

Committee on Women in the Law

2002-2003 Annual Report

I. Committee Overview

The Committee on Women in the Law is composed of 15 members appointed by the Board of Governors. The mission of the Committee is to serve as a liaison between the State Bar and women attorneys, to identify and encourage women attorneys to become active participants in programs of the State Bar of California, to study and report on the status of women in the legal profession, to produce and present programs and materials designed to maximize opportunities for women in the administration and governance of the State Bar's programs and activities, to analyze, report to the Board of Governors and comment, where requested by the Board of the Executive Director, on proposed court rules or legislation directly relating to access opportunities for or discrimination against women in the legal profession and to make recommendations to the Board as requested.

II. Committee Members/Scheduled Meetings

The Committee operated with 15 members – 14 of whom were active – during the 2002-2003 term, and was chaired by Lisa M. Baird. The Committee held the following meetings:

<u>Date</u>	<u>Location</u>	<u>In Person/Conference Call</u>
November 16, 2002	Los Angeles	In person
January 17, 2003		Conference call
March 21, 2003	Long Beach	In person
April 26, 2003		Conference call
May 30, 2003		Conference call
August 10, 2003	San Francisco	In person
September 6, 2003	Anaheim	In person

III. Publications

CWIL continues to contribute to the Access and Fairness Committee's joint Newsletter "Diversity and the Bar". In addition to providing comments and insight for the Chair's Message for both issues, CWIL published two articles in Spring 2003 and Fall 2003.

The spring issue included a full-page article by committee member Joan Mack about CWIL's Law School Outreach Program. The fall issue included an article titled "Celebrating Leadership" that featured CWIL's partnership with the Women Lawyers of Los Angeles. Also published in the fall issue was the winning essay "Employers Take Note" by law student Jennifer Johnson, first place recipient of CWIL's Essay Scholarship Contest. Additionally,

CWIL contributed information for 'news and events.' Further publications are planned in the 2003-2004 committee year.

Also, while not necessarily a publication, the Committee has produced a CWIL brochure for informational and recruitment purposes. The brochure will be refined for the 2003-2004 committee year.

IV. Seminars and MCLE Programs

The Committee organized and presented the following MCLE programs and seminars during the past year. In nearly all instances the panels were diverse in terms of age, race and sexual orientation.

A. LAW SCHOOL OUTREACH

1. A two-hour program entitled "Practicing Law in California: The Landscape for Women" was presented on October 21, 2002 at UCLA Law School as part of the Law School Outreach seminar program sponsored by CWIL. CWIL Chair Lisa Baird moderated the program. Panelists included former CWIL Chair Stella Owens-Murrell, who works for the California Department of Labor, Nora Quinn, a civil rights litigator, Leora Freedman, a partner in a medium size firm, and Jenny Pizer, a public interest attorney. Two were alumnae. The program was hosted by the Women's Law Union, the Women's Law Journal, the UCLA Center for the Study of Women and the Office of Career Services.
2. A two-hour program was presented on November 18, 2002 at the University of Southern California Law School as part of the Law School Outreach seminar program sponsored by CWL. CWIL Chair-Elect Sharon Hartmann moderated the program. Panelists included former CWIL member Diane Tan, who works for the California Attorney General, Lorraine Loder, a sole practitioner, Vanessa Eisenmann, a first year associate at a large firm who had done significant pro bono work, and Lei Lei Wang Ekvall, partner in a large firm. All were alumnae. The program was hosted by USC Career Development and the Women's Law Association.
3. A two-hour program was presented on November 20, 2002 at King Hall, the Law School of the University of California at Davis as part of the Law School Outreach seminar program sponsored by CWIL. Professor Martha West of King Hall moderated the program. Panelists included Rita Spillane, who works for the District Attorney of Sacramento County, Elizabeth Guillen, a public interest attorney, Charity Kenyon, a partner in a big firm, and Melissa Jones, a first year associate at a large firm. The latter two were alumnae. The King Hall Feminist Forum hosted the program.
4. A two-hour program was presented on January 22, 2003 at Loyola Law School as part of the Law School Outreach seminar program sponsored by CWIL.

The program focuses on presenting diverse speakers from varying fields of legal practice in the area served by the law school who are alumnae of the hosting school to discuss career issues with prospective law school graduates. CWIL Chair Lisa M. Baird, moderated the program. Panelists included Baird, who is a partner in a big firm, Nancy Mintie, founder of the Inner City Law Center, Carol Codrington, who works for the LAUSD, Joan Mack, a CWIL member who is partner in small firm, and Manjusha Kulkarni who is a public interest attorney in the health care area. Two were alumnae. The Loyola Law School Women Law Student's Association hosted the program.

5. A two-hour program was presented on January 27, 2003 at Santa Clara Law School as part of the Law School Outreach seminar program sponsored by CWIL. Professor Stephanie Wildman of Santa Clara Law School moderated the program. Panelists included CWIL Chair Elect Sharon Hartmann who is in private practice, Ann Danforth, a government attorney, and Veena Mitchell, a former CWIL member who is a big firm associate in San Francisco. The program was hosted by The Center for Social Justice and Public Service and Santa Clara University Women and Law.
6. A two-hour program was presented on February 10, 2003 at UC Berkeley (Boalt Hall) Law School as part of the Law School Outreach seminar program sponsored by CWIL. Tamara Dahn, CWIL member, moderated the program. Panelists included Abby Ginsberg, Alice Beasley, Chris Noma and Miye Goishi. Two were alumnae. The program was hosted by The Ruth Chance Luncheon Series of the Center for Social Justice and the Boalt Hall Women's Association.
7. A two-hour program was presented on March 18, 2003 at the University of San Francisco Law School as part of the Law School Outreach seminar program sponsored by CWIL. CWIL member Adele Fenstermacher moderated the program. Panelists included Judge Joanne Parrilli and Judge Sandra Brown Armstrong. All panelists were USF alumnae. The program was hosted by the Women's Law Association and the Office of Career Development.

B. MCLE PRESENTATIONS

1. On January 15, 2003, in Fresno, a 1.5 hour elimination of bias in the legal profession MCLE program was presented by CWIL and co-sponsored by the Fresno County Bar Association and the Fresno Women Lawyers. Over 90 local attorneys attended. Panelists included Judge Hilary Chittick of Fresno Superior Court; Magistrate Judge Lawrence O'Neill and Sandra Snyder of the United States District Court, Eastern District of California; Meredith Thurston, Counsel of the Central Valley Regional Center, and Michael Wilhelm, managing partner of the McCormick Barstow firm in Fresno.

2. An elimination of bias in the legal profession MCLE program was presented by CWIL in Orange County on March 4, 2003. It was co-sponsored by the Orange County Women Lawyers and California Women Lawyers and was very well attended. Panelists included Judge Robert B. Hutson, Orange County Superior Court, Juvenile Panel Presiding Judge, Judge Carla M. Singer, Orange County Superior Court, Majorie Fuller, a local attorney and moderated by CWIL member Pearl Mann.
3. On June 18, 2002, a 1.5 hour elimination of bias MCLE program entitled "Mars vs. Venus: When Worlds Collide!" was presented by CWIL and co-sponsored by Kern County Women Lawyers, Kern County Bar Association, and the Kern County Paralegals Association in Bakersfield, California. It was well attended. CWIL member Helen Diamond moderated the panel. Panelists included Hon. Sidney P. Chapin, Kern County Superior Court Judge; Hon. Theresa Goldner, U. S. Magistrate Judge; Sue Benham, Bakersfield City Council Member and Deputy Public Defender, and J. L. Rosenlieb, Managing Partner of Klein, DeNatalie, Goldner.
4. "Where's the Bias?" an elimination of bias in the legal profession MCLE program was held in Santa Barbara on May 31, 2003. Three hours of MCLE credit were offered. The panelists included James Herman, President of the State Bar of California, the Hon. Denise DeBellefeuille, Judge of the Santa Barbara Superior Court, Janean Acevedo Daniels, a bias and discrimination attorney, and Christie Stanley an Assistant District Attorney for Santa Barbara County. The panel was co-sponsored by Santa Barbara Women Lawyers and California Women Lawyers.
5. CWIL presented the following MCLE programs at the State Bar Annual Meeting on Friday, September 5, 2003 in Anaheim:
 - A. A two hour MCLE program, "The Glass Ceiling: How to Break Through." The panel described the present state of female leadership in the profession, which is statistically far below the presence of women in the profession and reported on the Glass Ceiling Initiative of the San Francisco Bar Association designed to correct the situation. Newly appointed CWIL member Ebele Okobe-Harris, of Catalyst gave the background numbers, and Angela Bradstreet and James Brosnahan, San Francisco attorneys, described their methods for getting the majority of San Francisco law firms to agree to participate in the project. The moderator was CWIL member Tamara Dahn. It was co-sponsored by California Women Lawyers. While the Glass Ceiling project has gotten much attention in the bay area, it is virtually unknown in the southern part of the state. CWIL was anxious to give it a forum in the Los Angeles area. The panel was well attended and evaluations, completed in significant numbers, were very positive.

- B. A two-hour MCLE program entitled “Elimination of Bias in the Legal Profession: All Paths Are One” which featured prominent attorney Angela Oh, who is also a Buddhist priest. She gave an interactive program designed to sensitize the attendees to bias issues in their lives by using ceremonial wooden swords. The presentation was moderated by CWIL member Joan Mack. Over 60 people attended, and evaluation forms were very positive.

V. Legislative Activity

The Board of Governors amended CWIL’s Charge effective January, 2002 to include the Committee’s the responsibility to analyze, report to the Board of Governors and comment, at their request, on proposed court rules or legislation directly relating to access opportunities for or discrimination against women in the legal profession. However, no such request was made this committee year.

VI. Special Projects

1. CWIL submitted a grant proposal to the Foundation of the State Bar for funding of the CWIL Essay Scholarship Program. However, for the second year, the Foundation was not able to fund the program.
2. CWIL raised the funds for the Essay Scholarship for the second year, and increased the prizes from one cash award of \$1,000 to three prizes of \$1,000, \$500 and \$250.
3. For the second year, CWIL offered an essay subject for law students in California to write on. The topic this year dealt with topics of interest to law students which those who recruit them should be aware of. The winning essay was also published in the diversity newsletter.
4. In cooperation with CSOGID, CWIL appeared at two high school career days, one in Central California and one in Los Angeles.
5. CWIL also appeared at a career day for law students and for paralegals held at two campuses of the University of West Los Angeles, one in Inglewood and one in the San Fernando Valley.
6. CWIL members also attended and testified at the San Francisco hearings held by the American Bar Association Commission on the Status of Women, in San Francisco on August 8 and August 12. CWIL changed an in-person meeting date to make it possible for members to attend the hearings; a number took advantage of the opportunity, and CWIL Member Tamara Dahn testified on the challenges faced by women in the public interest legal community. Careful work between CWIL and ABA staff liaison made this possible.

7. CWIL began attendance at the AOC Access and Fairness Committee meetings and at the sub-committees on Women and Women of Color.

VII. Future Plans: 2003-2004 Term

CWIL plans to continue to develop and present MCLE programs that benefit the California legal community. In addition, the Committee will continue programs commenced during the past two years including:

1. Outreach to local women's bar associations, to continue the co-sponsorship of MCLE programs and to encourage broader participation in activities of the State Bar.
2. Continued collaboration with the other Access and Fairness Committees in connection with programming and special projects.
3. Recruit attorneys to serve on CWIL and other committees and sections of the State Bar of California through the Committee's outreach programs.
4. Continue to present programs to women law students at various law schools throughout California.
5. Explore the possibility of doing outreach to disadvantaged high school and/or community college students interested in pursuing a legal career; possible joint collaboration with CSOGID and Seniors Committees to establish a Law Career Day and/or Mentor Program at local high schools.
6. Work with CWIL's counterparts at the Administrative Office of the Courts (AOC) and the American Bar Association (ABA).

Respectfully submitted,

Sharon Lybeck Hartmann
2002-2003 Chair-Elect
Committee on Women in the Law

cc: Lisa Baird, CWIL Chair 2002-2003
Pamela Wagner, CWIL Chair-Elect, 2003-04
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