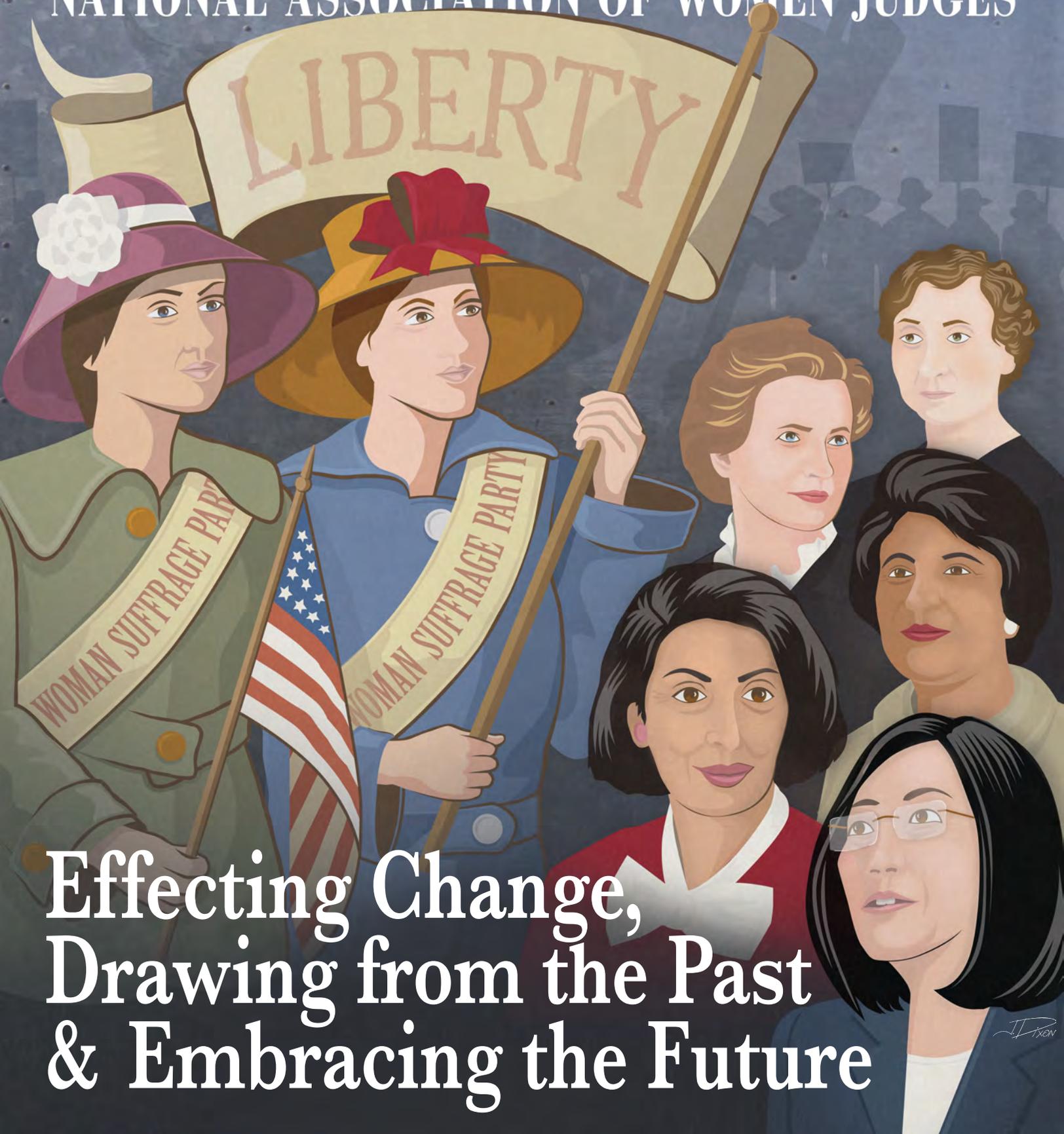


COUNTERBALANCE

NATIONAL ASSOCIATION OF WOMEN JUDGES



Effecting Change,
Drawing from the Past
& Embracing the Future

J. Dixon

Inside

MISSION

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

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2 President's Message

3 VP of Publications' Message

4 Executive Director's Message

5 Diversity, Equity and Inclusion:
Advocacy Within the Halls of the
U.S. Department of Justice

9 Global Judicial Leadership
Contributing Beyond the Courtroom

11 We Did It!
The 2021 Annual Conference

13 Committee Spotlight
Judicial Independence Committee

15 In Peril: The Women Judges of
Afghanistan and Their Families

On the Cover

The five judges illustrated on the cover represent just some of the significant advancements and contributions women judges have made through the history of the American judicial system. (In chronological order from top to bottom.)

Genevieve Rose Cline

First woman to serve in the United States federal judiciary. (1928)

Burnita Matthews

First woman to serve as a judge for the U.S. District Court for the District of Columbia and the second woman to hold judgeship of a federal court. (1949)

Constance Baker Motley

First African-American woman appointed to the federal judiciary (1966)

Hon. Frances Munoz

First Latina trial judge to serve in the U.S. (1978)

Hon. Lucy Haeran Koh

First Korean American woman to serve on a federal appellate court in the United States. (2021)

19 Life After the Bench

21 District News

28 District Directors
Landmark Partners &
Contributors Bench

30 Resource Board Members
New Members

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1725 Eye St., NW Suite 300 Washington, DC 20006
Phone: 202 393 0222
Fax: 202 393 0125
E-mail: nawj@nawj.org
Web: www.nawj.org



NATIONAL ASSOCIATION
of
WOMEN JUDGES

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President's Message



“*...as we start the important work which you all do, please make sure to incorporate the new members in your projects, make them feel valued, and show them who we are and what NAWJ is all about.*”

I write this as we end the year and approach the holidays which is a time for optimism and good cheer. Despite the pandemic and a difficult year for many, I remain hopeful. Hopeful why? Because our members are amazing and doing amazing things. The webinars are of the highest quality, and I am learning things which are helping me to grow. Our programs are flourishing even in a virtual environment. I've attended a Mentor Jet program in Michigan without having to spend time traveling. I've met so many of you virtually that I now know many of your faces and names (thanks to Zoom's platform which puts the name beneath the face!) I've even been able to attend NAWJ meetings and webinars while traveling.

As I go about preparing to launch the committees, I marvel at the level of interest in serving, many of you on more than one committee. Many of our members have been on committees for years and know the work well. Others are newcomers and, as we start the important work which you all do, please make sure to incorporate the new members in your projects, make them feel valued, and show them who we are and what NAWJ is all about.

I so appreciate your responses to the survey which was sent out last month. One of the comments that struck me was that the organization did not seem inclusive and that leadership was “cliquish.” As an overly tall and skinny girl in junior high school, this comment resonated with me and took me right back to that level of discomfort and sense of exclusion I felt at 13. This must be remedied. So, please in your District meetings and on your committees, reach out to the newer members and those who appear uncomfortable, and make them feel included. After all, if our members don't feel valued and included, how can we expect to create equity and inclusion in the work that we do as Judges? After all, NAWJ is an organization whose mission statement is to achieve it.

Our midyear conference is set for March 10-12, 2022, at The Renaissance Hotel in Crystal City, Virginia. The program will include among other topics, a discussion of climate change and its impact on women, the work of the White House Gender Council, and a program on self-represented litigants and Civil Gideon. There will be a wonderful reception, a dine around, and an opportunity to sign up to tour the sites in the Capitol on Saturday afternoon on your own or with fellow NAWJ members. I am looking forward to seeing you there!

Hon. Elizabeth White
President

Vice President of Publications Message



“ Given our organization’s interest in global judicial concerns, this issue widens the lens on inclusivity challenges and addresses one of the most difficult periods of our recent history.”

Thank you to all who submitted articles for this issue of Counterbalance. We are particularly appreciative when we are facing yet another chapter in the COVID saga amid the havoc that the Omicron variant is threatening to wreak. Despite these challenges, NAWJ judges have authored insightful articles that make this issue of Counterbalance one of our best.

The Winter Counterbalance issue embodies NAWJ President Judge White’s theme of inclusivity as a means of effecting change. As an organization, we faced challenges over the past year and Judge Barbara Holmes’ article offers insights into our first hybrid national conference and the work being done within the organization to advance inclusion. This issue further examines the strive for equity and inclusion by women in the legal profession and includes an article on work being done within the U.S. Department of Justice (DOJ) to advocate for female lawyers. *Diversity, Equity and Inclusion: Advocacy Within the Halls of the U.S. Department of Justice* explains that with five percent of the total U.S. attorney labor force employed by the federal government, advancements in gender equity and inclusion at the federal level has the potential to set the standard for the profession.

Given our organization’s interest in global judicial concerns, this issue widens the lens on inclusivity challenges and addresses one of the most difficult periods of our recent history. In *Afghan Judges In Peril: The Women Judges of Afghanistan And Their Families*, Judge Tam Nomoto Schumann interviews Judge Anisa Dhanji of the United Kingdom about the ongoing work of fellow judges to evacuate and support Afghan women judges who are attempting to flee their country. Women judges were very involved in creating the country’s legal system after the fall of the Taliban in the 1990’s and

their circumstances are particularly perilous.

Also within this issue, former NAWJ President Judge Tamila Ipema brings us up to date on her work with the Pan-American Commission of Judges on Social Justice and Franciscan Doctrine. Her story about meeting the Chief Supreme Court Justice of Peru and witnessing the Chief Indigenous Judge of the Amazon region inaugurate the Masisa village’s first court of justice gives a unique glimpse into global judicial leadership in this region of the world. Finally, Judge Emily Chafa’s article *Retired. Now What? Give Your Time, Talent, and Treasure to Your Community!* redefines notions of “retirement.” In Judge Chafa’s estimation, it is the occasion to give back through civics education on timely legal topics and raise awareness about the importance of the rule of law.

It is my distinct honor to edit this Counterbalance issue, and to keep you informed and connected across our districts and across the country. It is a joint effort, and impossible to achieve without the steady leadership of Laurie Denham, NAWJ’s Executive Director, and her skilled team including Janelle Mihoc. I encourage each of our members to share activities, scholarly articles, and ideas with us so that NAWJ’s Counterbalance issues will continue to inspire and help our organization maintain its high standards of publication excellence.

Hon. Mimi Tsankov
Vice President of Publications

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Diversity, Equity & Inclusion

Advocacy Within the Halls of the U.S. Department of Justice

For the past four decades, the legal profession has undergone a gender representation transformation.² A field once dominated by men³ now consistently sees law school classes filled to near parity in gender representation. With more women than ever entering the legal field, a greater focus has been generated on the roles and opportunities available to women once they begin their post-graduate professional lives.⁵ Legal departments in every corner of the legal community, from the judiciary⁶, the federal workforce⁷, and academia⁸, to law firms⁹ and the corporate in-house community¹⁰, have responded, and many

are adopting policies that promote gender equality, often in the context of supporting concepts of diversity, equity, and inclusion among their ranks of attorneys. The results have been profound, with marked increases in gender equality evident throughout the profession, and in 2021, 37 percent of active attorneys were women, up 5 percent from 2011.¹¹

Yet, when we dig a little deeper, the gains are not as clear cut, and these efforts have, at times, met with mixed results. For example, in the law firm context, despite a significant and sustained focus



By Hon. Mimi Tsankov
Vice President of Publications

With more women than ever entering the legal field, a greater focus has been generated on the roles and opportunities available to women once they begin their post-graduate professional lives.

on diversifying the representation of female attorneys in law firms ranks, the profession as a whole remains one of the least diverse, especially with regard to the gender dimension.¹² The American Bar Association has been measuring gender diversity in the attorney population, and its most recent study reflects that gender diversity in the profession is rising but at a marginal pace.¹³ We see similar instances of marginalized growth in academia as well, where the gender ratio of law professors tilts in favor of males significantly.¹⁴

So, how are female lawyers addressing this at a grassroots level? At the federal level, they're organizing and advocating.¹⁵ The largest single entity employing lawyers in the United States is the federal government. Bureau of Labor Statistics reports indicate that in 2019, lawyers held about 813,900 jobs nationwide, and of those, a full 5 percent worked for the

federal government.¹⁶ Likely, the single greatest number work for the U.S. Department of Justice (DOJ), which hires more than 750 experienced attorneys nationwide each year.¹⁷

In terms of advancing gender equity, federal attorneys working at the DOJ have organized and advocated for themselves and their colleagues. In 2009, the National Association of Immigration Judges (NAIJ)—DOJ federal attorneys who are appointed immigration judges by the U.S. attorney general—formalized support for diversity by instituting a Women's Committee in concert with NAIJ's parent union, the International Federation of Professional and Technical Engineers.¹⁸ Since that time, the group has naturally expanded its purview to include "gender equality" in 2015 and then "gender and equality" in 2017, in line with a greater understanding and identifying of need.¹⁹ In recognition of the broad nature of the

group's current mandate, NAIJ formally changed the group's title to more closely match its expanded and redefined focus.²⁰ The committee's title has been revised to the NAIJ Diversity, Equity, and Inclusion Committee, which focuses on diversity, equity, and inclusion efforts generally, including identifying underrepresented groups of union members and removing or reducing unconscious biases with respect to such underrepresented groups.²¹ The group seeks to facilitate the ongoing and continuing effort to foster a culture and atmosphere of mutual respect and understanding for members through the creation of subcommittees, as follows:

- Subcommittee on Gender Diversity, Equity, and Inclusion;
- Subcommittee on Race, Ethnicity, and National Origin Diversity, Equity, and Inclusion;
- Subcommittee on Sexual Orientation and Gender Identity Diversity, Equity, and Inclusion.²²

1 The author is president of the National Association of Immigration Judges (NAIJ), and in that capacity, serves on the board of the U.S. Department of Justice, Gender Equality Network. The views expressed here do not necessarily represent the official position of the U.S. Department of Justice, the attorney general, or the Executive Office for Immigration Review. The views represent the author's personal opinions, which were formed after extensive consultation with the membership of NAIJ. Reprinted with authority of the Federal Bar Association, *The Federal Lawyer Magazine*.

2 See generally VIRGINIA DRACHMAN, *SISTERS IN LAW: WOMEN LAWYERS IN MODERN AMERICAN HISTORY* (1998); JUDITH BAER, *OUR LIVES BEFORE THE LAW: CONSTRUCTING A FEMINIST JURISPRUDENCE* (1999).

3 U.S. EQUAL EMP. OPPORTUNITY COMM'N, *DIVERSITY IN LAW FIRMS* (2003), https://www.eeoc.gov/sites/default/files/migrated_files/eeoc/statistics/reports/diversitylaw/lawfirms.pdf. That report reflects that women in the legal profession increased from 14.4 percent in 1975 to 40.3 percent in 2002.

4 *Id.* That report reflects that women receiving law degrees increased from 33 percent in 1982 to 48.3 percent in 2002.

5 NATIONAL ASS'N FOR LAW PLACEMENT, *Diversity Best Practices Guide*, 2020 Edition, https://www.nalpl.org/uploads/2020_DiversityBestPracticesGuide.pdf; BERKELEY LAW WOMEN IN BUSINESS LAW INITIATIVE, *Women in Business Law Initiative Roundtable Series, Addressing Development and Retention Gender Parity in U.S. Law Firms: Recommendations* (Sept. 20, 2019), https://www.law.berkeley.edu/wp-content/uploads/2019/10/GenderParity_Recommendations-for-Law-Firms.pdf.

6 ADMIN. OFFICE OF THE COURTS, *Strategic Plan for the Federal Judiciary*, https://www.uscourts.gov/sites/default/files/federaljudiciary_strategicplan2020.pdf, at 15-18.

7 Exec. Order No. 14035, 86 Fed. Reg. 34,593 (June 25, 2021), Executive Order (EO) 14035, *Diversity, Equity, Inclusion, and Accessibility (DEIA)*, <https://www.whitehouse.gov/briefing-room/statements-releases/2021/06/25/fact-sheet-president-biden-signs-executive-order-advancing-diversity-equity-inclusion-and-accessibility-in-the-federal-government/>.

8 University of Pennsylvania Carey School of Law, *Promoting gender equality and gender equity at the University of Pennsylvania Carey Law School*, (Mar. 30, 2021), <https://www.law.upenn.edu/live/news/11082-promoting-gender-equality-and-gender-equity-at-the>.

9 National Association for Law Placement, *Diversity Best Practices Guide*, 2020 Edition, https://www.nalpl.org/uploads/2020_DiversityBestPracticesGuide.pdf.

10 Vanessa Scott and E. Leigh Dance, *Global In-House Legal Leaders Share What's Working in Diversity, Equity and Inclusion*, (June 3, 2021), <https://www.law.com/corpocounsel/2021/06/03/global-in-house-legal-leaders-share-whats-working-in-diversity-equity-and-inclusion/?sreturn=20210624110514>.

11 AMERICAN BAR ASS'N, *2021 National Lawyer Population Survey by State*, https://www.americanbar.org/content/dam/aba/administrative/market_research/2021-national-lawyer-population-survey.pdf.

12 Allison E. Laffey and Allison Ng, AMERICAN BAR ASS'N, *Diversity and Inclusion in the Law: Challenges and Initiatives* (May 2, 2018), <https://www.americanbar.org/groups/litigation/committees/jiopl/articles/2018/diversity-and-inclusion-in-the-law-challenges-and-initiatives/>.

13 *Id.*

14 MCKINSEY & CO., *Women in Law Firms*, <https://www.mckinsey.com/featured-insights/gender-equality/women-in-law-firms#>. In its 2017 survey, McKinsey conducted a "deep dive" on the state of women lawyers in U.S. law firms and discovered that despite gender parity in law school graduation rates, only 19 percent of equity partners were women, and women were 29 percent less likely to reach the first level of partnership than were men. Women of color accounted for 16 percent of attorneys at the entry level but only 3 percent of equity partners and 4 percent of managing partners.

15 The National Association of Immigration Judges has had a Women's Committee since 2010 and has recently expanded its mission to include supporting diversity, equity, and inclusion beyond the gender dimension. The author has served as this group's chair for over a decade. She also serves on the board of the International Federation of Technical and Professional Engineers Women's Solidarity Network, <https://www.ifpte.org/wsn>.

16 Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, Lawyers*, <https://www.bls.gov/ooh/legal/lawyers.htm>.

17 DOJ, OFFICE OF ATTORNEY RECRUITMENT AND MGMT., *A Career Counselor's Guide to Lateral Hiring at DOJ*, <https://www.justice.gov/oarm/images/lateralhiringguideforweb.pdf>.

18 See NAIJ Records, on file with the author.

19 *Id.*

20 *Id.*

21 *Id.*

22 *Id.*

By supporting and coordinating diversity, equity, and inclusion efforts, the committee serves as a resource for identifying best practices and providing training opportunities for NAIJ members.²³

In May 2021, NAIJ submitted an official response to the UN Special Rapporteur on the Independence of Judges and Lawyers, UN Office of the High Commissioner for Human Rights, Questionnaire on Gender Equality in the Judiciary.²⁴ That document concluded that, while the immigration court system is approaching gender equality for immigration judges overall, a deficit still exists in female leadership at the highest levels.²⁵

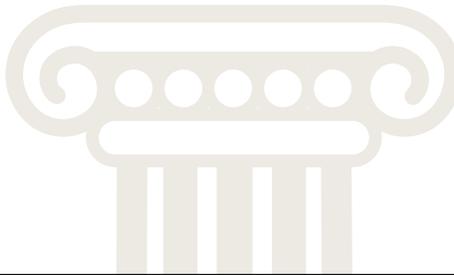
In addition, NAIJ works closely with other entities to pursue these objectives. A key partner is the DOJ Gender Equality Network (DOJ GEN). Formed in 2017, this group comprising DOJ attorneys is an advocacy and resource organization, and its primary objective is to promote the equal and supportive treatment of DOJ employees and contractors regardless of gender.²⁶

Membership in the organization is open to everyone in the DOJ components, in all geographic regions. The focus of the group is to work with the DOJ leadership in developing and implementing effective policies and practices to enhance equality

of opportunity regardless of gender, to foster an inclusive workplace, and to prevent gender-based discrimination in all departmental activities. Furthermore, DOJ GEN works to ensure an inclusive, safe, and healthy work environment by preventing sexual harassment and related conduct, and by ensuring fair application of equal employment opportunity and personnel laws, policies, and procedures.²⁷

In the short period of time that the group has existed, it has achieved significant milestones, including providing input on a DOJ-wide workplace flexibility proposal, advocating for policies designed to promote pay parity, advancing public positions on how to address sexual harassment concerns, and calling

DOJ GEN works to ensure an inclusive, safe, and healthy work environment by preventing sexual harassment and related conduct...



attention to concerns about advancement opportunities for women.²⁸ The organization has promoted diversity in leadership and management positions in the department.²⁹ It has argued for measures that support equality of opportunity in career and leadership development, including workplace flexibility, and providing education about and overcoming barriers to inclusion and opportunity.³⁰

In addition, DOJ GEN encourages inclusiveness by encouraging considerations of intersectionality within DOJ GEN activities, information-sharing, networking, and cross-component collaboration on issues of importance to DOJ GEN members.³¹

The group's programs have been wide-ranging, dating back to 2017 when it joined the DOJ Justice Management Division in co-hosting a panel for a group of 40 female college students involved in a community program called Preparing Women to Lead.³²

Yet, in spite of advancements, within the federal workforce, stubborn issues remain, especially in the areas of female representation in leadership positions, workplace flexibility, access to pay equity, and adequate protection from sexual harassment.³³ DOJ is identifying and in some cases tackling these

23 Id.

24 Id.

25 Id.

26 See DOJ GEN, Who we are, <https://www.dojgen.org/whoweare>.

27 Id.

28 See DOJ GEN, What we've done so far! <https://www.dojgen.org/what-we-have-done>.

29 DOJ GEN, DOJ Gender Equality Network: Recommendations for Moving Toward Gender Equality at DOJ, <https://static1.squarespace.com/static/5a7097c0d55b41a81fbefaec/t/6046ddb4211e7e4b9a06854c/1615257013316/DOJ+GEN--briefing+document+for+new+administration.pdf>.

30 Id.

31 Id.

32 See DOJ GEN, What we've done so far!, *supra* note 28.

33 DOJ GEN, Letter to the Incoming Administration, DOJ Gender Equality Network: Recommendations for Moving Toward Gender Equality at DOJ (Jan. 13, 2021), <https://static1.squarespace.com/static/5a7097c0d55b41a81fbefaec/t/6046ddb4211e7e4b9a06854c/1615257013316/DOJ+GEN--briefing+document+for+new+administration.pdf>.

34 DOJ OIG, Review of the Handling of Sexual Harassment and Misconduct Allegations by the Department's Civil Division, Evaluation and Inspections (E&I) Report 17-03 (May 2017), <https://oig.justice.gov/reports/2017/e1703.pdf>.

35 See DOJ GEN, What we've done so far! *supra* note 28.

36 DOJ GEN, DOJ GEN Letter to Scott Schools, Associate Deputy Attorney General (Dec. 22, 2017), <https://static1.squarespace.com/static/5a7097c0d55b41a81fbefaec/t/5f88fa41018abc214c57ea67/1602812481778/Thank-you+SH+note+12.21.17.pdf>.

concerns. For example, in May 2017, a DOJ Office of Inspector General report found “potential systemic issues” involving how individual components within the department responded to sexual harassment claims by employees.³⁴ On April 3, 2018, DOJ GEN hosted an in-depth program discussion with Inspector General Michael Horowitz about the details of the report. DOJ components in the Antitrust Division, the Civil Rights Division, the Bureau of Prisons, the Tax Division, and the Energy and Natural Resources Division co-hosted the program.³⁵ In December 2017, DOJ GEN sent a letter to the DOJ leadership calling for reforms to address the OIG-identified systemic concerns.³⁶

In an effort to address leadership disparities, in May 2019, DOJ GEN sent a letter to then-Attorney General William Barr concerning the lack of women in leadership positions at DOJ.³⁷ Similarly, in October 2020, when then-President Trump issued Executive Order 13950, which censored diversity training in federal agencies that were deemed to involve “divisive concepts,” it resulted in the canceling of a long-planned, high-profile DOJ GEN gender equality and diversity training event.³⁸ As soon as Executive Order 13950 was revoked³⁹ and, in honor of the most recent International Women’s Day, DOJ GEN hosted the previously canceled

panel discussion featuring former U.S. attorney Jessie Liu and Acting Alcohol, Tobacco, and Firearms director Regina Lombardo, at which over 500 DOJ employees attended.⁴⁰

In 2019, DOJ GEN scored a significant win when it successfully lobbied for the passage of Federal Employee Paid Family Leave Act (FEPLA), affording paid parental leave for federal workers.⁴¹ FEPLA provides federal workers access to up to 12 weeks of paid time off for the birth, adoption, or placement of a new child.⁴²

These efforts by DOJ GEN have exerted pressure on administration and congressional leaders to become more effective at addressing gender imbalance and inequities. The Biden administration appears a willing partner in this effort. It has prioritized diversity, equity, inclusion, and accessibility through the signing of Executive Order 14035, advancing these objectives in the federal government.⁴³ This government-wide initiative seeks to reinvigorate and prioritize opportunities for women as well as a host of others who have historically faced discrimination.⁴⁴ The Office of Personnel Management will be leading the way by providing agencies with information and resources, and the administration plans to offer a methodology for assessing the current state of diversity, equity, inclusion, and accessibility in the federal workforce.⁴⁵

One stated goal is to develop a strategic plan and provide a framework to address workplace harassment, and to do so creating more transparency and accountability.⁴⁶ Executive Order 14035 uses a data-driven approach to increasing transparency and accountability. It establishes a reporting system for agencies to submit diversity, equity, inclusion, and accessibility plans and offers a mechanism for providing technical assistance and guidance.⁴⁷

Leadership at the DOJ in addressing NAIJ and DOJ GEN concerns appears promising. In the first six months of this administration, executive orders have been issued that establish a tone of support for diversity, equity, inclusion, and accessibility—all NAIJ and DOJ GEN priorities. With much work left to be done, DOJ leadership has an opportunity with the high bar that has been set by President Biden to tackle gender equity concerns. With the outsized leadership role that DOJ plays within the legal profession as a whole, it has the power to raise the bar far beyond the federal workforce, as well.

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37 DOJ GEN, DOJ GEN Letter to AG Barr (May 14, 2019), <https://static1.squarespace.com/static/5a7097c0d55b41a81fbefaec/t/5db1f8e1471a0d65be026210/1571944673475/DOJ+GEN+Barr+letter.pdf>.

38 See DOJ GEN, What we’ve done so far!, supra note 28.

39 Exec. Order 13985, 86 Fed. Reg. 7009 (Jan. 20, 2021).

40 See DOJ GEN, What we’ve done so far!, supra note 28.

41 *Id.*

42 5 U.S.C. § 6382(d) (2020).

43 86 Fed. Reg. 34,593.

44 *Id.*

45 *Id.*

46 *Id.*

47 *Id.*



GLOBAL JUDICIAL LEADERSHIP

“Life’s most persistent and urgent question is, what are you doing for others?”

— *Dr. Martin Luther King, Jr.*

“*I am fascinated by how legal systems can improve equal access to justice for all, especially the most vulnerable members of our society.*”



By Hon. Tamila E. Ipema
Judge, San Diego County Superior

As judges, we serve our communities each day by giving our all to decide properly the cases that come before us. Busy as we are with life, family, and work, we are also fortunate to have opportunities to contribute beyond our courtroom. Just hearing what my fellow judges have been up to recently inspires me to consider my interests and how I might be able to help.

I am fascinated by how legal systems can improve equal access to justice for all, especially the most vulnerable members of our society. When I served as President of the National Association of Women Judges (NAWJ) (2018-2019) our Board chose “Global Judicial Leadership” as our theme for the year. As one highlight, we explored leadership roles in a conference on the “Rights of All Women” that we presented in collaboration with the United Nations and Columbia University.

In June 2019, at the invitation of Pope Francis and the Pontifical Academy of Social Sciences at the Vatican, I had the great honor of leading a delegation of ten female judges, to present at the “Social

Justice Summit Across the Americas.” We exchanged ideas with fifty other judges from Pan-American countries on providing equal access to justice, particularly for the indigenous and vulnerable populations of our respective countries.

A personal highlight of the summit for many of us was the moment when Pope Francis walked into the room and greeted us individually. I had the honor of sitting next to the Pope as he delivered a passionate speech on social justice. He spoke of poor, disadvantaged, and vulnerable populations lacking full access to justice, and encouraged us as judges to keep working to find solutions.

At the conclusion of the summit, the Vatican Pontifical Academy of Social Sciences announced the formation of a standing committee of “The Pan-American Commission of Judges on Social Justice and Franciscan Doctrine.” I was honored when Pope Francis appointed me as one of seven judges to lead this commission in the Americas. The Chief Supreme Court Justice of Peru, and judges from Chile, Colombia, Argentina, and Brazil are all members on the board of this commission. The mission of the Commission is to seek ways to train and educate Pan-American judges and attorneys on issues of social justice.

As the members of the Commission, we communicate almost daily through WhatsApp. In 2019, we conducted in-person educational conferences in Peru, Brazil, and Rome on social justice issues. Unfortunately, our three planned in-person conferences for 2020 in Colombia, Argentina, and Rome were postponed due to the pandemic. But we have organized

Contributing beyond the Courtroom

successful virtual conferences instead. Our international virtual conference ending in December of 2020 was entitled “Building a New Social Justice,” and included sixteen judges from multiple Pan-American countries speaking on eight different panels regarding new issues of social justice and the environment resulting from the pandemic. The conference was attended virtually by more than 2500 persons, and has stimulated further discussion and action on the issues presented.

The 2019 conference in Peru was held in Pucallpa, a small town on the Amazon river. More than two hundred leaders of various indigenous tribes, judges and attorneys were in attendance. I presented a talk on collaborative court models focusing on treatment and training instead of punishment.

On this trip, our commission members met and addressed the members of the Supreme Court of Peru in Lima. To our excitement we were then invited by the Chief Supreme Court Justice of Peru to accompany her and the Chief Indigenous Judge of the Amazon region on a journey to the remote village of Masisea to witness the inauguration of the village’s very first court of justice – a small two-room courthouse with one judge and one attorney mediator from the same village. The journey took almost two harrowing hours in a small craft up the dangerous Amazon river. Upon arrival we learned that a boat with eight residents from the village had capsized on the river that very day. There were no survivors. The news both broke our hearts and impressed upon us in an unforgettable way the importance of access to justice. The opening of their own court of justice, which we were privileged

to attend, meant that the residents of this village would not have to navigate the treacherous waters to make it to a court of law in a distant town to have their grievances heard.

As judges we have much to give, and we never stop learning ourselves. We also know that just one step leads to another.

As Saint Francis of Assisi said, “Start by doing what is necessary; then do what’s possible; and suddenly you are doing the impossible.”

This article was first published in the California Judges Association’s “Bench” Magazine in Fall 2020

Red Mujeres para la Justicia



NAWJ’s Member, **Maria Claudia Caputi**, Judge at the Court of Appeals on Federal Administrative Law cases in Buenos Aires, Argentina, became the new (second) President of the “Red Mujeres para la Justicia” <https://redmujeresjusticia.org.ar/>, a non-profit association, formed under Argentinian Law in late 2018, with headquarters in Rosario, Argentina, and almost 400 Members. Former head was Angelica Gastaldi, Associate Justice of the Supreme Court of Justice of Santa Fe Province.

This association’s goal consists mainly in actively upholding human rights and the Rule of Law, with special concerns for vulnerable populations, diversity, gender fairness and access to justice. It also promotes a culture of dialogue and peace and has a critical and

realistic approach on the legal system, including the Judiciary. Thus, it does not gather only women “from within” the bench, but those who broadly work for the Judiciary striving to improve it. According to its bylaws, the organization conceives legitimacy of power only if it’s used to help others, aiming to a more democratic and horizontal society. Membership includes secretaries and employees, as well as people with non-legal professions, such as psychologists, social workers and other experts who collaborate with the judicial system, and trailblazers professionals who help overcome barriers and discrimination.

More info: <https://twitter.com/redmujeresjus>

<https://www.instagram.com/redmujeresjus/>

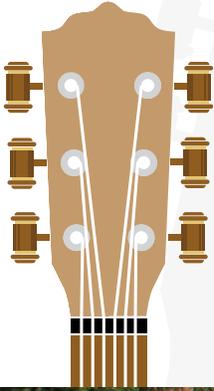
<https://www.facebook.com/profile.php?id=100063607775408>



We Did It!

Writing about the 2021 annual conference as the conference chair feels a little like bragging about your child. But that's okay. I hope that whenever any of the people we love do good things, we celebrate them. So, let me take a moment and celebrate the Nashville conference.*

By Hon. Barbara D. Holmes
2021 Conference Chair



NASHVILLE

On Wednesday, everyone gathered with a special welcome to our international sisters. We were treated to a percussion/dance performance by young artists from the Global Education Center. Nashville Vice-Mayor Jim Shulman extended greetings on behalf of the city and delighted us with stories of his grandmother, a 1911 Boston University Law School graduate, who was the first woman appointed to the bench in Massachusetts in 1930 and who would walk the halls of the nursing home where she lived in later years, “sentencing” other residents.

Our day on Thursday began with a march by suffragists reminding us of the generations of women who fought for woman suffrage, accompanied by local Juvenile Court Judge Sheila Calloway with a roof-raising



rendition of I Am Woman! Then, the Temple Praise Choir’s performance had everyone on their feet.

Thursday’s plenary speaker was Cassie Chambers, author of *The Hill Women*, who shared her experiences growing up in and now advocating for underserved communities in rural Kentucky. Over lunch, we heard from Elaine Weiss, author of *The Woman’s Hour*, in a conversation with veteran journalist, Demetria Kalodimos, about the woman suffrage movement. We ended the day with a trip to the Tennessee Woman Suffrage Monument and a reception in the Parthenon, a full-size replica of the original Parthenon. The Song Suffragettes, up-and-coming singer/songwriters, shared their talents, with the 42-foot statue of Athena as their backdrop.



LLE 43RD ANNUAL CONFERENCE



As the Greek goddess of wisdom and the useful arts, Athena is surely the matriarch of all women judges.

Our Friday plenary session was a lively panel discussion on First Amendment

issues in public educational settings, in which all sides of this difficult topic were well-presented, including by a Tennessee teacher who has been personally impacted. The inimitable Dean Erwin

Continued on page 14



COMMITTEE SPOTLIGHT

Judicial Independence Committee

The Judicial Independence Committee met recently via Zoom to discuss upcoming projects and accomplishments. Their new video for use with public education and outreach initiatives as well as juror training will be available soon. JIC Co-Chair Justice Robin Hudson of the North Carolina Supreme Court has been instrumental in the production of the JIC video. Members of the Committee collaborated on the script and provided feedback on the final productions. To learn more about the video and how to gain access or distribute to appropriate entities in your state, please contact Annette Boyd Pitts at apitts@flsouthern.edu.

The Judicial Independence Committee will be implementing a Judicial Independence Clearinghouse function in 2022 to provide a wide range of resources to NAWJ members including a literature review, as well as access to animations, videos, lessons, and essays/speeches to assist with public presentations and other educational initiatives. These resources will be available through the NAWJ website in 2022 and will be updated regularly. A new coding and indexing system are currently being developed. Annette Boyd Pitts, National Education Chair serves on this subcommittee along with

Nicole Baustia and Dorothy Proudfoot.

The Judicial Independence Committee and the American College of Trial Lawyers have

worked collaboratively on a partnership to educate the public about the judicial branch as part of a pilot project. Twenty-two ACTL Fellows participated in the project working in



CHAIRS:

Justice Robin Hudson,
North Carolina Supreme Court
Justice Debra Stephens
Washington State Supreme Court

DATE/LOCATION

HOST/PRESENTER

9/30/20
San Diego, CA

League of Women Voters
Justice Judith McConnell & Virginia (Ginny) Nelson

10/26/20
Seattle, WA

University of Washington
Chief Justice Debra Stephens & Natalie Tarantino

10/31/20
Columbus, OH

The Godman Guild
William Porter & Kathleen Trafford

5/6/21
Brooklyn, NY

Brooklyn Public Library
Judge Ann Donnelly, FACTL & Matthew Fishbein

5/11/21
Binghamton, NY

Binghamton Rotary Club
Justice Molly Reynolds Fitzgerald & James Gleason

5/12/21
Columbus, OH

Tri-Village Rotary
Aneca Lasley & David Thomas

7/28/21
Denver, CO

Lions Club
Timothy McDonald & Mary Wells

8/4/21
St. Paul, MN

Selim Center for Lifelong Learning, St. Thomas University
Jan Conlin & Michael Ciresi

8/13/21
Raleigh, NC

Kiwanis Club
Justice Robin Hudson & Brian Beverly

9/13/21
Birmingham, AL

Business Club (all ages & genders)
Sam Franklin & Joe Miller

9/21/21
Binghamton, NY

Binghamton University Lyceum
Justice Molly Reynolds Fitzgerald & James Gleason

9/27/21
Chula Vista, CA

South Bay Community Services
Justice Judith McConnell & Virginia "Ginny" Nelson

10/4/21
Philadelphia, PA

Chestnut Hill College
Timothy Lawn & Frederick Buck

10/27/21
Portland, OR

Arlington Club
Judge Michael Simon, FACT & David Angeli & Sarah Crooks

11/4/21
Chicago, IL

Chicago State University
Judge Sophia Hall & Andrew Porter

eleven states. A total of 15 public education presentations using NAWJ - IVP materials were conducted during the pilot project period. Six judge and multiple NAWJ members also participated.

In addition to ACTL partnership presentations, JIC members have presented in a variety of other settings including universities, bar associations, and civic organizations. Judge Cymonie Rowe (FL) and Annette Boyd Pitts have presented this year at the University of Miami as well as the Palm Beach County Bar Association. Earlier in the summer, they presented at the Louisiana State Bar Association convention.

The Judicial Independence Committee, chaired by Justice Robin Hudson, North Carolina Supreme Court, and Justice Debra Stephens, Washington State Supreme Court work annually with a committee of volunteers

to implement the Informed Voters Project. We would appreciate your assistance in completing this anonymous survey to provide insight to the challenges facing judicial independence and the judiciary from your perspective. This will assist us in creating valuable programs and presentations. The link follows.

<https://www.surveymonkey.com/r/judindep>

The Judicial Independence Committee will present a webinar for NAWJ members on March 18, 2022, at noon to address why courts are under attack and what judges can do about it. Please save the date and remember to register. Speakers include Justice Robin Hudson, Justice Debra Stephens, Annette Boyd Pitts (National Education Chair IVP), and Judge Cymonie Rowe (FL). The webinar will address challenges and threats to judicial independence while examining public

knowledge, trust, and confidence in the judicial branch. Judges will learn interactive, effective strategies for engaging with the public and how to access valuable resources and opportunities for such engagements. This webinar will highlight attempts to politicize the judicial branch and possible consequences. Materials will address nonpartisan messaging and outreach for public engagement useful throughout the year and during elections in helping the public understand the unique elements of the judicial branch in our constitutional design, as well as what to look for in judges. We will incorporate polling, videos, and animations throughout the webinar as well as available resources.

For additional information on any of these programs or opportunities, please contact Annette Boyd Pitts at apitts@flsouthern.edu.

We Did It!

Continued from page 10

Chemerinsky updated us on happenings at the Supreme Court.

Both days offered a wide variety of educational programs on timely topics. Addressing equality and advancing justice for our LGBTQ+ communities, people with disabilities, unrepresented litigants, and people disenfranchised from voting. Discussions about gender bias in judicial opinions, generational distinctions in the workplace, and bias barriers. Differences that judges and community leaders are making and insights into the human side of judging. Whether Hollywood realistically illustrates the ethical dilemmas that judges and lawyers face. How technology can be our friend. Tea with our sister judges from across the globe to talk about the common challenges that we share and those that may be unique to our own parts of the world.

On Saturday morning, we commemorated

the 19th Amendment with a re-imagining of the Tennessee vote on ratification. NAWJ members joined local professional thespians, judges, and lawyers in portraying suffragists and anti-suffragists during the events that ended with Harry Burn breaking the stalemate on ratification by voting in favor at the urging of his mother, Febb Burn. Afterward, we visited the Votes for Women room that showcases the history of civil rights and woman suffrage in the United States and around the world.

The conference would not have been possible without the tireless work of the Nashville planning committee, to all of whom I extend a heartfelt thanks. We dedicated the conference to Tennessee Supreme Court Justice Connie Clark, our friend and long-time NAWJ member, who passed away in September. Connie was a true public servant, an unparalleled example of the best combinations our

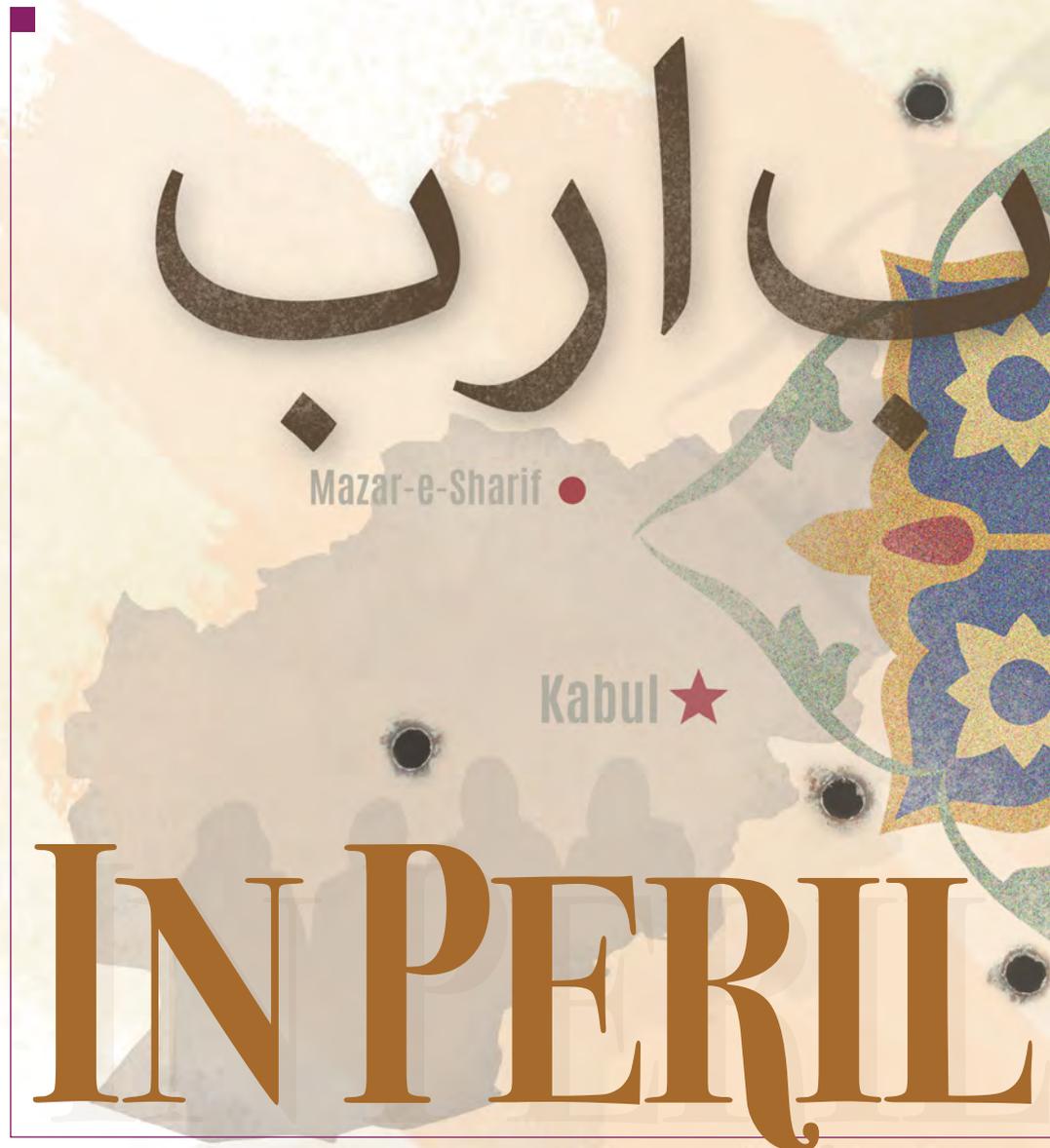
profession has to offer. Brilliant and relatable with infinite common sense. Persistent and kind and welcoming. A self-described introvert with courage and determination to have her voice heard. A true leader with grace and humility. The Beatles, of whom Connie was a fan, include in one song the lyrics, “when you’ve seen beyond yourself, then you may find peace of mind is waiting there.” On behalf of the entire Nashville conference planning committee, we hope that, in Nashville, everyone was inspired to even more deliberately pursue the mission of NAWJ of equal access to justice, to look beyond ourselves, and there to find peace of mind.

**Due to space, this is only a few of the highlights. Of course, there were many more, including presentation of awards and thoughts shared by both outgoing President Karen Donohue and incoming President Elizabeth White. For more about the awards given during the conference and presidential messages, please check the NAWJ website.*



California Judges Association (CJA) is honored to be able to interview Judge Anisa Dhanji of the United Kingdom. Judge Dhanji is very involved in the evacuation and support of Afghan women Judges who are to flee their country, in fear of their and their families' lives.

Judge Dhanji has a long and illustrious career. She holds an LL.B from the University of British Columbia, an LL.M from the London School of Economics, as well as a Certificate in Human Rights Law from the London School of Economics. She was appointed as a Judge in 2000 to hear asylum, human rights and immigration cases. In 2005, she was appointed to the General Regulatory Chamber to hear information rights cases, and in the same year, she was also appointed as a Recorder to hear criminal cases in the Crown Court. She has allocated her time between these three judicial roles. She has undertaken both legal and non-legal projects on a voluntary basis in Pakistan, and Tajikistan, on issues relating to women and children, in particular. She was born in Kenya and lived there, and subsequently in Canada, before moving to the UK some 30 years ago. (International Association of Women Judges biography).



IN PERIL

The Women Judges of

SCHMANN: Judge Dhanji, thank you very much for sharing your time with the California Judges Association. Could you tell us about your background?

DHANJI: It is perhaps an unusual background for someone holding judicial office here. I qualified initially in British Columbia, Canada, as a

barrister & solicitor. I later came to the UK to undertake an LL.M in intellectual property and stayed on, requalifying as a solicitor. I practised for a few years with a large London law firm, and later was GC for Pepe Jeans/Tommy Hilfiger, before joining a European online auction company – long before eBay became a household



J. P. Dixon

Afghanistan and Their Families

name! When I was appointed as a judge about 20 years ago, most of the judiciary came from the Bar, though that has changed over the years, and many more solicitors are now being appointed.

SCHUMANN: I know our bench officers would be interested in hearing about

judicial independence in your country. Are your judges appointed, how long is their term, and do you have to stand for election?

DHANJI: Appointments are made by the Judicial Appointment Commission (except for the Supreme Court). Positions are advertised, people apply,

and there is then a very rigorous selection process, during which applicants are assessed against specified competencies. No system is perfect of course, but thankfully we have moved a long way away from the tap on the shoulder, old boys network thing. Appointments last until retirement, although one can apply for

a part time position, and some of these are fixed term appointments, with renewals dependant on business needs.

SCHUMANN: How did you become involved in Human Rights?

DHANJI: I think anyone who falls outside the profile of the majority population, as I do, lives with the issues in quite a personal way. My real interest though is in the development field, in which I have been involved for some decades now, particularly with the Aga Khan Development Network. I was also a founding trustee of Focus Europe, an international crisis response and disaster risk management agency. There is overlap, of course, between human rights work and development work, but the latter is focused more on improving the quality of life for people in their own communities and within their historical and cultural contexts.

SCHUMANN: You are very active in International Association of Women Judges (IAWJ). How did that happen?

DHANJI: I was elected by the membership as Regional Director for Europe, the Middle East and North Africa, and held that position for two terms. It has been a privilege to have been able to remain closely involved with IAWJ's work, and to be able to count some extraordinary women judges from around the world, as friends. I am currently on the IAWJ Afghan Support Committee. I am also closely involved with the UK association, which is a chapter of IAWJ. We have a group of dedicated UK judges, partnered with Afghan women judges, and have been able to support the evacuation of a few of them to the UK.

It has been a privilege to have been able to remain closely involved with IAWJ's work, and to be able to count some extraordinary women judges from around the world, as friends.



SCHUMANN: Some of our readers may not be aware of the murders of 2 women judges in January. Can you share any details of that?

DHANJI: They were gunned down in cold blood while on their way to work to the Supreme Court building in Kabul. It was all the more shocking because they were targeted simply for being women judges. And yet, other women judges, knowing the risks involved, and under continuous threat, still got up, and went to work each day. That type of courage is unimaginable to us.

SCHUMANN: I understand that the women judges were very involved in creating the country's legal system after the fall of the Taliban in the 1990's. Could you tell us about that please?

DHANJI: Yes, over those 20 years, about 270 women sat as judges, so about a tenth of the country's judiciary. They heard the full range of both routine and complex cases, and took on respected leadership roles, some achieving senior positions – so they were completely integral in establishing

and maintaining the rule of law in Afghanistan. They also had close links with IAWJ, attended training programs in Washington and elsewhere, and formed the Association of Women Judges in Afghanistan (AWJA). The photo is from an AWJA meeting in July this year, which was organised with the support of the Max Planck Foundation. Along with other IAWJ colleagues, I attended that meeting (virtually). Judge after judge spoke to us, describing the dangerous and difficult conditions under which they lived and worked, and yet saying that they loved their country, that they did not want to leave, and asked just that they be allowed to continue their vital work in in safety. Now, just a few short weeks later, their careers are over, many are in hiding, and they live in fear of the knock on the door, or the phone call threatening them and their families. They cannot even seek refuge amongst friends or family because to do so would put those people at risk too.

SCHUMANN: I have heard alarming news that the prisons have been opened and many of the prisoners, sentenced by these judges, have been released. Do they constitute a threat to the safety of the judges and their families?

DHANJI: Very much so. The threats to these judges come from multiple sources including of course the Taliban and insurgent groups, but the wholesale release of prisoners is a particularly worrying aspect. Security breaches mean that contact details of the judges are in circulation, and many have received explicit threats, and there are reports of family members also being threatened. Many judges have sent us specific details of the threats they have received, some to the effect

that “now you have no power, and we will find you”. This is a particularly acute risk in the provinces where people know each other, and where it can be very difficult to hide.

SCHUMANN: I have also heard of something called “night letters”. What is that?

DHANJI: When I was sitting as an Immigration Judge while the Taliban were last in power, I saw many of these. Typically, they are stuck on the doors of people’s houses, bearing the Taliban insignia, and containing threats, orders to attend, sinister warnings, etc. It is of course an effective way to engender fear and thus control the local population.

SCHUMANN: Has there been international support in assisting these judges to leave Afghanistan?

DHANJI: Although IAWJ has been working 24/7, it has so far been extremely difficult to assist more than a few. You will know, I’m sure, about the chaotic and perilous situation at the airport in Kabul in the days leading up to the departure of American troops. Some women judges were waiting for 48 hours or more, with elderly parents or young children. Some were beaten. We were getting reports from them every few minutes, and it was an extraordinarily difficult situation, and a huge responsibility to try to guide and advise them. We are thankful that we were able to get the warnings about the imminent airport attacks to them in time. Efforts are now focused on other evacuation channels, but the situation is fluid, the reliability of partners and information has to be continuously checked, and of course all this is well beyond the type of work we are used to,

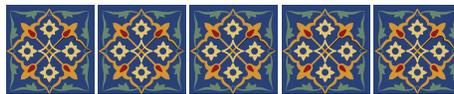
as judges. Right now, one colleague is trying to find a way to get insulin to a judge’s daughter because the judge cannot herself go out, and is afraid that even if insulin were to be made available to a hospital, she cannot access it because it would mean identifying herself.

SCHUMANN: Have the male judges faced similar threats of execution?

DHANJI: Yes, very much so. What is worth highlighting though, as regards women judges, is that they are at risk because they have had the temerity to sit in judgement on men. That itself justifies retribution under Taliban ideology.



What is worth highlighting though, as regards women judges, is that they are at risk because they have had the temerity to sit in judgement on men. That itself justifies retribution under Taliban ideology.



Also, they have lost their status – it is inconceivable that they will be allowed to sit as judges again, and there is no protection for them. Because of the restrictions on their movement, they are not able to leave their homes, to hide, or to escape. So they are prepared to give up everything, knowing that they may never be able to return to the country of their birth, in order simply for them and their families, to stay alive.

SCHUMANN: What can we do to help our Afghan colleagues?

DHANJI: The urgency at present is in assisting the judges (and their families), who wish to leave. Public awareness of their plight may help to have them included in evacuation plans and in resettlement visas, etc. In the longer term, for those who do leave, there will be a need for a range of supports - legal advice, funds, and also practical support in terms of education and work opportunities, accommodation, medical and mental health care, etc.

SCHUMANN: Thank you very much for your work and dedication in helping our Afghan sister judges in their time of great peril. Who or what organization may our judges contact if they wish to offer support and assistance to their colleagues?

DHANJI: The IAWJ has set up a support fund. Details about how to donate are on the website, which also explains other forms of support needed. Please do take a look: www.iawj.org.

Judge Nomoto Schumann was the first Asian American woman appointed to the Orange County Bench. During her 34 plus years on the Bench, she has developed an expertise in Civil, Criminal, and Family Law cases. Judge Nomoto Schumann is the immediate Past President of the California Judges Assoc; has served as Chair of the California Judges Association and the National Women Judges Association Ethics Committees; and is the Vice Chair of the California Judge’s Ethics Committee.

Editor’s Note: This interview took place on September 22, 2021.

Attribution: Originally printed in California Judges Association’s *The Bench Magazine* Fall 2021, Issue 4.

Life After the Bench

Retired. Now What?

Give Your Time, Talent, and Treasure to Your Community!



Emily Chafa served as an administrative law judge for the State of Iowa for several years, retiring in July 2019. She is an active member of several local, state and national bar associations, including the ABA Judicial Division and NAWJ. She serves as co-chair of the NAWJ Administrative Judiciary Committee. She serves as co-chair of the ABA Judicial Division's Judicial Outreach Committee.

A recently retired ALJ shares her thoughts on the ways retired judges are well suited to volunteer their time and talent; to provide civics education and information on selected timely legal topics to students and community groups, to inspire and be inspired by mock trial teams, and to spread the word of the importance of the rule of law and the role of judges in state, federal, administrative and specialized tribunals.

Judge Mock Trial Tournaments:

First, a confession. I love mock trial. I love judging middle school mock trial tournaments. I love judging high school mock trial tournaments. I loved judging the national college mock trials tournaments. I've judged various levels of mock trial tournaments every year for almost thirty years. Lawyers, judges, retired lawyers, and retired judges are all capable mock trial judges. But, retired judges are perfectly equipped to volunteer and serve in this role. We know how to run a pre-trial conference, handle objections, diplomatically guide litigants through a trial process with varying rules and procedures - and keep a straight face through it all. Plus, as an added benefit, retired judges can serve in this role without the distraction and worry about a stack of orders and decisions to write, emails to respond to, other duties as assigned, back at the court chambers or office that no longer

exists. I can now volunteer to judge mock trial for a full day or a full tournament, instead of one round here and there when I could fit it into my docket or work schedule. The mock trial participants love to see a real judge (a retired judge is still a real judge in their eyes) presiding over their round. They appreciate our insights and advice following each round. The students, along with their parents, teachers, and coaches, learn that judges can be genuinely nice people. They may see women judges and judges of color for the first time and realize that a judge can look like them. I typically encourage the talented students to consider a legal career. I tell them how they can become judges someday.

We are giving our time and talent to these students when we judge mock trial tournaments. But, we receive so much more than we give. These talented

students inspire us. We see the future of society, and, perhaps, the future of the legal profession, when we watch 6th – 12th graders competently handle exhibits and unexpected cross examination questions. We see teamwork in action. We watch individual students develop their skills through middle school tournaments and high school tournaments. We may see the same students in the college mock trial tournaments.

How can you volunteer to judge middle school and high school mock trial tournaments in your geographic area? Visit www.nationalmocktrial.org to find the list of all state mock trial coordinators and state mock trial websites. Contact your state mock trial coordinator to sign up to judge a few rounds. My state mock trial director informed me that all are welcome to judge the 2020 Iowa middle school tournament, remotely, for a taste of the entertaining and inspiring process. At least twelve states have middle school programs. At least forty-five states have high school programs. The college mock trial program was established in 1985 by Richard Calkins, then the Dean of Drake University Law School in Des Moines, Iowa. Regional tournaments and the national tournament are scheduled in various areas of the country each year. Visit www.collegemocktrial.org to find the tournaments in your geographic area.

ABA Law Day Programs:

Law Day is an annual celebration, on May 1, celebrating the importance of the rule of law. It was established in 1959. The American Bar Association selects a Law Day theme each year and prepares resources for state and local bar associations (and other groups of lawyers and judges) to use for their own Law Day competitions and celebrations. Retired judges are well suited to spend time and energy on these public education programs. Visit https://www.americanbar.org/groups/public_education/law-day/ for details on the 2021 Law Day theme. The ABA Law Day website typically includes teaching resources

for presentations to a wide variety of grade levels, K-12, and ideas for presentations to community groups.

Another confession. I love the Law Day student competition my local bar association sponsors each year. I've been a member of this Law Day Committee for 25+ years as the competition categories and age groups expanded to include more students. Our Law Day program currently includes competitions for K-12th grade students. The students can choose to create visual art, music, poetry, essays, and/or a technological depiction of the current year's Law Day theme. We volunteer to speak to the students in their classrooms on the Law Day topic and answer their questions. I also provide basic information on the legal system and the role of judges as part of my presentations. This year, because I'm a retired ALJ, I volunteered to visit as many classes as possible. I spoke in nine classrooms in February and early March, before schools closed due to the pandemic. The surprising responses and thoughtful questions the 4th and 5th graders asked about the 2020 ABA Law Day theme, *Your Vote, Your Voice, Our Democracy*, give me hope for the future. I hope they shared the information they learned about the slow evolution of U.S. voting rights and continuing obstacles to voting with their parents. I hope they shared the information they heard about our justice system and the role of judges with their parents. For the past few years, our awards ceremony was held at the Iowa Supreme Court building, where we introduce the students, parents and teachers to the role the appellate courts play in the justice system and show them the rooms where it happens.

Participate in the ABA Judicial Division's National Judicial Outreach Week:

Last, but certainly not least, I encourage all retired judges (and judges who haven't retired yet) to organize, plan and present the NJOW PowerPoint and other materials to high school students, faith-based groups,

community groups, and anyone else who may benefit from learning the importance of the rule of law in our society and the real role of judges in our justice system. For the past few years, the ABA Judicial Division encouraged judges to give these presentations during the limited dates of March 1-10 each year. We still encourage presentations during this March time period, of course. But, as these changing pandemic times teach us, we encourage retired judges (and non-retired judges) to present this information whenever and however possible, to reach students in their online classes, civic groups in their virtual meetings, etc. Or, you can weave the basic NJOW information into a Law Day presentation or a mock trial introduction, as I've done several times. Visit https://www.americanbar.org/groups/judicial/committees/judicial_outreach_network/njow/ to find the PowerPoint presentations, speaker notes and other helpful materials. These materials can easily be used and adapted to speak to 6th – 12th grade students, to college students, and to a variety of adult groups. The presentation can easily be adapted to fit the time allowed, including time to provide the presenting judge's background and experience. Retired judges can probably speak more freely than judges who are still on a bench or in an administrative tribunal. Retired judges can probably provide comprehensive answers to questions an audience may pose without fear of reprisal. In other words, retired judges are uniquely well suited to give their time and talent by presenting the ABA JD Judicial Outreach program materials in our communities.

I hope I've planted a seed or two to inspire many of you to give some of your time and talent in your communities by participating in one or more of these programs.

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District News



DISTRICT TWO (CT, NY, VT)
Connecticut, New York, Vermont

DISTRICT DIRECTOR:
Hon. Leslie A. Stroth
New York City Civil Court, NY County
Email: lstroth@nycourts.gov

CONNECTICUT
NEW YORK
VERMONT

2

District Two extends a heartfelt **CONGRATULATIONS** to:

Judge Shirley Troutman who was appointed to New York's highest court, the New York Court of Appeals, by Governor Kathy Hochul, New York's first woman governor.



Judge Shirley Troutman

Judge Deborah A. Kaplan, who was appointed Deputy Chief Administrative Judge for the New York City Courts, and will oversee the management and daily operations of New York City's trial courts, which are among the largest and busiest in the country.



Judge Deborah A. Kaplan

Judge Carolyn Walker-Diallo, who was appointed Administrative Judge of the New York City Civil Court (all five boroughs) and is



Judge Carolyn Walker-Diallo

the first Muslim woman elected as a New York State judge.

Hon. Betty Weinberg Ellerin, who was honored at the dedication of the "Betty Weinberg Ellerin Children's Center" at the NYC Civil Court in recognition of her deep commitment to improving the treatment of women and children in the courts and for her seven decade trailblazing judicial career. (1st woman Presiding Justice, Appellate Division)

Congratulations also to:

Hon. Juanita Bing Newton, Fund for Modern Courts Career Public Service Award; **Hon. LaTia Martin**, **Hon. Sheila Abdus-Salaam**, Outstanding Jurist Award, Franklin H. Williams Judicial Commission.

PROGRAMMING

The New York Chapter's Fall Judicial Internship program, with a focus on creating a diverse pipeline into the legal profession and the judiciary, successfully concluded on November 12, 2021. Plans are underway for the Spring Judicial Internship program.

The Women in Prisons Committee is collecting toiletries and other items, including book donations, from the membership to include in gift bags to be delivered to women in local prisons

during the Winter holidays.

NAWJ-NY will continue to collaborate with several bar and judicial associations to provide dynamic programming for the bar and bench in the new year, including the Women's History Celebration, "The Power of Women's Voices", and speed mentoring (Mentor jet) for recent law school graduates and those interested in the judiciary. NAWJ-NY members will also continue their involvement in the annual Scales of Justice Academy for high school students.

MEMBERSHIP

District Two welcomes the following new members who have joined NAWJ: **Juliet Howard**, **Norma Jennings**, **Anne-Marie Jolly**, **Catherine Nugent Panepinto**, **Nancy Smith**, **Karen Wilson-Robinson**, **Joanne Winslow**.

NOTABLE

District Two is proud to have supported the resolution on travel ban in states with anti-transgender legislation proposed by the NAWJ LGBTQ committee, which resolution was adopted by members attending the Nashville conference live and virtually on October 9, 2021.



DISTRICT THREE (DE, NJ, PA, VI) CO-DISTRICT DIRECTORS:

Delaware, New Jersey, Pennsylvania, Virgin Islands

Hon. Sandra Ann Robinson
State of New Jersey
Email: kuras@yahoo.com

Hon. Avis Bishop-Thompson
Superior Court, State of New Jersey
Email: avis.bishopthompson@njcourts.gov



JANUARY - APRIL 2021

NAWJ New Jersey Chapter continues to prepare for a fabulous virtual Color of Justice (COJ) program that will include invited guest participation from District Directors and State Chairs throughout our nation east to west and north to south (New York to California / North Dakota to Texas). The COJ program students include seniors and juniors, from the eight northern New Jersey Counties: Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union and Warren County. Participating also in the COJ program will be Fairleigh Dickenson University Para Legal Studies, Montclair State University Para Legal Studies, Rutgers Law School and Seton Hall University Department of Legal Studies. Program co-sponsors include the Bergen County Links, Inc., Essex County Links, Inc. and Women Lawyers of New Jersey.

The keynote speaker for the April 17, 2021 COJ will be the **Honorable Justice Fabiana Pierre-Louis** who is the newest Associate Supreme Court Justice in New Jersey. She is also the first Black woman to serve on the New Jersey Supreme Court. Justice Pierre-Louis began her legal career as a law clerk to New Jersey Supreme Court Associate Justice John E. Wallace Jr., whose seat she now occupies.



Hon. Justice Fabiana Pierre-Louis

A successful virtual “Color of Justice Program” (COJ) was held in APRIL. The two and one-half hour program included college and law school

scholars, high school upper class persons, paralegals, professors, State Supreme Court Justices and panelists employed in diverse areas of law – corporate law, prosecutors, defense counsel, etc. Each attendee received a carry-bag containing a dictionary, the constitution, legal whatnots, etc. Participant population including panelists and students was approximately 173 (includes students who attended a group session and/or doubled-up to watch the Program. District III is appreciative for the Zoom “shout-out” by Delaware State Chair **Hon. Vivian Medinilla** at the COJ Program. New Jersey desires to present a seminar during the October annual meeting on: “Successful COJ Programs. “ The New Jersey 2021 COJ Program Agenda is attached and will be reproduced for the NAWJ October annual meeting program.

Sincere gratitude to all New Jersey Color of Justice 2021 planning committee members, co-chairpersons, NAWJ Executive Director (**Laurie Denham**), Director of Operations (**Brian Gorg**), panelists and moderators. Your fortitude and diligence to present an excellent program during difficult times is especially appreciated. Special thanks and congratulations to New Jersey Associate Justice **Fabiana Pierre-Louis**, keynote speaker. Overwhelming thanks to the students, educators and parents who encourage scholar participation year-after-year! NAWJ gift bags were delivered to all student participants.

Judges Bishop-Thompson and Robinson attended the April 15 and 16, 2021 NAWJ virtual mid-year meeting and leadership conference that included a Resolution

Committee meeting and a National Directors meeting.

In May, **Judge Robinson** was the keynote speaker before several hundred guests attending the Jamaican Civic & Cultural Association of Rockland, Inc. (JAMCCAR) awards luncheon “Honoring Trailblazing Women in the Law”. JAMCCAR is a non-profit organization established 30 years ago offering myriad educational, cultural and social programs for residents of Rockland County, New York. Five New Jersey and New York attorneys were honored for their legal expertise. The honorees were invited to become Amicus members of NAWJ.

JUNE-JULY-AUGUST-SEPTEMBER

District III State Chairs continued with efforts to promote virtual membership functions and encourage members and aspiring members to attend the October 6-11, 2021 NAWJ Annual meeting in Nashville, Tennessee. District III state members were requested to encourage five new members each month between July 1st and December 31st !

OCTOBER-NOVEMBER

Fairleigh Dickinson University **Professor Marina K. Saad**, Ph.D., Department of Criminology and Criminal Justice invited NJ/NAWJ to participate on a law



Professor Marina K. Saad

school panel focusing on “Lawyering and Judging”. The event was held on the Metro Campus of FDU and attracted a significant number of students who asked many questions. Judge Robinson represented NAWJ,

a former Bergen County Prosecutor and a law advocate sat on the panel. The Executive Director of Community Relations, **Anita E.**

Rivers, MA has invited NJ/NAWJ to consider having the next in-person COJ program at FDU. During December 2021 and January

2022, a planning committee will weigh the pros and cons – with and without Covid-19.



DISTRICT FOUR (DC, MD, VA)
District of Columbia, Maryland, Virginia

DISTRICT DIRECTOR:
Hon. Gwenlynn D'Souza
District of Columbia Department of Employment Services
Email: gwsouza@outlook.com

DISTRICT OF COLUMBIA
MARYLAND
VIRGINIA



To those of you who joined the NAWJ Annual Conference in person or virtually, I hope you enjoyed it. This past year has been a tremendous challenge for all of us, but we have continued to do some amazing work. I want to take a moment again to thank **Judge Anita Josey-Herring** for leading District 4 with her board members **Judges Julia Weatherly** and **Sharon Goodie** these past two years. I thank Judges **Sharon Goodie**, **Judy Woodall**, and **Kenia Seoane-Lopez** for joining the Board for our new term. I thank the recent Chapter leaders for their support.

We continue to partner with the District of Columbia Department of Corrections to create a series of podcasts, which are produced by the women inmates as a part of a certification course. Our first podcast, recorded in July 2021, on the topic of domestic violence was planned by **Judge Tanya M. Jones Bosier**. The second podcast recorded in October 2021 on Accessing Food Stamps and Medicaid was hosted by Judge Goodie with the assistance of attorney **Aida Fitzgerald**.

Our third podcast in October 2021 was about pay equity and the D.C. Fair Criminal Records Screening Act. Speakers at the recording session were **Administrative Law Judges D'Souza** and **Erika Pierson**. Our fourth and fifth podcasts about housing, specifically rent subsidies, homeless, evictions, and

housing conditions were planned by **Judges Goodie, Todd Edelman**, and **Anthony Epstein** and recently recorded in December 2021. The podcasts have been well-received by the inmates who can review the audio of the podcast. Planning for our upcoming podcasts on reentry job search, expungement, mental health, and wellness is underway. The recording sessions are virtual, the interviewers are female inmates, and podcasts include a moment of reflection by the inmates. If any judges would like to organize a podcast panel on a new topic for recording between April and July 2022, please let me know. We would like to continue with this effort.

For those of you who are interested in meeting, we are actively recruiting for our local chapter leadership and committees. A virtual District Meeting is being planned for January 6, 2022, at 5:00 p.m. A Zoom invitation was sent to members. Please bring a friend to this virtual event.

Nominations are being accepted for Edna G. Parker Award. An email to District 4 members about the nominations process was circulated. Please submit a nomination of a District 4 member with a brief explanation of the nominee's achievements and accomplishments, by January 21, 2020, to **Judge Judy Woodall** at jlwoodall@co.pg.md.us.

Judges Heidi Pasichow and **Gwenlynn D'Souza** are assisting in planning the mid-year Conference, which is scheduled for March 10-12, 2022, at the Renaissance Arlington Capital View Hotel. District 4 member **Katherine R. Alteneeder** of the Self-Represented Litigation Network is expected to speak.

Because of the pandemic, the Women Moving Forward conference in Jessup, Maryland, and the Irma S. Raker Dinner in Annapolis, Maryland, are being postponed. The goal of the Women Moving Forward conference is to provide women within 6 to 9 months of release with resources and information necessary to support their successful return to the community. The Irma S. Raker Dinner for female legislators and judges is held to improve the channels of communication among the different branches of government.

Congratulations again to the **Honorable Anna Blackburne Rigby**, Chief Judge of the District of Columbia Court of Appeals who received the Joan Dempsey Klein Award, named in honor of the NAWJ's Founding Mother. Photo is from the award ceremony, that took place during the annual meeting.



Anna Blackburne Rigby presented the Joan Dempsey Klein Award

As always, please share announcements of events, appointments, elevation, or special recognition, so we may include them in our monthly reports to the NAWJ Board. Please

let us know of your volunteer events to improve the administration of justice and enhance the legal community. Please remember to submit your information by

the 10th of each month, so we can make a timely report to the **Vice President of Districts Pamela Washington** who relays pertinent information to the NAWJ Board.



DISTRICT EIGHT (IL, IN, KY)
Illinois, Indiana, Kentucky

DISTRICT DIRECTOR:
Hon. Ann Breen-Greco
Chicago Administrative Hearing
Department, Illinois
Email: annbreen-greco@sbcglobal.net

Hon. Patrice Ball-Reed
Circuit Court of Cook County, Chicago, Illinois
Email: patballreed@aol.com



NAWJ District 8 (Illinois, Indiana, Kentucky) held its annual meeting/program/holiday party on December 13, 2021. Our guest speaker was **Chief Illinois Supreme Court Justice Anne Burke**. She discussed the recent changes to boundaries for judicial districts from which appellate and supreme court justices are selected. Primary changes were made outside the boundaries of District 1, Cook County. No notice was provided to the judicial branch by the legislature prior to making the changes. There were also no appropriations made for changes. Illinois Supreme Court paused the new legislation from going into effect, particularly mindful of problems regarding case filings and case management. The Supreme Court has now issued a new order lifting the pause on

January 1, 2022. The changes were so extensive, such that the Supreme Court established a task force to determine the impact and physical consequences of the changes particularly in light of the fact that there is no funding. Because of the changes, two judges from Judicial District 2 were reassigned, one to Judicial District 4 and one to Judicial District 5. It is noted that the changes do not affect the law of a case. Justice Burke also discussed the new state-wide pre-trial program. This also needs funding. Illinois is the first state to have no cash bail. Everyone will have a pretrial officer certified and in the community. And effort is being made to ensure pre-trials are equal. Justice Burke also mentioned that tele-health services are available. Additionally, the Illinois Supreme Court plans to continue a hybrid

method for hearings so litigants do not have to come in person to court. **NAWJ President Elizabeth White** also joined the gathering to wish everyone well for the holidays. We also heard from the President of the Black Women Lawyers Association, **Nakhita Crossley**, regarding the recent and unexpected death of a past BWLA President. **Judge Yolaine Dauphin** discussed a child marriage seminar she is planning for the Illinois State Bar Association's Administrative Law Committee. District 8 is also working with Judge Dauphin on this seminar, as is NAWJ Human Trafficking Committee. District 8 plans to co-sponsor the program. District 8 Co Director, **Judge Patrice Ball-Reed**, also offered good wishes to all at the meeting. District 8 wishes you all healthy and safe holidays.



DISTRICT NINE (IA, MO, WI)
Iowa, Missouri, Wisconsin

DISTRICT DIRECTOR:
Hon. Celene Gogerty
Judicial District 5 Court, Iowa
Email: celene.gogerty@iowacourts.gov

MISSOURI IOWA WISCONSIN



The **Honorable Celeste Bremer** shared photos from the fabulous NAWJ 2021 Nashville conference. This is an example of the wonderful event as captured by Judge Bremer. (right)

invite anypotential members.

On December 16, 2021, District 9 will be having a Zoom holiday mixer.All District 9 members are invited to attend, as well as

District 9 is planning on presenting a Color of Justice program in Des Moines, Iowa, with a tentative date in April 2022. This will be a joint venture with Drake University College of Law and the Des Moines Public Schools. We are hoping this will kick off an annual event.





DISTRICT ELEVEN (AR, OK, TX)
Arkansas, Oklahoma, Texas

DISTRICT DIRECTOR:
Hon. Maria Salas-Mendoza
120th Judicial District Court, Texas
Email: MaSalas@epcounty.com

ARKANSAS
OKLAHOMA
TEXAS **11**

EVENTS

District 11 held a Membership Social in San Antonio, Texas, on December 9, 2021. Hosted by **Chief Justice Rebeca Martinez**



at the 4th Court of Appeals, members and prospective members enjoyed lunch together and heard an NAWJ update from District Director **Maria Salas Mendoza**.

Later that evening, hosted by the Herrera Law Firm, founding members of Texas Latinx Judges held a reception with the Hispanic Issues Section of the State Bar of Texas in San Antonio, Texas. Texas Latinx Judges was founded May 5, 2021, by NAWJ members **Judge Lesley Briones, Judge Victor**



Villarreal, Chief Justice Dori Contreras, Judge Maria Salas Mendoza, Justice Gina M. Benavides, Judge Toni Arteaga and Senior Judge Orlinda Naranjo.

On December 10, 2021, NAWJ member **Justice Rebecca Aizpuru**, native of El Paso, Texas, was sworn in as Associate Justice for the Supreme Court of Texas. Members former **Justice Eva M. Guzman** and **District Director Maria Salas Mendoza** were present on the proud occasion.

KUDOS!

Chief Justice Dori Contreras selected Chair of the Texas Council of Chiefs for 2021-2023. An NAWJ and founding member of Texas Latinx Judges, Chief Contreras is the first woman and Latina to serve as Chief



Justice on the Thirteenth Court of Appeals. Likewise, she is the first Latina to serve as Chair of the Council. Chief Contreras was honored by the Hidalgo County Democratic Party on November 3, 2021, as the Democratic Woman of the Year 2021.

Senior Judge Orlinda Naranjo was awarded the Norma Wikler Excellence in Service Award by NAWJ at its annual conference held in Nashville, TN, in October 2021.

Judge Renee Rodriguez-Betancourt, 449th District Court, was appointed to the Texas Judicial Commission on Mental Health and the Meadows Mental Health Policy Institute.

Judge Victor Villarreal was featured in UT Austin's School of Law Celebration honoring its alumni for National Hispanic Heritage Month in October 2021. Judge Villarreal was president of the Chicano/Hispanic Law Students' Association, the largest in the U.S., and he created the Susana I. Aleman Scholarship while a student at Texas Law. Judge Villarreal is proud of his NAWJ membership and is a founding member of Texas Latinx Judges.

District 11 Members - Featured Speakers: Chief Justice Dori Contreras, 13th Court of Appeals, spoke at the Hispanic Heritage Program at the University of Houston Law Center on October 5, 2021.

Judge Lesley Briones was a panel presenter on COVID-19 and In Person Trials: What You Need To Know, a program coordinated by the Hispanic Issues Section of the State Bar of Texas on October 6, 2021.

On November 4, 2021, members Judge Renee Rodriguez-Betancourt (449th District Court), Judge Lesley Briones (Harris County Civil Court at Law No. 4), Justice Gisela Triana (Third Court of Appeals), Justice Gina Benavides (Thirteenth Court of Appeals), Judge Jessica Vazquez (El Paso County Criminal Court at Law No. 4), and Judge Victor Villarreal (Webb County Court at Law No. 2) presented a program for law students: Succeeding in Law School & Our Journeys to the Bench, a program hosted by Texas Latinx Judges.

Justice Gina M. Benavides, 13th Court of Appeals, was a featured speaker for a webinar of the American Business Women's Foundation. The virtual program was titled, Breaking the Glass Ceiling:

Inspiration and Lessons from Successful Women in Male Dominated Fields and held on October 2, 2021.

Justice Julie Countiss, 1st Court of Appeals, provided a Legal Overview from the First Permanence Hearing through Final Orders and Beyond, for the 2021 Child Welfare Judges Conference, held by the Texas Center for the Judiciary in September 2021. She was also a presenter on the Role of the Courts, a presentation at the Southeast Texas Area Correctional Facilities Committee Conference that same month.

Joined by William J. Chriss, former Dean of the Texas Center for Legal Ethics and Professionalism and Jacqueline Habersham, Executive Director of the State

Commission on Judicial Conduct, NAWJ members Justice Gina M. Benavides and Senior Judge Orlinda Naranjo were speakers on a panel addressing, Ethical Dos and Don'ts: The State Commission on Judicial Conduct, Social Media & More; the virtual program was delivered on October 21, 2021, by Texas Latinx Judges.

On October 27, 2021, members Justice Gina M. Benavides, Judge Selena Solis and Judge Lora Livingston gave an important talk titled, Can We Really Do That? The Ethics of Judicial Involvement in Pro Bono. The presentation was coordinated by the Judiciary Subcommittee of the State Bar of Texas Pro Bono Work Group.



**DISTRICT THIRTEEN
(AK, HI, ID, MT, OR, WA)**
Alaska, Hawaii, Idaho, Montana
Oregon, Washington

DISTRICT DIRECTOR:
Hon. Lisa A. Paglisotti
King County District Court
Email: lisa.paglisotti@kingcounty.gov

ALASKA
HAWAII
IDAHO
MONTANA
OREGON
WASHINGTON

13

I would like to begin by thanking all District 13 members for your continuing dedication to serving your respective communities during these challenging times. The past two years have presented us with unprecedented challenges in our work and personal lives. Thank you for your patience, commitment, and service! District 13 welcomed the following new members during 2021: **Judge Szambelan, Judge David Keenan, Judge Aimee Sutton, Judge Jessica Giner (former NAWJ scholarship winner), Judge Hillary Madsen, and Judge Amy Baggio.** Congratulations to the Washington State Gender and Justice Commission, specifically NAWJ member Co-Chairs **Justice Sheryl Gordon McCloud** and **Judge Marilyn Paja**, and **Justice Barbara Madsen** for the Gender Bias Study, which updates the 1987 Gender Study. The

updated report includes additional topics such as the disparate incarceration of women, increased incarceration of girls in juvenile settings, criminal sentencing reforms that would recognize domestic violence survivors charged as defendants, harassment of women participants in litigation, trafficking of women and girls, and issues surrounding the treatment of LGBTQ persons in prisons. Thank you for your work!

Congratulations to NAWJ member **Justice Helen Whitener** who was named "Public Official of the Year" by Evergreen State College Master of Public Administration Program. The ABA Commission on Sexual Orientation and Gender Identity will be presenting Justice Whitener with the prestigious Stonewall Award.

Thank you to **Judge Karen Donohue** for your dedication, commitment and hard work over the past year as President of NAWJ and for stepping up to the many unprecedented challenges during the past year! Thank you also to District 13 member **Judge Pamela Washington** for your continued leadership and enthusiasm as you lead all of the Districts during the past and upcoming year. Finally, District 13 members are meeting on 1/6/2022 to identify priorities and goals for the upcoming year.



DISTRICT FOURTEEN (CA, NV)
California, Nevada

DISTRICT DIRECTOR:
Hon. Pennie McLaughlin
Superior Court of California, San Diego County
Email: pennie.mclaughlin@sdcourt.ca.gov

CALIFORNIA
NEVADA

14

District 14 was well represented in Nashville and gave us a chance to meet and enjoy each other's company after being shut-in for over a year and a half. Our own Los Angeles **Judge Elizabeth White** was sworn in as President, taking the helm with her usual flair of inspiring each and every one of us. It was an honor to be present and listen to her tale from attorney to the bench. We also found out that the California contingent can dance, and a large group of them danced for hours with our sisters from countries far away, but all united in the joy of movement and music. The accolades and honors earned by District 14 members in the last quarter of 2021 were numerous, from the national stage to local bar associations. Congratulations for making us proud and doing the important work of lifting up the lives of others and for your public service. Many of our members were honored in their communities and statewide with their invitations to be panelists at conferences and virtual gatherings. San Diego **Judge Terrie Roberts** lead the pack with an incredible nationwide webinar presentation on "Disrupting the School to Prison Pipeline." Award recipients included the following District 14 members:

Honorable Sharon Kalemkarian- American Academy of Matrimonial Lawyers Southern California Judicial Officer of the Year

Honorable Christine Donovan- appointed to the Solano County Superior Court

Honorable Nadia Keilanit - San Diego County Bar Association Service Award

Honorable Pennie McLaughlin- NAWJ Norma Wickler Award, California Commissioner of the Year

Many of our judges were involved in the "Judges in the Classroom" series, including California 4th District Court of Appeals Presiding **Justice Judith McConnell** and Los Angeles **Judge Maria Puente-Porras**. Through this effort, judges go into the classroom and meet, masked, but in person, with elementary school students to teach them about how laws are made, enforced and applied. Using several different fact patterns, the students are engaged with rapt attention as they help us judge whether a particular scenario is a violation of a specific law. The students were eager, engaging and came away with a much greater sense of how the three branches of government have separate and distinct functions. San Diego **Judge Marian Gaston** took part in several panels and also was a driving force behind the effort to create collaborative courts for commercially sexually exploited youth in several counties in California. Los Angeles County **Judge Judith Chirlin, Ret.**, helped found an organization to help support and develop Native American playwrights and actors called the Native Voices Support Committee. Judge Chirlin was selected to serve as the Inaugural Chair of this organization which works with performers and playwrights from all over North America.

In closing, many District 14 members were active participants in the spirited and important debate on the resolution on whether our organization would

continue to host events in states that have enacted discriminatory laws against transgender people. We all agreed that any form of discrimination is wrong, but there was strong disagreement on whether boycotting states would serve our purpose. District 14 recognizes the heart, leadership and commitment of **Judge Kristin Rosi** and **Judge Dorothy Proudfoot**, among many others, in working with the Board to create a platform for real participation of our members who could not attend the annual conference in person. Through this effort, many voices were heard virtually and still other California judges in the room, including the strong voice of Los Angeles **Judge Holly Fuji**, lined up to



District 14 Judges Nadia Keilani, Tamila Ipema and Cindy Davis with Judge Bernadette D'Souza in Nashville.

be heard, though there were rules in place that could not accommodate everyone. In the end, the vote was close but we all learned that we can vehemently disagree and still survive as

an organization that unites us on so many other levels. In closing out 2021, the members of the National Association of Women Judges and the strong and spirited voices of District 14, could serve as a needed

example for the entire country on what a true democracy looks like and how important it is to take part, and win or lose, graciously move forward toward our common goals.

NAWJ DISTRICT DIRECTORS

DISTRICT DIRECTORS

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

Hon. Mary Dacey White
Brookline District Court, Massachusetts

District Two (CT, NY, VT)

Hon. Leslie A. Stroth
New York City Civil Court, NY County

District Three (DE, NJ, PA, VI)

Hon. Avis Bishop-Thompson
Superior Court, New Jersey

Hon. Sandra Ann Robinson

State of New Jersey

District Four (DC, MD, VA)

Hon. Gwenlynn D'Souza
District of Columbia Department of Employment Services

District Five (FL, GA, NC, SC)

Hon. Tanya Brinkley
11th Judicial Circuit Court, Miami, Florida

District Six (AL, LA, MS, TN)

Hon. Jennifer Smith
Division IV, Criminal Court, 20th Judicial District, Nashville, Tennessee

District Seven (MI, OH, WV)

Hon. Michelle Rick
Michigan Court of Appeals, Lansing, Michigan

District Eight (IL, IN, KY)

Hon. Ann Breen-Greco
Chicago Administrative Hearing Department, Illinois

Hon. Patrice Ball-Reed

Circuit Court of Cook County, Chicago, Illinois

District Nine (IA, MO, WI)

Hon. Celene Gogerty
Judicial District 5 Court, Iowa

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

Hon. Rachel Pickering
Shawnee County District Court, Topeka, Kansas

District Eleven (AR, OK, TX)

Hon. Maria Salas-Mendoza
120th Judicial District Court, Texas

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

Hon. Colleen Clark
Arapahoe County Court, Colorado

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

Hon. Lisa A. Paglisotti
King County District Court, Seattle, Washington

District Fourteen (CA, NV)

Hon. Pennie McLaughlin
Superior Court of California, San Diego County

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Administrative Hearing Department, Illinois

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Hon. Lisa Walsh
11th Judicial Circuit Court, Miami, Florida

Committee Liaison

Hon. Heidi Pasichow
Superior Court of the District of Columbia

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Thank you 2021-2022 Resource Board Members

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Afsoon McClellan

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Sarah R. London, Co-Chair

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Olfa Akkari
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Kimberly Best
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 Debre Weintraub
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 Elizabeth White
 Mary White
 Ann Yahner
 Barbara Zúñiga



Teer, CFRE
 Director of Development

Joining the team at NAWJ during the last quarter of 2021 was a challenge. Thank you for the warm welcome and enthusiastic support!

*In the word cloud generated from our membership survey, the word **support** is featured along with **connection, community, and growth**. It's clear what NAWJ members value. I share those values. In 2022, I will keep these words close to my heart and at the top of mind as I share the story of NAWJ with others.*

Happy New Year!

NAWJ NEW MEMBERS SINCE JANUARY 1, 2021 – JUNE 1, 2021

We welcome the following new members of NAWJ:

Hon. Gale Adams, AOC North Carolina, Fayetteville, NC

Hon. Carlyn Addison, Memphis & Shelby County Juvenile Court, Memphis, TN

Ms. Katherine Alteneader, SRLN, Arlington, VA

Hon. Jo Atwood, Circuit Court, Milton, TN

Hon. Jennifer Bahr, 4th Judicial District Of Iowa, Logan, IA

Hon. Deborah Baker, Illinois Workers' Compensation Commission, Chicago, IL

Hon. Elena Baron, New York County Civil Court, New York, NY

Hon. Deborah Begay, Moon Valley Justice Court, Phoenix, AZ

Hon. Maria Berkenkotter, Colorado Supreme Court, Boulder, CO

Ms. Kim Bilbrey, Kane County Public Defender, St. Charles, IL

Hon. Melissa Blackburn, General Sessions Nashville, Nashville, TN

Dr. Heidi Blossom, Blossom Digital, Taylors, SC

Hon. Stacy Boulware Eurie, Superior Court of California, County of Sacramento, Sacramento, CA

Hon. Carletta Brown, Civil & Magistrate Court Of Richmond County, Augusta, GA

Ms. Roxanne Carter, State of California, San Diego, CA

Ms. Madeleine Clark, University of Detroit Mercy School of Law, Shelby Township, MI

Hon. Lisa Coen, Los Angeles County, Bellflower, CA

Hon. Holly D'Andrea, Executive Office For Immigration Review, Conroe, TX

Hon. Gina Dashman, Contra Costa Superior Court, Martinez, CA

Hon. Caryn Datz, 17th Judicial District, Brighton, CO

Hon. Leonore Driggs, Arcadia Biltmore Justice Court MCJC, Phoenix, AZ

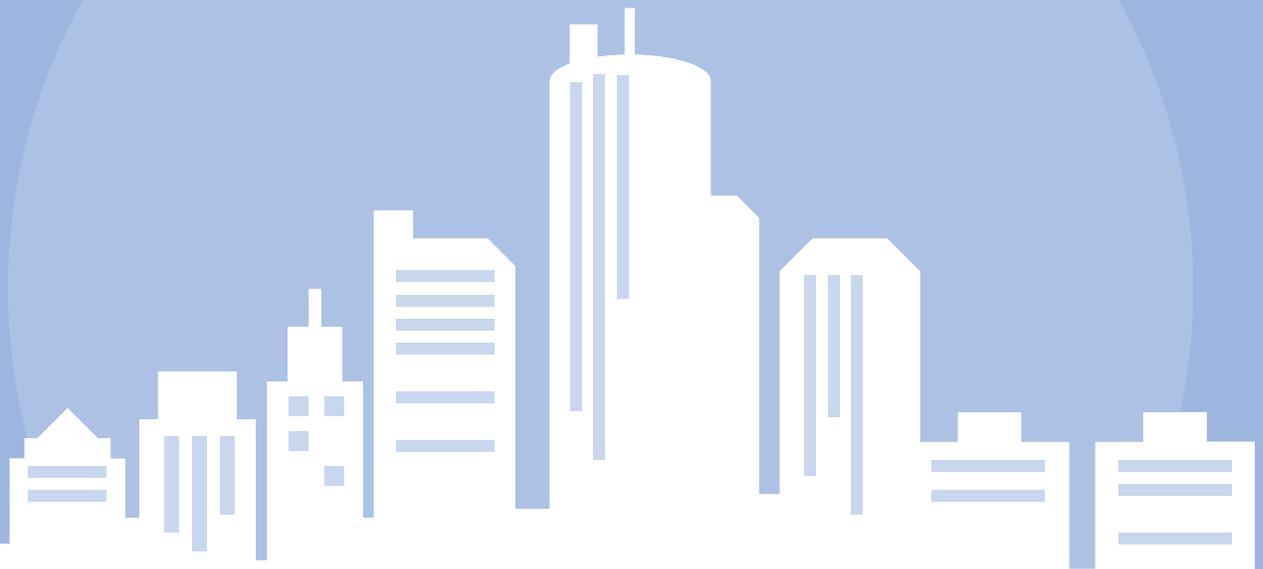
Ms. Christina Elhaddad, Hoffman & Forde, Attorneys At Law, San Diego, CA

Hon. Kathleen Feeney, Kent County Circuit Court, Grand Rapids, MI

- Hon. Cynthia Finley**, State Of Iowa, Cedar Rapids, IA
- Hon. Kameshia Gant**, 6th Circuit Court, Pontiac, MI
- Mrs. Noemi Garcia-Martinez**, Cameron County Juvenile Court, Brownsville, TX
- Professor Linda Greene**, Michigan State University College Of Law, East Lansing, MI
- Hon. Elizabeth Gunn**, United States Bankruptcy Court, District Of Columbia, Washington, DC
- Hon. Belinda Harris**, Clark County Justice Court, North Las Vegas, NV
- Hon. Juliet Howard**, Civil Court Of The City Of New York/Housing Part, Brooklyn, NY
- Hon. Anna Huberman**, Maricopa Justice Courts, Avondale, AZ
- Hon. Barbara Hughes**, 4th Judicial District Colorado, Iowa City, IA
- Hon. Veronica Jackson**, Supreme Court Of British Columbia, Vancouver, BC
- Hon. Norma Jennings**, New York Civil Court-Housing Part, Brooklyn, NY
- Mrs. Amy Johnston**, Miller Canfield, Detroit, MI
- Hon. Anne-Marie Jolly**, NYC Family Court, New York, NY
- Hon. Carmen Kcomt**, Superior Court Of Justice-PERU, Santee, CA
- Dr. Joan Kessler**, JAMS, Los Angeles, CA
- Hon. Rebecca Kiefer**, Milwaukee County Circuit Court, Fox Point, WI
- Ms. Sara Kirby**, San Diego Superior Court, San Diego, CA
- Ms. Allison Koltunchik**, University of Detroit Mercy School of Law, Livonia, MI
- Mr. Edward Lanquist**, Patterson Intellectual Property Law PC, Nashville, TN
- Ms. Shanice Leach**, University of Detroit Mercy School of Law, Oak Park, MI
- Hon. Hollie Levine**, Family Court, Broome Co., Binghamton, NY
- Hon. Thanayi Lindsey**, State Of California, Inglewood, CA
- Hon. Teresa Lopez**, West McDowell J.C.VMaricopa County, Phoenix, AZ
- Hon. Kristen Lucena**, Butte County Superior Court, Oroville, CA
- Hon. Hillary Madsen**, King County Superior Court, Kent, WA
- Hon. Lisa Martin**, 34th District Court, Romulus, MI
- Hon. Karen McCallum**, NC District Court, Charlotte, NC
- Hon. Lisa McCormick**, 30th Circuit Court, Lansing, MI
- Ms. Lauren McNabb**, WMU Cooley Law School, Belmont, MI
- Professor Susana Medina**, Superior Tribunal De Justicia, Paraná, Argentina
- Dr. Luna Mukherjee**, Massachusetts School of Law, Boston, MA
- Hon. Charisse Mullen**, Newport News General District Court, Newport News, VA
- Hon. Maureen Mulligan**, Massachusetts Superior Court, Boston, MA
- Hon. Lizbet Muñoz**, San Diego Superior Court, San Diego, CA
- Hon. Jennifer Neal-Jones**, Fulton County Magistrate Court, Johns Creek, GA
- Ms. Barbara Nelson**, Nelson Law Office, PLLC, Goldsboro, NC
- Hon. Candace Newell**, House Of Representatives, New Orleans, LA
- Hon. Barbara Newman**, NYS Supreme Court, New York, NY
- Ms. Milica Novakovic**, San Diego Superior Court, San Diego, CA
- Hon. Nichole Opkins**, District of Columbia Office of Administrative Hearings, Washington, D.C.
- Dr. Kathleen Overly**, University Of Texas School Of Law, Austin, TX
- Hon. Denise Page Hood**, U.S. District Court, Eastern District of MI, Detroit, MI
- Ms. Josephine Parrinello**, University of Detroit Mercy School of Law, Washington, MI
- Hon. Patricia Perez-Fresard**, 3rd Circuit Of Michigan, Detroit, MI
- Mr. Michael Petticord**, Portland, OR
- Hon. Fredericka Phillips**, 61st District Court Harris County, Houston, TX
- Ms. Verena Powell**, Assigned Counsel Plan, First Department, New York, NY
- Hon. Connie Quinones**, Los Angeles Superior Court, Compton, CA
- Hon. Chandra Reid**, San Diego Superior Court, San Diego, CA
- Hon. Delissa Ridgway**, U.S. Court Of International Trade, New York, NY
- Ms. Alexis Ringman**, Michigan Court Of Appeals, Lansing, MI
- Hon. Yolanda Rodriguez**, New Jersey Superior Court, Mount Laurel, NJ
- Hon. Amy Rosenberg**, Social Security Administration, Office Of Hearings Operations, East Lansing, MI
- Hon. Debra Sasser**, NC AOC District Court, Raleigh, NC
- Hon. Sharron Sauls**, Maricopa County Justice Courts, Chandler, AZ
- Hon. Elaiissia Sears**, West Mesa Justice Court/Maricopa County Justice Courts, Mesa, AZ
- Hon. Wendy Segall**, Los Angeles Superior Court, Los Angeles, CA
- Hon. Erika Sledge**, 21st Judicial District Court, Amite, LA
- Hon. Nancy Smith**, NYS Appellate Division, Fourth Department, Rochester, NY
- Hon. Barbara Stalder**, 280th District Court, Houston, TX
- Hon. Toni Terrett**, Ninth Circuit District, State Of Mississippi, Vicksburg, MS
- Hon. Ana Viscomi**, New Jersey Judiciary, New Brunswick, NJ
- Hon. Shannon Walker**, Third Circuit Of Michigan, Grosse Pointe Woods, MI
- Ms. Frances Walters**, Washtenaw County Prosecutor's Office, Ann Arbor, MI
- Hon. Elizabeth Welch**, Michigan Supreme Court, Lansing, MI
- Ms. Christina White**, Matt Shaw Family Law, P.C., St. Charles, IL
- Mr. Alexander Wierenga**, Detroit Mercy Law School, Detroit, MI
- Mrs. Karen Wilson-Robinson**, Wilson & Brown PLLC, Bronxville, NY
- Hon. Joanne Winslow**, NYS Appellate Division, 4th AD, Rochester, NY
- Hon. Diane Wray**, Buffalo City Court, Buffalo, NY



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