



# NATIONAL ASSOCIATION OF WOMEN JUDGES COUNTERBALANCE

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Current members of the Washington State Supreme Court hearing oral argument for the case of McCleary, et al. v. State of Washington on October 24, 2017 in the Courtroom of the Temple of Justice.

## IT'S TIME TO UPDATE OUR KNOWLEDGE OF GENDER BIAS IN THE COURTS

BY WASHINGTON SUPREME COURT JUSTICE BARBARA MADSEN

Not long ago, I was speaking at an event for recent law school grads and I was approached by a young woman who had married another law student. They were both now going out on job interviews.

The young woman was frustrated because she was being asked in interviews how, if she had children, would she manage her workload? Her husband, of course, was never asked that question.

It has been almost 30 years since Washington state and many states around the nation conducted in-depth studies focused on gender and justice — by 1989, similar studies had been conducted in 27 states. In Washington State we think it is time to take a new look at gender impacts on our justice system, both how old issues may have morphed, and what new problems have emerged.

The Washington State Supreme Court Gender and Justice Commission was thrilled to learn in June that the Commission was awarded a \$150,000 grant from the State Justice Institute to help move this new study forward. The grant will be matched with another \$150,000 from the Commission in order to engage the National Center for State Courts in identifying modern gender bias with a particular focus on how race, poverty, and other intersectional identities impact women when they access the courts, when they participate in proceedings, when they work in the court environment, and the consequences they experience once they leave the courthouse.

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## 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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## MESSAGE FROM IMMEDIATE PAST PRESIDENT



Greetings,

**NAWJ GOES GREEN FOR 2018!** We are excited to publish NAWJ's inaugural digital version of our summer issue Counterbalance newsletter. Last month we released a digital version of our NAWJ Membership Directory. The NAWJ Board of Directors unanimously voted during its meeting at the 2017 Annual Conference in Atlanta to do away with paper, like other membership organizations, and switch to a digital format of the Membership Directory and the *Counterbalance* newsletter as a cost saving measure and to become environmentally conscious.

This was particularly apparent with our Membership Directory, which is rendered obsolete when members change positions or locations. A digital Membership Directory will enable us to maintain more accurate and up to date membership information, as opposed to a print book format. We experienced difficulties with the vendor and was unable to release a new design and format. I am confident that the future digital version of the Counterbalance will be a more updated and polished presentation which is in keeping with our esteemed organization. We recognize that we live in the digital age and that while our mission remains the same, we must change with the times to remain relevant.

I extend sincere thanks to the Vice President of Publications, Hon. Anita Santos, and to Lavinia Cousin, our Senior Publications and Programs Manager, for their dedication and tenacity in compiling this issue. This was truly a labor of love for both Judge Santos and Lavinia. I also thank our members for their submissions and encourage others to share your activities, ideas and talents with us in future editions.

We sincerely hope that you enjoy this issue. Your feedback is welcome and I encourage you to email Judge Santos ([asant@contracosta.courts.ca.gov](mailto:asant@contracosta.courts.ca.gov)), Lavinia Cousin ([lcousin@nawj.org](mailto:lcousin@nawj.org)) or myself ([nawjpresident@gmail.com](mailto:nawjpresident@gmail.com)) regarding your reading experience.

Sincerely,

A handwritten signature in cursive script that reads "Tanya".

Hon. Tanya R. Kennedy  
Immediate Past President



Scenes from the Midyear Meeting in Brooklyn.

## EXECUTIVE DIRECTOR'S MESSAGE



Dear NAWJ Members,

It is my great pleasure to introduce myself as your new Executive Director. I am an attorney, military veteran, and mom of two grown children. After serving our country in support of Desert Storm and in West Berlin, I settled in Cincinnati, where I met my husband, started our family, and became an attorney. I spent six years as a public defender before opening my own law firm and serving in the state legislature. Much of my professional and personal life has been dedicated to advocating for women, children, and veterans.

I feel privileged and honored to begin my tenure as the Executive Director of the National Association of Women Judges and I am fortunate to start this position at a time when gender fairness issues and equal justice and access to the courts for women, minorities and other historically disfavored groups have our nation's attention. I approach this position with great enthusiasm and a strong commitment to the mission and ideals of NAWJ.

I plan to hit the ground running as I begin my tenure at NAWJ. Fundraising, growing the membership, and raising the profile of NAWJ are all top priorities. I look forward to working with the NAWJ Board, Executive Committee, District Directors, International Director, ABA Delegate, and Resource Board Members to further strengthen this amazing organization.

I want to thank the NAWJ board and entire membership for giving me an opportunity to advance their selfless contributions of time, energy, and passion to advance the NAWJ mission.

Yours,

*Connie*

Connie Pillich  
Executive Director



**NAWJ**

**District Four  
Regional  
Conference**

**October 20  
8:30 am -1:30 pm**

**Hazel Hall  
George Mason  
Law School**

**CONFERENCE CHAIR**

**Hon. Judith A. Kline  
Juvenile & Domestic  
Relations District Court  
Newport News, VA**

**PROGRAM HIGHLIGHTS**

**TRANSGENDER STUDENTS**

**IMMIGRANT JUVENILE  
STATUS IMPACT ON CIVIL  
CASES**

**FREE SPEECH AND FIRST  
AMENDMENT ISSUES IN  
HIGHER EDUCATION**

**REGISTRATION FEE**

**\$150 includes Friday  
evening reception with  
hors d'oeuvres (cash bar),  
Saturday continental  
breakfast and  
luncheon buffet.**

**For hotel and registration  
information contact  
[nawj@nawj.org](mailto:nawj@nawj.org)**

*City of Angels, City of Dreams  
100 Years of Women's Progress*

**SAVE THE DATE**  
October 15-19, 2019  
Los Angeles, CA

Early Bird Registration: \$595  
San Antonio Early Bird  
Registration: \$525

**41st Annual Conference** | October 15-19, 2019  
OMNI LOS ANGELES HOTEL  
Los Angeles, CA

National Association of  
**WOMEN JUDGES**

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#### CONTINUED FROM COVER

We hope to learn a lot, just as our state and nation learned a lot from the original studies in the 1980s. In some ways, those studies confirmed for us what we already knew, that gender bias existed in the justice system in a number of serious ways — the treatment of rape victims, the treatment of domestic violence victims, the treatment of women lawyers and judges.

But the studies also provided important details. Washington's study, for instance, told us that 18 percent of judicial officers themselves believed that judges never or rarely granted protection orders when there was also a divorce action pending. We learned how many judges wanted more information on gender violence but such training was not readily available. We learned specific details about the unintentional "runaround" experienced by filers for protection orders. We heard story after story, in public hearings and through surveys, of disrespect shown to women judges, women attorneys and women using our courts.

The details gained from the two-year study helped shape the work of the Washington Supreme Court Gender and Justice Commission for the following 28 years.

After I joined the Supreme Court in 1993, we formed the Gender and Justice Commission by Supreme Court order, just as the 1989 report recommended, and we began to tackle the serious issues. We've made a lot of headway thanks to a hard-working commission, to our critical partnerships with lawmakers and other stakeholders, and to the groundbreaking study that helped guide us. There have been important gains in how the judicial branch responds to gender violence, how it processes protection order requests, how it recognizes gender based discrimination and disparate treatment, how it trains and educates on these issues.

Yet now, in 2018, young women attorneys are still being held to a different standard than their male colleagues, and many of the old problems have morphed into different versions of themselves. When you start to make a difference in one area, you learn that bias finds other ways to discriminate that may be less obvious. Women now are admitted to law school in large numbers, but do law firms and justice agencies give the same opportunities to female attorneys who may become mothers?

When we began planning for an updated gender study a couple of years ago, our Commissioners were discussing MAMA, the Mother Attorneys Mentoring Association. That discussion brought home the fact that the gender landscape HAS changed, but there are still many challenges. And, we know that the gender bias study could not foresee everything. Our commission recently advocated for a law to ban shackling women prisoners during labor — a law approved by our legislature — an issue we did not recognize at the time of the study when far fewer women were incarcerated.

What other new gender and justice issues are out there? How has technology, immigration, the higher profile of LGBTQ individuals, mass incarceration, changes in delivery systems

affected what happens in the courtroom and what happens after? Have old gender inequalities morphed into new barriers and biases we have not recognized?

After 30 years we need to measure progress and we also need to understand the new landscape. We need to know the impact of our actions and we need to understand the new ways that implicit biases may have taken hold.

Much like 30 years ago, we know biases still exist, but we don't have the details to help guide us in our action and priorities as we work to eliminate it. Having details from new research also gives us the credibility we need with lawmakers and other stakeholders as we ask for new legal protections, changes in practices and design new judicial education programs for the future.

There is another important reason to refresh the study with current information — to speak to young women attorneys, justice professionals and court users of today.

We want younger women to know that their issues will be explored, that the new information will reflect their experiences and concerns. They will be the ones who need to carry this effort forward.

My colleague, Justice Sheryl Gordon McCloud, now leads the commission and is overseeing the new study. Justice McCloud is at the beginning of her judicial career and brings new eyes and new energy to this very important component of justice. I very much look forward to her stewardship.

After working for so many years with the information provided by the previous research, I hope this new study will spark new interest in judges, lawyers, lawmakers and others who care about a justice system free of bias. I also hope the new study will be used by other individuals and groups as a source of information and guidance on actions that are needed to improve fairness. Like its predecessor, I believe it will be a roadmap for action and a source of inspiration.



*Washington Supreme Court Justice Barbara Madsen was the first woman to be popularly elected to the Washington Supreme Court, in 1992, and the third woman in state history to serve on the court. She served as Chair of the Washington State Gender and Justice Commission from 1998 to March, 2017. She served as Chief Justice of the Court from 2010 to early 2017, the second-longest term of chief justice in state history.*

*For more information on the new study visit [http://www.courts.wa.gov/programs\\_orgs/gjc/?fa=gjc.home](http://www.courts.wa.gov/programs_orgs/gjc/?fa=gjc.home)*

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# NAWJ SCHOLARSHIPS – A STORY OF INVITATION AND GRATITUDE

BY HON. ANITA SANTOS, NAWJ VICE PRESIDENT FOR PUBLICATIONS



On April 26, 2018, NAWJ District 11 Director and 299th District Court Judge Karen Sage, in partnership with the Travis County Women Lawyers Association and the University of Texas School of Law's William Wayne Justice Center for Public Law, along with sponsoring law firms and Jackson

Walker LLP, held the 11th Annual Color of Justice event for Austin's youth. Approximately 70 students from primarily minority communities attending from East Austin College Preparatory, Atkins High School, and Martin Middle Schools, congregated for the event. During the program, Judge Sage and Judge Orlinda Naranjo, NAWJ Vice President for Districts and 2018 San Antonio Annual Conference Co-Chair, presented University of Texas second year law student Harjeen Zibari a \$1,000 Access to Justice Scholarship for her passionate commitment to the enforcing civil and human rights. Ms. Zibari worked extensively within her Kurdish community (where most female Kurdish immigrants have limited education.) Ms. Zibari shared how she became interested in law, and her experience back in her home country of Kurdistan (formerly Northern Iraq), including the invasion nearby by ISIS.

From March 6-8, 2018 in Shreveport, Louisiana, NAWJ District Six Director Judge Sheva M. Sims (Shreveport Municipal Court), along with NAWJ Louisiana State Chair Judge Aisha Clark (Monroe City Court), Judicial Assistant Tarsha Williams and planning committee, hosted "The Changing Faces of the Judiciary in 2018, and Beyond: Celebrating Our Women Judges in District 6." During the conference, Judge Sims and the committee awarded three scholarships to student who became NAWJ student members - De'Jonique Carter, Jasmine Cooper and Errin Green. The awards totaled \$1,900.00.

NAWJ members creating connections and relationship based on NAWJ's mission, in outreach to the next generation of lawyers and judges, exemplifies NAWJ's commitment to the next generation of women lawyers and judges.

*"I am grateful for the support of the NAWJ, and the mentorship of the Honorable Judge Betty J. Williams for nominating me for this scholarship. I am truly inspired by the mission of the organization and the work of its members. I look forward to continuing my work to advance the cause of women and disadvantaged communities as I begin my legal career. Thank you NAWJ."*



Jaya Vasandani, is a 2007 recipient of the NAWJ's Access to Justice Scholarship, and Benjamin N. Cardozo School of Law, Class of 2010.

## Connecting the Mission to Local Communities

In 2005, then NAWJ Executive Director Drucilla Ramey launched a scholarship program based on contributions from supporters she knew from her ties in San Francisco. Though flexible, the scholarships were to focus on NAWJ's recognition of law school students who demonstrated a commitment to equality of access and opportunity in the system of justice. Students would be second or third-year law school students in good academic standing. The first award was given in Phoenix, Arizona by former Arizona Supreme Court Chief Justice Ruth McGregor in conjunction with a pilot presentation of an NAWJ Genome Justice program. The scholarship's program goal was to offer each NAWJ District the

opportunity to award one \$1,000 scholarship to a local law student at an NAWJ event that year. NAWJ worked with law school deans in the application process. By granting scholarships, NAWJ would create and sustain relationships throughout the legal community, and attract new members to join in furthering its mission.

One of NAWJ's longtime supporters, Landmark Sponsor West, a Thomson Reuters Business, answered the call to fund what would eventually become known as Equal Access to Justice Scholarships. Resource Board member Tom Leighton, at the time Vice President of Content for West Publishing, was instrumental in sponsoring this opportunity where Thomson Reuters and NAWJ could stand together in the name of scholarship and achievement. In 2005, ten deserving students from across the country were awarded scholarships.

Today, NAWJ has 16 Landmark Sponsors. Funding sources for scholarships are widespread, and maintained primarily by the relationships members have built with local supporters throughout their districts. One longstanding scholarship collaboration continues between NAWJ and District 13 members through the Washington State Supreme Court Gender and Justice Commission, and the Washington Association for Justice.

### Honoring U.S. Supreme Court Justices

On March 6, 2006 NAWJ sponsored a Gala Reception in Washington, D.C. honoring NAWJ charter member and good friend, Justice Sandra Day O'Connor, with the presentation of NAWJ's first Lifetime Achievement Award. As a fitting close to the event, then President-Elect Hon. Brenda Stith Loftin presented the first Sandra Day O'Connor Scholarship to Candace Owens, a student at the University of the District of Columbia David A. Clarke School of Law. This marked the first in a series of novel developments in NAWJ scholarship awards that recognized the legacy of women justices of the United States Supreme Court.



At NAWJ's Southeastern Regional Conference in 2007, Christie Edwards, J.D., Thomas Jefferson Law School, was presented a Justice Sandra Day O'Connor Scholarship Award for \$5,000. At the 2008 regional conference in Chicago, DePaul University College of Law student Allegra A. Cira became the first recipient of the Ruth Bader Ginsburg Scholarship Award for \$5,000. Also in 2008, the University of Memphis, Cecil C. Humphreys School of Law student Diana M. Comes was awarded \$5,000 by NAWJ President Hon. LaTia Martin at the Sandra Day O'Connor Luncheon.

At the 2011 Annual Conference in Newark, New Jersey, Chrishana M. White was presented an Equal Access to Justice Scholarship award of \$1,000 in conjunction with the Seton Hall University School of Law, and in honor of the late Honorable Shirley Tolentino, NAWJ President (1996-97). The second Justice Ruth Bader Ginsburg Scholarship Award of \$5,000 was also presented to Seton Hall University School of Law student Megan Altman. Harvard Law School student Stephanie Meta Berger has been the sole recipient of the Justice Elena Kagan Scholarship Award (\$5,000) which was given in conjunction with Harvard Law School during the NAWJ 2012 Midyear Meeting in Cambridge, Massachusetts.

Honoring the first woman to serve on the Massachusetts Supreme Judicial Court, Justice (Retired) Ruth Abrams during NAWJ's 2008 Midyear Meeting in Boston, NAWJ President Fernande ("Nan") Duffly proudly awarded a scholarship of \$5000 to Suffolk University Law School student Matilda Ingabire Mutanguha.



Massachusetts group: L-R - NAWJ Past Presidents Hon. LaTia Martin, Hon Fernande Duffly, Matilda Ingabire Mutanguha, Ruth Abrams



## International Judges

From the 2007 Annual Conference in Philadelphia to the 2017 Annual Conference in Atlanta, NAWJ sought to offer the popular educational experiences and networking access beloved by members, sponsor and friends, to judges from around the world. Through an application process, international judges were invited to apply for partial scholarships to attend NAWJ's annual conference. Exemplary of funding partnerships over the years, in 2015, and thanks to the efforts of the industrious efforts of Hon. Judith Chirlin, the State Department International Narcotics and Law Enforcement Affairs (INL) gave \$75,000 to support women international judges to attend NAWJ's Annual Conference in Salt Lake City. Over many years and conferences, scholarships have been awarded to judges from Benin, Columbia, DR Congo, Ghana, Guinea, Guyana, Kosovo, Kyrgyz-Republic, Macedonia, Montenegro, Pakistan, Papua New Guinea, Serbia, and Togo.

## Inspiration for Members

While NAWJ scholarships focus primarily on law school students, our first awards were given to members. In 2000 at NAWJ's Annual Conference in Los Angeles, Matt Cegelis, a newly arrived Resource Board member representing LexisNexis offered scholarships to members who proposed the best new project during the coming year. "What an inspiration! We could support a member, and develop a new project at the same time," as reported in NAWJ's *History Book*. NAWJ awarded scholarships at the next two Annual Conferences.

At the 2001 Annual Conference in New York, then NAWJ International Director Judge Leslie Alden was awarded first prize for her proposed judicial education project, *Beyond Borders: Implementing International Law in Federal and State Courts*; Judge Renee in Waseka County, Minnesota received a scholarship for her proposal to explore sentencing alternatives for women living in rural areas; and Judge Fernande Duffly, Massachusetts Court of Appeals, won a scholarship for her

proposal to focus on children during the resolution of non-criminal cases involving families, including custody and visitation, housing, neglect, and probate issues. At the 2002 Annual Conference in Minnesota, Judge Marielsa Bernard, Circuit Court for Montgomery County, MD, won a scholarship for her innovative *Storybook Project* that provides books and tapes to women in prison, enabling them to keep in contact with their children and grandchildren by "reading" via recording to them on a regular basis.

Members have continued their creativity in recognizing achievements and encouraging our youth. For example, for the past two years NAWJ State Chair for Georgia, Professor Rebecca Davis at Georgia Southern University in Statesboro, has held Constitution Day Poster Competitions where approximately 17 students submit research and findings and interact with a panel of judges. She recognizes three winners each year with awards ranging from \$50 to \$300. If you want to follow how NAWJ continues to recognize achievements with scholarship awards, be sure to read District News in upcoming issues of *Counterbalance*.



# GENDER EQUALITY IN ALTERNATIVE DISPUTE RESOLUTION

BY HON. RACHEL KRETSER (RET.)

Hon. Rachel Kretser (Ret.), former Albany City Criminal Court Judge and Acting Albany County Court Judge for Domestic Violence Matters. She is currently an adjunct professor at Albany Law School and Chair of the OCA Third JD Gender Fairness Committee.



On March 21, 2018, the New York National Association of Women Judges chapter co-sponsored a highly successful CLE program on Gender Equality in ADR. The program, which I had the privilege of moderating, featured an all-star panel including former Court of Appeals Judge Victoria Graffeo, Federal District Court Judge Mae D'Agostino, former First Department Appellate Division Justice Karla Moskowitz and Mark Sonberg, Esq. Approximately 75 judges, lawyers and law students attended the live program, with an additional 57 participating by webcam and YouTube. It was inspired by the groundbreaking report of the NYSBA Commercial and Federal Litigation Section entitled, "If Not Now, When? Achieving Equality for Women in the Courtroom and ADR," which encourages members of the Judiciary, among others, to take steps to ensure that women lawyers are provided equal opportunity to participate in the courtroom, and as neutrals in alternative dispute resolution (ADR) proceedings.

Specifically, regarding ADR, the report encourages members of the judiciary, corporate clients, and ADR providers to afford women lawyers greater opportunity to be selected as neutrals in high-stakes litigation, where they are woefully underrepresented. Although the report addresses gender disparities in both litigation and ADR, this article focuses primarily on the latter and seeks to advance our understanding of the importance of diversity in dispute resolution, and offer ways to promote the inclusion of those individuals who have historically been excluded from meaningful participation in the ADR field.

The NYSBA surveyed state and federal judges asking them to record by gender the appearance of counsel in each court proceeding. They also surveyed ADR providers asking them to record the gender of neutrals conducting ADR proceedings. Over 2,800 questionnaires were returned and tabulated. The report confirmed what many of us have suspected from our own anecdotal observations: Women are grossly underrepresented as both litigators and arbitrators, especially in complex, high-stakes cases.

Until recently, the gender imbalance in ADR fell below the radar, but the evidence is overwhelming. Of 350 neutrals affiliated with JAMS, Law.Com found 25% women and 7% minorities. The International Institute for Conflict Prevention and Resolution (CPR) reports that of 550 neutrals worldwide, 15% are women and 14% minorities. (See, *Making Diversity Happen in ADR*, Noah Hanft, NYLJ, March 2017). A study issued by the ABA Dispute Resolution Section in 2014 found that in cases with between one and ten million dollars at issue, 82% of neutrals and 89% of arbitrators were men. Male neutrals handled 93% of intellectual property disputes, 91% of insurance disputes, 82% of corporate and commercial disputes and 79% of class actions. (See, Brown, Gina Viola and Schneider, Andrea Kupfer, *Gender Differences in Dispute Resolution Practice: Report on the ABA Section of Dispute Resolution Practice Snapshot Survey*, Feb. 3, 2014.) Conversely, women feature prominently among low or unpaid mediators handling disputes in family and small claims courts. In other words, there is a direct inverse relationship between the amount of money in contention and the probability that the neutral will be a woman.

## What Accounts for the Lack of Diversity in ADR

The gender inequality in ADR cannot be attributed to a "pipeline" issue. Since the 1980's, women have comprised approximately half of the graduating classes in law schools. There are also increasing numbers of women trained in ADR. Yet there has been no commensurate increase in the appointment and selection of women to resolve big-ticket disputes.

This may be a problem of unconscious or implicit bias. Implicit bias studies demonstrate that the stereotyping mechanisms in our brains are not easily suppressed. But if gender stereotyping persists, it is puzzling that this has not translated into more, rather than less, reliance on women to resolve disputes given the fact that men are traditionally viewed as gladiators while women are thought to be conciliators, compromisers and consensus builders.



One contributing factor may be the lack of accountability among ADR stakeholders, which makes finger pointing easy. Law firms claim that their clients want them to stay with “experienced, proven” mediators and arbitrators. Law firms also blame ADR organizations for failing to provide diverse lists. In-house counsel defer to law firms in the selection process and are unwilling to accept responsibility. In short, no one wants to claim ownership for the obvious lack of diversity in alternative dispute resolution.

The problem likely can be attributed to many factors: failure by some ADR providers to actively recruit diverse candidates, the perceived lack of access for diverse candidates, over-reliance on word-of-mouth and established networks, and an arbitrator selection process that lacks accountability and transparency.

### Why Diversity in ADR Matters

Much has been written about the importance of judicial diversity, and of diversity in our jury pools (See, *Batson v Kentucky*, 476 US 79, 1986). Common sense tells us that the life experiences of people differ depending upon their race, gender and ethnicity, and that those differences impact our views, perceptions and decision making.

The past decade has witnessed a sharp decline in the number of cases that go to jury trial, and a concomitant increase in the number of cases referred to alternative dispute resolution. Accordingly, it is imperative that these surrogate decision makers and facilitators also reflect the population they serve. Lack of diversity among neutrals results in a loss of credibility in the eyes of the litigants and grievants.

But it is more than just the perception of fairness that suffers. Studies have shown that the actual quality of justice is compromised when cases are decided by homogenous decision



makers. Empirical analyses have confirmed that diverse judges decide certain types of cases differently than their white, male colleagues. (See, Pat K. Chew & Robert E. Kelley, *Myth of the Color Blind Judge*, 86 WASH. U. L.REV. 1117,2009; Adam B. Cox & Thomas J. Miles, *Judging the Voting Rights Act*, 108 COLUM. L. REV. 1, 2008; Jennifer L. Peresie, *Female Judges Matter: Gender and Collegiate Decision Making in the Federal Appellate Courts*, 114 YALE L.J. 1759, 2005. Whether decision-makers are judges or ADR professionals, the same considerations apply.

ADR is often annexed to the court system or is a substitute for the judicial process itself. ADR has increasingly become a critical component of our system of justice. Therefore, the lack of diversity in ADR is an issue of basic fairness that reflects upon the entire justice system.

### Where Do We Go From Here?

A multifaceted problem requires a multifaceted solution; therefore, we need to address the diversity issue on multiple fronts.

1. ADR providers must ramp up efforts to recruit women and minorities and diversify their rosters.
2. Stakeholders should be reminded of the benefits of diversity on the quality of the decision-making process so that once women and minorities achieve a place on ADR lists, they also have a fair chance of being selected.
3. Judges should try to ensure that any lists of neutrals provided by the court are diverse.
4. Efforts should be made to increase transparency and accountability.
5. Neutrals need to distinguish their profiles so that they can be identified by gender, race or other significant demographics, and ADR organizations should track the selection process to measure their progress.
6. Clients should be encouraged to look beyond the short list of the “usual suspects” and embrace diverse arbitrators, mediators and referees for the wealth of talent and different experiences they bring to the process.
7. CLE programs on alternative dispute resolution should emphasize the need for increased diversity and encourage traditionally underrepresented groups to consider a career in ADR. Such groups should also be offered scholarships to facilitate their participation in ADR educational programs.
8. Experienced neutrals should identify and mentor new, diverse mediators and arbitrators. The Code of Professional Responsibility for Arbitrators provides that one of the obligations an experienced arbitrator has to the profession is to cooperate in the training of new arbitrators.

### Conclusion

Disputes aren’t just about the bottom line; disputes are about people. Neutrals of varying backgrounds and ethnicities can better understand and address the needs and concerns of diverse clients, bring new perspectives to the table, and bring a sense of fairness to the entire process.

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## LIFE AFTER THE BENCH: WOMEN ON BOARDS

BY JUSTICE CYNTHIA A. BALDWIN (RET.)



Many women who have spent multiple years on the bench and are now deciding what they will do in their so-called retirement years used to take senior judge status without a second thought. That has now changed. More people, male and female, now are leaving the bench in their fifties and sixties to pursue other interests and activities. Some are re-inventing themselves and entering new careers. Others are running for political office. In September of 2008, when my appointed term on the Pennsylvania Supreme Court came to an end, I chose to retire from the bench instead of taking senior status. In addition to becoming a law firm partner, a general counsel and arbitrator, respectively, I decided to accept an offer from the board of an international public corporation to serve as one of the directors of that corporation.

The most important job of a corporate board is to select, appoint, and review the performance of the chief executive and other key executives. Corporate boards also determine the direct compensation and incentive plan for these executives; make sure that the company is financially stable; review and approve annual budgets and company financials; approve strategic decisions; and protect the interests of shareholders. Board directors serve on committees such as executive; audit; nominating and governance; compensation; and safety, health and environment. For several years, I chaired the nominating and governance committee of my corporation and I currently serve on both the audit and the safety, health and environment committees. Board service takes a substantial time commitment and is challenging, but it has been an interesting and eye-opening experience that I continue to enjoy. That is why I became involved with the 2020 Women on Boards movement.

2020 Women on Boards is a national campaign to increase the percentage of women on U.S. corporate boards to 20 percent or greater by the year 2020. Founded in Boston in 2010, the campaign is helping to redefine good corporate governance and the need for increased gender diversity.

The National Conversation on Board Diversity is an annual event sponsored by the campaign that takes place on a single day every November throughout cities in the United States and the world. Thousands of C-Suite and senior level executives, as well as corporate board members, discuss the benefits of gender diverse boards. This year the event took place in over 20 cities in the United States and abroad. The theme for this year was “Building the Pipeline: How Do We Prepare Ourselves for Director Opportunities.”

My city of Pittsburgh hosts one of the largest events and this year we had over 400 people attend. The event went from 7:30 am to noon and included an award to a corporation that has been successful in appointing 20 percent women to its board; a keynote speech by Brenda Lauderback, chairman of the board of Denny's Corporation; a panel of C-Suite executives and board directors moderated by Diane Holder, Executive Vice President of UPMC; and break-out sessions with table facilitators who are members of corporate boards or who have substantive skills needed to become board members. We also had the honor of having Stephanie Sonnabend, chair and co-founder of 2020 Women on Boards, attend and bring greetings.

Since most boards allow their directors to serve until between 72 and 75 years of age, there is substantial time to make a contribution to a corporate board after retirement from the bench. If you are interested, go to [www.2020wob.com](http://www.2020wob.com) for more information.

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## LIFE AFTER THE BENCH – “RETIREMENT” IS GREAT!

BY HONORABLE CARA LEE NEVILLE



I started working when I was 14 years old and the idea of no longer being able to “produce income” when I retired from the bench terrified me. The idea of no longer working in the law, and with lawyers, was unacceptable to me, as was not continuing to work in legal organizations on behalf of our profession and the rule of law. I also wanted to become more involved in the horse business which I had started a number of years before. So, I started Benchmark

National ADR with an office and part time secretary. I also continued as an officer of the ABA and continued to be active in the Center for Human Rights, on the councils of International Law as well as Tort, Trial and Insurance Practice Section and invested in a new horse for the horse business. “Retirement” is great.

My father first purchased a pony for me when I was 5 yrs old, which I showed at the local fair. At age 12, Walt Disney released a film about me and my ponies, which was shown on the Mickey Mouse Club TV

show for a number of years. I have owned, shown, purchased, bred and sold many horses over the years, with numerous breaks during various stages of life. When I took Senior Status, I purchased one REALLY good one. Having started my sons in the show ring when they were four years old, I let them have all the fun as they grew up, but now it was my turn. Undalata’s Confidential (barn name “Ray”) is a tall, elegant five-gaited American Saddle bred who goes very, very fast. I ride and compete in shows regionally and if my luck (and legs) holdout, nationally this year. In 2016, I won the championships in Minnesota, Tri-State, and the Regional Division of the American Saddle bred Assn. Ray and I will start the 2017 season in April where I am usually the oldest person in the class... by decades. The competition is very exciting, not to mention extremely aerobic!

Although I loved my 30 years on the bench full time (I hear only criminal cases now on Senior Status to negate conflicts with the civil bar in ADR), I must admit I am very blessed and am extremely grateful for my life right now.

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*Cara Lee Neville is a senior judge on the 4th Judicial District Court in Minnesota. She was NAWJ President in 1991-1992.*

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### CONTINUED FROM PAGE 15

She would encourage prosecutors and judges to be proactive in advancing true principles of justice in ways that lead to equitable outcomes for people of color – including an examination of sentencing guidelines, incarceration rates, and how prosecutions disproportionately impact blacks and Latinos. She would want lawyers, judges, and legislators to find ways to increase unbiased outcomes for citizens and expanded career opportunities in the legal system for women and minorities.

And specifically for women and people of color – she’d want us to raise our hands to seek career opportunities and to proactively carve out chances to be heard – and to not wait for society to slowly change on its own.

For everyone, Vaino would want you to remember that none of us got to where we are without someone opening a door for you – no matter who you are – no matter your race or gender. Aunt Vaino and I are equal in believing that no one is a “bootstrapper” nor completely self-made. And since you didn’t get here by yourself, you have an obligation to open the door even wider for someone behind you. And to be even more specific – a white man should open the door for a person of color, and a white women should crack the door even wider for a woman of color. Society is better served when we

embrace our diversity and share in progress together as a group – for if we leave some people behind, we will stunt our growth as a nation for everyone.

Each of us stands on the shoulders of some other group who came before us and not just someone who looks like you. So in the memory of my aunt, the Honorable Vaino Hassan Spencer, trailblazer and co-founder of this organization – the phenomenal woman that she was – let’s stand united in propping up someone behind us so they can stand on our shoulders.

And as we think of the numerous vacancies on the bench that need to be filled at the federal and state level – let opening the door for others be our collective legacy as we shape a better legal system and society built on principles of diversity that continually embrace inclusivity.

Thank you.

*For more information on The Honorable Vaino Hassan Spencer’s life, to read her obituary, and to see additional photographs of her, please visit:*

<http://www.theazaragroup.com/historic-diversity-trailblazer-equality-advocate-californias-first-black-female-judge-dies-at-96-years-young/>

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## LIFE AFTER THE BENCH

### NAWJ CRUISES FROM BOSTON TO MONTREAL

BY HON. JOAN V. CHURCHILL



NAWJ's 2017 cruise through New England was absolutely fabulous! NAWJ's gathering numbered 20 members, and 14 spouses and guests. The diverse group hailed from 11 states from California to Massachusetts, Washington to Florida. Our ages ranged from 25 (Cheryl Cesario's niece) to 80 plus. Most are retired, though several are still sitting. There were newlyweds in our group, Cathy

and Rodney Groleaus who had been married one year, and a couple about to celebrate their 60th wedding anniversary, Diane and Jack Eagon (Photo left, a now treasured moment in light of the recent passing of Diane Eagon, one of NAWJ long-time and stalwart leader-doers). The NAWJ Retired/Senior Judges Committee organized the cruise, chaired by the leadership of committee chair Joan Churchill and NAWJ Past President Margie Carter who planned arrangements.

Our cruise ship sailed from Boston to Montreal from May 20-27, 2017. There were three educational sessions presented, two of which focused on campus sexual assaults, and another



Back row, standing (L-R) - Ellen Flatley, Katherine Hansen, Cheryl Cesario, Donna Crandall, Brenda Oldham, Peggy Hora, Brenda Murray\*, Diana Eagon, Middle row, seated (L-R) - Patricia Lynch, Susan Moiseev, Joan Churchill, Patricia Hurst, Beverly Nash, Marjorie Laird Carter  
Front row, on floor (L-R) - Linda Paquette, Carol King, Mary Ann Driscoll, Cecilia Castellanos,

led by Judge Carter on judicial ethics requirements for retired judges. The sessions in Boston and Montreal were combined with brunches, and were joined by local judges and other guests. The event in Montreal was the first ever joint program of the US and Canadian chapters of IAWJ.

The program (pre-embarkment) on campus assaults took place at the Boston law offices of Prince Lobel Tye, whose 37th floor location offered breath-taking views of the Boston Harbor. The event included remarks from award-winning documentary film maker Elizabeth Canner who became embroiled in a declaratory judgment lawsuit while preparing her film which would focus on the prevalence of relative impunity for campus sexual assaults. The lawsuit was brought by a New Hampshire County Attorney in regards to Ms. Canners's rights under the New Hampshire Right to Know Law to see and use public documents in the case of a student acquitted of rape, and who had his records "annulled." She was joined at the podium by attorney Rob Bertsche, a media lawyer with Prince Lobel, who represented her in the New Hampshire lawsuit. Mr. Bertsche described the winning arguments he presented in the case to the New Hampshire Supreme Court, which issued a landmark First Amendment ruling in her favor in August of 2016. The cruise group was supplemented at the event by local judges and guests, including NAWJ Past President Justice Nan Duffly (Retired).

Once in Montreal, the group heard a different perspective from Professor Shaheen Shariff, McGill University. She advocates combatting sexual violence on college campuses by enlisting art communities and media outlets to reexamine how they portray sexuality in their spheres of influence. Dr. Shariff heads up the National Multidisciplinary Project on Sexual Violence Social Sciences and Humanities Research Council of Canada

The US and Canadian chapters held a joint IAWJ themed session in Montreal that the first of its kind. Many thanks go to Hon. Juanita Westmoreland, who is a retired jurist from the Montreal Provincial Court, for her hard work in making the arrangements for the restaurant, the speaker, and the glorious weather.



Highlights of our cruise from Boston:

- Bar Harbor, Maine and its Arcadian National Forest;
- Halifax and Sydney, Nova Scotia where Arcadian French first settled in Canada;
- Charlottetown, Prince Edward Island with its rustic charm;
- Quebec City, with quiet charm and its imposing Hotel Frontenac; and
- Montreal, our disembarkation port, where we joined with our Canadian IAWJ sisters for brunch.

Canada was proudly celebrating its 150th year of confederation during our visit. Quebec was proudly celebrating its 375th anniversary. We were in Nova Scotia on Victoria Day, and heard a 21 gun salute shot off at noon from the Citadel.

We had two private cocktail parties on board, and, brunches just prior to boarding in Boston and just after disembarking in Montreal. We dined together most evenings. The group was basically it was a lot of fun, full of bonding, networking, and cementing a passion for NAWJ.

### **NAWJ to Cruise the Danube**

Almost immediately after our 2017 cruise, planning began on our next cruise. Ultimately, the subcommittee decided on a seven-night cruise through Eastern Europe. Voyagers will have the opportunity to discover a wealth of art, history and cultural treasures from Budapest to Bratislava, Vienna, Passau and the 2,000-year-old town of Regensburg, a UNESCO World Heritage site. Visit magnificent cathedrals and Baroque abbeys, sample Vienna's famous sacher torte cake, experience breath taking scenery of the Wachau Valley winemaking region, and traverse Europe's Continental Divide. The cruise will embark from Budapest, Hungary and disembark in Nuremberg, Germany traveling on the AmaCerto with Amawaterways Cruise Line. Visit [www.nawj.org](http://www.nawj.org) for more information.

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*Joan Churchill is chair of the Retired Judges Committee. She was NAWJ President 2012-2013*



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## REMARKS ON JUSTICE VAINO HASSAN SPENCER'S LIFE AND LEGACY

DELIVERED AT NAWJ'S 2018 MIDYEAR MEETING BY FATIMAH GILLIAM, ESQ., FOUNDER & CEO OF THE AZARA GROUP, AND GRANDNIECE OF NAWJ CO-FOUNDER HON. VAINO HASSAN SPENCER.



Good afternoon. My family and I thank you for remembering the contribution of my Aunt Vaino as the co-founder of the National Association of Women Judges, and for taking a moment to include her legacy in today's program. I know Aunt Vaino would have felt honored, and I am honored on her behalf. I want to especially thank Judge Debra James and Judge Tanya Kennedy for inviting me to tell you about Vaino's life and what she would have thought about where the legal community is today.

Vaino Hassan Spencer died in October 2016 on my birthday at the age of 96. She was one of California's longest-serving jurists – serving as a judge for 46 years well into her 80s. She was the Presiding Judge for Division One, California Court of Appeal, Second Appellate District for 27 years. She was the first black female judge in California, the third in the nation, the third black woman to pass the California State Bar exam, the third to open a law practice in Los Angeles, and the first black female judge on Court of Appeal. Aunt Vaino had a life of many firsts. She also actively promoted the advancement of others by carving a path for women and people of color to follow in her footsteps.

Anyone who knew Vaino knows that she was a remarkable woman. She was a trailblazer and a self-made woman in an era when there were few opportunities for women and people of color. Aunt Vaino was the embodiment of grace and intellect – knowing how to leverage influence and charm to be a pioneer in her time. She was proud of her legacy and how she presented herself to the world – living true to who she was as an elegant black woman who gladly owned her responsibility to open doors for others not just in California but across the United States. She was a staunch advocate for equality, and did not settle for the status quo.



Today, there are many Americans who can thank Vaino for the path she helped carve for them – including those who never met her yet are the beneficiaries of her legacy. Vaino was a woman to be admired as a jurist, and as someone who created both professional and life-long opportunities for other women, people of color, and lawyers. She dedicated her life to civil rights and the betterment of American society.

After Vaino died, we received an overwhelming response from people who knew our aunt – including from her long-time friend Governor Jerry Brown, and Senator Diane Feinstein, Senator Kamala Harris, Congresswoman Karen Bass, and Congresswoman Maxine Waters.

California Governor Jerry Brown – whose father, Governor Pat Brown, appointed her to the municipal court and, when Jerry Brown later became governor, appointed her to superior and later the appellate court – called her a “trailblazer.” Governor Jerry Brown remarked that California is “...grateful not only for her long service, but for her effort in making our judiciary a more just and inclusive institution.”

California Supreme Court Chief Justice Tani Cantil-Sakauye remarked that Vaino “...laid the groundwork for women like [her] to even consider a career in the legal profession, to advance within the profession, and to embrace positions of leadership....” And former Congresswoman Yvonne Brathwaite-Burke – the first black congresswoman to represent the West Coast in Congress – said that Aunt Vaino encouraged her to run for the California State Assembly, and that my aunt provided free campaign space to help support her in becoming an elected official.

And Judge Veronica McBeth – retired Justice of the Los Angeles County Superior Court – said she would have never been appointed to the bench so early in her career without my aunt’s support and encouragement.

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The things people have said about Vaino are a testament to the woman that she was, and to her legacy. But beyond the many accolades and what we know about her career as a legal pioneer, it's important to remember who Vaino was through her 96 years of life to see how far she came.

Vaino Hassan was born in Los Angeles in 1920. Her mother was from Alabama, and her father immigrated to the US in 1910 as a cabin boy from Sri Lanka. She was the youngest of three children, and her brother was my grandfather. She credited her mother, who also lived to be 96, with being her inspiration and source of support for her legal career. My great-grandfather wanted Vaino to be a lawyer, and encouraged her professional pursuits.

Of course, no one starts out in life as a lawyer. There's always a journey to get there. When Vaino was a teenager, she appeared in several films in the 1930s – like Laurel and Hardy and Errol Flynn films – including *The Charge of the Light Brigade*. Because – who's path hasn't crossed with Hollywood's when you live in LA? She wasn't immune to the lure of the film industry. And if you saw pictures of her when she was young, she definitely had the requisite looks – she was beautiful, tall, fashionable, and regal.

There's a reason why she ended up on many "Best Dressed" lists when she was making a path for herself as a career woman. If you looked at old photographs of her, she looked distinguished. She always dressed fashionably. This was very important to her. She got this from my great-grandparents. My great-grandmother was a seamstress who made very refined and sometimes quite delicate clothing. Her parents' polished taste left a lasting impression on her – with an eye for stylish elegance.

In 1938, she graduated from Los Angeles Polytechnic High School and was the valedictorian. Prior to her legal career, she was a real estate broker working in a family business. In 1949, she graduated summa cum laude from Los Angeles City College with an associate's degree. She earned her L.L.B. degree from Southwestern University School of Law in 1952.

This is when her legacy as a lawyer and a judge began – with her legal career of many firsts. This is where her life started touching more lives as she actively promoted the advancement of others by carving a path for women and people of color to follow in her footsteps. In 1975, she co-founded the Black Women Lawyers Association of Los Angeles. And in 1979, she co-founded the National Association of Women Judges with Justice Joan Dempsey Klein.

To you, she was a respectable judge, and to me, she was family. I will cherish the many memories that I have of our discussions over the years. I will remember her as a woman who will be forever graceful, beautiful, and a straight shooter who openly and unapologetically spoke her mind.

I loved talking with her. She shared stories about my family, and we would laugh, talk about politics, and discuss life. And whether solicited or not, she would always give sage advice, which I appreciated regardless of whether I



Judge Vaino Hassan with her great-niece  
Fatimah Gilliam

followed it. But she was pleased that I decided to become a lawyer like her. My aunt was my mentor.

And part of what I will miss the most – her stories.

My favorite story about Vaino is one that I think sums up a lot of the things she believed in and who she was.

Aunt Vaino loved to travel. She had been to Europe, traveled across the country, attended JFK's inauguration in DC, and socialized with people like Nat King Cole. She had pictures of herself in the 60s boarding airplanes and looking nothing less than stunning. But at a certain point, she just stopped traveling. One day I asked, "Aunt Vaino, why did you stop traveling?" She looked at me, smiled, and said: "Dear girl, I stopped traveling when people stopped dressing for the plane."

In a nutshell, that was Vaino. If she were participating, she wanted people to put in a baseline level of effort and decorum. She brought this same mindset when she helped oversee the building and design of a new California state courthouse in Los Angeles. She wanted it to be a place that commanded the respect the legal profession deserves.

Vaino was a no-nonsense woman – an accomplished trailblazer – a black woman from a bygone era who created opportunities for women, blacks, and people of color – including me.

She went through life with swagger and charm, a great wardrobe, and the brains and sharp wit to become a notable judge. Without people like Aunt Vaino to pave the path, many of us wouldn't have the freedoms and opportunities we have today. We should be grateful she was here and left the door wide open for people like me and many others in this room to walk through it.

Aunt Vaino is survived by many nieces and nephews – including her niece and goddaughter Dr. Amina Hassan – my mother – a scholar and the author of the biography of civil rights attorney Loren Miller who won *Shelley v. Kraemer* and wrote most of the briefs in *Brown v. Board of Education*. Aunt Vaino became a primary source in that book since she was friends with Loren Miller.

As you can see, Aunt Vaino touched many lives and leaves a lasting legacy with her family and the National Association of Women Judges.

In hearing about her life and journey, where does that leave us today? What would Vaino think about the future of the legal profession and our civic duty as Americans?

She would want all of us – male, female, black, white, gay, straight, Republican, and Democrat – to create opportunities for women and people of color so we can have a more representative legal community and American society. She'd want everyone to vote in every election, and she would seek firm commitments toward criminal justice reform.

CONTINUES ON PAGE 11

# NAWJ MEETS FOR MIDYEAR IN BROOKLYN

On April 12-14, 2018, NAWJ descended onto the vibrant borough of Brooklyn to convene its 2018 Midyear Meeting, **“The Emerging Legal Landscape: Navigating A Path to the Future”** at the New York Marriott at the Brooklyn Bridge. Members, sponsors and guests gathered for a lively welcome reception.

Leaders from across the nation gathered at the Midyear Meeting to explore the ever-changing legal landscape and tangible strategies to address those challenges: bail reform; the opioid crisis; non-consensual porn (“revenge porn”); the application of artificial intelligence in the legal profession, and cybersecurity.

The inaugural **“Partner in Justice Award”** was presented to Chirlane McCray, the First Lady of the City of New York, who also served as the keynote speaker, and to

Robert M. Kaufman, Esq. of Proskauer Rose, LLP, the longest serving NAWJ Resource Board Member. Fatimah Gilliam, Esq., the granddaughter of NAWJ co-founder Hon. Vaino Hassan Spencer provided a memorable and moving history lesson about Hon. Spencer’s contributions to the development of women in the legal profession and beyond, as well as her continuing legacy. For more information on The Honorable Vaino Hassan Spencer’s life, to read her obituary, and to see additional photographs of her, please visit:

<http://www.theazaragroup.com/historic-diversity-trailblazer-equality-advocate-californias-first-black-female-judge-dies-at-96-years-young/>

NAWJ extends its sincere thanks to all who contributed to the meeting’s success.





# NAWJ HOSTS ITS 39<sup>TH</sup> ANNUAL CONFERENCE “ACCESS TO JUSTICE – PAST, PRESENT AND FUTURE” IN ATLANTA



NAWJ hosted its 39th Annual Conference “Access to Justice – Past, Present and Future” in Atlanta, Georgia from October 11-15, 2017. Among the conference highlights were thought provoking conversations with the 39th President of the United States, Jimmy Carter, Former First Lady Rosalynn Carter and Sally Yates, Former Deputy Attorney General; a keynote on *Defending Liberty, Pursuing Justice* by Linda Klein, Esq.; a stirring keynote address from Judge Glenda Hatchett (Retired); poignant lessons from the civil rights movement; the documentary “Balancing the Scales” by Film Producer/Director Sharon Rowan, Esq. of Rowen & Klonoski; the intimate and poignant reception at the Albert P. Tuttle US Court of Appeals Building, home of the 11th Circuit Court of Appeals; and a memorable private tour of the Center for Civil and Human Rights Museum.

The conference included an Opening Address on Criminal Justice Reform; a Discussion on Labor Trafficking; A View from Georgia’s Federal Judges; Judicial Case for Recognizing and Eliminating Implicit Bias; Hot Topics in Elder Law, Immigration Law and Current Legal Challenges Facing LGBTQ Families; and Lessons from the Civil Rights Movement for Today’s Judges.

NAWJ presented their Annual Awards: NAWJ Florence K. Murray Award went to Linda A. Klein; William C.E. Robinson, GEICO Corporate Secretary and NAWJ Resource Board Member was honored with the Mattie Belle Davis Award; Massachusetts Court of Appeals Justice and longtime NAWJ officer Hon. Ariane Vuono received the Justice Vaino Spencer Leadership Award; and Georgia champion, Honorable Carol W. Hunstein, Supreme Court of Georgia, was recognized as the Justice Joan Dempsey Klein Honoree of the Year.





# LOS ANGELES

## HOSTS A TREASURED MIDYEAR FOR NAWJ

### MIDYEAR MEETING AND LEADERSHIP CONFERENCE

### NAWJ LADY JUSTICE AWARDS GALA



From June 7-8, 2017 in Beverly Hills, California, NAWJ hosted, as part of its annual Midyear Meeting, a Leadership Conference and red carpet Lady Justice Awards Gala which highlighted eight of their highest achieving heroes, and twelve of California's most distinguished law school deans.

Over 200 attendees gathered to witness NAWJ grant its first set of Lady Justice Awards. The NAWJ President recognized NAWJ Founder Justice Joan Dempsey Klein and Justice Vaino Hassan Spencer (posthumously) with NAWJ Founders Awards. The Artistic Integrity Award went to Janet Langhart Cohen, a journalist and playwright. NAWJ recognized Hon. Sandra Day O'Connor with its Lifetime Achievement Award. Entertainment Attorney and Activist Nina Shaw, Esq. received the Career Achievement Award. The Hon. Dorothy Nelson, U.S Court of Appeals for the Ninth Circuit, was honored with the Public Service Award. Jackie Lacey, District Attorney for the County of Los Angeles was awarded Community Leadership honor. The final award presentation honored activist, actor, and writer Sharon Stone with the Social Justice Award.

Thought provoking programs included Drug Safety and the Aging Population: Navigating Medication Use; Legal Implications of Entertainment and Media in the Internet Age; and Diversity and the Entertainment Industry.

NAWJ recognizes and thanks all those involved for such an unforgettable experience.





## DISTRICT NEWS

### DISTRICT DIRECTORS

#### District One (MA, ME, RI, NH, PR)

Hon. MaryLou Muirhead  
Boston Housing Court, MA

#### District Two (NY, CT, VT)

Hon. Cenceria Edwards  
New York State Civil Court

#### District Three (NJ, PA, DE)

Hon. Barbara McDermott  
First Judicial District, Court of Common Pleas, PA

#### District Four (MD, DC, VA)

Hon. Judith Kline  
Juvenile and Domestic Relations District Court, VA

#### District Five (FL, GA, NC, SC)

Hon. Sara L. Doyle  
Court of Appeals of Georgia

#### District Six (AL, LA, MS, TN)

Hon. Sheva M. Sims  
Shreveport Municipal Court Louisiana

#### District Seven (MI, OH, WV)

Hon. Michelle Rick  
29th Circuit Court, St. Johns, MI

#### District Eight (IN, IL, KY)

Hon. Cassandra Lewis  
Cook County Circuit Court, IL

#### District Nine (MO, IA, WI)

Hon. Ellen Levy Siwak  
21st Judicial Circuit, Division 11, MO

#### District Ten (KS, MN, NE, ND, SD)

Hon. Renee Worke  
Minnesota Court of Appeals

#### District Eleven (TX, AR, OK)

Hon. Karen Sage  
299 District Court of Appeals, TX

#### District Twelve (AZ, CO, NM, UT, WY)

Hon. Emily Anderson  
Adams County District Court, CO

#### District Thirteen (WA, OR, AK, HI, ID, MT)

Hon. Karen Donohue  
King County Superior Court, WA

#### District Fourteen (CA, NV)

Hon. Elizabeth Allen White  
Superior Court of California,  
Los Angeles County

### SPECIAL DIRECTORS

#### International Director

Hon. Lisette Shirdan-Harris  
Philadelphia Court of Common Pleas, PA

#### ABA Delegate

Hon. Toni E. Clarke  
Circuit Court for Prince George's County, MD

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

### Massachusetts



Twenty-one women were nominated to the bench in Massachusetts since May 2017. On May 25, 2018 First Justice of the Lawrence District, Hon. Stacy Fortes, hosted a Color of Justice in Essex County Massachusetts for 40 high school students.

### Rhode Island

District One has been home to many women who were the first to serve as judges on their benches. Judge Haiganush (which means “sweet woman” in Armenian) Bedrosian, who thirty years ago became the first female judge to serve in the Rhode Island Family Court, retired in January 2016. Judge Bedrosian became the acting chief judge in June 30, 2010, after which she was permanently appointed to that position by the Governor of the State of Rhode Island. Judge Bedrosian was instrumental in creating statewide standards for Guardian ad litem in Family Court cases. She founded the Rhode Island Trial Judges Association and served as its president for several years.

### New Hampshire



Justice Linda Stewart Dalianis, first woman appointed to the Supreme Court in New Hampshire and its first woman Chief Justice, has served 36 years on the bench!

### Puerto Rico

U.S. Magistrate Judge Judith G. Dein was designated to serve as Magistrate Judge for the District of Puerto Rico in Puerto Rico’s bankruptcy proceedings recently filed in federal court in San Juan. Because of the unavailability of magistrate judges in the District of Puerto Rico, Judge Dein was designated to appoint magistrate judges to perform judicial duties outside of their appointed district. Judge Dein has served as Magistrate Judge for the District of Massachusetts since 2000. She served as Chief Magistrate Judge of the court from 2009 to 2012.

Judge Dien’s colleague, U.S. Magistrate Judge Marianne B. Bowler of the District of Massachusetts presented Reflections on a Career at her fiftieth reunion at Regis College in Weston, Massachusetts on May 13, 2017.

Hon. Patricia Flynn, Massachusetts Juvenile Court, was re-elected Clerk of the Massachusetts Judges Conference at its annual meeting in the fall of 2016.

Hon. Gloria Tan, Massachusetts Juvenile Court, was a panelist for the How to Become a Judge or Clerk Magistrate seminar offered by Massachusetts Continuing Legal Education in Boston in November, 2017.

Women of the judiciary were busy this spring as faculty and presenters for educational programs for the bar sponsored by Massachusetts Continuing Legal Education. Programs included judicial forums, trial and mediation skills workshops, as well as seminars on substantive areas and emerging areas of the law. Thank you to the following judges who shared their expertise with practitioners at MCLE programs: Family Law Conference 2017 – Hon. Angela M. Ordóñez (Chief Justice Probate and Family Court), Hon. Lee M. Peterson (Middlesex Probate and Family Court), Housing Court Judicial Forum 2017 – Hon. Diana H. Horan (Worcester Housing Court), Hon. Fairlie A. Dalton (Northeast Housing Court), Criminal Superior Court Judicial Forum 2017 – Hon. Janet Kenton-Walker (MA Superior Court), Trial Preparation & Presentation Skills – Hon. Shannon Frison (MA Superior Court), Making Objections Workshop 2017 – Hon. Heidi E. Brieger (MA Superior Court), Civil Mediation Workshop 2017 – Hon. Elizabeth Butler (MA Superior Court – ret.), Federal Court Summer Orientation – Hon. Denise J. Casper (U.S. District Court, District of Massachusetts), Personal Injury Law Conference 2017 – Hon. Heidi E. Brieger (MA Superior Court), Handling Sexual Assault Cases from Investigation to Trial

- Hon. Beverly J. Cannone (MA Superior Court), Workers' Compensation - Hon. Sabina T. Herlihy (MA Department of Industrial Accidents), Reasonable Accommodations in Housing Demystified - Hon. Fairlie A. Dalton (Northeast Housing Court), When DCF Steps Into Your Case - Hon. Maureen H. Monks (Middlesex Probate and Family Court) and Divorce Law - Hon. Susan D. Ricci (Worcester Probate and Family Court).

## DISTRICT TWO (CT, NY, VT)

### Albany Color of Justice Program



One of the small group breakout sessions (L-R): NAWJ President Kennedy; three youths with Serena Joyce White-Lake, Esq. (seated in wine colored outfit); Karonne Watson (seated in black outfit), of the Capital District Black and Hispanic Bar Association; Hon. Rachel Kretser (Ret.), Chair of the Third Judicial District Gender Fairness Committee; and Mia Wolfe, Esq. of the Capital District Women's Bar Association.



NAWJ District 2 Director, Hon. Cenceria P. Edwards, President Kennedy, and Judge Heath

On May 19, 2018, Albany City Court Judge Helena Heath, District Director Judge Cenceria Edwards, and District members collaborated with the YMCA to host a Color of Justice Program at Albany Law School, Albany NY. Approximately, 40 to 50 high school students and 20 adults engaged with each other that afternoon.



Albany Law School Staff Attorney David Craft, with NAWJ President Kennedy and Judge Edwards.

### Access to Justice

On March 24, 2018 NAWJ convened a panel of women to discuss Access to Justice. The Vanguard Independent Democratic Association hosted the panel which included: Hon. Cenceria P. Edwards; Hon. Cheryl Gonzales, New York City Housing Court; Hon. Robin Sheares, Kings County Civil Court; Hon. Ruth Shillingford, Kings County Supreme Court; Hon. Lisa Ottley, Kings County Supreme Court; and Hon. Dweynie Paul, Queens County Family Court.

### Women's History Month

On March 21, 2018 NAWJ along with the Metropolitan Black Bar Association and the NAACP-Mid Manhattan Branch celebrated Women's History Month by hosting the Shirley Stewart Farber Women of Excellence Awards Ceremony and Reception at the historical Canaan Baptist Church in New York, New York. On March 8, 2018, the Women's Coalition for International Women's Day hosted a panel on which NAWJ President Hon. Tanya R. Kennedy served to discuss advances women have made in the judiciary, law firms and corporations.

### Celebrating for Black History Month

On February 20, 2018 NAWJ President Kennedy and members Hon. Valarie Braithwaite Nelson (Appellate Division, Second Department) and Hon. Machelle Sweeting (New York City Family Court) were featured on television news show NY1 for Black History Month.

### New York State Association of Black and Puerto Rican Legislators Annual Conference

On February 17, 2018 NAWJ and The Judicial Friends Association convened a panel of judges to speak on the topic of The Role of the Judiciary and Access to Justice. The occasion was the New York State Association of Black and Puerto Rican Legislators annual legislative conference in Albany, New York. Judge Juanita Newton Bing, Dean of the New York State Judicial Institute, gracefully and eloquently served as moderator with our esteemed panel, enlightening an audience of approximately 60 New York State residents. Panelists included Hon. Cenceria P. Edwards; Hon. Edwina Mendelson,

## DISTRICT NEWS

New York State Justice Initiatives; Hon. Sylvia Hinds-Radix, Appellate Division; Hon. Lisa Ottley; and Hon. Helena Heath. The panel was informative and well received.

Through the winter, New York Women in Prison Committee Chair Judge Cheryl Gonzales continued collecting, sorting, bagging, and distributed toiletries and books to women in prison within District Two.

### DISTRICT THREE (DE, NJ, PA, VI)

#### New Jersey Chapter Color of Justice Program

On March 3, 2018 NAWJ New Jersey held a Color of Justice Program at Rutgers University School of Law in Newark. Students from Essex and surrounding communities attended the program of panel discussions hosted by judges, attorneys and various other legal professionals who discussed their careers, and who answered questions from student participants. Once again, the program could not have taken place without a grant from stalwart supporter, the New Jersey Women Lawyers. The Hon. Rosemary Gambardella (U.S. Bankruptcy Court, District of New Jersey) chaired the Program Committee, and the Hon. Sue Yang hosted a celebratory luncheon for all those who helped to make the program the success that it was.

#### Mentoring Women of the Profession Committee of the Philadelphia Bar Association

Members of the Pennsylvania chapter continue to meet with and mentor members of the Women of the Profession Committee of the Philadelphia Bar Association. Once a year, judges and attorneys formally meet at a reception. Last year's (2017) reception was held in November and was attended by over 75 attorneys.

#### NAWJ International Director Honored by U.S./Ghana Chamber of Commerce

The Hon. Lisette Shirdan-Harris of the First Judicial District of Pennsylvania was recently honored by the U.S./Ghana Chamber of Commerce at their Global Women's Empowerment in Business Conference. This event was also attended by Her Excellency Samira Bawumia, the Second Lady of Ghana who was on tour through the United States.

### DISTRICT FOUR (DC, MD, VA)

#### District of Columbia

Judge Anita Josey-Herring was inducted into the Washington, D.C. Hall of Fame in April, 2018 for community services and contributions to the legal field. On March 29, 2018 Judge Josey-Herring spoke on a panel entitled "Judges and Journalists Keeping America Free" that addressed how the U.S. Supreme Court and the media have protected citizens' rights, advanced social justice and helped maintain checks and balances in our government. The panel was part of the 18th Annual Spring Symposium at the United States District Court for the District of Columbia. Judge Josey-Herring hosted a group of students from Polk County, Florida - Crystal's Dance Group - visiting

Washington, D.C. for the Cherry Blossom Parade, at the D.C. Superior Court. She provided the students with an overview of the court system, and the role of judges.

NAWJ Project Committee Chair Hon. Marcella Holland and Judge Josey-Herring are co-chairs of NAWJ's Annual Meeting with the Congressional Caucus for Women's Issues (Congressional Women's Caucus) on Capitol Hill. They are joined by several local NAWJ members in D.C. and Maryland to plan the July 18, 2018 meeting which will discuss sexual harassment and the imbalance of power in the work place.

#### Maryland

On Saturday, April 14, 2018 the NAWJ initiated Women Moving Forward Conference held its annual pre-release event in partnership with the Maryland Correctional Institute for Women. The goal of the conference is to provide the approximately 150 women who attended, and are within six to nine months of release, with resources and information necessary to support their successful return to the community.

On March 20, 2018, NAWJ's Maryland Chapter held its annual joint dinner of women judges and women legislators at the Governor's official residence in Annapolis, Maryland.

#### Virginia

On March 24, 2018 NAWJ Virginia held a Color of Justice Program co-sponsored by the Women's Bar Association at the local community center. Approximately 30 high school girls attended. Five female judges, four female attorneys and a female law professor participated on the panels, two women-owned law firms donated breakfast and lunch and approximately 10 female attorneys volunteered to assist and participate in small group discussions over lunch. On March 20, 2018 NAWJ's Virginia Chapter and the Greater Peninsula Women's Bar Association co-sponsored a MentorJet Program with the help of Career Services at William and Mary Law School. Approximately 15 attorney and judicial volunteers served as mentors to about 30 students.

### DISTRICT FIVE (FL, GA, NC, SC)

#### Appointments and Elections

Since the annual conference in the Fall of 2017 in Atlanta, things in Georgia have been quiet. We are proud to report that Judge Lisa Branch of the Georgia Court of Appeals has been appointed by President Trump to the Eleventh Circuit Court of Appeals, and our women judges on the re-election ballot this Spring have no opposition - Presiding Judge Yvette Miller and Judge Amanda Mercier of the Georgia Court of Appeals, and Justice Britt Grant of the Supreme Court of Georgia. Member Judge Cindy Morris has been appointed by the Georgia Supreme Court to sit on the Georgia Commission on Dispute Resolution, while Judge Jane C. Barwick (Superior Court, Atlanta Judicial Circuit) was appointed Chair-Elect of the Commission. Judge Leigh DuPre was re-elected to a four-year term on the Atlanta Municipal Court. And finally, Judge JaDawnya Baker was married on December 30, 2017.

## DISTRICT SIX (AL, LA, MS, TN)



(L-R): Judge Rosemary Ledet, Judge Clare Jupiter, Judge Regina Bartholomew Woods, Judge Ernestine Gray, Judge Paula A. Brown, Justice Tanya Kennedy, Chief Justice Bernette Joshua Johnson, Judge Rachel Johnson, Judge Bernadette D'Souza, and Adria Kimbrough, Esq. (Dillard University).

The 2017 a Color of Justice Luncheon held at Dillard University in New Orleans honored NAWJ's president, Hon. Tanya R. Kennedy.

On August 24, 2016, Judge Bernadette D'Souza of the Orleans Civil District Court – Domestic Section and the NAWJ District 6 Director, hosted a delegation of African judges and attorneys in her courtroom. The New Orleans Citizen Diplomacy Council partnered with the United States Department of State to host delegations under the auspices of the Department of State's International Visitor Leadership Program. Photo D6 Dsouza Host African Judges The countries that were represented by judges, attorneys and other legal system officials included Cameroon, Congo, Dem. Republic, Ethiopia, Guinea, Haiti, Madagascar, Malawi, Namibia, Niger, Nigeria, Senegal and Sierra Leone. Their professional objective was to learn about Civil District Court, specifically Family Court, as to how to handle family cases and observe family law proceedings. The event was well received with discussion of our legal system and questions on self-represented litigants. The court observation and discussion with the group provided an educational opportunity for all involved.



As a part of Women's History Month, on March 6-8, 2018 Judge Sheva Sims and District 6 hosted a conference celebrating women judges in its district and throughout the state of Louisiana. Programs included: 1) Safety in the Courtroom and Other Places, 2) Women and Domestic Violence, 3) Protect Order, 4) Family Justice Center, 5) Optimal Potential: Life Changing Strategies for Young Adults in Crisis, 6) Color of Justice Program and Mentoring 7) Biohacking Your Health.-The Science of Maintaining a Youthful Life, 8) How to be Healthier and Happier, 9) Color of Justice Program and Mentoring at Huntington High School, 10) Mission Possible: Louisiana Reentry, 11) Human Trafficking, and 12) Navigating Judicial Ethics.

The conference also included an NAWJ District 6 Business Meeting. It raised tens of thousands of dollars to produce this comprehensive conference.

Judge Yvette Mansfield Alexander is planning a Color of Justice Program in Baton Rouge later in 2018. Judge Owens in Alabama and Judge Jayne Chandler in Tennessee are planning events in their states. Contact Judge Sims as to how you can get involved!

## DISTRICT NEWS



Judge Bernadette D'Souza, Professor Sally Kenney, and Judge Nanette Jolivett-Brown at the "Gender and Racial Diversity of Louisiana's Judges" panel, Tulane University Law School



Professor Salmon Shamade, Judge D'Souza, and Professor Kenney

On October 24, 2016, District 6 co-sponsored "Gender and Racial Diversity of Louisiana's Judges" to promote the goals of the NAWJ's Color of Justice Program. Collaborators included the Newcomb College Institute of Tulane, Tulane University Law School, Loyola University New Orleans College of Law, the LSU Paul M. Hebert Law Center, and Louisiana Courts Matter, the event featured the release of a report by Newcomb College's Sally J. Kenney and her co-author, Professor Salmon Shamade. The study examined gender and racial diversity of the bench in Louisiana. A panel comprised of NAWJ members reflected on their unique paths to the bench and took questions from the audience.



In January, 2017, District 6 acknowledged member Judge Mary Hotard Becnel who retired this year after being elected to the bench five times. Re-elected in 2014 as St. John the Baptist Parish District Court Judge, Judge Becnel was first elected in 1993 to the 40th Judicial

District Court. She was honored with the Association of Women Attorneys' 2017 Wynne Professionalism Award. Judge Becnel co-chaired NAWJ's 2013 Annual Conference in New Orleans, along with Chief Justice Johnson.

## DISTRICT SEVEN (MI,OH,WV)

### Joint NAWJ District 7 and Women Lawyers of Michigan Letter

In March, 2018, Michigan members of District Seven voted to approve the District Director sending a joint letter with the Michigan President of the Women Lawyer's Association to the Chair of the Education Committee of the Michigan Senate urging the committee to give SB 620, "Yes Means Yes," a hearing. This bi-partisan legislation would require schools to teach students about dating violence, sexual assault, and by-stander intervention. The bill is currently stalled in the Education Committee. The letter requests the committee chair give the legislation a hearing.

### Face of Justice Program Continues, Honored in Vancouver



On October 30, 2017 the Second Annual Face of Justice Program was held at the Hall of Justice in Lansing, Michigan. For the second year in a row, the program was opened by Michigan Supreme Court Justice Bridget McCormack. Over 70 students from the three Lansing Public High Schools attended the half-day event. The program included a panel discussion, Jet-Mentoring with practitioners, judges and law enforcement personnel, a courtroom tour by Michigan Court of Appeals Judge Amy Ronayne Krause, and a visit to the hands-on Learning Center. Mentors and students enjoyed lunch together before ending the morning. NAWJ appreciates and thanks the State Bar of Michigan for its partnership and strong financial support in this event.



This Face of Justice program received international recognition at the ABA's Midyear conference in Vancouver, British Columbia. The program was showcased by the State Bar of Michigan, whose program presentation materials are housed on their website at <https://www.michbar.org/diversity/face-of-justice>.

**MentorJet**

District Director Judge Rick (pictured in purple) chaired another MentorJet program on the Auburn Hills campus of Western Michigan University Colley Law School on June 6, 2018. Modeled on speed-dating, MentorJet is a 'speed mentoring' networking opportunity that provides students with one-on-one access to judges and lawyers who serve as mentors and provide information on various legal careers.

In November, 2017 MentorJet events were held at Michigan State University Law School and Western Michigan University Cooley Law School Lansing campus. These events were well-attended by students, practitioners, and judges.

**Ohio**

Ohio is pleased to report that Judge Maureen Sweeney will be the next District 7 Director. Judge Sweeney sits on the Court of Common Pleas, a general jurisdiction court in Youngstown, Ohio. Judge Sweeney is looking forward to promoting NAWJ to its membership in each state.

**DISTRICT EIGHT (IL,IN,KT)****District Awards Reception**

I am excited to share the following updates regarding the activities of District Eight. In June of 2018, we will host an Awards Reception honoring the former NAWJ District 8 Director Hon. Ann Breen Greco and NAWJ Past President Hon. Sophia Hall. Both have been relentlessly active in and for NAWJ with local events, and notably in 2015 as senior planners

## DISTRICT NEWS

for NAWJ's Midyear Meeting in Chicago. This event's two-fold purpose will honor two outstanding jurists and increase the visibility of NAWJ within the district. Special thanks to NAWJ Past President Hon. Lisa Walsh who has been invaluable in helping us to secure our venue of choice. Towards the end of the summer of 2018, we will host a seminar outlining the trek from the Bar to the Bench. Judge Amanda Logan (Ret.) has agreed to assist with the coordination of this event. In an effort to ensure the success of this event, I have solicited the participation of the Women's Bar of Illinois and the Black Women Lawyers' Association.

### Membership Outreach

Additionally, in an effort to reach out to newly appointed/elected women judges, I arranged to have materials available for distribution during the weeklong mandatory Judicial Education Conference (Edcon) which convened April 9, 2018, and the "New Judges' Class." We will make follow-up contacts and continue providing NAWJ materials and membership information throughout District Eight.

## DISTRICT NINE (MO,IA,WI)

### Judge Donna Paulsen Garners Spotlight with Willie Stevenson Glanton Award



Polk County Women Lawyers recognized NAWJ member and Iowa Judge Donna Paulsen with its Willie Stevenson Glanton Award. Judge Paulsen, along with the Iowa Organization for Women Attorneys and the Polk County Women Attorneys, have built a bi-monthly book club for incarcerated women in the Iowa Correction Institution for Women (ICIW) in Mitchellville. The collaboration has supplied more than 900 books to ICIW. On November 14, 2017, a group of 10 gathered to discuss Hidden Figures. There were many regulars, but a lot of new faces. The Spotlight of Judge Paulsen appears in the December/January 2018 issue of The Iowa Lawyer

## DISTRICT TEN (KS,MN,ND,NE,SD)

### Minnesota

On April 10, 2018 members held a "Tea for Women in Law" at Mitchell Hamline School of Law in St. Paul. The event paired a scholarship award with a mentoring session and the celebration of women in law.

On March 14, 2018, members held a meet and greet "Winter, it's so over!" Minnesota reached out to administrative judges - Tax Court, Worker's Compensation, and Senior Judges. As the group toured its venue facility, they discussed plans to establish a funding source for events as well as student scholarships.

On February 12, 2018, members joined Minnesota Women Lawyers (MWL) for a reception to build stronger, more ongoing relationships. MWL has a long standing foothold in program development which mirrors NAWJ, and discussions led to a future of co-hosting events as our membership increases.

In December, 2017, the Federal Correctional Institution in Waseca (FCI-Waseca), a women's only facility, conducted a working lunch and provided a short demonstration regarding Reentry Simulation, a program which prepares inmates to overcome roadblocks before they occur. Area judges, including new NAWJ member Hon. Carol Hanks, were in attendance.

NAWJ held a holiday social at the Mall of America to grow membership. Members were in attendance to share information about membership benefits and the goals of NAWJ. The event was supported by a donation from Thompson Reuters – Thank You!

The Annual Girl Scout Law Day was held at Thomson Reuters on November 18, 2017. The event gathered exception speakers and provided girls in grades 3-5 with an empowering perspective on careers in the law. The event concluded with a mock criminal trial involving relevant pop culture icons and the girls' role playing with the assistance of justice partners.

### Nebraska

In January, 2018, NAWJ Nebraska was active in its promotion of women. Retired Lancaster County Court Judge Jan Gradwohl was inducted into the Grand Island Public Schools Hall of Honor. Nebraska Supreme Court Justice Stephanie Stacy was appointed by the courts as a member of the newly created Access to Justice Commission. And, Andrea Miller was appointed as a district judge by Governor Pete Ricketts. In December, 2017 Douglas County District Court Judge Leigh Ann Retelsdorf and Seward County Court Judge C. Jo Petersen were honored with Distinguished Judge Awards. In November, 2017, the Women and the Law Section of the Nebraska State Bar Association awarded Judge Riko Bishop, Nebraska Court of Appeals, the 2017 Outstanding Contributor to Women in the Law Award. Judge Bishop makes a concerted effort to mentor young women (and men) in pursuit of a legal career. In October, 2017 Judge Leigh Ann Retelsdorf of the District Court in Omaha and Judge C. Jo Petersen of the County

Court in Seward were given the Supreme Court's highest honor in Omaha. Judge Retelsdorf was given the Service to the Community Award and Judge Petersen was presented with the Service to the Judiciary Award, both by Chief Justice Mike Heavican during the Court's Annual Judicial Awards Dinner. The awards recognize members of the judiciary for meritorious projects and exemplary accomplishments beyond their day-to-day duties as a judge.

#### **North Dakota**

North Dakota reports the following women appointed to the bench as District Court Judges: Barbara Whelan in the Northeast Judicial District, Stephanie Stiel in the East Central Judicial District and Cherie Clark in the Southeast Judicial District. A state conference was held in Bismarck guiding interested judicial applicants through the selection and appointment process. More than 80 people attended the seminar and numerous students from the University of North Dakota School Of Law traveled to Bismarck for the event. The program was co-sponsored by The Infinity Project, whose mission is "to increase the gender diversity of the state and federal bench" in the Eighth Circuit. The Women Lawyers Section (WLS) of the State Bar Association of North Dakota fostered the programming.

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

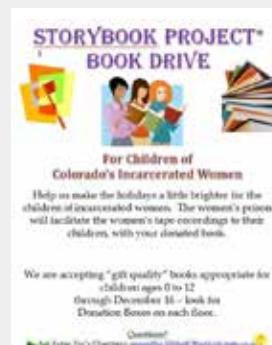
The Hon. Emily E. Anderson has served as District 12 Director since December, 2016. At NAWJ's Annual Convention in Atlanta, Georgia, she was elected to serve a full-two year term as the District 12 Director. In addition to the annual conference in Atlanta, Judge Anderson attended NAWJ's Midyear Meeting in Brooklyn, NY in April, 2018.

#### **Happy Hour for Judges and Friends of Juvenile Law**



In March, 2018 District Director Judge Anderson hosted an evening with NAWJ Past-President Amy Nechtem. NAWJ members and other interested in juvenile law attended, and a few joined NAWJ! The Colorado Judges loved the "fabulous" Judge Amy Nechtem; some were from the East Coast and had lots of stories to share. Judge Nechtem was visiting Colorado as the Keynote Speaker at "Stone Soup: Gathering Community, Nourishing Children," an event of Mile High Early Learning Centers in Denver.

#### **Colorado's Storybook Project**



In December, 2017, NAWJ members, and numerous other judges and magistrates ranging from County Court to the Supreme Court, donated hundreds of new and gently used books to the Women's Correctional Facility in support of a Storybook Project. This NAWJ book drive to benefit incarcerated women received an overwhelming response from the bench in Colorado. The prison assisted in facilitating the women's tape recordings to their children.

#### **Colorado Courts Host MentorJet in Denver's Ralph Carr Judicial Center**

In November 2017, the Colorado Supreme Court, Court of Appeals, and NAWJ members opened their doors to host law students for an NAWJ Speed Mentoring event. Forty plus law students from the two Colorado law schools - Sturm College of Law at the University of Denver and the University Of Colorado School Of Law - attended with 13 judges, magistrates and attorneys serving as mentors. The event took place in the gorgeous law library in the new Ralph Carr Judicial Center in Denver, CO.

#### **Annual NAWJ Breakfast at the Colorado Judicial Conference in Vail**

In September, 2017 NAWJ Colorado hosted its annual NAWJ breakfast at the Colorado Judicial Conference in Vail, Colorado. Approximately 400 judges, magistrates and water referees attend this conference every year. We delivered a presentation of "Female Firsts" illustrating the different categories of judicial roles women hold throughout the state of Colorado. We honored Colorado Supreme Court Chief Justice Nancy Rice by awarding her the First Annual Lady Justice Award. Chief Justice Rice has been on the Colorado Supreme Court since 1998.

### **DISTRICT FOURTEEN (CA,NV)**

#### **NAWJ 41ST Annual Conference, Los Angeles, October 15-19, 2019**

Planning is underway for NAWJ's 2019 Annual Conference in Los Angeles. The Conference will be held at the Omni Los Angeles Hotel at California Plaza, walking distance from Disney Hall, courthouses, Broad Museum, Colburn School of Music and many attractions. The theme for the conference is "**City of Dreams, City of Angels, a Century of Progress for Women.**"

## DISTRICT NEWS

### MentorJet

On April, 19, NAWJ members presented a MentorJet program at Loyola Law School. Students enjoyed the brisk, ‘speed-dating’ mentoring format and the opportunity to engage with lawyers and judges. On April 10, 2018, a similar MentorJet program was held at UCLA Law School.

### NAWJ Leads Outreach to Major General Raymond Murray High School

On April, 20, 2018 NAWJ held its first engagement with students at Major General Raymond Murray High School, a short distance away from the Vista, California courthouse. Approximately 30 students in grades 10 to 12 attended. San Diego County Superior Court Commissioner Pennie K. McLaughlin, San Diego County Superior Court Judge James Simmons and Deputy Public Defender Alvaro Gonzalez spoke to students about overcoming difficult circumstances or bad judgment in their youth and their struggles in reaching his goals.

### San Francisco Color of Justice

On April 17, 2018, sixty-four high school students participated in San Francisco’s Color of Justice Program. Students saw demonstrations by attorneys practicing their skills, a mock closing argument, a client interview, heard a panel discussion, and participated in small group meetings. The San Francisco Color of Justice was started in 2004 by San Francisco County Superior Court Judge Charlene Padovani Kiesselbach, the first such program in California. In 2012, it received the Public Service Award by the National Conference of Women’s Bar Associations. The program is jointly sponsored by NAWJ, California Women Lawyer’s, and Queen’s Bench. Program co-chairs include NAWJ members Judges Kiesselbach and Suzanne Ramos Bolanos, supported by former NAWJ Executive Director Drucilla Stender Ramey and attorneys Kelly Robbins, Eliza Rodrigues, and Alice Purdy.

### Los Angeles Superior Court Hosts Color of Justice



On April 6, 2018, NAWJ members and their colleagues engaged local students with the popular Color of Justice program, hosted at the downtown Los Angeles Superior Court. Over 50 students from Lincoln High School and the Wilson Law Academy were in attendance along with 75 mentor judges and lawyers.

### Women in the Courts Legislative Day

On August 22, 2017 NAWJ President Diana Becton met in Sacramento with California legislators to discuss immigration issues that affect the judiciary, our courts, law enforcement and the public. Judge Becton (now District Attorney for Contra Costa County) opened the discussion, and introduced a conversation with California’s Chief Justice Tani Cantil-Sakauye and State Senator Hannah-Beth Jackson, Chair of the Senate Judiciary Committee. The meeting also included a panel on “The Impact of Immigration Enforcement on the Justice System, and the Victims and Witnesses of Crime.”

### NAWJ San Diego Holds Second Annual “Success Inside & Out” Program



On August 18, 2017 forty-two NAWJ members, attorneys and various experts joined Las Colinas Women’s Detention and Re-Entry Facility’s Captain Erika Frierson to bring the second annual “Success Inside & Out” program to women detained at the facility. NAWJ President-Elect Judge Tamila E. Ipema (San Diego County Superior Court) chaired the event whose goal is to reduce recidivism by educating the women and give them the tools they need to succeed.



The workshops addressed such topics as college education, parenting, financial literacy, healthy relationships, and expunging and sealing records. More than 200 women voluntarily registered and participated in the program that involved over 30 expert presenters and moderators. The event was truly a labor of love and the product of amazing team work.



**ABA NEWS****NAWJ MeetUp at ABA Trial Judges Dinner (2017)****INTERNATIONAL DIRECTOR****NAWJ Joins First International Summit of Women Judges and Prosecutors on Human Trafficking and Organized Crimes**

Pope Francis, through Marcelo Sanchez Sorondo, the Chancellor of the Pontifical Academy of Sciences at the Vatican, invited approximately 60 judges from around the world to participate in the first International Summit on Human Trafficking and Organized Crimes which took place at the Vatican on November 9 and 10, 2017. The Summit brought together female jurists and prosecutors from around the world who are involved in the detection, awareness, training, and education of human trafficking in their respective countries. The International Summit on Human Trafficking at the Vatican was the first of its kind. Among judges invited were five delegates from the United States including the Hon. Vanessa Ruiz (IAWJ President-Elect); Hon. Lisette Shirdan-Harris (NAWJ International Director and U.S. North American Delegate to IAWJ); Hon. Arline Pacht (Ret.), (Founding Mother of IAWJ); Hon. Tamila E. Ipema (NAWJ President-Elect); and Hon. Anna Blackburne-Rigsby, (Former NAWJ President). The United States delegates presented their respective reports from various states, highlighting the work of NAWJ. The Vatican issued a Final Statement to be forwarded to the United Nations on behalf of the Vatican. *LSH, TEI.*



In 2017, the Hon. Carolyn Engel Temin (Ret.) was elected to the Board of Managerial Trustees of the International Association of Women Judges. In 2016, Judge Temin, also an NAWJ Past President, co-chaired IAWJ's 13th Biennial Conference held in Washington, D.C. The conference celebrated IAWJ's 25th Anniversary.

## NAWJ RESOURCE BOARD

The Resource Board of the National Association of Women Judges is committed to supporting NAWJ both financially and programmatically, for the purposes of (a) assuring that NAWJ has sufficient economic and human resources to execute its strategic plan; (b) developing bonds of mutual support and respect between and among Resource Board members and NAWJ members; and (c) promoting the professional advancement and elevating the standing of women from both the bench and bar.

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NAWJ annually holds midyear and annual conference to conduct association business, present education programs, recognize accomplishments, and strengthen our social bonds. The following list includes donations made to the National Association of Women Judges by individual, companies and organizations for midyear and annual conferences held since June 1, 2017.

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# New Judges Corner

## SISTERHOOD IN LAW

BY HON. EMILY ANDERSON, ADAMS COUNTY DISTRICT COURT, COLORADO

I had just attended my first NAWJ conference in 2017 in Beverly Hills, California. The quote from Anne Frank, "How wonderful it is that nobody need wait a single moment before starting to improve the world", has never been more apropos. I left the conference refreshed, inspired and in awe of what the NAWJ (the nation's leading voice for women in the judiciary) just pulled off with flying colors!

I attended the conference as a first-time attendee and as the newly appointed director of District Twelve.

Looking around the room on the inaugural NAWJ Lady Justice Awards Gala, I can say without a doubt it was the most diverse and inclusive group that I have ever witnessed at any other conference. I felt at home instantly.

I started this article with the Anne Frank quote as I had the pleasure of meeting Janet Langhart Cohen, the recipient of the NAWJ Lady Justice Artistic Integrity Award at the first annual Lady Justice Awards Gala. Mrs. Cohen authored "Anne & Emmett," a one act play of an imaginary conversation between Anne Frank and Emmett Till. Of course, I was star struck, but later that night her spirit reminded me that now more than ever we must remain dedicated to promoting the judicial role in protecting the right of individuals under the rule of law. We also met Sharon Stone, the recipient of the NAWJ Lady Justice Social Justice Award (picture Sharon Stone, Emily Anderson and Patricia Jarzobski).



Ms. Stone accepted her award, she shared with us that although we have a perception of who she is as a movie star; the reality is that she is a woman and a mother. She said women get things done....make things right....fix things, because we are mothers, because we are women. You could



(L-R): Patricia Jarzobski, Sharon Stone, and author Emily Anderson.

have heard a pin drop during the speeches of all the recipients. It was an evening that will not be forgotten.

Finally, as a new board member I had the pleasure of attending my first board meeting and the NAWJ strategic planning session. I was so impressed with the committed past and present leaders of the NAWJ, which clearly form the backbone of this organization. Chief Justice of the State of California, Hon. Tani Cantil-Sakauye, graciously

took the time to share her story and the joy she clearly gets from serving as leader of the California Judicial branch. Hooray to the planning committee, our fearless leader then NAWJ President Hon. Diana Becton and all the NAWJ staff as their tireless work on this visionary Midyear Meeting made it a complete success! NAWJ Past President Hon. Julie Frantz said it best, "NAWJ sisters are the sisters you choose." I was immediately welcomed and included by my sister jurists and by the end of the week I had some new friends across the country.

If you have not attended a NAWJ conference, I recommend you do soon. It is worth your money, time and effort. You will be refreshed with new perspectives and ideas and recharged by the power of your new NAWJ sister jurists.



The Hon. Emily Anderson is Judge on the Adams County District Court in Colorado. She is also NAWJ District 12 Director.



National Association of Women Judges  
1001 Connecticut Avenue, NW, Suite 1138  
Washington, D.C. 20036

