Reception should call Lawyers Club at (619) 595-0650.

Lawyers Club invites anyone interested in volunteering at the Wine & Cheese Reception to contact Committee Co-chairs Kimberly Ahrens at ka@ahrens-lawoffice.com or Laura Castillo at Laura_Castillo@ca9.uscourts.gov.

Kimberly Ahrens is the founder of The Ahrens Law Office and is Co-Chair of Lawyers Club’s Wine & Cheese Committee.
How To Ask For What You Want: Approaches To Striking Better Work-Life Balance

By Mara W. Elliott

Melissa Perez of Troutman Sandman described the ups and downs of making the difficult decision to go part-time to care for two young children at the Balance Committee’s “First Tuesday” luncheon downtown on August 6. Perez is still with the same firm, now has four children (ages 7, 9, 11, and 13), and maintains her part-time schedule. The upshot is having time for family; the downside is part-time pay for what often turns out to be full-time work due to workplace demands.

The panelists discussed specific strategies attorneys can use to challenge firm and organizational culture, introduce and sell new policies, and explore alternatives to a 40-hour in-office workweek, all with the goal of better achieving work-life balance.

Panelist Robin Wofford, partner of Wilson Turner Kosmo, described raising two kids in the 1990s when full-time work was the norm and flexible schedules were rare. Wofford cites her husband’s willingness to be an equal partner in household chores as critical to achieving balance. Also important: finding a firm that supports work-life balance. Attorneys, she said, are more productive in a workplace that respects an attorney’s personal needs, whatever they may be. Finding success in a flexible schedule, according to Wofford, requires organization, commitment to maintaining a schedule and a set of clear expectations.

Licia Vaughn, Director of Intellectual Property and Technology at DLA Piper in downtown San Diego, agrees. Attorneys need to be forthcoming about their needs and recognize that firms are listening. The attorney seeking flexibility should have approval from the practice group leader before making a request, and client support when possible. Vaughn and her husband, parents to two daughters, ages 9 and 17, also split housework.

Rupa Singh, staff attorney at the United States Court of Appeals, Ninth Circuit, relies on childcare for her daughters, ages 2 and 5, when she travels for work. For Singh, less travel would mean a greater workload. Any request for flexibility is like a negotiation for a client, except that you are acting as your own advocate. She suggests that you: do research, have facts and figures to support the request, identify short and long term goals, and practice before making the proposal. Be creative and solution-oriented and present alternatives that work for both attorney and employer. Also, consider the changing needs of the family as the children get older. For support, Singh recommended looking to resources at the Center for WorkLife Law at UC Hastings and the Lawyers Club of San Diego website (see “Useful Links”).

Another panelist, Dawn Andrews is the Chief Employment Counsel at Sempra Energy, has two boys, ages two and four. Although craving more flexibility early on in her career, Andrews waited to ask for fear that her request would be rejected. In retrospect, she wishes she had not waited so long.

Andrews recommends making oneself indispensable to the company before making such a request. Like Vaughn, Andrews recommends soliciting the support of your clients, who ultimately advocated for Andrews. Based on her work record, and with client support, her employer wanted to retain her and agreed to the flexible schedule. Andrews currently works in an office share arrangement: she works a 50% schedule and another attorney works an 80% schedule.

By all accounts, attendees appreciated the panelists’ candor and suggestions for initiating change in their own workplaces. Coincidentally, in August 2013, Working Mother published an article entitled “2013 Working Mother and Flex-Time Lawyers Best Law Firms for Women,” accessible at http://www.workingmother.com/content/2013-working-mother-and-flex-time-lawyers-best-law-firms-women. The magazine recognized Vaughn’s firm, DLA Piper, as one of the fifty best law firms for women in the United States. Ten percent of DLA Piper’s attorneys work reduced hours and the firm established a Leadership Alliance for Women, a nationwide resource group devoted to the training and advancement of women.

Working Mother also recognized the event’s host firm, Duane Morris, as one of the top fifty firms for women. According to the article, “Unorthodox schedules are increasingly popular at this firm’s 20 U.S. offices: In 2012, 80% of its lawyers flexed their hours or telecommuted, while 14% worked part-time. Impressively, 95% of them also received management or leadership education.”

Mara W. Elliott is Chief Deputy City Attorney of the Public Services Section at the San Diego City Attorney’s Office and a member of Lawyers Club’s Balance Committee.
“You have potential.” These were the words that inspired Carissa Phelps, a survivor of teen sex trafficking, to believe that she could escape from life on the streets. On August 8, 2013, in an event hosted by Lawyers Club’s Reproductive Rights and Women’s Advocacy Committee and co-sponsored by Latham & Watkins LLP and UCLA School of Law, Phelps’s alma matter, Phelps mingled with a diverse audience of more 50 attorneys, judges and activists in San Diego, shared details of her life experiences, and signed copies of her autobiography “Runaway Girl: Escaping Life on the Streets One Helping Hand at a Time.”

Phelps was forced out of her home at 12 years old by her mother. While out on the streets, she was kidnapped by a brutal pimp and became a survivor of sex trafficking. Throughout her life, Phelps was in and out of different institutions, from juvenile hall to residential facilities. Phelps described how she met her first real mentor, Ron, while in juvenile hall. “You don’t belong out there,” he said once. “You have potential. Do you know what that means?” Phelps explained that she didn’t know exactly what that meant at the time, but she knew it meant she was worth more than she had ever imagined. She described how her algebra teacher showed her that some things in life really did have “right answers.” This concept, combined with her ability to find those right answers, gave her the confidence to know that she could do something with her life.

Phelps went on to graduate summa cum laude with her bachelors in mathematics. After a year teaching, she went to law and business school. Phelps explained she was not interested in earning these degrees for the sake of making money; she wanted it to provide opportunity and decrease suffering.

Phelps described a significant moment in her life during graduate school. While enrolled in the joint JD/MBA program at UCLA, she had the opportunity to attend an entrepreneurial event where she met Marx Cazenave. Cazenave, a former Black Panther and successful businessman, had been appointed to the Small Business Administration under President Jimmy Carter and was the chairman of his own investment firm. He told the small group of students his own story, including the struggles he faced growing up. Hearing his honesty, Phelps decided for the first time to expose her own story with Cazenave and the group of her fellow students, all men. She read an excerpt from her book capturing that moment, which she described as the first time she really shared her story and exposed her vulnerability about her own past:

I focused on a glass of water across the table, and then I let it go. “I grew up in a small town…with eleven brothers and sisters…I was sent to group homes, but I ran away. I spent two years as a junior high dropout living on and off the streets.” More, you’re almost done, I thought. “I was raped more times than I could count. I was arrested and spent six months in juvenile hall, all before I was fourteen.”

Phelps’s talk was a true testament to the power of mentorship and belief in today’s youth. It took the help of powerful, successful individuals like Cazenave to help guide that drive that was inherent in Phelps’s spirit as her potential was pouring out of her. One might think that her experiences would have led her into a non-profit career, but Phelps spoke with conviction about the importance of having her own business, Runaway Girl FPC, have a “flexible purpose”; she is a self-proclaimed modern day Robin Hood.

Phelps explained that she earns enough through her corporation to pay her “survivor-leaders” for the talks they give all over the country; this is key to this movement, that “survivor-leaders” are empowered to serve as mentors to the...
next wave of trafficking victims, and to train law enforcement and expert witnesses to understand and reflect “the survivor voice.” Her biggest motivation was realizing that under the non-profit model, her survivor-leaders were having their travel expenses paid, but there was no money for them to even buy food when they returned home.

After sharing her story, Phelps took questions from the audience, including questions about her experiences in the juvenile justice system. Phelps spoke candidly and compellingly about the trauma she experienced in the justice and court system. She described how removed she felt from the proceedings, how she felt the justice system let her down by failing to take into account her status as a victim and failing to provide her with a real advocate.

Lawyers Club and community members lined up quickly to have just a few minutes each to chat with Phelps while getting their copies of “Runaway Girl” signed. Phelps was so generous in entertaining guests’ questions and comments during the book signing that she nearly missed her flight home to San Jose.

Several other community organizations, also passionate about women’s issues and ending domestic sex trafficking, co-sponsored the event and turned out attendees, including Women Give San Diego, the American Association of University Women – San Diego Branch, American Women for International Understanding, and the Bilateral Safety Corridor Coalition.

The event, which was catered by Indigo Café and organized with the help of Adventures By the Book, also featured a unique opportunity to give back. In addition to hearing from Phelps, the audience met Dawn Miller from the Lindsey Community Day School, who talked about her students and how many of them face the same challenges as Phelps. Inspired by Phelps and motivated by the needs articulated by Miller, attendees purchased every extra book on hand – 24 books in all – to donate to Miller’s students, each of which Phelps personally signed.

Amy Louttit is a 3L at Thomas Jefferson School of Law and is a member of the Lawyers Club’s Reproductive Rights and Women’s Advocacy Committee.

### Legislative Update

By Amanda Allen

San Diego Assemblymember Toni Atkins’ bill, AB 154, has passed both the state Senate and Assembly and is expected to be signed into law by Governor Jerry Brown. AB 154 will allow nurse practitioners, certified nurse-midwives and physician assistants to perform one specific type of surgical abortions after obtaining training and a license to perform the procedure. California’s push to drastically increase the ease of access to abortions in the state contrasts with much of the rest of the country. Last year, 43 states passed laws further restricting abortion access; in 2013, more than 300 bills restricting abortion have been introduced at the state level, according to an American Civil Liberties report.

Amanda A. Allen, an associate at Hecht Solberg, is Co-Chair of Lawyers Club’s Reproductive Rights and Women’s Advocacy Committee.
Balance Committee Tackles “The Baby Issue” at Carmel Valley Luncheon

By Sarah A. Bennington

Is there ever a “right time” to have children? The Lawyers Club Balance Committee tackled this weighty topic at the “First Tuesday” brown-bag lunch event in Carmel Valley this August. The panelists included Elizabeth A. French, Esq., Partner at Green, Bryant & French, LLP; Kimberly J. Miller, Esq., Partner at Knobbe Martens; Danielle Moore, Esq., Partner at Fisher & Phillips LLP; Jane A. Rothbaler, Senior Counsel at Gordon & Rees LLP; and Susan G. Taylor, Partner at Robbins Geller Rudman & Dowd LLP. The event was hosted by Jones Day and moderated by Sarah A. Bennington, Esq.

The panel agreed that there is no “right time” to have children. Rather, the decision is a highly personal choice based on individual circumstances.

Nonetheless, timing was a key discussion topic during the event. On one hand, the group discussed the inevitable challenges many women face if they wait too long to have their first child. On the other hand, one panelist reminded the group that pregnancy may happen more quickly than some women expect and prepare for. Overall, the group agreed that pregnancy timing is likely unpredictable. The panelists also discussed the various challenges women attorneys often face at each stage—from pregnancy, to maternity leave, to returning to the workplace after the birth of a child.

The conversation elicited emotion, compassion, and understanding about the challenges women often face when making the decision.

Join Lawyers Club for the next “First Tuesday” CLE brown-bag luncheon in Carmel Valley on October 1, entitled “Out of Balance: Substance Abuse and Mental Health Issues.” Learn how to explore resources to notice the signs of work/life imbalance, prevent or treat substance abuse, and understand depression and other mental health issues. 1.0 hour of MCLE Substance Abuse credit will be offered.

Sarah A. Bennington is an associate at Jones Day and member of Lawyers Club’s Balance Committee.

Lawyers Club Program to Address Violence Against Native American Women and the Myriad Societal and Jurisdictional Barriers to Criminal Prosecution of these Crimes

By Jaclyn A. Simi

In November, the Diverse Women’s Committee, in partnership with the Native American Practice Group at Procopio, Cory, Hargreaves & Savitch, will hold a program to foster a candid discussion regarding the epidemic of violence against Native American women and the challenges to prosecution of these crimes.

The statistics are alarming. According to the U.S. Department of Justice, nearly half of all Native American women have been raped, beaten, or stalked by an intimate partner. One in three Native American women will be raped in their lifetime, and on some reservations, women are murdered at a rate 10 times higher than the national average. Given that California is a “Public Law 280 state,” historically State criminal law jurisdiction and some civil jurisdiction extends onto Tribal lands; however, this overlapping jurisdiction creates a situation that allows different forms of law enforcement to pass the responsibility off on one another. As a result, many Native American women have been frustrated in their attempts to seek protection from domestic violence. Given that California has the second largest Native American population in the U.S. (and San Diego County has the most reservations of any county in U.S.), this issue is particularly relevant locally.

Earlier this year President Obama reauthorized the Violence Against Women Act (VAWA), which provides new protections for Native American women. VAWA extends tribal jurisdiction by giving tribal courts the ability to prosecute non-Native Americans for crimes of domestic violence, dating violence, and criminal violations of protection orders committed on tribal land against a Native American spouse or partner, yet state and federal authority to prosecute these crimes remains unchanged. The web of tribal, state, and federal jurisdiction at issue is complex and often confusing, and can frustrate efforts by law enforcement to investigate and prosecute these offenses. As a result, many of these crimes are not reported, or if they are, perpetrators go unpunished.

Please join Lawyers Club on November 13, 12:00 to 1:30 pm, to learn about this under-addressed, but prevalent issue affecting Native women in the community. This lunch program will be held at Procopio’s downtown offices, and the firm will host lunch and parking. 1.0 hour of MCLE credit will be offered. Further details to follow soon.

Jaclyn A. Simi is an Associate at Procopio, Cory, Hargreaves & Savitch LLP, and a member of Lawyers Club’s Networking Events and Diverse Women’s Committees.
Top 10 Ways to Get Involved with SDVLP’s Women’s Resource Fair

By Leslie J. Mackay

San Diego Volunteer Lawyer Program’s 2014 Women’s Resource Fair will be held on March 15. The purpose of the Fair is to provide low-income, homeless, and indigent women and children with access to a wide range of free services in a single location on a single day. Lawyers Club has co-sponsored this event for years, providing countless volunteers and donating funds through the Fund for Justice. Although the Fair is months away, you can get involved and help today!

1. Like the WRF on Facebook: You can “like” the WRF Facebook page by visiting: https://www.facebook.com/WRFSanDiego.

2. Save the Date to Volunteer: On March 15, 2014, volunteers are needed for a variety of roles such as to give legal advice, to play with children who could really use your love and fun attitude for the day, to provide interpretation services, to hand out gift bags, and to hand out lunch. Mark your calendar, and save the date! Information on how to register will be included in future Lawyers Club Newsletters and posted to our website: www.wrfsandiego.org.

3. Donate Money: The Fair relies on the generous donations of sponsors, individuals and organizations. The WRF welcomes and appreciates all donations, large and small. Please visit www.wrfsandiego.org for more information on how to donate.

4. Collect Toiletries: Unused toiletries such as shampoo, conditioner, and toothpaste will be provided to Fair participants in gift bags. If you visit a hotel over the next few months, save those unused travel toiletries to donate. Information on where to drop off your toiletries will be included in future Lawyers Club newsletters.

5. Spread the Word: Do you know of any organization that would like to provide services at the fair? Do you know women in need who may benefit from the Fair? Please spread the word!

6. Follow the WRF on Twitter: Do you want all of the WRF breaking news? Then follow the WRF on Twitter: @WRFSanDiego.

7. Join the Task Force or a Task Force Committee: Many volunteers are needed throughout the year for outreach, to contact social services providers, and for other task force support. If you are interested in being part of organizing the Fair, please contact the Task Force co-chairs, Collette Cavalier (collette.cavalier@doj.ca.gov) or Sarah Weber (sarah.p.weber@gmail.com).

8. Make an In Kind Donation: Leading up to the Fair different needs will arise such as collecting face painting supplies or toys for children, providing a meal for the teen center or providing lunch for the women who attend. Please contact the Task Force co-chairs to learn about what items you can donate.

9. Talk to your Firm or Law Office to Sponsor: If you are unable to donate personally, your office may like to sponsor this worthy cause. All donations are tax-deductible, and sponsors will receive public recognition on our website and through listings in local publications. For more information visit www.wrfsandiego.org.

10. Contact the Task Force Co-Chairs For Other Opportunities or If You Have an Idea to Share: The Task Force Co-Chairs are Collette Cavalier at collette.cavalier@doj.ca.gov and Sarah Weber sarah.p.weber@gmail.com. Both will appreciate your willingness to pitch in!

Leslie J. Mackay is a Staff Attorney at San Diego Volunteer Lawyer Program, Inc.

17th Annual Halloween Read-In
with Lawyers Club

This year Lawyers Club’s Halloween Read-In will be extra special, with the event taking place on the actual day of Halloween, Thursday, October 31, 2012 from 11:45 a.m. to 1:15 p.m. at Central Elementary. Don’t miss this favorite Lawyers Club event on October 31!

If interested in volunteering please contact the Co-Chairs of Lawyers Club’s Community Outreach & Special Projects Committee, Michele Macosky at Macosky@san.rr.com or Dana Grimes at dana@gwdefense.com.
Unwelcome and Unlawful: Women’s Groups Team Up To Discuss Sexual Harassment

By Rebecca Kanter

What would you do if you were the victim of sexual harassment? What is sexual harassment? What does it mean to be a victim of sexual harassment? These questions and many more will be answered on October 12, 2013 at the Mission Valley Library in a dynamic panel discussion entitled “Unwelcome and Unlawful: Crossing the Sexual Harassment Line” organized by the American Association of University Women San Diego Branch (AAUWSD) and co-sponsored by Lawyers Club, the San Diego Women’s Museum, and Run Women Run.

According to Eunis Christensen, the current President of AAUWSD, the idea for this event emerged from the sexual harassment allegations against former San Diego Mayor Bob Filner, which were just coming to the public’s attention in July when AAUWSD was in the process of identifying a topic for their October public policy program. Christensen commented that “We knew we were in the right arena due to AAUW national’s research in regards to bullying and sexual harassment on campus. Although [the] primary focus of our October event is on the workplace, bullying and sexual harassment power seeds germinate in youth if given opportunity.”

AAUW has been conducting research about sexual harassment since at least 1993, when it published “Hostile Hallways: The AAUW Survey on Sexual Harassment in America’s Schools.” In 2001, AAUW released another research report titled “Hostile Hallways: Bullying, Teasing and Sexual Harassment in Schools.” Sadly, according to AAUW’s Donna Lilly, these reports reveal that in the eight years between the two AAUW studies, not much changed. In both the 1993 and 2001, eight out of ten students reported experiencing some form of sexual harassment at some time during their school lives. The 2001 study did, however, find one striking difference: “Students today are more likely to say their schools have a policy or distribute literature on sexual harassment.” Such information begs the question, then, of why incidents of sexual harassment are still the same if more schools have created and implemented sexual harassment programs and students know about those programs.

Continuing this research to try to answer these outstanding questions, AAUW published a report in 2005 by Catherine Hill and Elena Silva entitled “Drawing the Line: Sexual Harassment on Campus,” which revealed that most college students experience some type of sexual harassment while at college, most often during their first year. The most recent report from 2011, “Crossing The Line: Sexual Harassment at School,” was again researched by Hill, this time with Holly Kearl. In the two decades that passed since the AAUW’s first “Hostile Hallways” survey, youth culture has evolved dramatically. Growing access to cell phone and Internet technologies have enabled sexual harassment to take off in cyberspace. New and emerging technologies and cultural shifts require constant vigilance and renewed commitment to understanding the problem of sexual harassment in the workplace and on campus.

According to Christensen, the issue is important to AAUWSD “because at our core we seek to advance gender equity for women and girls in every area of society. Sexual harassment demoralizes self-worth and impinges on a woman’s opportunity to attain all to which she aspires.”

The October 12th event will take place from 8:45 a.m. to noon at the Mission Valley Library located at 2123 Fenton Pkwy. The event is free, but you must RSVP by October 9 to publicpolicy@aausandiego.org or (619) 299-0778. The intended goal of the event is for women and men to come away informed and empowered with a list of available resources to help them know what steps to take if they have been personally involved in or knowledgeable about a sexual harassment or bullying situation.

For more information about the event or becoming involved with Lawyers Club’s Reproductive Rights and Women’s Advocacy Committee, contact Co-Chairs Amanda Allen (aallen@hechtolberg.com) or Rebecca Kanter (rkanter@gmail.com).

Rebecca Kanter is Co-Chair of Lawyers Club’s Reproductive Rights and Women’s Advocacy Committee.

What? When? Where?

What: “Unwelcome and Unlawful: Crossing the Sexual Harassment Line”
When: Saturday, October 12, 9:45 a.m. to 12 p.m
Where: Mission Valley Library, 2123 Fenton Pkway, San Diego, CA 92108 (next to Ikea)
Cost: Free; includes light refreshments
Registration/RSVP: publicpolicy@aausandiego.org or (619) 229-0778
Giving Each Other a Hand Up: The Awards Committee Is Here to Promote and Recognize Lawyers Club’s Amazing Members!

By Renee Galente and Alara Chilton

Lawyers Club’s Awards Committee is working to facilitate the recognition of Lawyers Club members by nominating those who have made important contributions to the community, the legal profession, or who otherwise best fit the specific award criteria. By achieving this purpose, we support those who support Lawyers Club’s mission to advance the status of women in the law and in society.

In other words, we’re promoting, we’re recognizing and we’re saying “thank you” to all those incredible attorneys and members out there who are making a difference and going over and above their job description.

This year, the Awards Committee is restructuring for maximum impact. The Committee will have liaisons with each major organization that presents awards, we will have monthly meetings to brainstorm and narrow down the candidates to make a recommendation to the Board for nomination, and we will be writing up news pieces on each successful nomination. Lawyers Club, and the Committee, are striving to bring unsung heroes into the spotlight this year – there are so many of them out there!

The Committee would love to enlist your help and support in joining the Committee, which meets the last Monday of each month at noon at Galente Ganci, APC, 110 West C Street, Suite 712 (downtown). If you are interested, please email Renee Galente at Renee@GandG Trial-Lawyers.com to be added to our contact list.

Or, if you don’t have time for a monthly meeting, we are excited to announce an Awards Committee dedicated email where you can submit names and brief write ups of attorneys that you think should be nominated or recognized for an upcoming award. And, don’t be shy if you’d like to be considered as a nominee! Our new email address is: awardscommittee@lawyersclubsandiego.com

Want to know what awards are next on the Committee’s radar? Check out the Lawyers Club Facebook page to see updates on which awards are currently being considered. Know of an upcoming award that isn’t on the Facebook page? Please let us know!

Renee Galente is a Lawyers Club Board Member, Co-Chair of the Awards Committee, and an owner and trial lawyer at Galente Ganci, APC. Alara Chilton is Co-Chair of the Awards Committee and owner of the Law Office of Alara T. Chilton.
New Member Profile: Jessica Bialostozky Grynberg

By Rebecca F. Zipp

Jessica Bialostozky Grynberg opened her boutique firm, Grynberg Family Law, in downtown San Diego in February 2013. As an undergraduate at Boston University, she majored in philosophy and anthropology and minored in women's studies. She spent the next six years in New York City, working with ACORN Housing and later, at McGraw Hill. An alumna of Yeshiva University's Cardozo School of Law, Grynberg returned to San Diego following graduation. Grynberg devotes a substantial amount of time to pro bono work at the Family Justice Center, assisting domestic violence victims in obtaining restraining orders against their abusers. Grynberg is a current member of both La Raza and SDCBA's Family Law section. She is a native Spanish speaker and, although she spent her early childhood in Mexico City, she considers San Diego her home.

Abridged Proust Questionnaire.

Favorite virtue: Trustworthiness
Favorite qualities in a man: Loyalty
Favorite qualities in a woman: Respect
Your chief characteristic: Determination
Most appreciated trait in friends: Loyalty
Idea of happiness: Self-fulfillment
Idea of misery: Failure
Favorite fictional hero or heroine: Shee-ra, Princess of Power

Heroes in real life: My parents and my siblings
Heroines in world history: Golda Meir, and Rigoberta Mechu Tum, a Guatemalan advocate for the rights of indigenous peoples
Reform admired the most: Progress in marriage equality
Natural talent would like to have: Eloquence
Present state of mind: Overwhelmed
For what fault have you the most toleration: I’m not tolerant of faults

Welcome New Lawyers Club Members

| Ms. Catherine Asuncion               | Ms. Fang Lu                        |
| Ms. Kristin Beattie                  | Mr. Chris Lynch                     |
| Ms. Shea Brack                       | Ms. Lisa Majure                     |
| Ms. Alison Brown                     | Mr. Justin Manganiello              |
| Ms. Amy Cannon                       | Ms. Tamara Martin                   |
| Ms. Allison Capozzoli                | Ms. Rebecca Mersand                 |
| Ms. Carmen Chavez                    | Ms. Siobhan Murillo                 |
| Mr. Andy Cook                        | Ms. JoAnna Nepomuceno               |
| Ms. Amanda Crawley                   | Ms. Parada Ornelas                  |
| Ms. Nicole Cusack                    | Mr. Ross Peabody                    |
| Ms. Daphne Delvaux                   | Mr. Daniel Piedra                   |
| Mr. Nikolas Djordjevski             | Ms. Rachel Ragosa                   |
| Ms. Danica Drotman                   | Ms. Melanie Ramos                   |
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| Ms. Rada Feldman                     | Ms. Brooke Schultz                  |
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| Ms. Beth Goodman                     | Ms. Kiri Semerdjian                 |
| Mr. Gabriel Hanna                    | Ms. Megan Sieffert                  |
| Ms. Kendall Holbrook                 | Ms. Allison Soares                  |
| Mr. Turner Hopkinson                 | Ms. Alya Sulaiman                   |
| Mr. Ariel Javier                     | Ms. Laura Talamantes                |
| Ms. Ally Keegan                      | Ms. Megan Walker                    |
| Dr. Jiarong (Rona) Lamiquiz          | Ms. Mary Wenzel                     |
| Ms. Meghan Land                      | Ms. Terri Wyatt                     |
| Ms. Tamara Leetham                   | Ms. Alexa Zanolli                   |
| Ms. Kelsey Leggat                    |                                         |

Mock trial volunteer scorers sought

The San Diego County High School Mock Trial Competition coordinating team is looking for volunteers. This program was established in 1980 by the Constitutional Rights Foundation in an effort to provide students with a better understanding of our judicial system. The competition also allows students to develop their communication and analytical skills by participating in a criminal mock trial.

The biggest need is for volunteer attorneys to score the competition in February and March 2014. As a scorer, attorneys will evaluate student presentations based on certain criteria on a scale from 0-5. Time commitments for scorers will be no longer than three hours.

Attorneys interested in volunteering may also get more details by contacting Michelle Chavez at the San Diego County Bar Association at 619-321-4150 or mchavez@sdcba.org, or by visiting https://www.sdcba.org/index.cfm?pg=MockTrial.
Balance Brainstorm

Making Work, Work.

By Ashley Wedding

Regardless of the type of law practice or area of law, lawyers are busy. Court or client-imposed deadlines mean that sometimes work cannot wait until tomorrow. Interruptions can make getting work done difficult, can result in a decrease in concentration and extend the amount of time necessary to complete a task. In order to manage workload, lawyers must often manage interruptions, whatever the source. This month Balance Brainstorm wanted to know:

What is the most common interruption during your work-day? How do you handle disruptions in order to maintain efficiency?

Be Proactive and Set-Up Meetings:

A friend of mine who is in-house once said “The best thing about being in-house is that you work side by side with your client, and the less than best thing is that your client is always there”. An in-house lawyer can get a number of unexpected, non-urgent client drop-ins in a given day which can push high priority work planned for that day into later, less productive hours. I have found that refraining from just dropping by client representatives’ offices, but rather sending a meeting invitation or inquiring about a good time to stop by will frequently prompt the same courtesy in return.

- Darragh J. Davis, Vice-President and General Counsel, Petco Animal Supplies, Inc.

Use your Resources:

The most common interruption during my work day is from my son, a member of the freshman football team. Being new to high school and high school sports I am constantly amazed at what is considered “notice” prior to the many mandatory events in addition to practice and games. What I have done is contacted two other working sets of parents in our neighborhood whose sons are also on the team. We are all within a text reach of each other and upon agreement, rely more on those who work from home for really short notice and the rest for scheduled things. It usually works out!

- Marcia Depew, Law Offices of Marcia E. Depew

Balance Brainstorm Question of the Month:

The Balance Committee seeks to help Lawyers Club members explore topics related to the give and take of personal and professional pursuits. This month Balance Brainstorm wants to know:

Is it work-life balance? Or work-life management? Why?
Does work-life balance have a negative connotation that we are somehow giving less to our personal lives when we are putting in more at work?
Or is work-life balance really about managing your time at work and your time at home in order to fit everything into your schedule?

Responses will be included in an upcoming issue of Lawyers Club News. Please send your response, along with your full name, job title and employer name, to Ashley Wedding at Ashley.Wedding@hotmail.com. Answers may be edited for space. Members are also invited to submit questions relating to balance issues that they would like answered by other Lawyers Club members.
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Ms. Sharon Kalembia  
Hon. Julia Keelly  
Ms. Jessica Klarer Pride  
Mr. Gregory Knoll  
Mr. James Koerber  
Ms. Catherine Kavalewski  
Ms. Catharine Kroger-Diamond  
Ms. Vanessa Luna  
Mr. Peter Lynch  
Ms. Michele Macosky  
Hon. Barbara Major  
Hon. Margaret Mann  
Ms. Denise McGuire  
Mr. Monty McIntyre  
Ms. Lisa Meba  
Mr. Victor Manuel Tanos  
Ms. Vickie Turner  
Hon. Theodore Weathers  
Hon. Joan Weiberg  
Ms. Tameri Weisner  
Ms. Claudette Wilson  
Hon. Joel Wolfeil  
Hon. Margie G. Woods  
Ms. Patricia Zilak
Tuesday, 10/1/13

**Lawyers Club Balance Committee’s First Tuesday Balance Lunch Meeting**
- **Carmel Valley**
  Jones Day, 12265 El Camino Real, 3rd floor conference room, San Diego, CA 92130.
  12:00 p.m. - 1:15 p.m.
  “Out of Balance: Substance Abuse and Mental Health Issues.” Join us to learn how to explore resources to notice the signs of work/life imbalance, prevent or treat substance abuse, and understand depression and other mental health issues. (1.0 hour Substance Abuse MCLE credit offered). Brown bag lunch meeting; beverages provided. Lawyers Club members FREE; non-members, $15 (credit card pre-payment online or exact cash or check at the door). Pre-registration is essential. Register online at www.lawyersclubsandiego.com.

Tuesday, 10/1/13

**Lawyers Club Balance Committee’s First Tuesday Balance Lunch Meeting**
- **Downtown**
  Kramm Court Reporting, 401 West A Street, Suite 250, San Diego, CA 92101.
  12:00 p.m. - 1:15 p.m.
  “Where Did The Day Go? Effective Time Management for Lawyers.” Join us to learn essential tips for increasing efficiency with the goal of improving overall work/life balance. Tips will include efficient billing methods, successful use of legal assistants and other resources, and application of the wealth of tech tools available to lawyers. 1.0 hr. MCLE credit offered. Brown bag lunch meeting; beverages provided. Lawyers Club members FREE; non-members, $15 (credit card pre-payment online or exact cash or check at the door). Pre-registration is essential. Register online at www.lawyersclubsandiego.com.

Monday, 10/7/13

**Lawyers Club’s Reproductive Rights & Women’s Advocacy Committee screening of The Invisible War and panel discussion to follow with Congresswoman Susan Davis**
  California Western School of Law, 350 Cedar Street, Lecture Hall 1, San Diego, 92101
  5:30 p.m.
  The Invisible War is an Academy Award nominated investigative documentary about the epidemic of rape of soldiers within the US military. A brief program also will feature Congresswoman Susan Davis and other expert panelists. Lawyers Club members, CWLS affiliates & military, $10. Non-members, $25. Register online at www.lawyersclubsandiego.com.

Saturday, 10/12/13

**Lawyers Club Co-Sponsors “Unwelcome and Unlawful: Crossing the Sexual Harassment Line”**
  Mission Valley Library, 2123 Fenton Parkway, San Diego, 92108, 8:45 a.m. - 12:00 p.m.
  American Association of University Women San Diego Branch (AAUWSD) and co-sponsors Lawyers Club, the San Diego Women’s Museum, and Run Women Run, presents “Unwelcome and Unlawful: Crossing the Sexual Harassment Line”. The program addresses what would you do if you were the victim of sexual harassment, what is sexual harassment, and what does it mean to be a victim of sexual harassment. The event is free, but you must RSVP by October 9 to publicpolicy@aausdsandiego.org or call (619) 299-0778.

Tuesday, 10/15/13

**Lawyers Club of San Diego’s Annual Fall Wine & Cheese Reception**
  honoring the Judiciary
  Procopio, Cory, Hargreaves & Savitch LLP, 525 B Street, Suite 2200, San Diego, 92101
  5:30 p.m. - 7:30 p.m.
  Save the date for our annual wine and cheese reception honoring our judiciary! Free for Lawyers Club members and Judicial Officers in advance. $15 for Non-Members in advance. $10 for Lawyers Club members at the door and $25 for Non-Members at the door. Register online at www.lawyersclubsandiego.com.

Thursday, 10/17/13

**Lawyers Club Monthly Luncheon**
  Join “Influence” to Have Influence, Hosted by the Mentorship Committee
  The Westgate Hotel, 1055 Second Avenue, San Diego, 92101
  12:00 p.m. - 1:15 p.m.
  Lawyers Club’s Mentorship Committee is launching a new, year-long mentorship program called “Influence,” to begin at the monthly luncheon on October 17th from 11:30am to 1:15pm at the Westgate Hotel. Influence means a person or thing with the capacity or power to have an effect on someone or something. Join Influence to have influence.
  $25, members; $40, non-members; $20, students; $40 at the door (if space available). Register online at www.lawyersclubsandiego.com

Thursday, 10/31/13

**Lawyers Club Community Outreach & Special Projects Committee’s Annual Halloween Read-In at Central Elementary**
  Central Elementary School, 4093 Polk Ave., San Diego, 92105
  11:45 a.m. - 1:15 p.m.
  Contact Michele Macosky to volunteer for this fun annual event!

November 2013

Thursday, 11/13/13

**Lawyers Club Diverse Women’s Committee Violence Against Native American Women - An Epidemic**
  Procopio, Cory, Hargreaves & Savitch LLP, 525 B Street, Suite 2200, San Diego, 92101
  12:00 p.m. - 1:30 p.m.
  Co-sponsored with the Native American Lawyers Association. This luncheon will discuss the issue of violence against Native American women. This population has an astounding high number of rapes and incidents of domestic violence. We hope this event will (1) educate attendees about the epidemic of violence against Native American women and (2) educate local prosecutors on the legal and jurisdictional issues associated with such crimes occurring on reservations. 1 Hour Elimination of Bias CLE credit.

Thursday, 11/21/13

**Lawyers Club Monthly Luncheon**
  The Westgate Hotel, 1055 Second Avenue, San Diego, 92101
  12:00 p.m. - 1:15 p.m.
  More details to be announced.

December 2013

Wednesday, 12/4/13

**Lawyers Club 30th Annual East County Holiday Judges Reception**
  Ronald Reagan Community Center, 195 East Douglas Avenue, El Cajon, 92020
  5:00 p.m. - 7:00 p.m.
  Save the date for Lawyers Club of San Diego’s 30th Annual East County Holiday Judges Reception. All are welcome and it is free! Register online at www.lawyersclubsandiego.com.

Thursday, 12/12/13

**Lawyers Club Annual Holiday Luncheon**
  The Westin San Diego, 400 West Broadway, Downtown San Diego
  12:00 p.m. - 1:15 p.m.
  Law student scholarship recipients will be honored and the Fund for Justice grant recipients will be announced at this annual event.