



NATIONAL ASSOCIATION OF WOMEN JUDGES COUNTERBALANCE

Winter 2012 Volume 31 Issue 4

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The NAWJ delegation announced at the IAWJ 2012 Biennial Conference in London May, 2012.

REDUCING JUDICIAL STRESS THROUGH MENTORING

A mentoring program can help judges, particularly new judges, deal with the stress and strain inherent in their job.

BY MAGISTRATE JUDGE CELESTE F. BREMER, U.S. DISTRICT COURT, SOUTHERN DISTRICT OF IOWA

Newly appointed or elected judges face burgeoning caseloads, backlogs resulting from a time-consuming appointment process, and increasing criminal dockets. They are abruptly thrust into a leadership role upon taking the oath of office and are expected to operate at peak performance from the first day on the job.

The minute they are sworn in, new judges possess the full power and authority of their position. They are expected to be wise, responsible, efficient case managers who are knowledgeable about all aspects of civil and criminal law, as well as local procedures. On their first day on the job, it is not unusual for new judges to select a jury and proceed with a trial—regardless of any limitations in their trial experience. They may routinely decide weighty matters involving life and death, child custody, domestic violence, complex business relationships, or intellectual property, without any training in these specialized areas. Additionally, they must apply laws that may conflict with their personal values or beliefs. All of these pressures contribute to their occupational stress.

No regular system exists for new judges to receive impartial feedback or otherwise obtain constructive evaluation of their approaches to the daily duties of managing cases, conducting settlement conferences, or performing other difficult tasks. Due to ethical constraints, their sudden metamorphosis—from Perry Mason to Solomon—occurs in relative social isolation. Trial judges report feeling high levels of stress and exhibit strain in various ways, such as expressing annoyance to lawyers and litigants, having trouble making decisions, and experiencing difficulty concentrating.¹

☞ Continues on Page 6

COUNTERBALANCE is published by:
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OUTGOING PRESIDENT'S MESSAGE

MISSION

NAWJ's mission is to promote the judicial role of protecting the rights of individuals under the rule of law through strong, committed, diverse judicial leadership; fairness and equality in the courts; and equal access to justice.

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Dear NAWJ Members and Friends,



Remember the line, Ginger Rogers did everything Fred Astaire did, backwards and in high heels? Well today, we need not dance backwards, although I am the wrong woman to suggest that we no longer wear high heels. The trail blazing women who founded and forged the National Association of Women Judges set women in the judiciary in forward motion and we have not looked back since.

Soon after I assumed office as your proud President, I had a defining moment in the midst of a wonderful conversation with our esteemed founder and leader, Justice Joan Dempsey Klein... a moment confirming the hugely important impact NAWJ has made on our society to date and the palpable urgency going forward to build our ranks and strengthen our resolve. The National Association of Woman Judges in 2013 remains as relevant and

necessary as it was at its inception in 1979. We are the leading voice in the judiciary as evidenced by our continued strength in programming and fierce determination by our membership on issues demanding our attention.

We are confronted with a challenging, daunting fiscal crisis in all courts that has forced us to seek creative means to ensure that fair and equal access to our courts remains constant. It is in these times, that the sharing of information and the support from our NAWJ colleagues matters most. As isolating and solitary as our experience can be on the bench, membership in NAWJ affords us an opportunity to learn from each other and comfortably express our most private concerns on issues affecting our day to day tasks. NAWJ provides a tremendous source of much needed warm collegiality.

This year, NAWJ is focusing on the needs of judges new to the bench and new to NAWJ. A recent survey to our membership revealed what we know to be the importance of mentoring to reduce judicial stress and to provide a means to interact with other women judges resulting in positive effects on our professional and personal lives.

Women helping women has historically changed our world and improved the quality of lives by championing human rights, safeguarding equality and ensuring opportunity and access. Who better and more empowered than NAWJ to passionately fight for what is fair and just regarding women, for the needs of children and for those less fortunate being denied their equal rights? The world has gotten much smaller and we are easily accessible to our global sisters. Our membership in the International Association of Women Judges allows us to collectively raise our voices on global issues such as human trafficking of women and children and to equip the judiciary with cutting edge education. NAWJ recently was awarded an SJI Curriculum Adaptation and Training Grant encompassing immigration and human trafficking issues.

As women judges, we cannot afford NOT to be members of NAWJ. We must not diminish our fight for excellence, equality, judicial independence and full diversity in our courts. Although we are not dancing backwards any more, there is still much to be done and we need all of you.

With her keen foresight, energy and spirit, Marie Komisar, our Executive Director, is moving NAWJ forward, growing our Association on every level, taking steps to ensure our success at every turn. She has my utmost respect and appreciation for her professionalism and devotion to NAWJ.

It has been a privilege and the ultimate honor to serve as your President. I have had the benefit of working with an extraordinary Board of Directors and staff committed to the excellence and forward thinking of NAWJ. I am awed by the brilliance, passion and compassion of our membership and supporters. I have had the tremendous joy of meeting and working with many of you in my travels throughout the nation this year. Thank you for the honor and opportunity to serve and for the remarkably important work you perform everyday on behalf of NAWJ.

Thank you for your friendship!

Amy

2013 PRESIDENT'S INSTALLATION MESSAGE



NAWJ 2013 MIDYEAR MEETING and LEADERSHIP CONFERENCE

May 2 - 4, 2013

Washington Court Hotel
Washington, D.C.

HIGHLIGHTS

- Forum at the U.S. Supreme Court examining judicial independence issues faced by special courts as compared with general courts;
- Tour of the Supreme Court, followed by a reception hosted by U.S. Supreme Court Justice Ruth Bader Ginsburg;
- Joint meeting with members of Congress;
- Reception hosted by the law firm Fulbright & Jaworski L.L.P.;
- Joint program with the Shakespeare Theater Company on "Shakespeare and the Law;"
- All-day training program on human trafficking;

REGISTRATION

Conference registration fees are \$375 for NAWJ members, and \$475 for non-members.

HOTEL

Reserve your room at the Washington Court Hotel

525 New Jersey Avenue, NW, on Capitol Hill in Washington, D.C. Rates: \$179.00 per night plus tax, for single or double occupancy. Call (800) 321-3010 or (202) 628-2100 using group name, "NAWJ."

Visit www.nawj.org/midyear_2013.asp to register and find more information.



Wow, this is exciting!!

What an honor and privilege it is for me to take the helm of The National Association of Women Judges. I am deeply moved by your trust and confidence. At the outset, I want to give special recognition and thanks to Judges Norma Shapiro, Linda Murnane, Sandra Robinson and Sue Yang for your enthusiasm and support.

I want to take a few minutes to share my vision for the coming year. But first I want to give a hearty thanks to Judges

Lisa Walsh and Myriam Lehr, our Conference Co-Chairs and their entire Conference Planning Committee, the Friends Committee, and all who were involved with planning and executing such a spectacular annual meeting for us. Lisa, I remember back when you were a new District Director and I was VP for Districts, and you suggested a District Conference in Miami, and I said, how about making it an annual? And you did it!! What a wonderful conference you have pulled together, just over the top. And you are still smiling! Would the Miami conference planners all please stand. Let's give another round of applause for our super hero hosts in Miami.

This has been a wonderful year for NAWJ. I thank my predecessor Judge Amy Nechtem for positioning NAWJ in such a good place for launching the next year. The past presidents of NAWJ are all amazing women. I follow in your footsteps in awe.

NAWJ is such a special organization. I feel very passionate about it. NAWJ stands as a conscience and a challenge for something enduring: the importance of judicial diversity, inclusiveness and equal access to Justice for All. Sometimes the question is asked – we've all heard it: "Why is a woman's organization needed? Hasn't the issue been solved?" The importance of what we stand for: diversity, inclusiveness and equal access is not an issue that can be solved out of existence. It requires constant nurture. The role of NAWJ is an enduring one, an ongoing challenge to society to ensure that equal access to justice is maintained, and that our judicial system is the best that it can be.

Let me just say that I consider our name, National Association of Women Judges, to be something of a misnomer. We are not a woman's organization in the usual sense. We are not just for women, or even just for gender diversity. We are for equal access to and justice for ALL. I have chosen "Justice for All" as my theme for the year.

The theme "Justice for All" embodies what we are all about. From our focus on the barriers to justice for immigrants, language issues in the court system, women in prison, juveniles in detention, juvenile justice, victims of domestic violence, victims of human trafficking, outreach to the economically disadvantaged to pursue legal careers, and outreach to foreign judges from countries suffering violence, poverty or oppressive regimes, our programs demonstrate our commitment to a fairer, truer system of justice.

Some of my specific objectives for the coming year include:

- Increasing our membership, especially among male judges and Tribal Judges;
- Strengthening our ties with IAWJ, our international affiliate, in support of its work with judges all around the world;
- Pursuing an enhanced focus on prevention of human trafficking, a modern day form of slavery;
- Presentation of NAWJ programs in every District; and
- Updating and enhancing our website with resources of benefit to our members.

These goals will be accomplished by the work of our Districts and Committees. There are signup sheets in the hallway by the registration desk for those of you who would like to work on a committee or committees. And let me invite you all to the 2013 Midyear, which will be in Washington, D.C. May 2-4. Mark your calendars. All are invited.

Make no mistake—NAWJ faces ongoing challenges, not only to our relevance as previously mentioned, but in regard to our membership and our finances. I know that all of you here share my passion for NAWJ. I look to you to work with me on meeting these challenges. The out-pouring of support that I received encouraging me to take on the Presidency, and the offers of help and support that I've already received for the coming year are just fantastic. They give me the courage to meet our internal challenges, so that, ultimately, NAWJ remains as the challenger to the outside, challenging society to be the best it can.

As we make the transition to a new year, let us recharge our batteries to go forward with renewed energy and passion to promote diversity, equal access to justice and justice for all.

Thank You. I love you All.

Joan V. Churchill

HUNDREDS ATTEND “Meet Me in Miami” CONFERENCE TO EXAMINE NATIONAL AND INTERNATIONAL LEGAL, ECONOMIC, SOCIAL AND HEALTH ISSUES

After two years of planning and leadership, 2012 Annual Conference Co-Chairs Hon. Lisa S. Walsh and Hon. Myriam Lehr, both judges in Florida’s Eleventh Judicial Circuit, successfully gathered judges, attorneys, legislators, physicians, authors and educators to explore national and international legal, economic, social and health issues at the “Meet Me in Miami” conference in Miami, Florida, November 7-11, 2012. The conference was held at the Eden Roc Renaissance Hotel and attracted over 500 persons, 40 of whom were international judges from 27 different countries.

The beautiful coastal shoreline, within view and just a few steps away from the conference’s host hotel, was no match for the energy and enthusiasm of NAWJ’s increasingly infectious annual get together at venues including the Wilkie D. Ferguson, Jr., Courthouse for the U.S. District Court for the Southern District of Florida, the inviting residence of U.S. Appeals Court Judge Rosemary Barkett and, for some, the Homestead Correctional Institution in nearby Florida City.

The Annual Business Meeting saw the swearing-in and recognition of old and new NAWJ leadership and the adoption of a resolution *Urging Expeditious Filling of Federal Judicial Vacancies*.

This year’s Awards Banquet recognized the accomplishments of longtime NAWJ members and friends. The 2012 Joan Dempsey Klein NAWJ Honoree of the Year Award was presented to NAWJ Past President Hon. Fernande R.V. Duffy. The 2012 Florence K. Murray Award honored attorney Roberta Liebenberg, Esq., who also co-chaired NAWJ’s 2007 Annual Conference Friends Committee. The 2012 Justice Vaino Spencer Leadership Award recognized NAWJ Past President Hon. Dana Fabe. The 2012 Mattie Belle Davis Award was presented to Hon. Sandra Robinson, a former District 3 Director.

The myriad of inviting activities would not have been possible without the additional energy and dedication of the Conference Planning Committee including: **Education Committee** members Judge Laurel Isicoff, Judge Cindy Lederman, Judge Rosemary Barkett, Professor Donna Coker, Judge Jeri Beth Cohen, Edward H. Davis, Jr., Chief Justice Dana Fabe, Judge Ellen Leesfield, Judge Chris McAliley, Judge Kathleen Mulligan, Professor Amy Ronner, Judge Mary Schroeder and Professor Tara Twomey; **Finance Committee** members Judge Gladys Perez and Maureen Jaeger Walsh; **Speakers Committee** members Judge Gladys Perez and Laura Morilla; **International Judges Committee** members Judge Mercedes Bach, Judge Judy Chirlin (Retired), Judge Rosemary Barkett, Justice Ann Walsh Bradley, Judge Beverly Cutler (Retired), Judge Beverly Sherman Nash, Judge Gladys Perez, Judge Geraldine Sparrow and Judge Carolyn Temin; **Social Events Committee** members Judge Nushin Sayfie, Judge Lourdes Simon and Amy Rosenberg; **Volunteers Committee** members Judge Marcia Caballero and Judge Andrea Wolfson; **Mentor-Mentee Committee** member Judge Monica Gordo; **Reception Host Committee** members Judge Joan A. Lenard, Assistant Dean Georgina Angones, Associate Dean Raquel Matas, Jacqueline Becerra, Judge Marcia Caballero, Judge Barbara Lagoa, Bruce Lehr and LillyAnn Sanchez; **Security Committee** members Judge Spencer Multack and Judge Rodolfo “Rudy” Ruiz; **Excursions Committee** members Judge Marisa Tinkler Mendez and Judge Valerie Manno Schurr; **Women in Prison Committee** member Judge Simone Marstiller.

Friends Committee Law Firm Partners Chairs Elizabeth Hernandez, Esq. of Akerman Senterfitt, Linda M. Leali, Esq. of White & Case LLP and Detra P. Shaw-Wilder, Esq. of Koyzak Tropin & Throckmorton, and Corporate Partners Good Government Alliance Chair Mikki Canton of AsiaAmericana International LLC exhibited fundraising talents which matched the vision of the conference chairs. The Committee raised over \$200,000 from approximately 50 law firms, corporations, universities and individual contributors to support conference activities. A list of the Annual Conference Sponsors may be found on pages 16 and 17.

In addition, we acknowledge and greatly appreciate the many volunteers and exceptional guest speakers who joined in making the experience in Miami another NAWJ original.





New Judges Corner

Welcome to the inauguration of *New Judges Corner!* This section will focus on the interests and needs of new judges who are defined *as new to the bench or to their judicial assignment*. The Corner is the inspiration of the New Judges Committee which is comprised of members spanning the country, judicial positions and tenure on the bench. In accordance with the mission of this committee, the co-chairs are a seasoned judge, Hon. Jamoa Moberly and a new judge, Hon. Antoinette “Toni” Leoney. The other members of this energetic committee are the Hon. Beverly Cutler, Hon. Marguerite Downing, Hon. Ioana Petrou, Hon. Kathy Gravell, Hon. Simone Marsteller, Hon. Florence Pan, Hon. J.E. Sullivan, Hon. Theresa Timlin, Hon. D. Kim Whittle, Hon. Daria Zane and ex-officio members the Hon. Jane Craney (Membership Chair) and NAWJ President Hon. Amy Nechem. Expect to see us all at the new member reception in Miami and please feel free to share your ideas.

To help guide us, our committee sent out an initial survey to the membership asking what new judges need and personally why they had joined NAWJ. From the early responses, mentoring appears to be a resounding need among new judges and for many was their reason for joining NAWJ. One of our members did us the great favor of attaching her own research published on the topic. This underscores the necessity of mentoring. Celeste F. Bremer is a U.S. magistrate judge for the Southern District of Iowa. Her research article on “Reduction of Stress Through Mentoring” was published in *JUDICATURE*. We are grateful for the opportunity to share her insights with you in our first Corner.

Antoinette “Toni” Leoney
Jamoa Moberly
 New Judges Committee

Continued from Cover

STRESS AND STRAIN

The manifestation of stress, in the form of strain on judges, has negative consequences for both individual judges and the judicial system by way of reduced efficiency, lack of engagement, and negative behaviors and/or physical symptoms.² Studies of organizations indicate that several aspects of work are associated with stress: role overload, role insufficiency, role ambiguity, role boundary, responsibility, and physical environment.³ The result of stress on individuals can be measured by observable types of strain, such as physical (cardiac problems, gastrointestinal disorders); psychological (anxiety, depression); interpersonal (irritability, isolation); or vocational (low productivity, dissatisfaction). Such strains can be mediated by various coping skills, including healthy activities, social support systems, recreational activities, and cognitive skills.⁴

While the effects of workplace stress in general are well documented, there is limited empirical information about judicial occupational stress and the negative effects of physical and psychological strain on individual judges or the justice system. In the early 1980s, researchers studied state and local trial court judges to identify stress factors, their mediators, and the frequency of physical symptoms of stress. These studies show that judges experience stress in a variety of ways: nearly 12 percent of responding judges in one study reported experiencing high-to-troublesome physical symptoms due to work-related stress; weighty responsibility stemming from the important consequences of decisions; role overload resulting from ethical constraints and conflicts between case outcomes and personal ideology or values; and a perceived or actual risk of harm to self or family.⁵ While we can learn from these studies, they don’t necessarily represent current

judicial demographics or conditions: for example, fewer than 5 percent of the study subjects were female judges, while currently in the United States approximately 24 percent of state and federal judges are women, according to the National Center for State Courts and the Administrative Office of the U.S. Courts.

SUPPORT AND MENTORING

One way to mediate occupational stress is to increase the support from friends, family, and co-workers. Supportive relationships reduce the harmful aspects of stress and strain by increasing an individual’s coping mechanisms and have been shown to positively impact job satisfaction and personal development.

Mentoring is one method used to provide social support for those in role transition. Mentoring in business typically has been defined as a hierarchical professional relationship between a senior, experienced member of the group and a junior, less-experienced colleague. Based on developmental learning theory, this concept has now evolved into a definition of mentoring as a “process-oriented relationship involving knowledge acquisition, application, and critical reflection,” which includes paired peer mentoring.⁶ Mentoring is generally a voluntary relationship, although certain organizations offer a more structured, formal approach—these formal programs may include sponsorship, coaching, protection, validity, and exposure to career opportunities, as well as services that address such psychosocial needs as counseling, acceptance, friendship, and encouragement.⁷

Mentoring programs offer opportunities not only for new judges to develop as individuals, but also for the whole profession of judging to evolve. Through helping others, judicial mentors gain internal satisfaction while

they assist new judges in framing the challenges they face.⁸ For example, at the Institute for Faculty Excellence in Judicial Education, student judges complete projects to improve the administration of justice with the assistance of mentoring judges, who serve as their sounding boards and resources. This pairing provides both judges with the chance to reflect on their career development and beliefs about the justice system.

Most state judicial education systems include mentoring programs. (A 2002 survey of judicial educators found that 36 states or territories offered mentoring programs—an increase from 28 states or territories in 1997.⁹) However, their focus has primarily been on providing skill-building or substantive legal-issue training.¹⁰ Following are the results of a study of a new mentoring program at the Federal Judicial Center (FJC) for newly appointed U.S. magistrate judges, conducted to test the mediating effects of mentoring on personal strain and to obtain additional empirical data on judicial stress. During the course of the study, the facilitated mentoring program was offered, for the first time, as part of the center’s new-judge orientation.

THE MENTORING PROGRAM

The mentoring program, which was integrated into the FJC’s existing course for newly appointed judges, was designed by the author to provide social support to new judges by pairing them with experienced judges. Each mentor’s time commitment was about six hours; the mentors received an orientation training session and manual before their assignment to two or three new judges. The manual provided suggestions for discussion topics that the mentor might use, such as: identifying sources of stress and coping methods, reviewing any impact the new judges’ role change had on them or their families, discussing ways to approach troublesome legal issues or procedural matters, considering an exercise or relaxation program as part of the new judges’ routines, asking the new judges to reflect on how the job was impacting their relationships with others, and considering any other topic the new judges wished to discuss.

The mentoring program commenced when the mentors contacted the new judges by telephone or e-mail prior to meeting face to face at the first orientation class in August 2001. Mentors met with their assigned judges

informally during the first orientation class week, and they maintained contact by e-mail, telephone, or other correspondence over the following months. The mentors and new judges again met face to face during the second part of orientation training, held in October 2001. After the October class, the mentors and new judges continued their regular contact for three more months. Mentors followed the outline in the manual and discussed the new judges’ concerns. The mentoring program formally concluded at the end of January 2002; several mentors have continued to keep in touch with their new colleagues, by e-mail and phone as well as in person.

To determine whether this program delivered as designed, Noe’s “Mentoring Function Scale,” which measures career and psychosocial traits of mentoring, was used.¹¹ (Evaluation of any mentoring program should include an analysis of the type of mentoring received, because it may impact the type of stress and strain reported by participants. Compared to social-support mentoring, mentoring that focuses on skill building—which is typically offered in judicial orientation programs—can actually increase reported stress.¹²) An analysis of the program results, based on Noe’s scale, established that the mentoring program addressed social-support needs, particularly counseling, friendship, acceptance, and encouragement.

THE STUDY

The study compared two groups of new judges who took part in FJC’s New Judge Orientation Course in 2001. To increase social support and help new judges manage stress, the mentoring program was offered to new judges beginning in August 2001. It included a plan for regular contact between the paired mentors and new judges for five months after the initial orientation session.

To provide information about judicial occupational stress, all groups were given a written questionnaire, the Occupational Stress Inventory—Revised (OSI-R). The questionnaire was developed by Dr. Samuel Osipow to facilitate the examination of stress, strain, and coping skills through 140 questions.

Using the OSI-R scores, comparisons of stress, strain, and coping were made among the different groups of judges, along with a comparison to the instrument’s

TABLE 1: OVERVIEW OF TYPICAL MENTORING PROGRAM TIME-LINE.

JULY	Train New Mentors — 30 minute program review as part of organizational faculty meeting for the New Training Program.
AUGUST	Face-to-Face meeting of Phase 1 new judges and mentors at three-day orientation program.
SEPTEMBER	Maintain contact via phone, e-mail.
OCTOBER	Mentors and new judges meet face-to-face at Phase 2 four-day training.
NOVEMBER THROUGH JANUARY	Maintain contact by telephone, e-mail, as desired.

MENTORING

Continued from Page 9

national norms. The analysis explored relationships among the three segments of the OSI-R and examined the levels of occupational stress, strain, and coping reported by the magistrate judges. A positive impact on judges' stress and strain could be correlated with an increase in coping skills through participation in the mentoring program.

THE RESULTS

Mentored group. Some reduction of certain areas of stress and strain was observed among mentored judges. At the beginning of the program, the judges reported experiencing occupational stress and strain at levels indicating the need for improvement in coping skills.

After participating in the mentoring program, the mentored group showed a statistically significant or marginally statistically significant reduction in the stress domains of role overload, role boundary, and psychological strain. There were no statistically significant changes in the coping domains; the social support domain was high at the start of the program and remained high. This may be due to the levels of support received by the judges as part of their appointment process and their recent transition to their new judicial roles.

Gender and stress. Gender was a noteworthy factor in the reported levels of stress and strain for all of the new

judges, with female judges reporting greater levels of each, accompanied by lower levels of coping, than their male counterparts. The female judges also reported lower skills on three of the four coping domains.

Social science literature provides mixed evidence that women report more job-family conflict than men.¹³ Because women continue to have primary family responsibilities, they are more often confronted with role conflicts than are men, but women may frame the conflict differently, viewing their jobs as interfering with family. Although both men and women experience the same stressor, it may be reported as a difference in strain levels because women have devised alternative adaptive strategies.¹⁴ For the new judges in this study, gender appears to be a leading factor in the reported experience of stress and strain. This is consistent with a study of university professors that found male and female professors experienced strain differently: strain scores decreased for men as their academic rank increased, while the reverse was true for women.¹⁵

In our study, female new judges reported statistically significant or marginally statistically significant higher levels of stress and strain in the following domains: role ambiguity, physical environment, vocational strain, psychological strain, and physical strain. Male new judges

GOT STRESS?

Try these strategies to improve coping and reduce stress that shows up as physical and mental strain in your life.

- 1. Just say no.** Decline speaking engagements unless you have a passion for the topic, and the time to do a good job. Do not serve as window-dressing on a panel discussion. Limit outside bar obligations to a reasonable number per month, and use the newly recovered time for yourself.
- 2. Just do it.** There is not going to be a better time than today, right this minute, to reduce stress. Take 5 minutes of deep breathing before you go on to the next case. Allow for a 15 minute nap or walk after lunch, or just some quiet "no phone, no interruption" time to regroup before the next sessions.
- 3. Connect.** Work at maintaining contact with friends, family and colleagues. Use phone calls, e-mail, or notes to let someone know you are thinking of them, or to ask for help with a problem. Mentor new judges or law students.
- 4. Tune in.** As a combination of physical exercise and social support, walk around the courthouse. Take a minute to greet the court security officers, staff, and look at how the public is treated. Check public restrooms -- do they represent the sense of dignity you expect in a courthouse? Do you offer diaper changing stations and a place for children to be protected from the hubbub of hallway life? Try to view the experience from the perspective of those who visit, or those who work there without power to change some of these aspects. See what you can do about it.
- 5. Stop the madness.** You cannot do it all, you should not do it all, and you do not have to do it all. Repeat several times. Remove 1 (or 5!) things from your "to do" list at work and at home. If illness caused you to stop work tomorrow, and you could not return for several months, people would cope. Let them step up to the plate now by making yourself scarce, and taking the time for your own rest or physical activity.
- 6. Use it or lose it.** There's no way around it. When it comes to mental acuity, physical health, or spirituality, you have to practice. And, as we age, we need to push our limits to a certain extent. You could get a pedometer and walk an extra 10,000 steps a day, but walking up a flight of stairs might do just as well. Try new things, like driving to work on a different route, learning a new language, or eating a new vegetable (yes, you should have 5-9 servings of fruits and vegetables a day). Pray, connect with a higher power, or meditate -- you can improve your immune system on a regular wellness program that takes no fancy equipment, just your time.

reported statistically significant higher levels of stress in the domain of responsibility, and marginally significant higher scores in the coping domain of recreation.

ADDRESSING STRESS

The components of coping resources studied included four domains: recreation, such as regular leisure activities; self-care, such as a regular exercise program, sufficient sleep, and healthy eating; social support provided by a trusted friend, a feeling of closeness, and the ability to ask for and receive help; and cognitive coping, such as a rational approach to problem solving and the ability to stay on task. Increasing coping resources has a positive impact on reduction of stress and strain.

Because of new judges' existing high levels of social support, the mentoring program did not demonstrate a statistically significant increase in that domain. The judges' scores demonstrated other areas of coping skills that showed a need for improvement, such as recreation and self-care.

Judicial educators may wish to explore ways to improve judges' recreation and self-care activities, as well as cognitive coping skills. Judicial education programs could address these needs, for example, through the introduction of stress-reduction activities and information—helping judges manage their schedules, allowing sufficient time for non-work activities, and encouraging behaviors such as eating healthy, obtaining sufficient sleep, exercising regularly, and getting medical check-ups. Such methods can be taught and, at a minimum, suggestions for stress inoculation should be made to new judges in training materials.

Judges, particularly those who are newly appointed or elected, face tremendous job pressures and receive little formal support. A facilitated mentoring program, offered as part of new-judge orientation, served to reduce some areas of occupational stress and strain and focus attention on coping skills. Participation in paired mentoring may have a mediating effect on occupational stress for both new and experienced judges. Judicial educators should explore the addition of stress-management programs to their curricula, not only to benefit both new and experienced judges but also to improve the justice system by helping to ensure it is managed by judges who are productive and effective decision makers.

This project, which was completed in 2002 for the author's doctoral dissertation for Drake University School of Education, had its genesis in the adult-learning model program presented at the Institute for Faculty Excellence in Judicial Education, directed by Dr. Patricia Murrell, Ph.D., University of Memphis. Although the Federal Judicial Center assisted with the project, the views expressed are those of the author.



CELESTE F. BREMER

is a U.S. Magistrate Judge for the Southern District of Iowa. (celeste_bremer@iasd.uscourts.gov)

New Judges Corner

With this issue I complete my second issue of *Counterbalance* and my term as Vice-President of Publications for NAWJ. I am pleased to include in the *Counterbalance*, for the first time, "The New Judges Corner". I wish to thank Judges Antoinette "Toni" Leoney and Jamoa Moberly of NAWJ's energetic New Judges committee. "The New Judges Corner will provide an important forum for welcoming new judges to NAWJ."

Anna Blackburne-Rigsby

END NOTES

¹Scannell et al., JUDICIAL WELLNESS: A STRESS MANAGEMENT GUIDE FOR AND BY JUDGES (Reno, Nev.: The National Judicial College, 2d ed. 1996); Eells & Showalter, *Work-Related Stress in American Trial Judges*, 22 BULL. AM. ACAD. PSYCHIATRY & L. 71-83 (1994); Zimmerman, *Stress: What It Does to Judges, and How It Can Be Lessened*, in Williams & Sampson, eds., HANDBOOK FOR JUDGES 117-130 (Chicago: American Judicature Society, 1984); Rogers, Freeman, & LeSage, *The Occupational Stress of Judges*, 36 CAN. J. PSYCHIATRY 317-322 (1991); Alpert, Akins, & Ziller, *Becoming a judge: The transition from advocate to arbiter*, 62 JUDICATURE 325-335 (1978).

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DISTRICT ONE (MA,ME,NH,PR,RI)

NEWLY APPOINTED JUDGES RECOGNIZED



On June 14, 2011, District One members from Massachusetts gathered together on a balmy spring evening to honor eight newly appointed women judges to various courts in the Commonwealth: Patricia A Gorman, Judith A. Phillips, Mary T. Sullivan, Mary O'Sullivan Smith, Jennifer Rivera Ulwick, Beth A. Crawford, Megan H. Christopher, and Theresa Bisenius. Five of the eight women were appointed to the Family and Probate Court. NAWJ member **and Chief Justice of that court, Paula M. Carey, had the pleasure of introducing her new colleagues and received a rip roaring response when she announced that – for the first time – the majority of the judges who serve on the Family and Probate Court are women.** We also celebrated Justice Barbara Lenk's elevation to the Supreme Judicial Court, and enjoyed hearing her remarks on the importance of the inclusion of women and minorities in the judiciary. Judge Leila Kern retired just a few days after our Midyear Meeting and Leadership Conference in Cambridge and we took the opportunity to celebrate her excellent work on the Superior Court and her commitment to NAWJ. Judge Kern has since been elected to the board of REACH beyond Domestic Violence.

Like Judge Kern Leila, other NAWJ members who have retired from the bench continue to demonstrate that retirement brings new beginnings and additional opportunities to provide leadership and inspiration. Former Chief Justice of the Supreme Judicial Court, Margaret Marshall, received an Honorary Degree from Yale University in May, 2012. The honor was particularly poignant as two of Marshall's granddaughters graduated from Yale on the same day. One week later, Justice Marshall received the Redcliffe Institute Medal, a prestigious award given to "an individual whose life and work have substantially and positively influenced society."

Also in May of 2012, former Chief Justice of the Juvenile Court, Martha Grace, received a Master of Science degree in Animal and Public Policy from Tufts School of Veterinary Medicine.

Congratulations go to Hon. Karyn Scheier, Chief Justice of the Land Court, for having received the Haskell Cohn Award for Distinguished Judicial Service.

Congratulations also goes to Hon. Nan Duffy, NAWJ Past President, and Supreme Judicial Court Justice, who was recognized as this year's Justice Joan Dempsey Klein Honoree, for receiving an Honorary Degree from Suffolk University in May 2012. Justice Duffy gave an inspiring commencement address at the law school in which she described her own journey as an immigrant to this country and how she came to believe that "equal justice for all is the cornerstone of our free and democratic society."

Several NAWJ events took place at the end of 2012. On November 2, 2012, NAWJ, along with the Women's Bar Association and the National Women Law Student's Association at the Suffolk University Law School, sponsored the Women's Leadership Academy 2012. The half-day program helped women learn about leadership through the inspiration of suc-

successful women who have made their mark in business, government, the judiciary and academia. Then NAWJ President Judge Amy Nechtem led a panel discussion on Leadership.

Also in November, District One presented its signature educational program: Branching Out, Opportunities to Make a Difference in the Three Branches of Government.

DISTRICT TWO (CT,NY,VT)

MONROE COLLEGE SCHOOL OF CRIMINAL JUSTICE HOSTS COLOR OF JUSTICE PROGRAM



The District has been fortunate enough to present not one but two Color of Justice Programs. The earliest one under the chairmanship of Justice Darcel D. Clark was held

on May 5, 2012 in conjunction with Monroe College School of Criminal Justice and LexisNexis. Forty young women and 30 judges and attorneys participated. The Judge Panel was moderated by Justice La Tia Martin, Judges Sandra Townes, Dianne Redwick, Edwina Richardson-Mendelson and Doris Gonzalez. The Attorney Panel was moderated by Judge Juanita Bing-Newton. After the two morning programs “Judges Making the Difference” and “Law as a Career: Preparing the Way” there was a luncheon in which the students interacted with judges, lawyers, faculty and other law professionals in an informal atmosphere. A Mentor Jet program was presented in the afternoon session moderated by Judge Troy K. Webber. At the closing ceremony, Judge Clark and the Dean of the College Michael Rodney, presented certificates and souvenirs to students.

PATHWAYS TO THE BENCH AND BAR

On May 18, 2012, the District in conjunction with the Asian American Bar Association of New York (AABANY), Association of Black Women Attorneys (ABWA), Dominican Bar Association (DBA) and the Puerto Rican Bar Association (PRBA) co-sponsored the Color of Justice Program **“Pathways to the Bench and Bar: Preparing to Join the Next Generation of Lawyers and Judges.”** The program was held at St. Joseph High School (SJHS) in Brooklyn, New York, an all-girls high school comprised of approximately 300 students founded and run by the Sisters of St. Joseph. Program participants (featured in the photo from left to right) were Hon. Lillian Wan, Family Court Judge and AA-



BANY member; Rosevelie Marquez Morales, Esq., Partner at Harris Beach PLLC and DBA President; Margo Ferrandino, Esq., Assistant Commissioner of Equal Employment Opportunity at the Fire Department for the City of New York and ABWA Vice President; Hon. Faviola Soto, New York State Court of Claims Judge and DBA Board Member; and Marlysha Myrthil, Esq., Trial Attorney, U.S. Department of Justice, Civil Rights Division. Ms. Myrthil, who served as moderator, is from the SJHS Class of 2000. Panelists shared their career experiences and offered advice about how to enter and excel in the legal profession. Approximately 25 students attended the event and were eager to ask questions. Then NAWJ Vice President of Districts, Judge Tanya R. Kennedy, was the coordinator of the event. Program participants agreed to return to SJHS in the fall in response to students' and school officials' request for a second Color of Justice program.

NEW YORK STATE CHAPTER ANNUAL DINNER

On June 28, 2012, NAWJ's New York State Chapter held its Annual Dinner at the Waters Edge Restaurant located on the East River with magnificent views of Manhattan dominated by the United Nations as well as the Empire State Building. **The honoree at this event was Hon. Carmen Beauchamp Ciparick.** Due to constitutional age requirements, Judge Ciparick must retire from the Court of Appeals, which is the highest court in the state of New York.

Prior to these events, several members attended **NAWJ's Midyear Meeting and Leadership Conference in Cambridge, Massachusetts.** Not only was the venue inspiring but the presentation was informative and educational.

On June 10, 2012, Justice Sheri S. Roman and Justice Phyllis Orlikoff Flug were pleased to attend NAWJ's joint meeting with the Congressional Caucus for Women's Issues in Washington D.C., which featured a panel discussion of Human Trafficking, a topic of great importance. Among the Women's Caucus members who participated was the Caucus Task Force Co-Chair for Trafficking New York Representative Ann Marie Buerkle.

JUDICIAL CLERKSHIPS AND SHADOW FOR A DAY

This summer the District sponsored a Judicial Clerkships and Shadow for a Day Opportunities for newly admitted attorneys, law students, and college students. The program created and organized by **Judge Elizabeth Yablon, Referee of the New York State Supreme Court in Queens County, and the District's Chairperson of the Legal Education, Mentoring and Internship Opportunities Committee,** gives all people the opportunity to learn and participate in the real life application of law in our courts today. In June and July the students: viewed a murder trial presided over by the Judge Richard Buchter; a robbery trial presided over by Judge Stephen Knopf; involvement in civil parts assigned to Judge Diccia Pineda – Kirwan; compliance part and IAS civil part assigned to Judge Martin Ritholtz; and observed conferences in a designated matrimonial part presided over by Judge Rudolph Greco. In addition, **Supervising Judge of the New York City Criminal Court, Judge Deborah Stevens Modica,** provided students a view on the workings of the New York City Criminal Court. The Appellate Division, under the direction of Justice Sheri Roman, was also open to students. Siobhan F. Calhoun Klassen, a rising third year law student at Hofstra University Law School who participated in this program said "It was great! Everyone was very helpful. Each judge was very insightful and really helped me understand." The District plans to expand the program in the near future.

SUMMER JUSTICE ACADEMY FOR YOUNG WOMEN

Once again, Justice La Tia Martin (NAWJ Past President) continued the "Summer Justice Academy for Young Women," a program she initiated years ago at Pace University School of Law. Fifty high school students from primarily low-income and minority communities in Westchester County and New York City participated in the two-week program designed to inspire them to pursue legal careers. The free program, which has grown from a week-long intensive with 20 students in its inaugural year, teaches the basics of criminal, civil and other types of law and concludes with an overnight trip to Washington, D.C.

Congratulations to three of our members who have been elevated to the Appellate Division: **Justice Darcel Clark,** who is the President-Elect of the New York State Chapter of NAWJ, has been appointed to the Appellate Division, First Department; **Justice Sylvia Hinds-Radix,** Administrative Judge of the Courts in Kings County, has been appointed to the Appellate Division, Second Department; and Justice Judith Gische, who sits in the Supreme Court, New York County, has been appointed to the Appellate Division, First Department.

FANTASTIC FALL WEEKEND, DISTRICT CONFERENCE IN MYSTIC, CONNECTICUT



A great deal of effort was put forth for a *Fantastic Fall Weekend*, a district conference held on October 20, 2012 on the beautiful shoreline at Mystic, Connecticut. The Keynote Speaker was Hon. Nancy Geretner (Retired), U.S. District Court, District of Massachusetts and Professor of Practice at Harvard Law School. An education session focused on the *Judicial Obligations after Padilla v. Kentucky: Immigration Consequences of Criminal Convictions* followed. NAWJ President-Elect Joan Churchill moderated that program which included Attorney Dawn Seibert, from the Immigrant Defense Project and Center for Public Policy Studies Immigration Consultant Steven Weller. The members of the conference committee were composed of District Director Justice Phyllis Orlikoff Flug, Judge Tanya Kennedy, Justice Sheri Roman, Judge Lucy Billings, Judge Carol Feinman, Judge Patty Pittman, and Judge Debra Silber.

The work of New York's Women in Prison Committee may be found later in this publication.

DISTRICT THREE (DE,NJ,PA,VI)

District Three continues with the goal of having all women State Supreme Court Justices as members of NAWJ. District Three proudly acknowledges the membership of all female justices seated on the New Jersey Supreme Court - Judge Helen E. Hoens, Judge Jaynee LaVecchia and Judge Anne M. Patterson. The only female justice seated in the Virgin Island Supreme Court is an NAWJ member - Judge Maria M. Cabret.

DELEWARE

Judge Kathy S. Gravel and **Judge Jane Brady** have united as co-chairs for Delaware NAWJ. Delaware NAWJ judges continue their participation in the Democracy Project Institute for Teachers and as guest lecturers before attorney groups and jurists meetings. The request for presentations on the topics of Non-Stranger Sexual Assault and Attorney

Ethic continue to be in demand. NAWJ community outreach is significant with judges participating in high school career panels, the ASPIRA Saturday academy seminars, and the National Hispanic Bar Foundation Law Camp courses which encourage students to consider the law and judging as a career.

NEW JERSEY

Judge Michelle Hollar-Gregory, is the New Jersey NAWJ Chair. The co-chair is **Judge Estela M. De La Cruz**. New Jersey NAWJ judges continue to focus on community outreach by serving as guest lecturers at colleges, participating in the Seton Hall Law School Pre-Law Studies Summer Program Mock Trial Competition, the Vincent R. Apruzzese National Mock Trial Competitions, in moot courts and mock trials at high schools, law schools, colleges and universities, and being members of and guest speakers at the "Honorable Anne E. Thompson Inns of the Court" and "2012 Women's Bench / Bar Conference." New Jersey NAWJ was represented at the 2012 NAWJ Congressional Women's Luncheon in Washington, D.C. While community legal outreach continues with various projects throughout the year, New Jersey is steadily preparing for a great Color of Justice Program that will be hosted by Rutgers Law School in March 2013. The Committee: **Judges - Renee Jones Weeks, Michele Hollar-Gregory, Estela De La Cruz, Siobhan Teare, Rosemary Gambardella, and Dean Frances V. Bouchoux.**

RECOGNITIONS AND CONGRATULATIONS:

Former New Jersey Attorney General **Paula T. Dow** is now a New Jersey Superior Court Judge and a member of NAWJ.

Recently Retired Workers Compensation Court Judge Sue Pai Yang, who was the first Chinese American appointed a judge in New Jersey, received the 2012 Professional Achievement Award from the New Jersey Chinese American Chamber of Commerce.



(Pictured left to right Dr. Chung Shu Yang, Judge Sue Pai Yang, Judge Sandra Ann Robinson, and Ms. Mamie Lau)

DISTRICT NEWS

NAWJ New Jersey is grateful for the conversations and time shared with U.S. Supreme Court Justice Elena Kagan, during the NAWJ 2012 Midyear Meeting and Leadership Conference at Harvard University. **(Pictured in photo below: Judge Michelle Hollar-Gregory, Dean Frances V. Bouchoux, Judges Estela Maria De La Cruz - Patricia Mary Kerins - Sandra A. Robinson - Siobhan A. Teare, Stephanie M. Wauters - Sue Pai Yang.)**



NAWJ New Jersey is grateful for the hospitality extended by Ambassador and Mrs. Han Duk-soo during Receptions and Galas in the Republic of Korea and the reception at the Ambassadors home in Washington, DC.



(Pictured left to right Ambassador Duk-soo, United States NAWJ Judges Stephanie Wauters - Sandra Ann Robinson - Lois Lipton, Mrs. Duk-soo, Judges Lorraine A. Abraham - Isabel B. Stark - Estela De La Cruz - Sue Pai Yang - Patricia Mary Kerins and Ms. Mamie Lau.

PENNSYLVANIA

Judge Andrea Marceca Strong is the NAWJ Pennsylvania State Chair and co-chairs are Judges **Maria M. Cook** (Central) **Stephanie Domitrovich** (Western), and Debbie O'dell Seneca (Western).

Pennsylvania NAWJ members have started planning for a NAWJ State and District Three "Color of Justice" educational outreach event, "**The Milton Program**," to be held at the year-round Milton Hershey School in Hershey Pennsylvania, on July 27 or 28 in 2013. Milton Hershey School has a student population of 1,800 who live at the school year-round. The student's home and house-parents are at the core of each child's stability and safety while in attendance.

Each child is cared for by a married house-parent couple who have child-care experience. Although house-parents provide guidance, support, and discipline, parents have lots of contact with their children, through phone calls, e-mail, and visits. The School accepts students from pre-kindergarten through twelfth grade graduation.

Milton Hershey School is located adjacent to the Hershey Hotel. As always, the Supreme Court of **Pennsylvania through the Administrative Office of the Pennsylvania Courts, will be requested to assist all NAWJ members who attend "The Milton Program" with hotel accommodations at the Hershey Hotel.** The NAWJ event will be held during the 2013 Pennsylvania State Trial Judges Conference in Hershey. School administrators are excited about "The Milton Program" and look forward to welcoming NAWJ. Please mark your calendar and plan to be in Hershey in July 2013.

Justice Debra Todd was recognized by the **University of Pittsburg School of Law** with its 2012 Distinguished Alumni Award.

PENNSYLVANIA GOALS FOR 2012/2013:

- (1). Obtain assistance from our national office to set-up a District list so all members can communicate with each other within the District;
- (2). Circulate to District Three members a quarterly SURVEY for the purpose of reporting and recording outreach events, activities, programs and projects of the NAWJ members. The quarterly reporting will assist in preparing the District reports and for showcasing NAWJ accomplishments in *Counterbalance*.
- (3). Encourage the continuation of jurist outreach in communities, schools and colleges through willingness to participate in legal forums such as mock trials, moot courts and training panels.

VIRGIN ISLANDS

Justice Maria M. Cabret is the NAWJ Virgin Island Chair and Judge Audrey L. Thomas is the co-chair. The goal in the Virgin Islands is to continuously encourage jurist and attorney membership and participation in NAWJ events.

DISTRICT FOUR (DC,MD,VA)

EDNA G. PARKER AWARD BANQUET



On Thursday, June 21, 2012, the Judge Cathy Serrette received District Four's Edna G. Parker Award for outstanding community service. The Hon. Catherine O'Malley, First Lady of Maryland and a District Court Judge presented opening remarks.



Also present to make remarks was **Judge Diana Motz, 2012 inductee into Maryland's Women's Hall of Fame**. Judge Motz is the first woman from Maryland appointed to the U.S. Court of Appeals for the Fourth Circuit. Judge Serrette first came to the bench as a Domestic Relations Master in 2003. She was later appointed as an associate judge to the Circuit Court for Prince George's County, Maryland in December 2003. Currently, she serves as the Family Division Coordinating Judge for the Circuit Court for Prince George's County. Through her work with the Standing Committee on Pro Bono Legal Services and as chair of the Critical Barriers Subcommittee of the Maryland Access to Justice Commission, she works tirelessly to help the disadvantaged in our community. As the former President of the Prince George's Chapter of the Women's Bar Association, she inspired an annual series of outreach programs for girls in the state detention center. And as former District Director of the National Association of Women Judges, she co-chaired District Four's first Women Moving Forward Reentry Conference at the Maryland Correctional Institute for Women in Jessup, Maryland. Judge Serrette currently

co-chairs NAWJ's newly formed Child and Juvenile Justice Committee, which addresses national issues such as human trafficking and disparity in sentencing and in girls' detention center resources.

The Edna Parker Awards banquet convened on June 21, 2012, at the National Courts Building, 717 Madison Place, NW in Washington, DC, and also honored new and recently elevated judges in the District of Columbia and Maryland.

The following new and elevated judges in Maryland were recognized: **Hon. Sheila R. Tillerson Adams**, Circuit Court for Prince Georges County; **Hon. Anne Albright**, Circuit Court Montgomery County; **Hon. Krystal Alves**, Circuit Court for Prince George's County; **Hon. Kendra Ausby**, Circuit Court for Baltimore City; **Hon. Alison Asti**, Circuit Court for Anne Arundel County; **Hon. Shannon Avery**, District Court for Baltimore City; **Hon. Melba Elizabeth Bowen**, Circuit Court for Harford County; **Hon. Robin D. Gill Bright**, District Court for Prince Georges County; **Hon. Videtta Brown**, Circuit Court for Baltimore City; **Hon. Deborah Chasanow**, U.S. District Court for Maryland; **Hon. Karen Chesser**, District Court for St. Mary's County; **Hon. Rachel Cogen**, District Court for Baltimore City; **Hon. Melissa Copeland**, District Court for Baltimore City; **Hon. DaNeeka Cotton**, Circuit Court for Prince George's County; **Hon. Audrey Creighton**, District Court for Montgomery County; **Hon. Nancy L. Davis-Loomis**, Fifth Judicial Circuit of Maryland; **Hon. Jennifer Etheridge**, District Court for Baltimore City; **Hon. Karen Friedman**, District Court for Baltimore City; **Hon. Stephanie Gallagher**, U.S. District Court for Maryland; **Hon. Lenore Gelfman**, Circuit Court for Howard County; **Hon. Ellen Hollander**, U.S. District Court for Maryland; **Hon. Jeannie Hong**, Circuit Court for Baltimore City; **Hon. Michele Hotten**, Maryland Court of Special Appeals, Fourth Appellate; **Hon. Laura Kiessling**, Circuit Court for Anne Arundel County; **Hon. Cheryl McCally**, Circuit Court for Montgomery County; **Hon. Jane Murray**, Circuit Court for Cecil County; **Hon. Nancy Purpua**, Circuit Court for Baltimore County; **Hon. Marsha Russell**, District Court for Baltimore County; **Hon. Leah Seaton**, Circuit Court for Wicomico County; **Hon. Yolanda Tanner**, Circuit Court for Baltimore City; and **Hon. Shirley Watts**, Maryland Court of Special Appeals, Sixth Appellate

The following new and elevated judges in the District of Columbia were recognized: **Hon. Margaret Bartley**, U.S. Court of Appeals for Veteran Claims; **Hon. Corinne Beckwith**, District of Columbia Court of Appeals; **Hon. Dayna Dayson**, District of Columbia Superior Court; **Hon. Jennifer Di Toro**, District of Columbia Superior Court; **Hon. Catharine Easterly**, District of Columbia Court of Appeals; **Hon. Emily Hewitt**, U.S. Court of Federal Claims; **Hon. Beryl Howell**, U.S. District Court for the District of Columbia; **Hon. Amy Berman Jackson**, U.S. District Court

DISTRICT NEWS

NAWJ 34TH ANNUAL CONFERENCE SPONSORS

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VIRGINIA WOMEN JUDGES AWARD SCHOLARSHIP



In May, the Virginia Association of Women Judges (VAWJ) awarded its annual \$500 scholarship to Dildora Rakhmatullaeva, a graduating high school senior who wrote an essay about the benefits of women's full participation in the legislative and judicial branches of government. **For her essay to be considered, Ms. Rakhmatullaeva was required to interview at least one woman judge and one female member of Virginia's General**

Assembly. The VAWJ presented the scholarship at a May 5th luncheon at the Virginia State Capital. Ms. Rakhmatullaeva, who is pictured with Alexandria Judge Becky Moore (General District Court) and Judge Connie Frogale (Juvenile & Domestic Relations Court) and Portsmouth General District Court Judge Roxie Holder, is a senior at T.C. Williams High School in Alexandria, Virginia. She is interested in International Business and plans to attend Marymount University next year. The May 5th luncheon brought together sitting and retired judges from across the Commonwealth to celebrate with the family of the scholarship winner. According to Judge Holder, President of the VAWJ, the scholarship is designed not only to provide financial assistance but also to increase awareness of the functions of, and women's contributions to, the legislative and judicial branches of the government.

RICHMOND HOSTS NAWJ WELCOME FOR VIRGINIA'S JUDICIAL COMMUNITY



(L-R. Judge Angela Wright, Professor Peter Wallenstein, Justice Cleo Powell.)



July 26, 2012, a banquet convened at the Virginia Capitol honoring recently elevated judges in Virginia from 2010-2012. Former Virginia Governor Douglas Wilder offered opening remarks. **A special message was also presented by the first woman dean of the University of Richmond School of Law Wendy Perdue.** The event featured a presentation from Professor Peter Wallenstein, author of *Blue Laws, Black Code*. This book contains a special chapter on the history of women lawyers and judges in Virginia. Also present for the occasion was President-Elect Judge Joan Churchill. On Friday, July 27, 2012, attendees participated in a half-day tour of the U.S. Court of Appeals Fourth Circuit. The tour concluded with a panel discussion on the U.S. Supreme Court in review of cases decided in the 2012 term.

The following new and elevated judges in Virginia were recognized: Hon. Arenda Wright Allen; Hon. Tanya Bullock; Hon. Teresa Chafin; Hon. Cressondra B. Conyers; Hon. Monica Dawn Cox; Hon. Sara Deneke; Hon. Louise DiMatteo; Hon. Rondelle Herman; Hon. Shannon Hoehl; Hon. Barbara Keenan; Hon. Cynthia Kinser; Hon. Mary Malveaux; Hon. Elizabeth McClanahan; Hon. Stacey Moreau; Hon. Lorraine Nordlund; Hon. Cleo Powell; Hon. Deanis Simmons; Hon. Rebecca Smith; Hon. Stephanie Thacker; Hon. Deborah C. Welsh; and Hon. Susan Whitlock.



MARYLAND CHAPTER CONVENES ON GIRLS DETENTION AT ROCKY GAP

Beginning with a welcome reception Friday evening September 28, NAWJ's Maryland Chapter began its *Fall Fling* organized by conference chairs Circuit Court for Prince George's County Judge Toni E. Clarke and Baltimore Circuit Court Administrative Judge Marcella a. Holland. After a chapter business meeting Saturday morning, the agenda moved to **the weekend's seminar highlight *Equal Rights for Girls in Detention in Maryland* moderated by Judge Cathy Hollenberg Serrette, Circuit Court Judge for the 7th Judicial Circuit of Maryland. Panelists included: Representative Kathleen Dumais, Montgomery County Delegate and Vice Chair of the House's Judiciary Committee; Sonia Kumar, ACLU-Maryland's Director of its Juvenile Justice Project; and Carol Kolinchak, ACLU-Louisiana's Legal Director for its Juvenile Justice Project.**

Maryland's **Girl Scouts Beyond Bars** troop participated in a wonderful art project. **They and their mothers have created banners of expression on a theme of "Our Hopes and Dreams For the Future."** The exhibit will hang in our courthouse. The opening of the exhibit along with other activities took place on Saturday, October 27, 2012.

DISTRICT FIVE (FL,GA,NC,SC)

District Five was been busy planning NAWJ's 34th Annual Conference held at the Eden Roc Renaissance in Miami Beach. For two years, Judge Lisa Walsh and Judge Myriam Lehr, our Florida State Chair, the many members of our Planning Committee, labored in planning an exceptional conference for NAWJ. Our education committee, chaired by Judges Cindy Lederman and Laurel Isicoff, created cutting-edge educational programs featuring national and international speakers on diverse topics ranging from the independence of the judiciary to topics affecting domestic and international practice. Notable, the first plenary session was led by senior editor of *Slate Magazine*, Dalia Lithwick. Our luncheon speakers included bestselling author Lisa Bloom, and Congresswomen, Representative Ileana Ros-Lehtinen.

This year, the conference broadened its focus from enrichment of mind to mindfulness and health. Non-academic sessions featured a panel on mindful judging and hot topics in women's health. Early-morning yoga sessions help round out our balanced approach to this year's conference. Judge Laurel Isicoff arranged "Around Town Dining" so attendees could join others at some of Miami's best new restaurants.

Our Women in Prison Project, chaired at the conference by **Judge Simone Marstiller, will feature an optional excursion to a women's facility. ArtSpring**, a re-entry and rehabilitation program in Florida led a tour and shared its program with fellow Women in Prison friends. We also continue our efforts at supporting prison libraries, and have an online link for purchase of books at the facility.

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DISTRICT NEWS

Our Friends Committee and Corporate Partners Committee were chaired by four exceptional lawyers, **Elizabeth Hernandez, Linda Leali, Detra Shaw Wilder and Mikki Canton**. They began their efforts two years ago and reached record-breaking goals by setting periodic benchmarks, hosting receptions and relentless communication with their committee members.

Off-site receptions included visits to our newest federal courthouse, and the home of Judge Rosemary Barkett in historic Coconut Grove, where everyone enjoyed a “**Noche de Salsa**.”

DISTRICT SIX (AL,LA,MS,TN)

The Tennessee Chapter of the American Board of Trial Advocates (ABOTA) has named U.S. District Judge for the Middle District of Tennessee, the **Hon. Aleta Arthur Trauger, as its Trial Judge of the Year for 2012**. ABOTA is a national association dedicated to preserving the constitutional guarantee of a civil jury trial. Judge Trauger has served on the U. S. District Court in Nashville since 1998. Her district has for several years ranked among the top 10 federal courts in the nation for number of trials completed per judgeship.

NAWJ'S COLOR OF JUSTICE ARRIVES AT THE JUSTICE REVIUS ORTIQUE MOCK TRIAL CENTER



On October 16, 2012, District Six presented a Color of Justice program for Walter L. Cohen and McDonogh No. 35 High School students at the Justice Revius Ortique Mock Trial Center, located in the

Professional Schools & Sciences Building of Dillard University campus. The **Justice Revius Ortique Mock Trial Center** is so named for Louisiana's first African American Supreme Court Justice, who began serving on the Louisiana Supreme Court in 1992. **Justice Bernette Johnson, who spearheaded this Color of Justice event, is the first African American woman to serve on the Louisiana Supreme Court, and she will be inducted as the first African American Chief Justice of the Louisiana Supreme Court in February 2013.**



The event began with a welcome address from Justice Bernette Johnson, Dillard University President Walter Kimbrough, and First Lady Mrs. Adria Kimbrough, Esquire, followed by a presentation from Dr. Toya Barnes Teamer and representatives from Dillard University Departments of Financial Aid and Admissions. A representative of the U.S. Army, **Mrs. Kathleen Deanda, also gave a presentation regarding assistance available through the U.S. G.I. Bill and Judge advocate program**. This Color of Justice program's aim was to provide an environment where discussion among participants and students flourished. Discussions spanned academic preparation, financial aid, and the judges and lawyers also shared their personal and professional insights.



The panel of judges consisted of the Hon. Bernette Joshua Johnson, Justice, Louisiana Supreme Court; NAWJ President Hon. Judge Amy Nechtem, Judge, Massachusetts Juvenile Court, Hon. Judge Brenda Stith Loftin, Judge, St. Louis County Circuit Court, Missouri; Hon. Roland L. Belsome, Judge, Louisiana Fourth Circuit Court of Appeal; Hon. Benedict Willard, Judge, 41st Judicial District Criminal Court, Louisiana and Hon. Mary Hotard Becnel, Judge, 40th Judicial District Court, Louisiana.





The panel discussion was followed by a question and answer session to engage and encourage the children to consider a career in the judiciary and pursue higher education. **Participants were treated to lunch at the campus cafeteria that included Louisiana seafood specialties such as fried catfish and seafood gumbo. During their lunch they were greeted by student ambassadors from Dillard University who engaged the group in a question and answer session about college life.** Thereafter, the student ambassadors conducted a tour of the campus with the participant students.

The program culminated with the closing remarks from Justice Bernette Johnson, and awards of certificates of participation. The students received NAWJ gift messenger bags, containing souvenir pens inscribed with **our own Color of Justice slogan “Write Your own Ticket to Success,”** and personalized Color of Justice notebooks, and monthly planners. A wonderful time was had by all!

DISTRICT SEVEN (MI,OH,WV)



The Women Lawyers Association of Michigan honored the Honorable Sara J. Smolenski with its Jean King Leadership Award for her outstanding leadership in the advancement of women and the legal profession. Judge Smolenski began her legal career in 1983 as an Assistant City Attorney for the City of Grand Rapids. She joined the firm of Smith Haughey Rice

& Roegge, where she practiced until her election to the 63rd District Court bench in 1990. She has served as 63rd District Court Judge for the last 22 years, and was appointed Chief Judge of that court in 1996 by the Michigan Supreme Court. Judge Smolenski’s contributions to organizations supporting women and children details service on many boards, including the YWCA, the American Cancer Society, the Kent County Literacy Council and St. John’s Home for Children. She was the coach (and star player) for the women’s team in the first WLAM Western Region Women Lawyers vs. Judges Charity Softball Game. She now serves as the coach (and, still, star player) for the judges’ team.

The Women Lawyers Association of Michigan also honored the Honorable Susan Moiseev with its Mary S. Coleman Award in recognition of her significant contributions to advancing women in the legal profession and in society. Chief Judge of the 46th District Court, Judge Susan M. Moiseev first took the bench in 1986 and has been re-elected by the voters of the 46th District four times. A long-time Southfield resident, Judge Moiseev has been involved in a wide range of community activities. Among the organizations and causes she has supported are Re-lay for Life, the American Heart Association Walk, Battle of the Books, Southfield Community Foundation Women’s Fund, Special Olympics and the Law Enforcement Torch Relay for Special Olympics, DARE (Drug Abuse Resistance Education), and Friends of the Southfield Library and others. Currently, she serves on the boards of the Juvenile Diabetes Research Foundation and the Aging Services Committee of Jewish Senior Life. In addition to her activities in the community Judge Moiseev is actively involved in legal organizations on the local, state and national level. In 2009 she served as President of the Michigan District Judges Association. She represents the State Bar of Michigan in the American Bar Association House of Delegates.

MENTORJET: TAKING NETWORKING TO NEW HEIGHTS SPONSORED BY THE NATIONAL ASSOCIATION OF WOMEN JUDGES SPECIAL THANKS TO THE AUBURN HILLS CAMPUS OF THOMAS M. COOLEY LAW-JUNE 6, 2012



DISTRICT NEWS

MENTORJET: TAKING NETWORKING TO NEW HEIGHTS SPONSORED BY THE NATIONAL ASSOCIATION OF WOMEN JUDGES SPECIAL THANKS TO THE GRAND RAPIDS CAMPUS OF THOMAS M. COOLEY LAW-JUNE 25, 2012



On September 12, District Director Judge Katherine Hansen presented **MentorJet: Taking Networking to New Heights**. This increasingly popular outreach program matching aspiring and emerging young people with seasoned legal professionals including judges and attorneys was sponsored by the Detroit Metro Bar Association and the Women Lawyers Association of Michigan, Wayne Region. Special thanks to the University of Detroit Law School and Dean Miner for hosting the evening's event.

DISTRICT EIGHT (IL,IN,KY)

NAWJ VISITS THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

On June 23, 2012, NAWJ Past President Judge Sophia H. Hall and Judge Cheryl D. Cesario represented the District at the behest of Judge Ann Breen-Greco, NAWJ District Eight Director, at the American Association of University Women (AAUW) Summer Board Meeting. At the suggestion of Retired Administrative Judge Kathryn "Kat" Braemen, a long-time NAWJ member and member of the National AAUW Board of Directors, NAWJ was invited to attend. Judge Braeman's idea was that NAWJ and AAUW share similar goals and should establish lines of communication. The event was an opportunity for some of AAUW's members to meet a few



left to right Hon. Kathryn Braeman, Judge Cheryl Cesario, and Judge Sophia H. Hall.

of NAWJ's. A special dinner cruise on *The Odyssey*, a Lake Michigan boat that leaves from the Navy Pier in downtown Chicago, entertained guests. We met some terrific woman, many retired and reinventing themselves. The night was a huge success! It ended by viewing fireworks from the Lake, but the lasting "fireworks" will be the connection made between the two organizations.

DISTRICT NINE (IA,MO,WI)

Judge Artis Reis retired from the Iowa District Court Fifth Judicial District bench in July 2012. She has taken senior status and will continue to work 13 weeks a year covering various dockets in Fifth Judicial District.

Former Iowa Chief Justice Marsha Ternus (along with former Iowa Justices Michael Streit and David Baker) were awarded the **2012 John F. Kennedy Profile in Courage Award** on May 7, 2012. They were chosen in recognition of the political courage and judicial independence each demonstrated in setting aside popular opinion to uphold the basic freedoms and security guaranteed to all citizens under the Iowa constitution. **The three were removed from office by Iowa voters in 2010 after joining a unanimous decision to legalize same-sex marriage in Iowa.**

Iowa Court of Appeals Judge Anuradha Vaitheswaran is Co-Chair of the **Iowa Child Support Guidelines Review Committee** which performs a review of Iowa's child support guidelines every four years to determine whether they should be updated or amended. Also serving on the committee are Judges Eliza Ovrom and Susan Christensen.

Judge Angela Turner Quigless was appointed to the Missouri Court of Appeals, Eastern District, by Governor Jeremiah "Jay" Nixon to fill the vacancy created by Judge George Draper's appointment to the Supreme Court of Missouri. Judge Quigless served on the 22nd Judicial Circuit for the City of St. Louis for 17 years.

U.S. Magistrate Judge Mary Ann Medler stepped down on September 9, 2012 after 19 years on the federal bench, handing off her Chief U.S. Magistrate Judge title to Thomas Mummert III at a retirement ceremony at the Thomas F. Eagleton US Courthouse in St. Louis.

Judge Ellen Levy Siwak, Circuit Court Judge, 21st Judicial Circuit St. Louis recently received the **Missouri Lawyer's Media Women's Justice Public Official Award**. The Award is given to women judges and other public officials for outstanding public service. Also honored for their public service were **Judge Nanette Laughrey**, U.S. District Court Judge in Jefferson City, MO., and **Judge Mary Sheffield**, Circuit Judge, 25th Judicial Circuit.

New Magistrate Judge for the U.S. District Court for the Eastern District of Missouri in St. Louis, Hon. Shirley A. Padmore Mensah, took the oath on September 9, 2012. Magistrate Judge Mary Ann L. Medler retired.

Judge Lisa Van Amburg was appointed to the **Missouri Court of Appeals**, Eastern Division in St. Louis.

Recently retired Iowa District Court Judge Donna Paulsen was recognized with the 2012 Arabella Mansfield Award by the Iowa Organization of Women Attorneys. **The award was conferred in June 2012 and recognizes Judge Paulsen's efforts in promoting and nurturing women in the legal profession.**

DISTRICT TEN (KS,MN,ND,SD)



Minnesota judges joined members of the **Minnesota Women Lawyers (MWL)** at an **Annual Judges Dinner** on Tuesday, May 22nd. This is a unique opportunity for judicial leadership and MWL membership to meet in an informal setting.

Women judges also participated in the **Justice Esther M. Tomjanovich Tea for Women in Law**, a scholarship fundraiser at William Mitchell College of Law. Although district funding did not permit a scholarship to be awarded through our organization this year we hope to participate as a scholarship sponsor again in 2013.

MINNESOTA GOVERNOR NAWJ MEMBER JUDGE MIMI WRIGHT TO THE SUPREME COURT

The governor for the State of Minnesota had his first opportunity to appoint a member to our state supreme court. Governor Mark Dayton selected NAWJ member Judge Mimi Wright to the position. Judge Wright presently serves on the state's intermediate court of appeals. Judge Mimi Wright will succeed retiring Justice Helen Meyer, keeping the count at 2 women-5 men. Judge Wright's investment is scheduled to occur in October of this year.

TEN-YEAR CELEBRATION OF THE COLOR OF JUSTICE PROGRAM

The 10th Anniversary celebration of the NAWJ Color of Justice program was co-hosted by the North Dakota Supreme Court, Minnesota Supreme Court, and the Minnesota State Bar Association on September 14th at the Beltrami County

Courthouse, Bemidji, MN. The program was made possible by the continued sponsorship of Lexis-Nexis. Representatives of NAWJ, including President Amy Nechtem and NAWJ originator of this landmark program, Judge Brenda Loftin-Missouri, traveled to northern Minnesota to commemorate the event.



Members of the various state courts, tribal courts and administrative courts were on hand to mentor students from White Earth, Red Lake and Leech Lake tribal communities. One NAWJ member, Karen Sage, attended the event from as far away as Texas for the event.

Members of NAWJ met with local judges and attorneys the evening prior to the COJ program at a reception to encourage membership in our organization.

Minnesota judges also convened recently at an annual fall conference. The annual conferences allow judges from throughout Minnesota to meet in one setting at a designated time. NAWJ will host a reception at the upcoming winter conference.

The Hon. Margaret Treuer received a lifetime achievement award from the National Association of Women Judges at the Color of Justice program held at the Beltrami County Courthouse in Bemidji, Minnesota on September 14, 2012. Judge Treuer



received a lifetime achievement award from the National Association of Women Judges at the Color of Justice program held at the Beltrami County Courthouse in Bemidji, Minnesota on September 14, 2012. Judge Treuer

DISTRICT NEWS

received the award for her outstanding contributions to the advancement of equality and justice. Judge Treuer who is current Chief Judge of the Bois Forte Tribal Court was the first Native American woman in Minnesota and has a long history of accomplishments in the legal profession. (Pictured with Judge Treuer are (l-r) Judge Amy Nechtem, Judge Treuer, and NAWJ District Director Judge Renee Worke, Minnesota Court of Appeals.)

Throughout the year the women judges in Minnesota have worked collaboratively with members of the Minnesota Women Lawyers group and area law schools. Several joint educational events have occurred.

NORTH DAKOTA AND SOUTH DAKOTA

Justice Mary Maring, North Dakota Supreme Court, participated as a panelist at the Color of Justice program held with Minnesota. North Dakota Judge Debbie Kleven coordinated the Color of Justice programming for this event and arranged for the Native Americans In Law member participation including law student Whitefishwoman, Tribal Justice Institute; and Jennifer Cross, member of the Minnesota Chippewa Tribe-Leech Lake Band of Ojibwe-Mississippi Band.

Judge Gail Hagerty, Bismark, was elected president of the State Bar Association of North Dakota this summer.

DISTRICT ELEVEN (AR,OK,TX)



On September 10, 2012, the District held a NAWJ reception in Houston for attendees of the Annual Texas Judicial Conference. It was a success with over

60 guests and a special guest speaker, Houston Mayor Anise Parker. She shared her successes as the Mayor of the fourth largest city in the country including: being the second woman to hold this office; adding more than 125,000 private sector jobs; balancing two city budgets during tough economic times without raising taxes or eliminating police or firefighter jobs; and creating a new City department focused on business opportunities for minorities and women-owned small business. We were also thrilled to have NAWJ President Amy Nechtem join us and welcome the group. Also in attendance was Judge Gina Benavides, President of the Texas Center of the Judiciary. We were also grateful to the following three law firms who sponsored the event: Cokinos Bosien & Young, Fulbright & Jaworski L.L.P., and Gardere Wynne Sewell L.L.P. (Pictured l-r Judge Gina M. Benavides, Judge Naranjo, Judge Nechtem and NAWJ Finance Committee Chair Judge Susan Criss.)

DISTRICT TWELVE (AZ,CO,NM,UT,WY)

In October, 2012 Arizona Governor Jan Brewer Announces appointment District Director Ann A. Scott Timmer to the Arizona Supreme Court.

Efforts this year have focused on boosting interest in NAWJ. In Arizona, approximately 25 women judges attended a breakfast meeting at the State judicial conference held in June in Tucson. The judges were enthusiastic and expressed desires to participate in MentorJet sessions and the storybook project.

Our first MentorJet program was held on September 19, 2012 at Arizona State University Sandra Day O'Connor College of Law. Twelve judges and thirty law students participated. After the "speed" portion of the evening, a small reception was held for networking purposes. The judges and students were uniformly enthusiastic about the events, and several students asked that we repeat the session next year. As this report goes to press, another MentorJet program is scheduled for October 25th at the Phoenix School of Law.

Judge Terry Fox accepted the appointment as state chair for Colorado. She held a "meet and greet" gathering for female judges in September at Colorado's judicial conference. Approximately thirty judges attended and expressed interest in NAWJ. She is also working on a StoryBook project. Finally, she has scheduled a MentorJet session for March 6, 2013.

DISTRICT THIRTEEN (AK,HI,ID,MT,OR,WA)



From left to right: Judge Morgan Christen, Judge Deborah Smith, Judge Mary Schroeder, Chief Justice Dana Fabe, Judge Consuelo Callahan, Judge Mary Murguia, Judge Sharon Gleason.

NAWJ member Judge Morgan Christen was appointed, confirmed, and sworn into the U. S. Ninth Circuit Court of Appeals. NAWJ Past President Judge Mary Schroeder and two other women judges on the Ninth Circuit were in attendance for Judge Christen's installation ceremony on May 30, 2012. Morgan Christen is the first woman from Alaska appointed to the Ninth Circuit.

NAWJ member Judge Sharon Gleason was appointed, confirmed, and sworn in to the U.S. District Court for the District of Alaska. Prior to her confirmation, she was serving as a state superior court judge in the Anchorage area. Judge Gleason is the first woman on the federal bench in Alaska!

NAWJ Past President Dana Fabe was elected by her colleagues to her third term as Chief Justice of the State of Alaska. She was the first woman to be appointed to the Alaska Supreme Court and as Chief Justice and is only the second justice in Alaska's history to serve three terms as chief justice.

Judge Deborah Smith was the first woman to be appointed as a full-time U.S. Magistrate Judge in Alaska.



Chief Justice Dana Fabe held a reception at her home for NAWJ members in honor of Justice Sandra Day O'Connor, who was in Alaska to promote her iCIVICS program.



DISTRICT FOURTEEN (CA,NV)



2014 ANNUAL CONFERENCE KICK-OFF RECEPTION

On May 13, 2012 the conference chairs for NAWJ's 2014 Annual Conference, Judge Tamila E. Ipema and Judge Margie G. Woods, were joined by NAWJ President Judge Amy L. Nechtem,

NAWJ Executive Director Marie Komisar, as well local friends and colleagues to celebrate San Diego hosting NAWJ's most popular annual event. The reception took place at the San Diego Law Library, of which attendees enjoyed a short tour.

COLOR JUSTICE AND MENTORJET PROGRAM IN SAN DIEGO

For the second year in a row Judge Tamila E. Ipema chaired a Color of Justice and Mentor Jet Program held in San Diego. This year joined by co-chair Judge Margie G. Woods judges, the event at the San Diego Superior Court's hall of Justice, was a collaboration of the National Association of Women Judges, San Diego County Superior Court, University of San Diego School of Law, and Thomas Jefferson School of Law. The participation of approximately 35 accomplished judges and attorneys as mentors made this program a huge success.

Judge Tamila E. Ipema welcomed the students and the mentors to the program. She gave a brief history of the NAWJ, described her own background and then laid out the objectives of the program and the schedule to follow. An engaged group of 30 high school students from Lincoln High School and their teachers, Dean Darley, Lori Williams, Ray Beattie, Roberta Hobson and Glenn Williams, participated in this interactive program designed to encourage students to pursue careers in the law, and to inspire and excite interest in the study of law.



Judge Margie G. Woods, after a brief discussion of her personal background, moderated a panel discussion which included Immigration Judge Rico Bartolomei of the U.S. Department of Justice, who spoke about his challenging background and his accomplishments. San Diego Superior Court Judge Sharon Majors-Lewis (and former Secretary of Appointments for former Governor Arnold Schwarzenegger) also participated as part of a panel discussion and talked about her personal background and experiences. Mr. Jorge Garcia, director of admissions and financial



aid at the University Of San Diego School Of Law spoke to the students about their path to law school, and gave them valuable perspectives on how to succeed. Attorney Jerrilyn Malana, Shareholder of Littler Employment and Labor Law Solutions, also spoke of her challenges and accomplishments in private practice. Ms. Nancy Astifo, a third-year law student at Thomas Jefferson School of Law, spoke of her background as an accomplished Iraqi immigrant, and gave the students great tips on how to prepare for law school, and how to succeed by being pro-active.

Ms. Julie Meyers, Senior Administrative Analyst for the San Diego Superior Court moderated the Mentor Jet session by providing 3 minute one to one discussions between the 30 students and the 35 mentors who participated in the program. Experienced judges and lawyers of diverse backgrounds came together to share their experiences including the reasons why they chose their careers, and to answer questions on a one to one basis.



At the conclusion of the program the students were awarded NAWJ Color of Justice Award Certificates, NAWJ water bottles, note pads, and pens, as well as, University of San Diego School of Law packet of information entitled “your path to law school” providing details as how to prepare for law school. The feedback from the students, teachers and mentors was extremely positive. Students wrote letters to the chairs thereafter indicating what a great impact this program has made on their way of thinking, and believing that it is possible for them to become lawyers and judges if they worked hard. Many thanks to the Color of Justice Program Chairs Tamila E. Ipema and Margie G. Woods, who worked tirelessly, side-by-side, with the San Diego County Superior Court and its public affairs staff, Julie Myers, Karen Dalton, Amber Scott, and Deputy Sheriff Chad Chamberlain. Kudos to Tim Council and our other supporters at the University of San Diego, who worked behind the scenes to make this program a great success.

MENTOR JET IN CALIFORNIA

SPEED MENTORING AT UNIVERSITY OF WEST LOS ANGELES, SCHOOL OF LAW



Simply obtaining a good legal education may not always prepare law students for entering the job market and excelling in the practice of law. More often than not, law students need professional and personal guidance

from judges and lawyers who have gained a wealth of experience. With this need in mind, the National Association of Women Judges hosted a speed mentoring networking event entitled MentorJet.

Co-sponsored by the Black Women Lawyer’s Association of Los Angeles Inc., and the University of West Los Angeles (UWLA) School of Law, MentorJet was held in Inglewood, California

on Tuesday, July 10th 2012 at UWLA’s West Los Angeles Campus. Judge Marguerite D. Downing chaired the event. MentorJet enabled law students and potential law students (the mentees) to “travel” between attorneys and judges (the mentors) in groups of three to five. The mentees had 8 minutes to discuss bar preparation strategies, job search tactics





and balancing legal careers with family life. At the end of each session, a bell would ring which notified the mentees to rotate mentor stations. The mentees were each given a “passport” in which they could place business cards

within. The passports were also used to take down notes, based on their session with each mentor. Both the mentors and mentees truly enjoyed MentorJet and thought the event was a fun and efficient way to interact and network with one another. **UWLA School of law was so pleased with the success of the event that they have begun to urge NAWJ to host another MentorJet Event in the near future.**

SPEED MENTORING AT CHAPMAN UNIVERSITY SCHOOL OF LAW

On September 20, 2012 former District Director Judge Jaimoa A. Moberly, San Diego County Superior Court, chaired the District’s Third Annual Speed Mentoring program sponsored by both NAWJ and the Orange County Women Lawyers Association. The event began with dinner followed by the speed mentoring program hosted by the law school. Mentors were recruited from NAWJ member judges and local Orange County Women Lawyers members. Students from all area local law schools were invited. Each year the program has been a smashing success.

Justice Judith McConnell received the 2012 Icon Award, given by the Lawyers Club of San Diego. The Lawyers Club recognizes exceptional achievement furthering the advancement of women in law and society. The Icon award is given to an individual who epitomizes success and innovation and whose efforts leave a legacy. The Icon award honors those who have continued to make meritorious contributions to society throughout their lives, and share Lawyers Club’s values of justice, inclusion and progress. A founding member of Lawyers Club and its first president, Justice Judith McConnell obtained her bachelors degree and her law degree from the University of California, Berkeley. Her first job was as a trial attorney at the Department of Transportation for the State of California. She went into private practice at Reed, McConnell & Sullivan before being appointed to the bench. She has served as a judge of both the San Diego Municipal Court and San Diego County Superior Court. She was the first female justice in San Diego to become the Presiding Justice for the Court of Appeal, Fourth Appellate District, Division One.

Chief Judge Audrey B. Collins and Judge Lee Smalley Edmon are recipients of the California Women Lawyers Joan Dempsey Klein Distinguished Jurist Award. And, **Judge Diana Becton** is a recipient of the California Women Lawyers Justice Rose Bird Award.

The San Francisco Color of Justice Program won an award from the National Conference of Women Bar Associations (NCWBA). The Award will be presented in Chicago at the NCWBA summit on August 3, 2012. Judge Charlene Padovani Kiesselbach was on hand to accept the award.

INTERNATIONAL



United States Supreme Court Justice Sonia Sotomayor Visits with Members of the Argentinian Supreme Court. Justice Carmen Argibay stands to her immediate left (in photo below) Justice Argibay was founder and first president of the Argentine Association of Women Judges and was the president of both the International Association of Women Judges and the Foundation of Women Judges. She is



friend of NAWJ and frequent conference attendee.

Then NAWJ International Director Hon. Sue Pai Yang with Mona Locke, wife of U.S. Ambassador Gary Locke and Kyle Latimer, legal counsel at the Embassy to discuss judicial exchanges in Beijing.

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The National Association of Women Judges greatly appreciates the generosity of law firms, organizations and individuals whose multi-year sponsorships allows us to expand the reach of our programs.

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WOMEN IN PRISON NEWS—LOUISIANA

WOMEN IN PRISON NEWS LOUISIANA

The Louisiana Chapter of NAWJ created an outreach program at the Louisiana Correctional Institute for Women (**St. Gabriel Women's Prison**) in St. Gabriel, Louisiana. The program is designed to help women inmates who are within a year of release tackle re entry priorities including obtaining housing; job readiness; employment; and necessary services and benefits to combat recidivism. Warden Jim Rogers, Assistant Secretary Whalen Gibbs, and Assistant Warden Connie Moore enthusiastically support NAWJ's outreach efforts. NAWJ's outreach works closely with the prison's re-entry and transition specialist Megan Jones. Ms. Jones partners with the State Mental Health Advocacy Association, Volunteers of America, the Baton Rouge Public Defenders Office, and others groups to provide a lecture series providing pre release education that directly assists female inmates in successful re entry back into the community.



On April 25, 2012, the Louisiana Chapter of NAWJ, as part of the Pre Release Class Speaker Series, organized and presented a lecture and question and answer session **Social Security Benefits-What Inmates Need to Know**. Attorney Veronica Collins Sanger, law clerk to Hon. Justice Bernette Johnson, led a discussion on the topic of "conviction consequences," highlighting the effect conviction has on continuing, and reapplying for, benefits. Topics covered included Medicare, Medicaid, Social Security Disability, retirement, and survivor

benefits. A particular facet of benefit redemption received particular attention: if an inmate was receiving Social Security benefits, the benefits will be suspended if the inmate is admitted for more than 30 continuous days to a jail or prison because of a criminal offense conviction, though an inmate's benefits can be reinstated the month following the inmate's release. Although most inmates cannot receive monthly Social Security benefits while they are confined, benefits to a spouse or children will continue as long as they remain eligible. On a related note, if the inmate is receiving SSI, the payments are suspended while the inmate is in prison, though payments can be reinstated in the month of release. If, however, confinement lasts for 12 consecutive months or longer, an inmate's eligibility for SSI benefits will terminate, and she must file a new application for benefits. The inmates were cooperative and engaged; many had current interest and/or experience with Social Security benefit redemption. The experience proved so valuable we were requested to repeat this lecture in the future, and anticipate doing so.

Our district is also sponsoring a book drive and a wish list for Louisiana Correctional Institute for Women has been established. **Pictured among the books at the prison library is Sergeant Tasheba LaBlanc, Library Supervisor.** You can participate by purchasing a book for the prison library at amazon.com/registry/wishlist/2JJ9DBDCAKP2W/ref=cm_wl_rlist_go_o_C-1





NAWJ 2013 ANNUAL CONFERENCE

JUDGING AND ALL THAT JAZZ

October 9 - 13, 2013

The Ritz-Carlton
New Orleans, Louisiana

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PROGRAM HIGHLIGHTS

- Immigration Issues in the Courts
- Prison Review
- Reproductive Legal Issues
- Gender and Justice
- Trafficking
- The Judge as Public Servant
- Military and Veterans Justice

REGISTRATION

Conference registration fees:
\$595 for NAWJ members
(\$550 before May 6), \$525 for
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Visit www.nawj.org/annual_2013.asp to register and find more information.

MARYLAND WOMEN IN PRISON

In 2006, NAWJ Women in Prison co-chair Judge Brenda Murray created the Book Club For Incarcerated Women in response to requests from several women at the Maryland Correctional Institution for Women (MCIW) who wanted the intellectual stimulation and pleasure which comes from reading. At the same time she realized a golden opportunity to stimulate those unfamiliar with reading with the joys that reading can provide. She believed the interchange of ideas, the experience of articulating one's views, and the sharing of knowledge by the discussion leaders, would benefit all who participated.

With the elimination of Pell grants, incarcerated women have limited opportunities to improve their educational skills and abilities. Reading and scholarly discussion led by university professors who have studied literature assists incarcerated women in becoming aware of concepts and experiences that can improve self-expression. It also provides the university professors and participating judges with diverse perspectives.

The program organizes groups of qualified educators from area colleges and universities for weekly meetings with 15 to 20 residents of MCIW, to engage them in structured discussions that explore meaning that can be drawn from significant pieces of literature. Prior to the start of the program, each woman at MCIW who chooses to participate receives the list of books in the reading schedule and the date each book will be discussed. Steps are taken to ensure that each participant who needs a copy of a book receives one.

RESPONSES FROM RECENT BOOK CLUB SESSIONS

Karen Fish, a writing professor at Loyola University Maryland, asked women who attended a recent Book Club session how they would describe the Book Club to someone who had never attended. These are the responses she received:

A refreshing change to life in prison. The conversation is enlightening. We each read the same book, and then share our point of view of the selection. The books are interesting and the group adds some enjoyment.

Intimidating at first, chance to bounce ideas & opinions. These women have such deep heart when you finally scratch the surface. They will eventually welcome you in. The intimate feeling extends to outside the group. It is the only significant thing that keeps me alive emotionally & mentally. A life-preserver of sorts.

I just described book group to someone who had never been! This provides an outlet to read literature and discuss it at an elevated level. It provides an expansion of knowledge, including vocabulary, writing techniques, literary criticism. It is women of substance attempting to continue to stay sane, have interesting conversation, discussion and agreement. I think all we need to make it perfect is a barista!

The "Book Club" is a life-line I cling to, to keep from sinking in the quagmire of idiocy and ignorance of this place. It's the only place I am intellectually stimulated in a place that seems designed to stagnate its inhabitants and atrophy their brains.

Gee, there is something changeable and yet fixed about this book club. The books, always great choices, change, and the discussion leaders, always top notch, change. More immutable is the reliability of the Tuesday evenings at one "Post 27." One can rely on seeing the beautiful faces of our beloved volunteers who never fail to visit. One can rely on a heated discussion. One can rely on leaving the session unwillingly, still lingering around to absorb a piece of the puzzle.

Such an eclectic group, most of us are from different backgrounds and therefore have different outlooks. When we read our selected books, we tend to most always find the same passages significant. Our range of reading levels goes from seemingly juvenile to high-brow. We always seem to be able to make another see the book from our individual perspectives. I love how we tell the impact the books have had on our own lives. This is what we do; take the love, hurt, suspense or drama as an avenue to better understand our own lives.

This is an interesting group of women who come together to share their perspectives on a wide variety of books. I always learn something new and leave with a better understanding of the book we've read, my knowledge and understanding of writing techniques has been enhanced also. The books that are chosen are not ones that I would usually read and often I am pleasantly surprised. Most of all, I am challenged and stimulated by this class.

This book club is set in the middle of a maximum security women's prison. Members are exposed daily to insults, inconveniences and many dehumanizing experiences. For two and a half hours, twice monthly, this group of women discuss books. These discussions are led by university professors. The discussions always become lively and often emotional. All have some gem of knowledge to contribute. Join us! You'll love it.

Being in prison we get very little educated conversation. Coming here is like food for my brain. It's what I look forward to the most. When I go back to my cell I often reread parts of the book, thinking about comments others had made about it. It takes me out of here, gives me other things to think about and live for besides mundane prison life. After so many years being here, my brain is like a sponge for outside things. That is what the books do for me and these meetings are a life-line to the outside world.

I have been coming to the Tuesday night book club for a long time. I enjoy the books we read brought in by Judge Murray. There is much fun and excitement and laughter shared in our group while we talk about the books we read. For me, book club relieves stress and tension. It is very relaxing after a long work day.

The sharing of thoughts and opinions with fellow prisoners allows glimpses of personalities that I don't get the opportunity to see in daily encounters. It changes or enhances my previously formed opinions. I like the brain stimulation of the discussions, something quite different from conversations overheard on the prison compound. I also like encounters with the volunteer professors, quite refreshing to have well informed or expert discussion on various authors and writing styles.

It is a group of women who get together to discuss a book; ideas, styles, purpose. It's wonderful to exchange ideas. This environment is barren. This group is invigorating to the mind often reminding me I can still think and share intelligent thoughts with others. Judge Murray always reminds me there's more to life than prison.

This book club is comprised of radically different women. Even the books I don't care for become learning experiences when we reflect. We leave narrow-mindedness at the door. This book club will make you think about things you've never thought about before. Every personality fits.

The group gives me an opportunity to participate in high-level discussions. I am extremely excited to be part of this group. I look forward to the intellectual stimulation.

NEW YORK WOMEN IN PRISON

BAYVIEW VOLUNTEER RECOGNITION DINNER

On May 17, 2012, Judge Betty J. Williams, Board Member of the Bayview Community Advisory Committee, represented the New York NAWJ Women in Prison Committee (WIPC) at the Bayview Correctional Facility's Volunteer Recognition Dinner. Deputy Superintendent of Programs Joan Taylor Stewart and Volunteer Services Supervisor Margaret Horton, presented the volunteers, including Judge Williams, with certificates of appreciation. The WIPC organizes several "Beyond the Bars" events and workshops at Bayview, including the Annual Bayview Holiday Program, as well as the Successful Dressing Workshop and the Parole Workshop, which are held several times throughout the year.

The Bayview Holiday Program includes workshops and an afternoon of musical entertainment. In addition, donated gifts are delivered for a holiday party for the incarcerated women's children and grandchildren. Gift bags, provided for the women, include toiletries such as lotion, shampoo, conditioner, emery boards, clear nail polish, Vaseline, deodorant (solid only, alcohol free), toothpaste, toothbrush, combs, wash cloths, as well as white socks, note cards, day planners, and candy canes. Committee members regularly donate toiletries, clothing, accessories, bags and luggage for incarcerated women at Bayview, as well other women in correctional facilities throughout the state.

Bayview is a medium-security women's prison in lower Manhattan, which provides transitional programs to the facility's general population and a 40-bed reentry unit for those residents scheduled to be released in New York City and Long Island, and Westchester and Rockland counties. Bayview is a member of the Bard College Prison Initiative. The Initiative's first female college commencement was held at Bayview on May 14, 2009. To date, 20 Bayview residents have earned their Associates Degrees from Bard College. Thirty-five residents are currently enrolled in the Initiative. The second graduation ceremony will be held in December 2012.

TACONIC PAROLE WORKSHOP

On May 18, 2012, parole attorneys Edward Hammock and Donna Sullivan conducted a Parole Workshop at the Taconic Women's Correctional Facility, a 200-capacity minimum security prison located in Bedford Hills, New York, north of New York City. The workshop addressed parole issues the women may confront when preparing to go before the Parole Board and to transition to the community under post release supervision. The presenters emphasized the need to increase credibility before the Board by making full use of all the programs provided by the facility. The presenters an-

swered questions related to early release, work release, post release supervision, merit time eligibility, parole violations, parole revocation, relocation while on parole, and a defendant's right to a pre-sentencing report. Approximately 90 women attended the presentation and expressed gratitude to the presenters at the end of the program.

Taconic Superintendent Patty R. Nelson, Deputy Superintendent for Administration Andrea Hester, Deputy Superintendent for Programs Eileen Russell, Taconic staff, and Judges Cheryl Gonzales and Betty J. Williams attended the workshop. Deputy Superintendent Russell requested the parole workshop. A Housing Workshop requested by Taconic staff will be scheduled during the Fall of 2012.

WOMEN IN PRISON COMMITTEE VOLUNTEER RECOGNITION RECEPTION

On October 24th, 2012, at Brooklyn Law School, the WIPC Volunteer Recognition Reception will be held to honor the approximately 30 volunteers who, for the past eleven years, have contributed to the success of the WIPC programs at Bayview, Taconic, and Beacon Correctional Facilities for Women in New York. Certificates of appreciation, provided by the NAWJ, will be presented to the volunteers at a program to include recognition of Judges Priscilla Hall and Sallie Krauss, who initiated the in-prison projects in 2000. Music will be provided by the Seal Breakers Marching Jazz Band.

BARD PRISON INITIATIVE FUNDRAISER

On April 25, 2012, Judge Betty J. Williams, representing the New York Chapter of NAWJ's, Women In Prison Committee, at the invitation of Max Kenner, Executive Director and Founder of the Bard Prison Initiative, attended the Bard Prison Initiative annual reception and dinner, "Celebrating a Decade of Achievement," at the Luhring Augustine Gallery in New York City.

The highlight of the evening was the premiere screening of "Bard Prison Initiative", a documentary on the ten year history of the Bard Prison Initiative, focusing on the students and graduates of the program and their outstanding record of accomplishment and success. After the screening, Mr. Kenner paid tribute to several formerly incarcerated Bard graduates who were in the audience and featured in the film, including: 1) a Human Resources executive at We Recycle!; 2) a graduate student at the Mailman School of Public Health Master of Science Program at Columbia University; 3) a graduate student at the Wagner School of Public Service Master of Urban Planning at New York University; 4) a playwright and fellow at The Public Theater in New York City; 5) a Ph.D. candidate in sociology at New York University; and 6) a counselor at Youth at Risk in Brooklyn, New York, who intends to apply to graduate school shortly. Mr. Frank duPont, Bard Prison Initiative's producer, introduced the film and spoke with audience members before and after the screening. At Judge Wil-



(Picture taken at the Bard Prison Initiative fundraiser of Judge Betty J. Williams and Bard Prison Initiative alumnus, William Jett who is currently at New York University Wagner School of Public Service and Urban Planning Program.)

liams' request, Mr. duPont kindly agreed to provide the film for a future screening sponsored by the New York Chapter of NAWJ Women in Prison Committee.

Roland Augustine, Trustee of Bard College delivered the opening remarks. Jason Moran, Artistic Advisor for Jazz at the John F. Kennedy Center for the Performing Arts and 2010 MacArthur Fellow performed at the end of the evening's events. Bard College President Leon Botstein delivered the closing remarks, committing Bard College to continue advocating for incarcerated individuals and thanking the Bard College staff for supporting the college's philosophy of "bringing truly transformative opportunities to those most in need by creating opportunities for achievement in higher education."

Established in 2001, the Bard Prison Initiative provides higher educational opportunities at five New York State Correctional Facilities: Eastern, Elmira, Bayview, Greenhaven and Woodbourne. Begun as a pilot program with fifteen students, the Initiative currently enrolls approximately two hundred thousand incarcerated men and women in a full-time liberal arts curriculum. The Initiative aims to spread the benefits of a higher education to New York State's prison population, one of the State's most isolated communities. Judge Williams and guests are scheduled to attend Bayview's Bard Commencement Ceremony in December 2012 and Eastern's in January 2013.

Building on the success of the Bard Prison Initiative in New York, in 2009, Bard College established the Consortium for the Liberal Arts in Prison. As of 2012, Wesleyan University in Connecticut, Grinnell College in Iowa and Goucher College in Maryland have become members of the Consortium. Mr. Kenner is currently cultivating prospects in five additional states. For additional information, please refer to the Correctional Association of New York's report, "Education from the Inside, Out: The Multiple Benefits of College Programs in Prison," available at www.correctionalassociation.org, or contact Mr. Max Kenner, Executive Director of the Bard Prison Initiative, Bard College, at (845) 758-7817 or kenner@bard.edu.



NAWJ CONVENES WITH THE CONGRESSIONAL WOMEN'S CAUCUS TO DISCUSS HUMAN TRAFFICKING



On July 10, 2012 in the Cannon Caucus Room on Capitol Hill, 70 people, including 30 judges and 8 congresswomen, met with NAWJ to raise awareness on human trafficking. NAWJ President the Hon. Amy L. Nechtem, and Congressional Caucus for Women's Issues Co-Chair Representative Cynthia Lummis of Wyoming, welcomed attendees to the seventh meeting held between NAWJ and the Congressional Women's Caucus.

For the second year in a row, Representative Ann Marie Buerkle of New York, Co-Chair of the Women's Caucus Task Force on Trafficking, joined the gathering, emphasizing the need to strengthen domestic awareness of the human trafficking problem by developing partnerships between the community and government. An attorney and former nurse, she reminded the group that trafficking victims "don't have their community" and are denied "freedom and basic rights." Maryland Congresswoman Donna Edwards, who shares NAWJ's interest in improving re-entry opportunities for incarcerated women, and who visited women in prison in Maryland, also focused attendees attention on the fact that "trafficking not only affects the coastlines, it is part of every state, impacting local communities and economies."



Meeting Co-Chair, the Honorable Lauren Best Leeker, Retired U.S. Army Trial Judge and Administrative Counsel to the Executive Committee at Fulbright & Jaworski L.L.P. took time to thank supporters, without whose support the meeting could not have taken place.

NAWJ graciously appreciates the support of the Law Office of Alfred R. Belcuore, Dickstein Shapiro LLP, Fulbright & Jaworski L.L.P., Reed Smith LLP, State Justice Institute and the Honorable Denise Vowell.

The moderator of the day's panel discussion was NAWJ member Judge Virginia Kendall, U. S. District Court, Northern District of Illinois, and co-author of *Child Exploitation and Trafficking: Examining the Global Challenges and U.S. Responses*. She focused on four constants in trafficking: 1) trafficking is a form of coercion; 2) trafficking supply chains require pipelines of money; 3) corruption of public officials is rampant, and 4) that victims experience trauma and adopt survival techniques which inhibit rescue and the inclination to flee. Bradley Myles, President and CEO at the Polaris Project, a nonprofit dedicated to assisting trafficking victims and which runs a 24-hour national hotline that gets 60-70 calls daily, shared that there are approximately 6,000 victims in the U.S., and advised judges to keep current on new and relevant laws and to learn to recognize trafficking instances in their courtrooms. Fulbright & Jaworski attorney Sarah Devine spent several years performing pro bono work for Polaris and alerted attendees to the growing concern of providing legal representation for victims, as well as meeting language and cultural challenges.

Anya McMurray, Senior Counsel to Senator Patrick Leahy, Chair of the U.S. Senate Judiciary Committee Office, informed the group of important details of the Trafficking Victims Protection Act. The Act expired in 2011, and even with a 30 percent funding request reduction to \$190 million a year, challenges still remain for reauthorization. In comparison, the Violence Against Women Act is budgeted for \$400 million a year. More importantly Ms. McMurray relayed that 1) the TVPA "needs more advocates" and 2) that judges should be aware of state and federal protection statutes. Additional congressional attendees included Suzanne Bonamici (OR), Lois Capps (CA), Senator Kay Hagan (NC), Janice Hahn (CA) and Jan Schakowsky (IL) who was among several congressional representatives who jointly introduced the International Violence Against Women Act.

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<http://www.consortiumonline.net/annualmeeting.html>

NAWJ VENTURES TO LONDON FOR IAWJ'S KEEPING SAFE KEEPING WELL BIANNIAL CONFERENCE

by Joan D. Winship, Executive Director, International Association of Women Judges

The International Association of Women Judges' (IAWJ) 11th Biennial International Conference was a tremendous success! Hosted by the United Kingdom Association of Women Judges (UKAWJ) and convened by IAWJ President, Lady Brenda Hale, the conference focused on the theme: *Keeping Safe, Keeping Well*. Over the course of the conference, participants discussed a wide range of topics ranging from women, work and health, incarcerated women, human trafficking and forced marriage, sextortion, judicial health and safety, violence and the problem-solving court, services for victims of sexual violence, and women and girls as armed combatants.

The Opening Ceremony included welcomes from such UK dignitaries as the Lord Chancellor, the Lord Chief Justice, the Deputy Secretary General of the Commonwealth Secretariat, the Vice-President of the Law Society and the President of the Supreme Court. The Chief Justices of Canada, Ghana and Jamaica, the Vice-President of the Supreme Court of Argentina and the Chief Justice of the Family Court of Australia, facilitated by Professor Judith Resnik of Yale Law School, opened the conference with a plenary session on Judicial Leadership. Along with wonderful special evening events, members also attended meetings of their regions where they elected their new regional representatives to the IAWJ's Board of Directors.

Additionally, for the first time, the IAWJ launched a new forum for judges who have served or are serving on international courts and tribunals. The final day brought a Closing Keynote Speech by the United Nations High Commissioner for Human Rights, Navanethem ('Navi') Pillay, a former IAWJ member and former judge from South Africa, the International Criminal Tribunal for Rwanda and the International Criminal Court. We were honored to have her with us. The Gala Dinner attended by nearly 700 persons and held at the lovely City of London Guildhall brought an inspiring and impressive end to IAWJ's 11th Biennial Conference on Saturday evening!

Enthusiastic thanks go to the UKAWJ, its Coordinating Committee under the leadership of Lady Hale, their conference organizers, and IAWJ staff who worked hard to plan and put on the conference for our members! Their efforts, dedication, time and creativity were certainly appreciated by all!

Many thanks to all of you who were able to join us in London! It was wonderful to see so many, and to have the opportunities to network and share with each other good times and important ideas and information.





RESOURCE BOARD

The NAWJ Resource Board are leaders in their field. Resource Board members work with NAWJ members and staff to raise judicial awareness about subjects of mutual interest, offer advice regarding education projects, and provide and cultivate crucial professional and financial support for the organization as it works towards its mission.

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Dear NAWJ Members and Friends,

Under the skillful and dynamic leadership of Judge Amy Nechtem, NAWJ experienced a year of significant changes, exciting opportunities and membership growth in 2012. The organization is transitioning seamlessly as it stretches, expands and explores its redefined parameters. Our staff has increased to better support the important work that we do every day at NAWJ. The new faces at NAWJ's headquarters in DC include the Director of Finance and Administration, Craig Evans, and most recently, Conference Manager, Mary-Kathleen Todd. Both are highly talented, experienced professionals in their respective fields who will no doubt help to steer NAWJ towards successful completion of its long and short term goals. They join me and Programs and Publication Manager, Lavinia Cousin, as NAWJ's core workforce as it enters into its 34th year as a national organization. It is with respect and appreciation that I welcome Craig and Mary-Kathleen and thank Lavinia for her continued devotion to NAWJ.

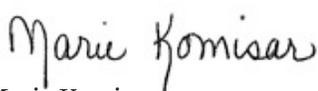
NAWJ is strategically positioned as the conduit for increasing awareness and changing public perceptions on important national and global issues including, human trafficking, immigration, women in prison, and international judicial training, as well as the expansion of the very popular *Color of Justice Program*, now celebrating its 10th anniversary.

The year 2012 will also be remembered for its successful events which include the Midyear Meeting and Leadership Conference held in Cambridge, Massachusetts; the Seventh Annual Congressional Caucus for Women's Issues held in Washington, DC and the NAWJ Annual Conference held in Miami, Florida.

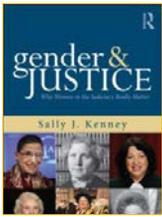
I want to extend my sincere appreciation to the Landmark Sponsors and Resource Board members for the incredible commitment and devotion to the mission of the NAWJ. Without such vital support from the legal community, NAWJ would not be able to maintain its current high level of events and programming.

I also want to thank the entire NAWJ membership for their selfless contribution of time, energy, passion and enthusiastic attendance and participation at our annual conferences.

I feel very privileged to have served for almost four years as NAWJ's Executive Director. I thank the dedicated NAWJ Board of Directors for all their continued support and guidance, and I look forward to our on-going work with the District Directors as we continue to grow our programs and membership throughout the country.


Marie Komisar

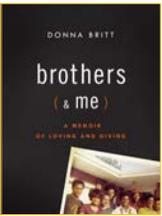
RECOMMENDED READINGS



Gender and Justice: Why Women in the Judiciary Really Matter

by Sally Kenney

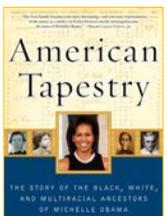
This book explores different questions in various North American and European geographical jurisdictions and courts, demonstrating the value of a gender analysis of courts, judges, law, institutions, organizations, and, ultimately, politics. *Gender and Justice* argues empirically for both more women and more feminists on the bench, while demonstrating that achieving these two aims are independent projects. Professor Sally Kenney, Executive Director of the Newcomb College Institute at Tulane University and a political scientist, also rebuts the belief that women are essentially different than men. According to Newcomb College Institute's Aidan Smith, Professor Kenney "rebuts studies that attempt to show women decide cases differently than men and draws on the history of women's campaigns to serve on juries to show how women can achieve full citizenship without arguing from difference.



Brothers (and Me): A Memoir of Loving and Giving

by Donna Britt

Former *Washington Post* columnist Donna Britt has had profound relationships with the men in her life - her father, three brothers, two husbands, three sons, and countless friends. She learned to give to them at an early age. But after her beloved brother Darrell was killed by police 30 years ago, she began giving more, unconsciously seeking to help other men the way she couldn't help Darrell. Her book *Brothers (and Me)* navigates Ms. Britt's life through her relationships with men, resulting in a tender, funny and heartbreaking exploration of universal issues of gender and race. It asks: why, for so long, did Britt, like millions of seemingly self-aware women, rarely put themselves first? With attuned storytelling and hard-wrought introspection, Britt finds that even the sharpest woman may need reminding that giving to others requires giving to oneself.



American Tapestry: The Story of the Black, White, and Multiracial Ancestors of Michelle Obama

by Rachel L. Swarns

American Tapestry illuminates the lives of ordinary people in First Lady Michelle Obama's family tree. The lives discussed include people who fought for freedom in America's Revolutionary and Civil Wars, and those who endured slavery, the disappointment of Reconstruction, the displacement of the Great Migration, and the horrors of Jim Crow to build a better future for their children. Michelle Obama's family saga is a remarkable, quintessentially American story—a journey from slavery to the White House in five generations. Prodigious research, *American Tapestry* traces the complex and fascinating tale of Michelle Obama's ancestors, a history that the First Lady did not even know herself. Rachel L. Swarns, a correspondent for the *New York Times*, brings into focus the First Lady's black, white, and multiracial forebears.



Surviving Bullies, Queen Bees & Psychopaths in the Workplace

by Patricia Barnes

New member Judge Patricia G. Barnes authors a book on workplace relationship challenges. She reminds readers in this e-book that targets of bullying are not powerless. She says lawsuits are filed everyday against employers who tolerate or encourage workplace bullying. This book helps employees understand the problem, evaluate their options and take constructive action. Workplace bullying costs American employers billions annually in needless turnover, higher medical costs and expensive lawsuits. She recommends that employers learn how to respond effectively to bullying complaints. The author is a judge, attorney and expert in workplace bullying. She is an Appellate Judge for two Native American tribes in Northern Nevada.

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