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COUNTERBALANCE is published by:
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SPRING 2019

President’s Message

From the day it was founded, NAWJ has been committed to diversity in our membership. Our organization welcomes both women and men judges, lawyers, academics and advocates who are passionate about NAWJ’s mission: NAWJ is the leading voice for women in the judiciary with its mission of equal access to justice.

This year, we are focusing on building on the foundation of NAWJ and looking towards the future. Members of the National Association of Women Judges’ Board of Directors, past presidents, founding members and staff gathered at a Leadership Summit in San Diego, California, April 24 - April 26, 2019, to address a vision of the future for NAWJ. We are very proud to have set a 5-year strategic plan with realistic goals and a distinct line of action.

NAWJ’s theme this year is “Global Judicial Leadership.” We celebrated International Women’s Day in March and continue to strive to provide equal access to justice for all, including women, children, and all vulnerable members of our society. Our members participated in the 63rd Session of the United Nations Commission on the Status of Women (CSW63) in March and our members presented on a panel on the issue of Domestic Violence. We also have a two-day conference coming up in New York in June; it is entitled, “Global Judicial Leadership” and is focused on the Human Rights of all women. The conference will be held at the UN Building and at Columbia University Law School on June 10 and 11, 2019.

NAWJ received a trademark on #WeToo in the Legal Work Place.” On March 21, 2019, we held a one-day conference in Sacramento under the same title, where NAWJ California members met with the members of the Legislative Women’s Caucus, State Senate Pro Tem, Senator Toni G. Atkins, and the California Chief Justice, the Honorable Tani G. Cantil-Sakagami to discuss their efforts to curb sexual harassment and assault in the state capitol and in the courts. Our goal is to present similar programs in all of NAWJ’s 14 districts. On July 16, 2019, we will hold another meeting with the Women’s Caucus in Washington, DC. A sexual harassment and assault program, in addition to all the other amazing cutting-edge educational programs will also be presented at the NAWJ 2019 Annual Conference in Los Angeles, California (October 15-19, 2019.

In our continued efforts to diversify the bench across the nation, NAWJ continues to encourage all Governors to appoint more women, especially women of color to the bench. We have also always encouraged our Presidents to appoint more women to the Federal bench. Our hope is to have an equal ratio of female to male judges appointed to the various courts across this great country in order to provide a more accurate representation of our diverse population.

We are also constantly striving to preserve and protect judicial independence with our Emmy-Award winning public service video on NAWJ’s civics education program, Informed Voter Project (IVP), which emphasizes the importance of impartial judges, and fair and free courts.

NAWJ was at the forefront in the establishment and implementation of gender bias task forces in both federal and state courts. We were instrumental in the passage of Violence Against Women Act and this year, we also submitted a Position Statement for extension of the act. We greatly advanced the administration of justice in many areas including domestic violence, sexual harassment, and the treatment of women in the courts. NAWJ is respected as a leader in educating judges and attorneys across the nation and internationally with its cutting-edge educational programs.

We have an exciting year ahead of us. Please join hands with us and help NAWJ achieve its goals. I am honored to serve NAWJ and its members.

Thank you!

Hos. Tamila Ebrahimipena
Judge of California Superior Court, San Diego County
Message from the Executive Director

My first seven months at NAWJ have been quite amazing. I’ve had the pleasure of meeting a number of our remarkable judges at our annual conference in San Antonio, our mid-year board meeting and leadership summit in San Diego, and at several regional events. It is an honor to be a part of NAWJ.

At the national office, I have begun to make some internal changes. The most visible to our members is our new membership database system. After three-plus decades of letting third parties handle our membership data, I brought it in house. Our new, top-of-the-line technology allows each member to manage her or his membership information, receive monthly updates, register for events, and much more! For the national office, all our data is in one place and is updated instantly, every day.

I look forward to working with our organizational consultants as we turn our operations to best support our most important asset: our judges! Our staff is here to serve you, and I hope to get to greet you all personally at some time in the near future.

Connie Pillich
Executive Director

Message from VP of Publications

The National Association of Women Judges began a sustainability study and strategic planning process two years ago, which culminated in the Leadership Summit held April 24 – 26 in San Diego (more information about that event is contained elsewhere in this magazine).

One of the early conclusions of the study was that NAWJ needs to expand our visibility both locally and nationally. In an effort to help meet that goal, all involved agreed that increased communication and visibility are essential.

Towards that end, the Board agreed to refresh Counterbalance and bring it in line with our vibrant and dynamic organization. Thank you to Executive Director, Connie Pillich, for securing a grant to help make this goal a reality.

We hope you like the new look of our premier publication. We will continue publishing Counterbalance digitally in order to be economically and environmentally responsible.

In an era of shrinking memberships for clubs and organizations, it becomes essential to highlight the relevance of our organization. If an effort to do so, this first Counterbalance of 2019 showcases the many programs and projects that NAWJ sponsors and supports. We hope you find this information helpful and inspirational.

It is my hope that future editions will not only continue to focus on member accomplishments and activities but will include timely and thought-provoking articles that will complement our wonderful conferences.

Thank you to all who submitted articles. I encourage each of our members to share activities, scholarly articles, ideas and talents with us for future additions. We cannot do this without you, our wonderful “sisters in the law.”

Please send any submissions to Lavinia Cousin.

Judge Karen Donohue
VP of Publications

The National Association of Women Judges (NAWJ) carries within its mission and values the legacy of the women’s suffrage movement, and continues to fight for equality, the rule of law, and for diversity. NAWJ also celebrates its 40th anniversary this year.

In 1979, one hundred courageous and revolutionary women judges, led by our founding mothers Justice Anna Blackburne-Rigsby and Justice Karen Donohue, joined together and founded NAWJ with about 100 judges from across the country. NAWJ has grown to over twelve hundred members today and stands as a nationally and internationally recognized and respected organization, representing the voices of women judges from almost every jurisdiction and from every level of the judiciary in this country.

As we reflect upon and celebrate NAWJ’s 40th anniversary, in conjunction with the centennial of the 19th Amendment, I would like to share a few thoughts from some of our past presidents, in their own words, on where NAWJ has been, where it currently is, and where it is going as we look forward to many years ahead.

These reflections on critical junctures of NAWJ’s history, by NAWJ Past Presidents, are just a few examples of the proud history of the National Association of Women Judges.

By Chief Justice Anna Blackburne-Rigsby, O.C. Court of Appeals
NAWJ Past President 2013-2014

COUNTERBALANCE SPRING 2019

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COUNTERBALANCE

NAWJ History is Women’s History

Reflecting Back on the 40th Anniversary of the Founding of NAWJ Through the... Eyes of Past Presidents

T his year, America will celebrate the centennial of the passage and ratification of the 19th Amendment of the Constitution of the United States that provided for women’s suffrage. It is our desire to honor the contributions of women since the times of Susan B. Anthony, Sojourner Truth, Alice Paul, and others, and continue to carry the baton and fight for women’s rights and true gender equality.

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NAWJ Past President 2013-2014

SPRING 2019
Successful 2019 Mid-Year Leadership Summit

By Judge Karen Donohue

Members of the National Association of Women’s Board of Directors, past presidents, founding members and staff gathered at a Leadership Summit in San Diego, California April 24 – April 26, 2019 to address a vision of the future for NAWJ. The three-day effort was a continuation of the work of the Sustainability Committee, formed in 2015 under the direction of then-President Lisa Walsh.

This year’s Leadership Summit was the vision of Judge Tamila E. Ipema, current President of NAWJ. Judge Ipema spent nearly a year planning and formulating the meeting. “I realized that NAWJ had not had a Leadership Summit in a very long time and it was about time for our organization to start thinking about new ways of doing business to sustain itself moving forward. I decided not to have a Midyear conference this year so that we could get together with the leaders of our organization and put our concentrated thoughts and efforts on the sustainability of our organization by developing a five-year strategic plan that will make our organization stronger and more prosperous financially going forward.” The combined Strategic Planning and Sustainability Committee Co-chairs, Judge Anna Blackburne-Rigsby and Judge Amy Nechtem, and their committee played an integral role in planning for this leadership summit.

Representatives from each district and the full Executive Board were joined by ten of our former presidents, who joined the Summit to share their experiences, views and wisdom. In total, 35 members were present to participate in this successful and productive meeting. Led by Mr. Cris Collie of the Collie Gorg Group and Ms. Danell Scarborough, President of Convening for Change, attendees were asked to consider what is required for NAWJ to thrive. In attempting to answer this question, attendees called out the strengths and weaknesses of the organization. All present recognized that NAWJ is unique in that we are the only organization that is open to all levels of courts, whether the court is an administrative tribunal, a tribal court, a state or local trial court, a military tribunal or the United States Supreme Court.

We do conferences well and provide cutting-edge education to our members. However, we do not market ourselves well and participants acknowledged that the organization must improve communication internally and externally in order to attract and retain members.

Ms. Scarborough facilitated day two of the Summit. All 35 attendees actively participated by splitting into small workgroups in order to tackle the five pillars of action:

- Education: Develop and Deliver Quality, Relevant Programming
- Communication and Marketing: Increase Recognition of NAWJ Internally as Well as Externally
- Membership: Grow Membership and Related Income
- Organizational Excellence: Align Leadership Efforts and Staff Support with the Strategic Plan
- Financial Sustainability: Ensure the Long-Term Sustainability of NAWJ

Many wonderful ideas emerged from this work. All who were present ended the day feeling optimistic, invigorated and enthusiastic about the future of NAWJ.

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The program was inspired by a similar project, the Project Joy Holiday Program sponsored by the nonprofit Women for Human Rights and Dignity, Inc., which was held from 1988 to 2009 at the Albion Correctional Facility.

The Beyond the Bars program includes a day of seminars and workshops addressing re-entry issues, plus entertainment in a holiday party atmosphere. Facilitated by volunteer lawyers and representatives from community-based organizations, the workshops cover topics such as housing options, employment, education, and entrepreneurship.

In December 2018, the Beyond the Holiday Program provided the women at Taconic with 400 gift bags, filled with items such as socks, wash cloths, note cards, pens, candy, canes, nail care, soap, and 200 daily planners. The program also provided clothing, 1,500 daily planners for the women at Taconic and Albion.

Success Inside & Out – Alaska’s Pioneering Program

NAWJ’s first conference-style program for incarcerated women began in 2006 in Alaska. Former Alaska Supreme Court Chief Justice Dana Fabe, who was then serving as NAWJ Project Chair, developed the Success Inside & Out conference as a re-entry program for incarcerated women who were within a year of their release dates.

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NAWJ Members to Receive Prestigious Margaret Brent Achievement Award

Justice Judith McConnell

Justice Judith McConnell, one of the original 100 founding mothers and a former president of the National Association of Women Judges, and Ms. Kelly M. Dermody, former co-chair and current member of NAWJ’s Resource Board have been named as 2019 recipients of the Margaret Brent Women Lawyers of Achievement Award.

Justice McConnell has been on the faculty for numerous educational programs for judges and lawyers on such topics as case management, ethics, juvenile law and civil procedure. She served on the governing board for the California Center for Judicial Education and Research.

Justice McConnell received a J.D. degree in 1969 from the University of California, Berkeley Law, and a B.A. degree in 1966 from the University of California, Berkeley, where she was awarded Phi Beta Kappa. Justice McConnell began her legal career in San Diego in 1969 at the State of California, Department of Transportation. She served as a trial attorney in the Department’s Legal Division until 1976, when she entered private practice until her tenure on the Superior Court.

Justice McConnell has worked throughout her judicial career to make the courts more accessible to the public and to improve the court system through better case management. Justice McConnell served two terms on the California Judicial Council, the rule making body for the state courts, and chaired the council’s Superior Court and Planning committees. She was a member of the Blue Ribbon Task Force on Jury System Improvement, the Commission on the Future of the Courts and the Advisory Committee on Gender Bias in the Courts. In 2005, she was elected by the Supreme Court to serve on the Commission on Judicial Performance, an independent state agency responsible for judicial discipline, and served as chair from 2009 to 2012. In 2007, the Chief Justice appointed her to the Commission for Impartial Courts, where she served as chair of the Public Information and Education Task Force. She chaired the Leadership Group for Civic Education and currently chairs the Power of Democracy Steering Committee.

Ms. Kelly M. Dermody

Ms. Dermody has been appointed by the Chief Justice as the trial judge in San Diego (21 years on the Municipal Court). Her colleagues on the Superior Court twice elected her Presiding Judge. She also served as Presiding Judge of the Juvenile Court and Supervising Judge of the family, appellate and civil law and motion departments during her tenure on the Superior Court.

Justice McConnell has worked throughout her judicial career to make the courts more accessible to the public and to improve the court system through better case management. Justice McConnell served two terms on the California Judicial Council, the rule making body for the state courts, and chaired the council’s Superior Court and Planning committees. She was a member of the Blue Ribbon Task Force on Jury System Improvement, the Commission on the Future of the Courts and the Advisory Committee on Gender Bias in the Courts. In 2005, she was elected by the Supreme Court to serve on the Commission on Judicial Performance, an independent state agency responsible for judicial discipline, and served as chair from 2009 to 2012. In 2007, the Chief Justice appointed her to the Commission for Impartial Courts, where she served as chair of the Public Information and Education Task Force. She chaired the Leadership Group for Civic Education and currently chairs the Power of Democracy Steering Committee, established to improve civic education in California and to implement the recommendations of the California Task force on K-12 Civic Learning, which she co-chaired. In 2016, she received the Chief Justice’s Award for Exemplary Service and Leadership for her work in improving civic learning.

In 1997, Justice McConnell was elected to the American Law Institute. In addition, Justice McConnell has been on the faculty for numerous educational programs for judges and lawyers on such topics as case management, ethics, juvenile law and civil procedure. She served on the governing board for the California Center for Judicial Education and Research.

Justice McConnell received a J.D. degree in 1969 from the University of California, Berkeley, Law, and a B.A. degree in 1966 from the University of California, Berkeley, where she was awarded Phi Beta Kappa. Justice McConnell began her legal career in San Diego in 1969 at the State of California, Department of Transportation. She served as a trial attorney in the Department’s Legal Division until 1976, when she entered private practice until her appointment to the San Diego Municipal Court in December 1977.

Ms. Kelly M. Dermody

Ms. Dermody is Managing Partner of the San Francisco office of Lieff, Cabraser, Heimann & Bernstein, LLP. She chairs the firm’s Employment Practice Group and specializes in class and collective actions on behalf of employees. Ms. Dermody is a nationally-recognized advocate in the areas of pay equity, race, and diversity and inclusion, and has prosecuted numerous cases challenging unfair hiring, promotion, compensation, and performance systems.

The Daily Journal has observed that Ms. Dermody’s “values have translated into real worldpay value for lots of people—people who have won better job opportunities from companies like Abercrombie & Fitch, Home Depot, and Smash Barney, or monetary damages from junksthat have engaged in predatory lending and servicing.”

In 2012, Ms. Dermody served as President of the Bar Association of San Francisco. She is a member of the College of Labor and Employment Lawyers and the American Law Institute. She is a past member of the ABA Labor and Employment Law Section governing Council, where she also previously served as Co-Chair of the Section’s Annual Conference, Committee on Diversity in the Legal Profession, and Equal Employment Opportunity Committee. The Daily Journal has selected Ms. Dermody as one of the top 100 attorneys in California, top 75 labor and employment lawyers in California, and top 100 women litigators in California. In 2016, The Recorder awarded her the “Dragon Slayer” award for her litigation work.

Ms. Dermody has received awards from charitable and civic organizations, including the NAWJ, the Anti-Discrimination League, the Lawyers Committee for Civil Rights of the San Francisco Bay Area, California Rural Legal Assistance, Legal Momentum, Equal Rights Advocates, Centro Legal de la Raza, and Bay Area Lawyers for Individual Freedom. Ms. Dermody received a J.D. degree from Harvard University and a J.D. degree from Berkeley Law School, UC Berkeley. She clerked for the Hon. John T. Nixon, U.S. District Court for the Middle District of Tennessee, before joining Lieff Cabraser.

The 2019 award will be presented at the ABA Annual Meeting in San Francisco on Sunday, August 11, 2019. Congratulations to these NAWJ members for the well-deserved recognition of their outstanding accomplishments.
The Honorable Tamila Ebrahim Ipema selected “Global Judicial Leadership” as the theme for this year, a theme that she passionately believes in based on her own life experience.

We have a responsibility to volunteer our time to go into our own communities to teach and train men and women on these important rights. But personally, I believe as judges we also need to be global leaders in getting involved in the role of law training, in training judges, and attorneys, prosecutors and police forces in developing countries on protecting women’s human rights in all areas that I mentioned earlier. We need to volunteer and work with legal systems around the world on constitutional reform.

Many women are suffering silently around the world and we need to educate ourselves about what is going on in various parts of the world, bring awareness to their plight, and work together with judicial leaders in their countries to educate them and to find solutions.

I am working hard to create a closer relationship between NAWJ and IAWJ where we could work together on these important issues related to women. My hope is to create judicial exchange programs where we could bring international judges here to the US to observe our system and we learn from each other. And our judges could also go and spend time observing courts in various countries and open a dialogue and do comparative law and role of law work.

As an immigrant and refugee woman, having been raised in a developing country where women’s rights were violated and women continue to suffer on a daily basis, this issue is very close to my heart. I know our judges being involved as global leaders in legal education and role of law and constitutional reform work, would make a huge difference in the lives of these women who are less fortunate than we are. While we are not perfect, we are a lot better off than many of the other countries in the world, and I believe we have something to offer to make a difference in the world, and we must try!”

This year, in support of President Ipema, CounterBalance will feature the stories of members who are exercising Global Judicial Leadership.

Now fast forward four decades. Baba passed away in the spring of 2018 and in November, I flew to Bangladesh. The Department of State and the Department of Justice’s Office of Prosecutional Development (affectionately known as OPDAT) had invited three of us to teach a program on Gender Violence and Human Trafficking. Our team consisted of the Supervisory Special Agent of the FBI’s Civil Rights Squad, Matthew Coit and Quentin Heidin, Agent-in-Charge of the U.S. Department of Labor, Office of Investigation for Labor Rights, and Fraud.

We flew into the capital, Dhaka, where we toured the nation’s only DNA laboratory and met with the Chief Justice of the Supreme Court, Syed Mahmud Hossain. From there we flew to Chittagong, a bustling city on the Bay of Bengal only a few miles from where Baba was born. Our audience was a group of judges, lawyers, and law enforcement officers. I joyfully watched the participants listening to lectures by Matt and Quentin. Both agents presented case studies of successful labor and sex trafficking investigations, showing CNN footage of victims who had been rescued, and even a surveillance video from an undercover agent pretending to be a worker in a Los Angeles factory suspected of holding hostage undocumented workers.

In 2017, Bangladesh had adopted the implementing rules for the Prevention and Suppression of Human Trafficking Act (PNHTA) and has since made significant efforts to eliminate trafficking. But it is a daunting task. While some Bangladesh migrate willingly in search of better jobs, others are lured by fraudulent recruitment companies and find themselves locked into coercive employment contracts, subject to contract work hinges and stranded abroad. Moreover, Bangladesh is home to more than 1 million undocumented Rohingya refugees fleeing Burma.

More than half of these vulnerable people are women and children, many of whom are recruited to work as maids in homes and hotels only to find themselves in the sex trade or sold to traffickers in other countries. The Bangladesh government is working with the UN and other non-profit organizations to provide protection and assistance to the Rohingya refugees and others. Police officers are being trained through an anti-trafficking module at the police academy and both they the Rapid Action Battalion of the Bangladesh army are active in identifying victims of trafficking.

Streamline adjudication of these sensitive cases, the government is also in the process of setting up Women and Children Violence Protection Tribunals, specialized courts to hear these cases quickly with specially trained judges and prosecutors.

When it was my turn at the podium, I decided to start my lecture in Bengali, telling the audience that where we sat – the Radisson Blu Hotel – was only a few short miles from the village where my father was born. I had come full circle, speaking in a language that my father loved, trying to build bridges and talking about issues that I had spent my entire professional career addressing. I was filled with gratitude for this amazing shrinking world, where agents from one democracy can fly half way across the globe to help the people of a country that is less than 50 years old. Together, we were sharing meals and ideas, learning how to tackle the international problems of gender violence and human trafficking.

We spent out last day in Chittagong giving a free-wheeling presentation at the Asian University for Women (“AUW”). The Vice Chancellor of the school, Dr. Nirmala Rao had previously headed the University of London School of Oriental and African studies. But she gave up the comforts of London to lead the charge in running a school that is dedicated to providing a liberal arts education to the neediest students from 15 countries across Asia and the Middle East. Taught by local and foreign faculty members from Australia, the United Kingdom, and the United States, AUW...
Justice Debra Stephens Visits Ukraine

Washington State Supreme Court Justice Debra Stephens, co-chair of NAWJ’s Judicial Independence Committee, visited Kyiv, Ukraine in December 2018 as part of the USAID New Justice Program.

Since Ukraine’s “revolution of dignity” in 2014, its national judicial system has undergone significant reforms, with a new cohort of judges working to increase public trust and confidence in the judiciary.

Justice Stephens’ outreach included trainings and meetings on the topics of judicial independence, judicial ethics, common law jury trials (not a current feature of Ukrainian judicial systems), and criminal justice reforms.

Commemorating “Law Week,” Justice Stephens delivered a lecture entitled: “Fair and Open Courts: Lessons from American States on contemporary threats to judicial independence and accountability in an age of polarized politics.” The public event at the National Academy of Sciences was attended by several hundred people, with hundreds more live-streaming from other cities, underscoring the broad public interest in building traditions of open justice in Ukraine.

As a highlight of her visit, Justice Stephens attended sessions of the Supreme Court Criminal Cassation court, Grand Chamber and High Council of Judges and met with several judges there. Among the hearings she observed were the appeals of former judges who, perhaps bowing to governmental pressure, imprisoned protesters in the February 2014 Maidan Square demonstration rather than allowing them to receive immediate medical assistance. The judges were removed from office following the revolution, and their cases became a lightning rod for judicial reform.

The work of the New Justice Program supports Ukrainian efforts to rebuild court systems and create an impartial and independent judiciary. Justice Stephens was humbled to be able to play a small part in that work. She encourages all NAWJ members to learn more about Ukraine’s revolution of dignity and to support our judicial colleagues striving for justice and peace in that country.
Annual Conference Co-Chairs Judge Orlinda Naranjo (419th District Court, Texas) and attorney Linda Tamez, Esq. (The Herrera Law Firm), welcomed, with genuine Texas hospitality, approximately 300 judges, attorneys, law professors, legal experts, colleagues, friends and volunteers to the 39th Annual Conference in San Antonio October 3 – 7, 2018.

Attendees were treated to five days of informative educational programming, which included sessions on Dementia in the Courtroom, Mental Health, Neuroscience of Judicial Decision Making and the Dark Web and Virtual Currencies among others. Plenty of time for fun at some of San Antonio’s famous landmarks was also included.

Attendees enjoyed a welcome reception in the Garden Terrace, a private Riverwalk boat cruise on the San Antonio river and a reception at the Alamo. Everyone who attended the Annual Gala Banquet on Saturday night was touched by the stories of pain, hope and redemption shared by the Conspired Theatre performers, a group whose mission is to offer incarcerated women and their allies a healing and empowering experience through theatre and creative writing. Later, the following Annual Awards were presented: Justice Joan Dempsey Klein Honoree of the Year was presented to Hon. Bea Ann Smith (Texas Court of Appeals, Retired) and NAWJ President 2002-2003; The Justice Vaino Spencer Leadership Award went to three leaders 1) Hon. Bernadette D’Souza, Orleans Civil District Court, Louisiana, now NAWJ President-Elect; 2) Hon. Marcella A. Holland, Baltimore City Circuit Court (Retired) and NAWJ Project Chair 2016-2018; and Hon. Lisa S. Walsh, Florida’s 11th Circuit Court, Civil Division and NAWJ President 2015-2016; The Mattie Belle Davis Award (given earlier in the conference) was presented to attorney Karen Johnson-McKewan, Esq., a partner in Orrick, Herrington & Sutcliffe LLP and Co-Chair of NAWJ’s Resource Board.

This committee was responsible for gathering the esteemed slate of speakers and for finding partners like the University of Texas at Austin and The Center for Women in Law.

Equally generous in their contributions were the Conference Friends Committee Co-Chairs Justice Catherine M. Stone (Fourth Court of Appeals (Retired), shareholder at Langley & Banack Inc.) and Chief Justice Wallace B. Jefferson (Supreme Court of Texas (Retired), partner at Alexander Dubose Jefferson Townsend LLP). Their network produced a host of donors who were essential to making the conference we all enjoyed possible.

DIAMOND ($15,000) - American Constitution Society; PLATINUM ($10,000) - Alexander Dubose Jefferson Townsend LLP; The Herrera Law Firm; Ketterman, Rowland, & Westlund; State Justice Institute, Thomson Reuters; SILVER ($5,000) - Center for Women in Law; Cokinos Young, PC; The Herrera Law Firm; H-E-B Grocery, Siebert Foundation; The Supreme Court of Texas Permanent Judicial Commission for Children, Youth and Families; Gold ($7,500) - Quicken Loans, Silver Eagle Distributors, BOXER ($5,000) - Center for Women in Law; Cokinos Young, PC, The Herrera Law Firm; Ketterman, Rowland, & Westlund; State Justice Institute, Thomson Reuters

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by Judge Marilyn Paja

On Wednesday March 13, 2019, the Washington State Gender & Justice Commission, in collaboration with Washington Women Lawyers, the Washington State Bar Association and the Washington State Women’s Commission hosted an acclaimed afternoon presentation to celebrate Women’s History Month. NAWJ members were leaders in the event planning and presentation. NAWJ members Judge Karen Donohue (NAWJ Vice President of Publications) and Judge Marilyn Paja (Vice Chair of the State Gender & Justice Commission) again served on the planning committee for this annual event. CLE credits were awarded to attendees who both graced the room and participated simultaneously by webinar.

NAWJ member Washington State Supreme Court Justice Sheryl Gordon McCloud lead a rousing discussion about women’s interaction in American jurisprudence focusing on individual women who made a difference, beginning with the Salem Witch Trials, highlighting Sojourner Truth, a strong woman and a slave whose child was sold from her, early workplace legislation intended to protect frail women, Margaret Sanger’s struggles with contraception, Rosa Parks’ efforts to foil separate public facilities, Justice Gordon McCloud spoke about the progress of the initiative in Washington State to review the 30-year old 1989 Report of Gender & Justice in the Courts. This new and forward-thinking Gender Bias Study was first announced at the NAWJ Conference in Seattle in 2016. With initial funding from the NCSC and support from our partners, including the NAWJ, the project is moving forward.

A University of Washington Law School professor, a Boeing lawyer and a Seattle University School of Law student spoke about The Evolving Jurisprudence and Legacy of Justice Ruth Bader Ginsburg. Justice Ginsburg, a long time NAWJ member, was acknowledged for her work relating to women in the workplace and for her other opinions and dissents that have moved Congress and SCOTUS toward a better acknowledgement of women in our country. (Bobble-head RBG dolls were raffled at the event.)

From their unique perspective NAWJ member Washington Supreme Court Justice Debra Stephens and her colleague Justice Steven Gonzalez presented the history of the Washington State Equal Rights Amendment.

Judge Raquel Montoya-Lewis, a Superior Court Judge for Whatcom County Washington shared a version of the impressive program she developed for the Washington State Judicial College on Implicit Bias. We were all riveted. One attendee said: “A powerful panel of presenters – their knowledge and enthusiasm for women’s issues in the law was quite inspiring.”

NAWJ Members... continue to lead in Washington State

Women and the Law: Past, Present and Future
2nd Annual Women’s History Month Program

Justice Ginsburg, a long time NAWJ member, was acknowledged for her work relating to women in the workplace and for her other opinions and dissents that have moved Congress and SCOTUS toward a better acknowledgement of women in our country.
Judges & Journalists Gather at National Symposium

By Annette Boyd Pitts

Leaders of the National Association of Women Judges Informed Voters, Fair Judges Project participated in a nonpartisan national symposium for judges and journalists recently at the National Press Club in Washington, D.C. The historic program, Undermining the Courts and the Media: The Consequences for American Democracy, was sponsored by the National Judicial College and broadcast on C-SPAN. Chief Justice Tani Cantil-Sakauye of California, Justice Barbara Pariente of Florida, and Justice Robin Hudson of North Carolina participated in the National Judicial College’s Judges Roundtable panel of federal judges and state Supreme Court justices to address challenges facing the judiciary and the potential consequences for judicial independence and American democracy. The program also included an array of prominent editors and reporters from the Washington Post, The New York Times, Fox News, CNN, and more. A conversation with Nina Totenberg was also featured during the prestigious event.

The program concluded with a special evening at the United States Supreme Court and a conversation with Justice Sonia Sotomayor. Justice Sotomayor addressed the National Judicial College participants and walked around the room, engaging with the audience and sharing her personal story.
NAWJ District Six Regional Conference Inspires a ... CALL TO ACTION!

Court of Appeal, Second Circuit; and NAWJ President-elect Judge Bernadette D’Souza, Orleans Civil District Court. These women, who were the first females and first Asian and African American females to sit in their respective offices on the bench, offered guidance to students from Southern University at Shreveport and other attendees. Guest speakers were privy to an in-depth discussion on the Women in Prison program. The panelists included Judge Arthur J. Hunter, Jr., Orleans Parish Criminal Court; Ms. Dobbins, Martin, Operations Manager, Operation Restoration New Orleans; Chief Justice Johnson; and April Bane, Program Manager, Louisiana Transitional Center for Women (LTCW), who described new recency programs and the need to combat recidivism, human trafficking, and domestic violence as well as the responsibility to get involved with the Women in Prison Program.

This program is a passion of Louisiana Supreme Court Chief Justice Bernette Johnson who served previously as District Six Director and has passed the mantle to Judge Sheva Sims. The "Judicial Firsts: Paving the Way" Roundtable was a discussion of judicial leaders, which included Chief Justice Johnson; Associate Justice Scott J. Crichton, who presented on ethics, social media, and a memorial to a judicial giant, and James Stewart, District Attorney, Caddo Parish, who presented on Women and Domestic Violence.

Conference participants also enjoyed the opportunity to make a difference in the lives of others through the Color of Justice program, which inspires girls and minorities to consider legal careers. Panelists included: Judge Yvette Alexander, Baton Rouge City Court; Judges Paula Brown and Regina Bartholomew-Woods, Fourth Circuit Court of Appeal, New Orleans, who presented on Human Trafficking. Other male jurists who supported the NAWJ through instruction and presentations were Louisiana Supreme Court Associate Justice Scott J. Crichton, who presented on ethics, social media, and a memorial to a judicial giant, and James Stewart, District Attorney, Caddo Parish, who presented on Women and Domestic Violence.

Women in Prison Panel: From left to right Judge Arthur L. Hunter, Jr., Orleans Parish Criminal District Court; Judge Shonda Stone, Louisiana Court of Appeal, Second Circuit; Judge Pamela Taylor Johnson, East Baton Rouge Juvenile Court; Chief Judge Felicia Stone-Williams, Louisiana Court of Appeal, Second Circuit; Louisiana Supreme Court Chief Justice Bernadette D’Souza, Orleans Parish Criminal Court; Judge Yvette Alexander, Baton Rouge City Court.

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to support upcoming legal minds and to inspire all to action. Attendees at the conference had the opportunity to meet and discuss matters of great importance to both the NAWJ and society at large, namely Human Trafficking, Domestic Violence, and Women in Prison issues.

The NAWJ District Six took action as it continued to show alignment with the organization’s ideal of increasing the number of women on the bench to accurately reflect the role of women in the democratic society by financially supporting female law students. The road to the bench begins with attending law school. At the Awards and Recognition Dinner, Assistant City Attorney Felicia M. Hamilton, Shreveport, who organized the local scholarship program, awarded seven (7) scholarships to the following recipients: Allison Payne, Loyola University New Orleans College of Law; Zakia Nesbitt, Kaylin Jolivet and Britney Euse, Louisiana State University - Paul M. Hebert Law Center; and Monette Davis, Shemul Matthews, and Lauren Grant, Southern University Law Center.

As the guest speaker for the Awards and Recognition Dinner, Chief Justice Johnson reported that while males remain the largest population in the nation’s prisons, the number of female inmates continues to climb, growing by more than 700% over the last 35 years. As a result of stricter drug penalties, more expansive laws, and an absence of reentry programs, this number could continue to rise. It is noted that in Louisiana, of the 10,000 male and female offenders who are released from prison each year, 43% will return in less than five years due in part to lack of employment and the inability to find a place to live.2 The strategy is to provide incarcerated women serving approximately two years or less with skills and an education to become licensed cosmetologists or earn associate degrees which better prepare them to become productive citizens. Chief Justice Johnson expounded on the difficulty incarcerated women face in getting sufficient hygiene and sanitary products that are safe for daily use, as well as their inability to successfully transition back into the community once they are released. Chief Justice Johnson opined that many recently released women have few options for employment and a place to live due to lack of skills, lack of clothing, and limited opportunities. Thus, the probability of their returning to prison is high. This sparked another call to action.
Judge Sheva Sims and NAWJ District Six are advocates for addressing recidivism through the Women in Prison Program by implementing skills and educational reentry programs for incarcerated women at the Louisiana Transitional Center for Women (LTCW) in Tallulah. The program, a response to over 200 incarcerated women who expressed interest in attaining employability skills, is a collaboration between judges, prison officials, as well as others. Judge Sims has collaborated with Warden Billy Tigner, who has agreed to allow the use of the facility in support of this initiative. Other partners include the Cosmetology Board of Louisiana, the Catholic Charities of North Louisiana, and a local cosmetology school.

In addition, representatives of the Greater St. Stephen’s Full Gospel Baptist Church visited the facility to plan a course of action to continue to provide hygiene items in the future. Judge Sims said, “I am honored that Chief Justice Johnson asked me to spearhead this initiative. It will ultimately change the lives of women, children, and families. When women succeed, society wins.” The success of reentry programs such as this not only influences the future of incarcerated individuals, but also positively impacts families, the prison system, and the taxpayers.

Judge Sheva Sims and April Bau men are working with the Women’s Shreveport Chapter of Alpha Kappa Alpha Sorority Inc. to develop a cosmetology class at LTCW. The class aims to prepare women for success upon release, with a focus on providing them with the skills and support they need to lead successful lives. The program is designed to provide women with the education and training necessary to enter the workforce, improving their chances of reintegration into society and reducing the risk of returning to prison.

Other partners include the Cosmetology Board of Louisiana, the Catholic Charities of North Louisiana, and a local cosmetology school. The program is a collaboration between judges, prison officials, and local community organizations.

LTCW visit: From left to right - Sandra Brown Prison Chaplain, Dominique McCraney, SULC Student, Judge Sheva Sims, Shreveport City Court, Judge Arthur Hunter Jr., Orleans Civil District Court, April Bau, Program Manager, LTFW (Shreveport) Chief Justice Renee Johnson, Louisiana Supreme Court (right) Joel Brown, Warden Billy Tigner.
addict” and a “prostitute.” He gets full custody of her because she’s not here because she’s a “criminal” “drug trafficker” or “abuser.” He was in jail when the court granted full legal and physical custody of her kids to him. She was not represented by an attorney, so the court had no way of knowing where she was or why she did not appear at the custody hearing. He was there, looking sharp in an expensive suit, with a lawyer. She said, “she’s not here because she’s a ‘criminal’ ‘drug dealer’ and a ‘prostitute.’” He gets full custody of their kids.

When she is finally released from jail, she’s not free for her life – she is now homeless because she lived with her “boyfriend” / trafficker/abuser until she was arrested. She refused to get a job, but had been in the “life” of being sold by others for sex since she was 11 years old. She had “square” jobs here and there, but nothing stable or long term. Even if an employer would hire her, they would likely revoke the offer as soon as they saw her background. If they still hired her, she was only there because of poverty, homelessness, addiction, mental health issues due to her trauma (seven PTSD, depression, anxiety, paranoia and other diagnosis) and numerous physical health issues and hospitalizations due to years of physical abuse, starvation, prolonged drug use, lack or preventive care and sleep deprivation.

...Free to Thrive, is a San Diego-based non-profit organization that empowers human trafficking survivors to be free and thrive by providing them with legal services and connections to other support.

The Legal Clinic is holistic in that we understand that in order to be successful in their legal cases, our clients need to be fully supported in every aspect of their lives. They need housing, jobs, education, trauma trained therapists, medical and dental care, mentorship, help cleaning up their credit, tattoo removal and much more.

When we conduct a client intake and needs assessment with every new client, we ask them about their personal, professional and legal goals. They light up when we ask them about their hopes and dreams for the future. We tell them how they want to get their high school diploma and go to college. They want their kids back. They want to clear their criminal record so they can get a job and housing. They want their credit, tattoo removal and much more.

The overarching question constantly guiding our approach to service is “what can we do to support our client’s well-being and future success?” This organically results in a unique process and experience for each client. For some clients, the immediate action may be to develop the safety plan to escape a trafficker. For other clients, they may need trauma-specific therapy to support their healing and recovery from their trauma. Other clients may be ready for legal services at the first meeting.

The overall impact of the Clinic on clients is life-changing. Clients receive no-cost, trauma-informed legal representation and access to the court system, a system that, until very recently, has labeled them as “criminals” instead of “victims.” Clients receive medical and mental health care from professionals trained to work with survivors of trauma. Clients have increased employment as well as educational and housing opportunities after clearing their criminal records and eliminating other barriers to their success. Clients have financial independence, higher self-esteem and overall happiness and well-being as they achieve their personal and professional goals, complete their legal and dependency cases, and get home from their trauma.

Free to Thrive is one of only a handful of organizations around the United States providing comprehensive and holistic legal services to human trafficking survivors. We need attorneys and organizations around the county to serve this client population. We also need the entire criminal justice and legal system to have comprehensive training on the issue of human trafficking and the legal needs of survivors. My dream is that the day will come when we no longer need organizations like Free to Thrive because human beings are free from human trafficking.
An Exploration of Sexual Harassment

By Rene R. S. Stackhouse

The Historic 1928 Courts & Library Building in downtown Sacramento is beautiful, boasting wood polished to a shine, high ceilings, and crown molding. The building harks back to a time of the invention of Mickey Mouse, the discovery of penicillin, and the first trans-pacific flight. It was built in a time when women had just shortly prior (1920) won the right to vote.

On March 21, 2019, the historic nature of the building was sharply juxtaposed with the forward-thinking women gathered to explore sexual harassment and to talk about creating a new future—a “new normal.” Brought together by the National Association of Women Judges’ Day at the California State Capitol, #WeToo in the Legal Workplace, the room was filled with women lawyers, judges, and legislators all committed to working together on ways to eliminate sexual harassment and assault in the California workplace.

NAWJ President, San Diego Superior Court Judge Tamia Ipema said that she made the program the first goal of her presidency because “sexual harassment and assault is still prevalent at every workplace, including the courts and legislative branches” and that “we need to bring awareness to this problem by demanding transparency and accountability.”

#WeToo program co-chairs, San Diego Superior Court Judges Paula Rosenstein and Jean Weber met, and exceeded, that goal through their efforts in bringing the program to life.

Stronger Together

The day began with a welcome from the three partnering organizations; the NAWJ, the California Legislative Women’s Caucus, and California Women Lawyers. President Ipema noted many accomplishments of the NAWJ including its recent position statement to extend and strengthen the Violence Against Women Act, Legislative Women’s Caucus Chair Sen. Connie Leyva shared recent legislative wins in California including SB 1300 (Jackson) which makes employers responsible for the acts of nonemployees if they knew or should have known about the conduct and failed to take immediate action, SB 1343 (Mitchell) which requires employers with five or more employees to provide at least 2 hours of sexual harassment training to all supervisory employees and at least one hour of training to all nonsupervisory employees (vice the 50 employees required by FEHA), and SB 1820 (Leyva) which prohibits confidentiality clauses in settlement agreements for certain sexual offenses. She noted that we must continue the forward momentum and can’t let “things go back to normal.”

California Women Lawyers President Attorney Aome Mikarich commented on the strength of women coming together to support each other at events such as this and highlighted programming of CWL in furthering women in society and the legal profession, including “So, You Want to be a Judge?” and “Elect to Run.”

The mix of judges, lawyers, justices, and legislators coming together on #WeToo was truly extraordinary.

California Women Lead

Judge Weber moderated the first panel featuring Senate President Pro Temp Toni Atkins and California Supreme Court Chief Justice Tani Cantil-Sakaya. Weber began by recognizing that, not only was it Women’s History Month, but that the two panelists were leading two of California’s three branches of government; a historic first.

The Chief Justice shared two fronts on which she had been focused to combat sexual harassment in the courts. The first deal with the California Rules of Court and public access to records. She told those that gathered that she became aware of a situation where records were being sought pursuant to C.C.R. 10.300. She assumed they would be provided by the individual courthouse, as they were appropriately sought, but later learned the documents had not been produced because of a perceived ambiguity in the rule. She immediately asked the Judicial Council to take action to consider the rule on public records to clarify that settlement agreements to resolve sexual harassment and discrimination complaints against judicial officers must be publicly disclosed in response to records requests and that the names of judicial officers may not be redacted from those agreements. Even stronger, the amendment made it clear that the disclosure of records applies to all settlement agreements entered into since January 1, 2010 to ensure that past as well as future publicly funded settlement agreements against judicial officers are disclosable as a matter of law. According to the Chief Justice this was the “fastest acting work group in the history of the Judicial Council.”

She also raised the working group she created to keep courthouses “safe from discrimination and harassment.” The working group is developing recommendations for reporting procedures for handling harassment complaints which focus on confidentiality, building confidence in reporters, and safety. The message the Chief Justice wants to promote and deliver is that reporters “will be heard, claims will be investigated, and parties will be treated with respect” in order to overcome any intimidation that may exist in reporting judges or justices. She hopes to get the working group recommendation this Summer.

Likewise, Senator Pro Temp Toni Atkins led the change on reporting procedures in the state legislature. “The system has failed us, so we had to take a look at it,” she began, which prompted her to “create something new because people didn’t trust the existing process.” The new process, two years in the making and the result of seven hearings, and hundreds of testimonials, uses a model created by the City of Los Angeles and went into effect this year. It involves an initial investigation by a workplace conduct unit, and then review of the unit’s findings by a panel of legal experts who will then recommend appropriate responses from the Assembly or Senate. Those experts include individuals appointed by the Chief Justice, the Senator Pro Temp and the Speaker.

The new process is an “incredible opportunity,” Atkins said, “If we turn away from the focus on sexual harassment, we’ll slip back to a definition of ‘normal’ that is not normal. We need to change the definition of normal.” She said, “The true test is not how the new procedures work today, but how the response to them is long-term.”

In both the legislature and the judiciary, there are many reasons why people don’t come forward. Senator Atkins raised Prof. Hill as an example, “Antia Hill came forward and she was shut down. She was articulated, educated, and she was shut down. We saw that again recently. Women are going back in the closet because of that. They’re going to wait to see if we’re serious this time. We have to show them we are.”

President Ipema was not alone in sentiment that “we are very lucky in California to have two very capable and strong women in charge of the Senate and Supreme Court who are committed and are taking steps to improve training and education of all employees, and hold perpetrators accountable.”

Interrupting the Power

The second panel featured attorneys Jerrilyn Malana, Chief Deputy of Employment/Special Advisor to the San Diego County District Attorney’s Office and Kelly Dermody, managing partner of Lieff Cabraser Heimann & Bernstein and was moderated by recently appointed Contra Costa County Superior Court Judge Wendy McCague Coats.

The panel delved into the barriers reporters face and what can be done to overcome those barriers. Many women are familiar with the barriers to reporting including fear of not being believed, intimidation that may exist in reporting judges or justices, and what can be done to overcome those barriers. Many women are familiar with the barriers to reporting including fear of not being believed,
Continued from page 8

The Women’s Correctional Institute in New Castle, Del., the only women’s prison in the state.

Delaware Superior Court President Judge Jan Juden, a member of the NAJW Women in Prison Committee, led the organization of the first conference. In the program’s first year, Delaware’s Chief Justice, Cynthia Markell, gave the keynote address, and workshops addressed issues related to personal growth and health awareness, intimate partner violence, grief and loss, educational needs of children, positive relationships, employment skills, emotional development, and re-entry services.

“We want to help the women who are here in detention start thinking about getting their lives back together when they go back out there,” Ipeoma said. “We basically want to set them up for success when they get out, so they can go to job, get their education, and never have to come back here again.”

Ipeoma also organized an annual resource fair at Las Colinas in 2017, with representatives from local community colleges, legal aid organizations, and nonprofits providing educational and career guidance.

The San Diego Success Inside & Out program is currently chaired by San Diego Superior Court Commissioner Terrie Roberts and San Diego Superior Court Staff Attorney Nadia Kierlami, and the resource fair is chaired by San Diego Superior Court Commissioner Pennie McLaughlin.

“One thing we would host these events, we learn,” said San Diego Superior Court Commissioner Pennie McLaughlin, who co-chaired the 2018 Success Inside & Out conference and the 2016 resource fair. “We gain a greater understanding of exactly what is needed for each woman to succeed. Here, success is measured in what it will take to end the repetitive return to jail and the criminal justice system.”

The San Diego program has a website, https://success-sd.com/, that provides links to community resources for help with housing, employment, criminal record relief, legal advice, and reconnecting with children.

Storybook Project Connects Moms to Kids

While Success Inside & Out is a one-day conference program for women nearing their release dates, the Women in Prison Committee and NAJW chapters also sponsor activities that

healthy relationships, changing behavior, handling money, reconnecting with children, going to college, and succeeding on probation.

“In 2013, the ‘Sisters in Success’ program started at Burlington, N.C., and has been successful in changing the behavior of women leaving prison, helping them to reconnect with their children, and re-entering the workforce,” Ipeoma said.

In May 2013, the “Sisters in Success” program was held at the Burlington Correctional Institution for Women (MCIIW) in Jessup, Md. That conference was organized by NAJW Women in Prison Committee co-chair Murray and Associate Judge Cathy Hollenberg Scerret, who co-chaired the Circuit Court for Prince George’s County, Md.

Scerret and Julie Weatherly, Senior Associate Judge for the Prince George’s County Circuit Court, co-chair the program this year.

The Women Moving Forward Conference provides workshops on a variety of topics such as housing and homeownership, money and credit management; obtaining medical insurance; educational opportunities; family reunification; re-entry mediation services; coping with substance abuse, and mental health concerns; yoga, meditation, and dealing with post-release legal issues; avoiding scams; and tips on successfully navigating parole and probation requirements. Workshop topics also include: skilled building in parenting, anger management, positive thinking, and employment preparation including resume writing, job retention enhancement skills, and interviews with employers ready to hire upon the participant’s release.

The conference also includes keynote and motivational speakers, a plenary session of formerly incarcerated women who have successfully transitioned home, a fashion show, lunch, and a resource fair.

Like Faber, the Women Moving Forward organizers seek to provide participants with a true conference experience – including providing conference bags with a copy of the conference program, a t-shirt, a journal, and items such as a calendar, toiletries, and other items donated by conference partners and sponsors. For the 2011 conference, the conference provided participants with a USB flash drive with preloaded resource materials such as a resume template, medical insurance application, and information on other community services.

The San Diego Success Inside & Out conference model soon spread to other NAJW chapters.

In the Fall of 2018, the first “Women Moving Forward Conference” was held at the Maryland
help incarcerated women throughout the year.

In Maryland, NAWJ members coordinate two programs at the Maryland Correctional Institution for Women that are geared toward helping mothers.

Senior Judge Marcha Bernard, of the Montgomery County Circuit Court, began the “Storybook Project” at MCIW in 2001. Modeled after programs operated by nonprofits in Illinois and Alabama, the Storybook Project records incarcerated mothers reading storybooks, then sends the recordings to their children along with the books and a brief recorded message from mom. The program aims to help mothers maintain a bond with their children despite their separation.

Bernard prepared a how-to guide for how to coordinate a Storybook Project, which is available on the NAWJ website at https://www.nawj.org/catalog/community-outreach-programs/the-storybook-project.

“As simple as it is, this is a most important project,” Bernard writes in the guidebook. “The children can turn on their CD player and hear their mom’s voice whenever they feel lonely or sad. They can play the CD during the visit, and each time hear their mom read the story and say, ‘I miss you. I love you. You’re never old. It’s the next best thing to having their mother right there with them.”

MCIW also hosts a special Girl Scout troop through the Girl Scouts Beyond Bars program, which has been led for many years by Senior Judge Marcella Holland, of the Baltimore City Circuit Court. The Scouts visit MCIW and work on projects with their mothers, even enjoying an annual sleepover where the women and their children spend the night in the institution’s gym.

Colorado Court of Appeals Judge Terry Fox started a Storybook Project program for the inmates at the Denver Women’s Correctional Facility in 2012, collecting 238 children’s books in the first year.

In the program’s second year, organizers collected nearly 4,000 books, aided by drives led by volunteers such as Judge Elizabeth Beswick of the 26th Judicial District Court in Boulder County, Judge Elizabeth Weisberg of the 19th Judicial District in Arapahoe County, and Judge Julie Huffman of the Montrose County Court.

Several NAWJ chapters coordinate book clubs for incarcerated women, bringing judges, attorneys, and other volunteers in to lead lively discussions of fiction, nonfiction, classics, and poetry.

NAWJ’s Women in Prison Committee sponsors a book club at the Maryland Correctional Institution for Women, where volunteers lead book discussions and teach creative writing sessions about twice a month. NAWJ Women in Prison Committee co-chair Murray formed the program in about 2004 and is still an active participant. Volunteers include judges and attorneys as well as academics and writers, including famed writers like Nikki Giovanni. The book club members also enjoy occasional movie nights featuring film versions of books they’ve read.

Even before the book club was started, the Women in Prison Committee had organized an eight-week speaker series at MCIW in 1994, at the request of the warden, who was concerned that women serving sentences of 20 years or more were ineligible for the prison’s various re-entry programs. The speaker series addressed the appellate process in Maryland criminal cases and post-conviction issues, how to conduct legal research, divorce, child custody, support, and visitation; legislation affecting incarcerated persons; and public benefits and educational opportunities.

In Iowa, District Court Senior Judge Donna Paulsen founded a book club at the Iowa Correctional Institution for Women near Des Moines – the state’s only women’s prison – in April 2015.

Paulsen said the book club grew out of an earlier project in which judges and attorneys furnished a visiting room for children, stocking it with games, toys, flash cards, a play kitchen, train sets, doll house, and books to that mothers could enjoy interactive play with their children. After the success of that project, Paulsen heard from the warden, who said there were women serving long sentences who were starved for intellectual stimulation – would the judges be interested in starting a book club for the women? Paulsen was happy to take on the project. She said she wanted to join a book club with her grandmother when she was released.

The book club, which is also supported by the Iowa Organization of Women Attorneys and Polk County Women Attorneys, meets every two weeks, with a group of about 30 volunteers taking turns leading sessions. The book club has read 92 different books to date, and the volunteers have donated more than 1,300 books, including books used in the book club, as well as books donated to the prison library, health center, living units without privileges, and work release units.

“Any amount of time spent with a child, reading books or anything – those kinds of engagements are so powerful,” Paulsen said. “I think it’s that you’re really getting into the moment with someone who is going through a difficult experience. That’s a bond with their children despite their separation. It’s another thing to drive out to a prison, a visiting room for children, stocking it with sets, doll house, and books so that mothers could enjoy interactive play with their children. After the success of that project, Paulsen heard from the warden, who said there were women serving long sentences who were starved for intellectual stimulation – would the judges be interested in starting a book club for the women? Paulsen was happy to take on the project. She said she wanted to join a book club with her grandmother when she was released.

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The Color of Justice Mentor-Jet Programs

Diversifying the Legal Profession and Judiciary, One Student at a Time

In fact, these programs are so popular and in demand by schools in San Diego County that several other judicial officers have volunteered to also hold similar programs in Chula Vista Courthouse (chaired by Hon. Patricia Garcia), and Vista Courthouse (chaired by Hon. Michael Washington, and Hon. Pernie McLaughlin) each year.

The program co-chairs attribute the success of the program in large part to the passionate judges, attorneys, law professors, and law students who participate in the program each year, those individuals continue to volunteer their time to act as mentors and role models for the students.

Students who have attended the program in the past have ranged in age from 14-17 and come from diverse, often disadvantaged backgrounds. Teachers select and recommend students based on attendance, and interest in law, but without any bias.

Convey the importance of the personal commitment, passion, and perseverance necessary to succeed.

Build appreciation and understanding for the roles and responsibilities of attorneys and judges.

The Honorable Terrie Roberts and the Honorable Tamia E. Ijoma, co-chaired the 8th Annual Color of Justice and Mentor-Jet programs in San Diego on November 28, 2018. The two- phased agenda included both panel discussions and a mentoring rotation and was a great success.

In August 2017, the Honorable Helen G. Whitener held a Color of Justice event in Pierce County, Washington. Approximately 60 young women between 11 and 16 attended. While Judge Whitener hopes Color of Justice events will succeed in inspiring more young women of color to become judges, she also hopes these events will result in an understanding about the importance of perspective. “It’s not that women have different perspectives, the interpretation of the law will be skewed. The society is diverse and the law needs to be perceived through diverse eyes,” Judge Whitener counseled.

The first phase of this two-phase program features a panel discussion with the mentors (judges, attorneys, law professors, and law students), all of whom will share personal and professional insights with the students. The second phase of the program, Mentor-Jet, provides a small group of approximately 25-40 mentees the opportunity to speak with the 25-40 mentors on a one-on-one basis. Here, the students may ask questions, request personal feedback, explore feelings about law as a career, and set career goals. This phase is the focal point of the San Diego program.

During the Mentor Jet phase, students spend 3-5-minute sessions with each mentor on one, with a ringing bell indicating the end of each cycle. By the end of the phase, each student will have spoken to 25-40 different mentors; the students are provided a booklet, resembling a passport book, to store mentors’ business cards in, and they are encouraged to stay in contact with these mentors after the program.

In addition, the law schools provide the students with helpful information regarding available financial aid, including grants and scholarships. USD Law provides students with an article called “Path to Law School,” which offers guidance in completing high school and college and applying to a law school.

For more information, please contact cpillich@nawj.org, and she will put you in touch with a mentor judge to guide you through the program step by step.
Committee Spotlight

Mothers In Court

The committee seeks to raise awareness, provide education, and offer methods of addressing issues that mothers in court face across the nation.

The committee operates within the framework of the Michigan Court Reporting and Transcription Association (MCRTA) and the Michigan Court Reporting Institute (MCRI). It is composed of volunteer members from across the state who have shared a personal experience, a professional experience, or are simply interested in the issues. The committee strives to provide a platform for mothers in court to share their stories and experiences, and to advocate for change and improvement within the judicial system.

In the Bar

In 2011 in Atlanta, Georgia, an immigration judge denied a solo practitioner attorney’s Motion to Continue a hearing that fell during her six-week maternity leave, which motion she made as soon as she was hired on the case. Denying the Motion before the hearing, his justification was that the court date had been set prior to her accepting representation. She appeared at the hearing with four-week-old strapped to her chest. (A whole separate discussion could be held on many readers’ implicit bias if you thought “Why didn’t she get a nanny? Doesn’t she have family members who could help? Where is her spouse/partner?” Bottom line was that she did not have alternatives.)

In 2017, I had a several week trial in Los Angeles right after giving birth to my son. My family relocated for the trial with me as I was breastfeeding exclusively. I brought my pump with me to Trial Call and asked the judge for permission to use the jury room or pump during lunch. He agreed. At lunch break, and near burning, I went to use the jury room only to have the clerk tell me I would not be using the jury room because she couldn’t leave until I was done and she wasn’t going to let me use her lunch break. I went to the bathroom which was not only

by Renee N. G. Stockhouse

Women are better represented in the courtroom as members of staff and jurors. However, there is still a significant gap in representation at the leadership level. Women make up 40% of lead counsel in criminal matters, and 50% in civil cases. Nevertheless, women lawyers are increasingly seeking to raise awareness, provide education, and offer methods of addressing issues that impact mothers and fathers in court face across the nation.

In 2018, The United States District Court, Southern District of California ensured outreach to mothers in court. Lawyers Club of San Diego, to make sure that women lawyers knew that there was a Nursing Mother’s Room at the Schwartz Courthouse and Carter & Keep Courthouse and what amenities they contained. The information is displayed on the courthouse website, as well as hours of operation and contact information.

The United States Bankruptcy Court, Central District of California catered to a Mother Room for the public and staff, complete with "comfortable seating, an electrical outlet, a refrigeration unit, a self-locking door and a washroom" and now offers Mothers Rooms in other locations (L.A. Riverside, and Santa Ana). They, too, feature the information prominently on the website.

Let’s Not Forget Our Jurors

Seventeen states and Puerto Rico exempt breastfeeding mothers from jury duty. But jurors continue to face issues whether exempted or not as they navigate the legal system. In 2013, a Missouri, a woman who brought her baby to court was actually charged with contempt. An article from 2014, highlighted women in California who struggled with wanting to serve but also wanting to breastfeed. The first mother was excused for the opportunity to serve and was advised when she called that there were accommodations for nursing mothers. When she arrived, she was directed to the staff in the women’s restroom. She was asked to be transferred to a location with a private lactation area but was denied. Another woman was allowed at the judge’s chamber, but still faced the “we’ll work through lunch and get out early” decisions or ten-minute breaks, which is not enough time to pump. Embarrassed to ask, she instead dealt with leaking breasts and engorgement issues.

Even though Federal Law requires employers with 50 or more employees to provide a space to pump breast milk, jurors and attorneys are not considered employees and courthouses are not required to provide them with accommodations.

Not all the News is Bad

In 2018, the United States District Court, Southern District of California ensured outreach to mothers in court. Lawyers Club of San Diego, to make sure that women lawyers knew that there was a Nursing Mother’s Room at the Schwartz Courthouse and Carter & Keep Courthouse and what amenities they contained. The information is displayed on the courthouse website, as well as hours of operation and contact information.

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Last year in Florida, a woman lawyer filed a motion in May asking for eight weeks’ leave after her October 21 due date and a delay of trial, asking that it be moved to January 2019. Her doctor had limited her travel ability. Opposing counsel filed an opposition to her Motion calling her request for time off “extreme” and argued that there were plenty of other highly qualified attorneys at her firm who could represent the client, which the attorney denied. A second mother took a reasonable time to spend with their child.

In 2017 the Florida Bar Board of Governors recommended a new Rule of Judicial Procedure to allow lead attorneys to obtain a three-month continuance for parental leave. However, the continuance did not cause “substantial prejudice” to opposing parties. It was the third instance that the Florida Bar attempted to get such a rule passed. A copy of the proposed Rules, with amendments, were provided to the Florida Bar Association for public circulation. March 1, 2019 Bar News and will be open for further comment. The Rules of Judicial Administration Committee is opposed to the adoption of the parental-leave continuance rule.

While this rule is under review with the Florida Supreme Court, Judge Ravi Sandill of Harris County Florida signed a standing order that any lead counsel who has been actively engaged in the litigation of a matter may seek an automatic continuance of a trial setting up to 120 days for the birth or adoption of a child. He noted that by doing so, he is able to remove the uncertainty that such a Motion would be granted.

Administrative Law Judge Cori Barkman of Michigan reached out to share her experience with MIC. She became an attorney in 2005. She gave birth to her twins in 2009 while working for the Office of the Attorney General. While she was pregnant, and after returning to a litigation docket, she noted that her experiences were always positive in the Eastern and Western District of Michigan. The courts were accommodating. But, she says, “you have to ask. Your family is important, too, so don’t be afraid of asking for reasonable accommodations for what you need. It’s about open communication.” She would also encourage lawyers to work together to resolve scheduling conflicts or accommodations before raising the issue to the court. She had a personal experience of the same to a male attorney, who thought challenges her child was facing was facing being a filing a brief requesting relief from the court. Despite being difficult, the open sharing led to a more positive working relationship between them.

Reflecting back she found that, ultimately, she was
positive experiences are fostered.

But when mothers in court are left feeling like they are lesser, like they are “naive,” or “high maintenance” for caring for their health or their children, that’s an issue. That’s why we lose good lawyers from the practice area and from the profession. It’s not “special treatment,” it’s a basic respect.

The Ask

Help us gather information.

• Reach out to MIC with your personal experiences (positive or negative) about being a mother in court.
• Share with us what you’ve seen work in your courthouse or in your courtroom.
• Let us know if you have a listing room or if you share that information on your court’s website.
• Provide sample local rules, orders, jury instructions, policies or procedures;
• Bounce your ideas for how accommodations could be handled better for all involved.

Email: Renee@StackhouseAPC.com

East Bay Sanctuary Covenant Honors 
Retired Immigration Judge Carol A. King

In October 2018, Retired Immigration Judge and NAWJ member, Carol A. King, was honored by the East Bay Sanctuary Covenant (EBSC) at its annual dinner for her work with refugees and her dedication to the rule of law over a career of more than 30 years representing immigrants and refugees and sitting on the Immigration Court.

From a movement in the 1980’s which organically arose to protect refugees from brutal dictatorships and war in Central America, to an organization helping immigrants from all over the world with everything from housing to legal services to finding family members over the world with everything from housing to legal services to finding family members.

EBSC and who are now stepping up to lead communities in significant ways.

Happiness is Working with a Therapy Dog

By Barbara Lewenson

When the last of our German Shepherd dogs died, life changed. No dog lying next to me while I worked at the computer writing my mystery novels. No one planning to go for a walk. After four weeks of a lonely home and yard, I went to the Humane Society and adopted a small black dog that was supposed to be a black lab mix.

My vet said this was not a lab at all and DNA testing told me Maggie was three parts Great Dane. She promptly gained thirty pounds and grew several inches.

At our local training facility, Maggie quickly passed her basic obedience. The trainer suggested that she take the class for therapy work due to her gentle nature. Eight weeks later and daily at home practices Maggie and I both passed a ten part exam and became a certified therapy team through the Alliance of Certified Therapy Teams.

Maggie’s reputation.

Now when we walk in the door of a facility, the shouts go out, “Maggie’s here.” We both love to hear it. After years of law practice and being on the bench seeing so much sadness and trouble, working with a therapy dog is absolute happiness.

Barbara Lewenson is retired from the 11th Judicial Circuit of Florida.
is a past President of the National Association of Women Judges and was the first woman appointed as Associate Justice of the New York State Supreme Court. Appellant’s Brief, First Department. The Birthday Program loaded all the roles she has held – Judge, Friend, Parent, Lawyer, Mentor, Mediator, Arbitrator, Grandparent, Appellate Justice. Past President NYBA, First Woman Presiding Judge in 1st Dept., Bronx Jewish Hall of Fame Inductee, and Past President of NWJ. Upon her retirement, Justice Kline joined Atton & Bird LLP as Senior Counsel. Guest included Justice Ellen’s family, friends, and NWJ members.

On March 11, 2019, NWJ Immediate Past President, Judge Tammy Nguyen, NWJ International Director Judge Lisette Shreden-Harris, and District Director Judge Genevieve Edler collaborated with Fordham Law School to host an International Women’s Day panel dedicated to women as judges, and our respective roles.

On January 25, 2019, NWJ New York Women in Prison panelists Stephen Myers and Leigh Magnum made presentations. Housing issues addressed included Federal Exclusion Rules, Section 8, New York City Housing Authority and Housing & Preservation Department’s application, documentation requirements, and appeal process. A question and answer period followed the presentation and printed materials were provided to attendees. Tacoma is a medium security prison for women in Bedford Hills, New York, approximately 50 miles from New York City. NWJ WIF Member Justice Betty J. Williams was also present at the workshop. Justice Joanne Quinones Recognized by Brooklyn Women’s Bar Association with Amy Wine Award

John A. Burchard, Esq., NBWA Board member (left) and Cara Ann Cavallaro, Esq., NBWA President (center) present the Amy Wine Award to Hon. Joanne D. Quinones, (far right).

Just three months after receiving a prestigious award from the state bar, NWJ member and New York State (King’s County) Supreme Court Justice Joanne Quinones was presented with the Brooklyn Women’s Bar Association’s (NBWA) Amy Wine Award for her annual Membership Party held at Brooklyn Bowl Hall.

We are presenting her with this award for her dedication not only to the Women’s Bar, but to the legal community and the legal profession at large,” said NBWA President Cara Ann Cavallaro. “The NBWA is honored to have Joanne as one of its distinguished members and I am privileged to call her my friend.” Justice Quinones has organized several Color of Justice programs in Brooklyn.

DISTRIBUTOR DIRECTOR: Hon. Vivian Medinilla Superior Court of the State of Delaware Email: Vivian.Medinilla@Delaware.gov

New Jersey Receives Support, Again, for Color of Justice

The New Jersey Women Lawyers’ Association (NJWLA) is proud to announce that New Jersey’s presentation of Color of Justice. It is NJWLA’s fourth grant award to NWJ. This year’s grant was awarded to NJWLA’s Prisoner Education Project and the Women’s Support Group.

The next day’s sessions were held in Hazel Hall at George Mason University School of Law. Approximately 40 judges, attorneys and students convened to learn the latest on transgender student rights, juvenile immigrant visa status in civil cases, and free speech and campus speech codes. Thank you to session speakers: AGLU Virginia’s Executive Director Claire G. Gasteluga, Leslie E. Orefi, Director of the National Immigrant Women’s Advocacy Project and New Castle, Delaware Family Court Commissioner Loretta Young; and Professor Joden Kish, Director of the Liberty and Law Center at Antioch Scipia Law School at George Mason University. Congratulations to Justice for her education vision, and for expanding NWJ outreach around all parts of the district four.

District of Columbia

NAWJ Finance Chair and former District Four Director Judge Heidi Pasichow, and NWJ Government Affairs Committee Chair Judge Anita Jossey-Herring, spoke on “How to Become a Judge” panel.

Thank you, Judge McDermott!

Vivian Medinilla took up the mantle as Director in April. Thank you, Judge McDermott!

SPECIAL DIRECTORS INTERNATIONAL

Philadelphia Court of Common Pleas, Pennsylvania

AND RELEASE

Circuit Court for Prince George’s County, Maryland

PROSECUTING JUDGE

His Honor Judge Orlinda Naranjo

Naranjo Retires from the Bench

On November 15, 2019, the Austin Bar Association hosted an event “In Honor of Retiring Judge Orlinda Naranjo, 419th District Court.” Over 300 lawyers and judges attended the evening reception to celebrate the career of the Honorable Orlinda Naranjo who retired from the 419th Travis County Civil District Court. The event also raised over $100,000 to be split between the Austin Bar Foundation and Volunteer Legal Services. Volunteer Legal Services will use its proceeds to fund a “Judge Orinda Naranjo Fellowship.”

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The Cosmetology Program will be started at the proposal to move forward with planning and details.

The Women in Prison Initiative is moving forward.

Judge Pietan indicates she is happy to be helping make history, but she acknowledged that more work still needs to be done to achieve racial diversity on the bench. “I want to see growth in the area of people of color being represented as well,” she said. Incidentally, there has been a female majority on the Minnesota Supreme Court since 2002. In the spring of 2002, Judge McKeig was appointed. Minnesota has earned the distinction of being the first state in the country to have a female majority on its Supreme Court when Judge McKeig was appointed. Minnesota Makes Strides

Six women judges will be speaking actively involved in the Mental Health Foundation of West Michigan for the last 15 years.

Judge Lewis is in her second year as District Eight Director. She is coordinating our first Mentor Jet event. The District plans a blitz recruitment effort for new members in the summer in collaboration with the Women’s Bar Association Young Lawyers division. Event sponsors included Mid-Michigan and the Ingham County Bar Association Young Lawyers division. Attendees were encouraged to network with Judge Pietan’s appointment 24 of the 45 judges in the 10th district will be women. Judge Pietan

Huntington High School, Strootan City Court, Southern University, Metropolitan University, Sacred Heart Church, and The Petroleum Club.

Attorney Felicia M. Hamilton, who organized this year’s local scholarship program, awarded Visionary Women. Champions of Perseverance, Persistence and Pioneers Scholarships to the following students: 1. $1000 Scholarships. Allison Payne, Loyola University

New Orleans College of Law; Zakiya Zendri, Louisiana State University; Monette Davis, Southern University Law Center; and 2. Honorable Mention $300. Shearn Matthews, Southern University Law Center; Lauren Grant, Southern University Law Center; Kaylin Xillette, Louisiana State University, and Brittney Cse, Louisiana State University.

Judge Bernardette D’Souza recognized with ICON Award by CityBusiness Newspaper

To mark New Orleans’ 300th anniversary, CityBusiness newspaper honored local leaders who are making lasting influence on the development of the city. NAJN’s President-Elect, Hon. Bernardette D’Souza, Judge on the Orleans Civil District Court, was the only woman among the chosen few.

Louisiana Supreme Court Chief Justice Bernette Joshua Johnson was honored by the National Bar Association (NBA) with its prestigious Gertrude E. Rush Award. The award is presented annually at the NBA’s Gertrude E. Rush Awards Gala in celebration of Gertrude Rush, the first African-American woman lawyer in Iowa who was admitted to the Iowa bar in 1918. Atty Rush helped found the NBA in 1925.

Women in Prison Initiative

The Women in Prison Initiative is moving forward. The Cosmetology Board approved Judge Sim’s proposal to move forward with planning and details to implement a cosmetology program in LA process. The Cosmetology Program will be started at the Louisiana Transitional Center for Women (LTCW) in Tallulah. Special thanks to Howard Sim’s Dental Facility. Dr. Sharon Sim, Grier Provision Christian Church, Pastor Helen Goffe-Smith, Delta Lambda Brother Chapter of Alpha Kappa Alpha Sorority, Inc., and Strootan Alumnae Chapter of Delta Sigma Theta Sorority, Inc. for donating over ten large boxes of personal hygiene items and dental supplies for the Louisiana Transitional Center for Women.

Judge D’Souza, Judge on the Orleans Civil District Court, was the only woman

D’Souza, Judge on the city. NAWJ’s President-influence on the who are make lasting honored local leaders

Progress Scholarships to the following students: 1) Women: Champions of Perseverance, Persistence and Attorney Felicia M. Hamilton, who organized this Petroleum Club.

Southern University, Shreveport City Court, Huntington High School, and professors from Southern University Law Center City Court; Judge Pamela Taylor Johnson, Baton Rouge Court of Appeal; Judge Yvette Alexander, Baton Rouge Juvenile Court; and Judge Judy Monts Vendetta, Baton Rouge City Court. Judge Sheva M. Sims, District E, Director, served as the moderator. All law students and professors from Southern University Law Center and Louisiana State University Paul M. Hebert Law Center were invited to attend the Color of Justice.

DISTRICT SEVEN (MI, OH, WV)

University of Detroit Mercy, joined by UDM Law Dean Phyllis Craddock and UDM law students who created the symposium.)

NAWJ Michigan State Chair Judge Michelle Rick and NAWJ member Judge Sara Smierski Honored by Michigan Supreme Court for Community Service

March 8, 2019 in Flint, Michigan, in hopes of starting a Face of Justice program there.

Michigan held a tremendous Face of Justice program held in Detroit over the summer of 2018. Since that time, Michigan NAWJ and the State Bar of Michigan have begun preliminary discussions with partners in Flint, Michigan, in hopes of starting a Face of Justice program there.

Judge Elizabeth Hines Receives National NCSC Award

Michigan Attorney General Bill Schuette recently announced the launch of $30 million to support and enhance services for victims of sexual assault and domestic violence. The initiative, known as Michigan’s Call to Help, will provide $5 million each year to 15 counties across the state.

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Judge Rusek attorney at law. The panelists included

The event was co-sponsored by the Women Lawyers Association of Mid-Michigan, and the Ingham County Bar Association Young Lawyers division. Attendees were encouraged to network with

NAWJ member Margaret Chutich, along with our election forum included Supreme Court Justice Lucinda Jesson. Women in the Law Committee of the defense lawyers association assisted us in our efforts. Speakers at our election forum included Supreme Court Justice and NAWJ member Margaret Chutich, along with Court of Appeals Judge Lucinda Jesson.

An annual Women in the Law was held on April 18 of this year. This provides judges with an opportunity to contribute to the costs of legal education for aspiring female law students, as well as an opportunity to interact with students. A conference for Women in the Law is set for April 26 at Stevens Point.

The District plans a blitz recruitment effort for new members in the summer in collaboration with the Women’s Bar Association Young Lawyers division. Event sponsors included Mid-Michigan and the Ingham County Bar Association Young Lawyers division. Attendees were encouraged to network with

Judge langford Morris at her portrait unveiling at the University of Detroit Mercy, joined by UDM Law Dean Phyllis Craddock and UDM law students who created the symposium.)

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Judge Rick is highlighted for her efforts in promoting NAUWI programming MentorNet and Face of Justice, which is based on NAUWIs Color of Justice flagship program.

Judge Sara Smierski was recognized for her quality of care and compassion. Judge Smierski has been involved with numerous charitable organizations in her community in West Michigan, and has been

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March 8, 2019

COLOR OF JUDGE PROGRAM

Judge Judgey Alexander hosted a Color of Justice Program on Tuesday, April 16, 2019 at the Southern University Law Center’s Most Court. Panelists were Judge Ten Higginbotham, Louisiana First Circuit Court of Appeal, Judge Yvette Alexander, Baton Rouge City Court; Judge Pamela Taylor Johnson, Baton Rouge Juvenile Court, and Judge Judy Monts Vendetta, Baton Rouge City Court. Judge Sheva M. Sims, District E, Director, served as the moderator. All law students and professors from Southern University Law Center and Louisiana State University Paul M. Hebert Law Center were invited to attend the Color of Justice.

DISTRICT SEVEN (MI, OH, WV)

Michigan, Ohio, West Virginia)

DISTRICT DIRECTOR: Hon. Naureen Sweeney Nahooning County Court of Common Pleas, Youngstown, Ohio

Email: naureen@nahooningcountycourt.org

MentorNet Michigan members have been very active, holding four events. Judge Michele Rick conducted two MentorNet events in November: one at Western Michigan University Cooley Law School in Lansing and the second at Michigan State University Law School in East Lansing.

The Michigan NAUWIs sponsored a showing of the documentary “The Judge” followed by a panel discussion on March 8, 2019 in Lansing, Michigan.

The event was co-sponsored by the Women Lawyers of Mid-Michigan, and the Ingham County Bar Association Young Lawyers division. Attendees included the Sinax, Drums law firm, Clark Hill, NVC Law, Mark J. Deluca attorney at law, and Alexander Sokol attorney at law. The panelists included

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has nearly doubled in attendance.

former judge) acknowledged women of the judiciary
NAWJ sent invitations to all Texas members inviting
helping gather women judges together in the future
fall in the hopes that we can recruit more members.
Arkansas and Oklahoma this summer and/or early
of judges from Texas. We are working on a trip to
chocolates and registration information.

their membership. Thank you, Connie and Kira, for
elected female judge received a personal letter (see
more African American women judges than any other
unprecedented numbers. For example, one Texas

DISTRICT ELEVEN (AR, OK, TX)
Arkansas, Oklahoma, Texas
DISTRICT DIRECTOR: Hon. Brandi Mueller, County Court at Law #9, Austin, Texas
Email: brandi.mueller@co.travis.tx.us

lakeside, used books to be
Storybook Project
In December 2018 in Colorado, the NAWJ members
and magistrate ranging
from County Court to the
Supreme Court. The

DISTRICT THIRTEEN (AK, HI, ID, MT, OR, WA)
Alaska, Hawaii, Idaho, Montana Oregon, Washington
DISTRICT DIRECTOR: Hon. Pamela Washington
Essex County Court, New Jersey
Email: pwashington@essexnj.us

the district has identified seats for Alaska and
Washington. Reach out and find out what’s
happening, and how you can contribute. Judge Josie
Garton State Court for Alaska (jgarton@akcourts.us),
and Judge Lisa Pagliai -- Co-State Chair and
Program Chair for Washington (Lisa.pagliai@king
county.gov) along with Judge Lisa O Toole, also
Co-Chair and Program Chair for Washington (Lisa O Toole@kingcounty.gov)

MLK Day and Black History Month Celebrations
District Director Judge Pamela Washington
announced her historical appointment as the first African-
American woman appointed to the bench in state of Alaska
was featured on the Alaska
Public Media Radio broadcast in celebration of Black
History Month. Alaska NAWJ Members Judge Helen
Chung and Judge Pamela Washington participated in
MLK Law Day. Local Black History Month program, and
Supreme Court Law. Supreme Court Law is an annual
program where students are instructed on a pending
Alaska Supreme Court case in their classrooms by
districts and judges and other members at the Bar and then
hear oral arguments on the case before the Supreme Court.
The oral arguments are held at a local high school.

Success Inside & Out Women in Prison Programs
Alaska and Washington
The 10th Annual Women's Success Inside and Out
Conference was held at Mission Creek Correctional
Facility on October 11 and 12, 2018. The event was
hosted by the Washington State Chapter of NAWJ, Seattle
University School of Law and Women's Law Program.


Project for the Women’s Correctional Facility.
This NAWJ book drive to
benefit incarcerated
women received an overwhelming response from the
bench in Colorado.

Colorado Presents “Female Firsts”
In September 2018, Colorado hosted the annual
NAWJ breakfast at the Colorado Judicial Conference
in Vail, Colorado. Approximately 400 judges, magistrates,
and water referees attended this conference every year and all are welcome to attend. We presented a PowerPoint presentation of “Female Firsts” illustrating the first types of women judges throughout the state of Colorado. We honored Court of Appeals Judge Terry Fox by awarding her the Second Annual Lady Justice Award.

Home Invasion
In August 2018, District Director Anderson
hosted the first ever NAWJ women's
district attorney dinner at her home. She invited 195
female judicial officers and 65 came, including state
and federal judges. We plan on hosting a second one in
the summer of 2019.

District Director Judge Emily Anderson Gets Promoted
In April, 2019 the Chief Justice of the
Alaska Supreme Court on
choose NAWJ's own 17th
district court Judge
Emily Anderson to
as the Chief Judge of the
17th District. Congratulations!!
From Judge Anderson: "I look forward to
the opportunity to serve all members in my district. I look
forward to reaching out to all District 12 members
for further brainstorming on these issues and other
issues impacting us as women in the judiciary. I
would love to hear from you anytime and be
reached at emily.anderson@judicial.state.ak.us."
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**COUNTERBALANCE**

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**New Judges Reception**

On March 27, 2019, District 14 hosted a reception honoring newly appointed Judges and Commissioners at the Hotel at University Circle, San Antionio. Judge Dean Hansell was a great success.

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**Mentor Jet – UCLA**

On April 2, 2019, NAWJ sponsored a Mentor Jet event at UCLA. Forty judges, lawyers, and law students attended for the rapid-fire mentoring. UCLA provided refreshments and a wonderful networking opportunity for students.

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**IAWJ**

IAWJ Steward Judge Chirlin Retires from the Western Justice Center

The Honorable Carmen Velasquez for arranging the visit. The visit was geared toward the international judges, a welcome for the judges during the conference, so be sure to look out for more information.

The evening was a welcome our international judges from around the world. Information can be found at the judges during the conference, so be sure to look out for more information.

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**SPRING 2019**

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**COUNTERBALANCE**

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**Some of IAWJ's ongoing projects since May 2018 include:**

- **Domestic Violence in Ukraine:** NAWJ members participated in a training workshop for judges in Ukraine, as part of the ABA Section of Women's Rights, Women in International Law, and the DR Chapter, in collaboration with the USAID Mission in the DR and the DR Chapter, in collaboration with the USAID Mission in the DR.

- **Countering Trafficking in Persons in the Dominican Republic:** The DR Chapter worked with the DR Chapter, in collaboration with the USAID Mission in the DR.

- **Women's Judicial Leadership in Addressing Sexual Violence in Malawi:** The Malawi Chapter appealed to the National Judicial Committee to prioritize trafficking on the national justice agenda, and the National Judicial Training Institute is working with IAWJ to adapt the training curriculum for a particular audience at the school.

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**Anti-Human Trafficking Programs in Haiti:** NAWJ and the Haitian Chapter (CHAFE) hosted the Closing Ceremony of a 3-year project of judicial training, supporting the work of an inter-agency TIP committee, and a nationwide public education campaign on the new anti-trafficking law. IAWJ President Vanessa Ruiz (our own NAWJ member and Past-President) and Board member Estela Agel (D.R.) were guest speakers. The project trained over 500 multi-sector stakeholders, including judges, prosecutors, social workers and lawyers and led the campaign in each of the country's ten departments, including the Haitian-Dominican border.

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child marriage, and highlighting sexism in the anti-corruption response and legal framework. IAWJ President Vanita Zadi joined IAWJ Board member Mia Saugrat of Morocco and staff to host a judicial leadership workshop for members in Marmara in October, attracting ten new members in that city and plans for a follow program on sexism there.

Promoting Gender Equality in Pakistan’s Justice System

While the project ended in June 2018, the IAWJ collaboration with our members in Pakistan continues as they face new challenges. The Punjab Province lost a key male ally in the previous Chief Justice, only to be replaced by two subsequent Chief Justices. The first replacement slowed the momentum of registering a women judges association and transformed female judicial trailblazers out of several key positions. The current Chief Justice of the Punjab recently called all women judges together to tell them they were not working as hard as male judges and processing far fewer cases than their male counterparts who predominate the judiciary. One positive development is that the Lahore High Court Chief Justice constituted a Committee for the Protection of Women Judges “to take action against hooliganism by lawyers in district courts” toward female judges. Two IAWJ member were appointed. Pakistan recently started its first Gender Violence Court.

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At the Asia-Pacific Regional Conference was held recently in Panglao Island, Bohol, Philippines from February 27th – March 1st.

We are still looking at ways IAWJ North American Division (Canadian Chapter and U.S. Association) can have a Regional meeting.

The Canadian Chapter held its Annual Meeting in Halfway, New Scotia from April 30th – May 2nd.

The IAWJ Board of Directors and some of its members, including the Mexican Chapter of the IAWJ, were invited to participate in the Fourth International Conference on Judging with a Gender Perspective, sponsored by the Supreme Court of Mexico, under the leadership of IAWJ Vice-President, Justice Margarita Luma Ramos. I had the honor of representing IAWJ and facilitating for the second time. Justice Ramos has done an amazing job bringing together both male and female judges for this conference.

IAWJ Biennial 2022 will be held in Marrakesh, Morocco with dates to be confirmed later.

To stay informed on IAWJ events and activities, please visit http://www.iawj.org/news/events

**NAWI ABA DELEGATE**

Horn. Toni Clarke

Circuit Court for Prince George’s County, Maryland
Email: tzwalker@oz.gg.md.us

**NAWI ABA Delegate Judge Toni Clarke Represents**

NAWI on the ABA Diversity and Inclusion Advisory Council

NAWI President Judge Tamila Ijema appointed Judge Toni Clarke to serve as NAWJ’s representative on the ABA Diversity and Inclusion Advisory Council. This entity, which includes representatives from various ABA entities, national affinity bars, and other groups, focuses on diversity and inclusion initiatives.

Judge Clarke is currently Chair of the ABA’s Judicial Division Council.

Judge Ann Brenn-Greco Appointed to ABA’s Commission on Domestic and Sexual Violence

NAWI member Judge Ann Brenn-Greco was appointed Commissioner to the ABA’s Commission on Domestic and Sexual Violence. She formerly served as NAWJ’s liaison to the Commission and the ABA’s Task Force on Human Trafficking. She was NAWJ Vice-President of Districts, and also former NAWJ District Eight Director. She is the immediate past chair of the American Bar Association’s Judicial Division, the first state Administrative Law Judge to serve in that position. Judge Brenn-Greco is an Administrative Law Judge with the City of Chicago Department of Administrative Hearings. Previously she was an Administrative Law Judge Hearing Officer with the Illinois State Board of Education, presiding over special education hearings. Prior to that position she served as an Administrative Law Judge with the Illinois Department of Children and Family Services, handling child abuse and neglect cases. She is also a mediator and arbitrator.

Justice Judith McConnell and Attorney Kelly Dermdy Honored by ABA Commission on Women with Margaret Brent Award

Congratulations to NAWJ Past President (1987-88) and California Court of Appeal President Justice Judith McConnell, and attorney Kelly Dermdy on their honor as lawyers who not only have reached the “pinnacle of their profession, but who have also paved the way for others to do the same.”

**NAWI 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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