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**Volume 4 Issue 12 - December 2006**
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**NAWJ Weighs in On Affirmative Action, Minority Lawyer Progression**

On November 29, 2006, *The New York Times* published an [article](#) reviewing the results of an affirmative action study prepared by UCLA law professor Richard H. Sander. An abstract of the article is available [here](#). See also Richard H. Sander, *The Racial Paradox of the Corporate Law Firm*, 84 N.C. L. Rev. 1755 (2006). In his study, Professor Sander cited poor grades as the primary reason that African-Americans are lagging at major law firms. The following is NAWJ's [editorial response](#):

*To the Editor:*

*"Lawyers Debate Why Blacks Lag at Major Firms" did not acknowledge the many bar association- and court-sponsored diversity studies that have documented patterns of racial bias that continue to impede the progress of minorities, especially African-Americans, Latinos and Native Americans, in large law firms.*

*Many of these studies focus on an often unconscious presumption of incompetence that clouds law firm decision-making with respect to minority attorneys. The result is that minority associates are disproportionately denied training and mentoring opportunities; early mistakes are often fatal to the advancement of minority attorneys while excused for their white peers; and desirable assignments, case referrals and opportunities for partner and client contact tend to be funneled more often to white associates.*

*These findings belong in any discussion of the factors determining the career success of minority attorneys and the larger question of our society's ability to achieve a diverse legal profession.*

*Brenda Stith Loftin  
President, National Association of Women Judges  
St. Louis, Nov. 30, 2006*

**NAWJ Undertakes Strategic Planning Process**

As you know, a cornerstone of my Presidency is the development of a Strategic Plan which hopefully will serve NAWJ as both a guide and a measuring tool over the course of the next five to ten years. In order to achieve that goal, shortly after taking office I assembled a small but diverse group of past and present NAWJ leaders to work together with Shelley Stump, Esq., a highly qualified expert in the promulgation of strategic plans for non-profit legally-related organizations, with the additional expert assistance of Linda Evans, Esq., Director of the Division of Judicial Education of the Missouri state courts.

**Have You Moved to A New Court or A New Home?**

If you're not getting e-mail, postal mail, or faxes from us, it could very well be that we don't know where you are. Don't miss out on anything. If you have recently moved to a new court or a new home, please take a minute and send us an e-mail at [nawj@nawj.org](mailto:nawj@nawj.org) to let us know so we can update our membership database.

**NAWJ Latest News**
**NAWJ Announces the Host Hotel for the 2007 Annual Conference**

The 29th Annual NAWJ Conference is November 7 - 12, 2007 at the Four Season Hotel in Philadelphia, PA. Room rates are \$198.00 Single and \$228.00 Double. Register today to ensure you are able to take advantage of this great rate. The group Identifier

As luck would have it, St. Louis suddenly became the focus of a major snow and ice storm that hit the day and night before the scheduled meeting. It will surprise no one who knows NAWJ, however, that while a few of the participants were irretrievably stranded by the airlines (and will be integrated into the remaining work of the group), most of our members were able to attend, albeit via remarkably circuitous routes.

Over the course of the weekend, all of the participants' views were freely discussed and distilled on a broad range of issues, beginning with a focus on NAWJ's history, mission, core values and overarching accomplishments as against a backdrop of major world and judicial system events. After a wonderful series of sessions, the group ultimately came to agreement on the fundamental building blocks for a Draft Strategic Plan, and will continue its hard work to ensure that a Draft Plan can be considered by the Board of Directors at the Midyear Meeting, scheduled for March 23-25, 2007.

*Brenda Stith Loftin*  
President, NAWJ

### NAWJ Committee Update

To date the following members have signed up for one or more NAWJ committees. This list does NOT include committee chairs. If you sent in a request to serve and are not listed, or if you have not responded but wish to serve, please contact Jeff at 202-393-0222 or [jgroton@nawj.org](mailto:jgroton@nawj.org).

**Leslie M Alden**  
International Outreach Committee

**Pearle Appelman**  
Retired/Senior Judges Committee

**Micki I. Aronson**  
Administrative Law Committee

**Joan Arrowsmith**  
Administrative Law Committee  
International Outreach Committee

**Claudia Barber**  
Federal Judges Committee  
Judicial Selection Committee

**Carol A. Beier**  
Judicial Academic Network/ Judicial  
Education Committee

**Stephanie Browne**  
Military Courts Committee

**Joan V. Churchill**  
Administrative Law Committee  
International Outreach Committee  
Conference Site Selection Committee

**Dorothy H. Clarke**  
International Outreach Committee  
Judicial Selection Committee

**Jane Spencer Craney**  
Conference Site Selection Committee

**Susan Criss**  
Fairness and Access Committee

**Beverly Winslow Cutler**  
Judicial Academic Network/ Judicial

**Chandlee Johnson Kuhn**  
Women in Prison Committee

**Judith A. Lee**  
Administrative Law COmmittee

**Linda S. Marks**  
Fairness and Access Committee

**Michelle A. McGovern**  
Administrative Law Committee

**Sharon Mettler**  
International Parental Abduction Liaison  
Network Committee

**Donna Mills**  
Federal Judges Committee  
Judicial Selection Committee

**Barbara Jean Mobley**  
International Outreach Committee  
International Parental Abduction Liaison  
Network Committee

**Niza M. Motola**  
Membership Outreach and Retention  
Committee

**Sheila M. Murphy**  
International Outreach Committee

**Beverly Sherman Nash**  
Administrative Law Committee

**Jeanette O'Banner-Owens**  
History Committee  
International Outreach Committee

**Debbie O'Dell-Seneca**  
Judicial Academic Network/ Judicial

is National Association of  
Women Judges (NAWJ)

**Call today!**

**1-866-516-1100**  
**215-963-1500**

### Fall 2006 Issue of Counterbalance Ships!



The latest issue of Counterbalance was shipped last week. If you haven't received your copy yet, please allow up to 3 weeks.

[Download the Latest Issue of Counterbalance \(PDF\)](#)

### Upcoming Events

**Save the Date!**  
**NAWJ 29th Annual Conference**  
November 7 - 11, 2007  
Philadelphia, PA

Are you keeping up with all NAWJ events? If not, check out our NAWJ website at <http://www.nawj.org>

### Announcements

#### 2006 Annual Report

The National Office still has copies of NAWJ's 2006 Annual Report. If you would like to distribute some to your colleagues, please

Education Committee  
Membership Outreach and Retention Committee

**Judith Nelson Dilday**  
International Outreach Committee

**Louise D. Donaldson**  
Conference Site Selection Committee

**Fernande R.V. Duffly**  
Ethics Committee

**Diana S. Eagon**  
Awards Committee

**Elisabeth Ashlea Earle**  
Conference Site Selection Committee

**Carol Feinman**  
Administrative Law Committee

**Marjory D. Fields**  
International Parental Abduction Liaison Network Committee

**Audrey Jennings Franks**  
Retired/Senior Judges Committee

**Jennifer Gee**  
Conference Site Selection Committee

**Andrea L. Harnett**  
International Outreach Committee

**William A. Herbert**  
Administrative Law Committee

**Sue Ann Hoahng**  
Women in Prison Committee

**Frederick P. Horn**  
Fairness and Access Committee

**Patricia A. Hurst**  
Conference Policy Committee  
History Committee  
International Outreach Committee

**Vicki Isaacks**  
Fairness and Access Committee

**Susan K. Jamison**  
Federal Judges Committee  
Judicial Selection Committee

**Shelia R. Johnson**  
Conference Site Selection Committee

**Karen G. Johnson-McKewan**  
Fairness and Access Committee  
Judicial Selection Committee

**Heather Karjane**  
Fairness and Access Committee  
Judicial Academic Network/ Judicial Education Committee

Education Committee

**E. Jeannette Ogden**  
Fairness and Access Committee

**Charlaine F. Olmedo**  
Fairness and Access Committee  
Judicial Selection Committee

**Denise Owens**  
Fairness and Access Committee  
International Outreach Committee  
Conference Site Selection Committee

**Lise A. Pearlman**  
International Outreach Committee

**Nina M. Radakovich**  
Retired/Senior Judges Committee

**Ellen F. Rosenblum**  
Ethics Committee

**Vanessa Ruiz**  
International Outreach Committee  
Women in Prison Committee

**Maria Salas-Mendoza**  
Fairness and Access Committee

**Lynn Hecht Schafran**  
Fairness and Access Committee  
International Parental Abduction Liaison Network Committee

**Tam Nomoto Schumann**  
Ethics Committee

**Dolores K. Sloviter**  
Federal Judges Committee

**Elaine Streger**  
Conference Site Selection Committee

**J. Elizabeth Sullivan**  
Administrative Law Committee

**Shirley A. Tolentino**  
Judicial Academic Network/ Judicial Education Committee  
New Judges Committee

**Aleta A. Trauger**  
Federal Judges Committee

**Hinna Mirza Upal**  
International Outreach Committee

**Brooke C. Wells**  
Federal Judges Committee

**Patricia A. Whalen**  
International Outreach Committee  
International Parental Abduction Liaison Network Committee

**Deanne M. Wilson**  
Fairness and Access Committee

contact Jeff at (202)  
393-0222 or  
[igroton@nawj.org](mailto:igroton@nawj.org).

#### New NAWJ Logo Pin Available



#### Order Now!

NAWJ has placed a final order for the silver pins, including some additional ones that will remain available to purchase as long as they are available. Orders for gold and gold/silver may be placed until December 28, 2006.

This stunning NAWJ logo pin, created by award-winning jeweler Judith Kinghorn for the 1999 NAWJ annual conference in Florida (Google "Judith Kinghorn jewelry" for samples of her work at museums/shows around the country), will be available on a one-time, advance order basis only and ready by the Philadelphia conference. To get yours, you must order now and pay in advance. Silver pins are \$250. The price is to be determined for gold and gold/silver, so deposits for these are refundable. You may send a check payable to "National Association of Women Judges" to NAWJ, ATTN: Pin Offer, 1341 Connecticut Ave NW, Suite 4.2, Washington DC 20036, or call (202)

**Joyce S. Kean**  
Retired/Senior Judges Committee

**Evelyn Keyes**  
Bylaws Committee  
Judicial Academic Network/ Judicial  
Education Committee

**Christine Kirby**  
Military Courts Committee

**Lea Haber Kuck**  
International Outreach Committee

International Parental Abduction Liaison  
Network Committee

**Elizabeth Yablon**  
New Judges Committee

**Gloria G. Ybarra**  
International Outreach Committee  
Projects Committee

**Barbara Ann Zuniga**  
Conference Policy Committee

**Charon A. True**  
International Outreach Committee

393-0222 to pay by  
credit card. Don't delay.  
Get your NAWJ pin  
today! Because Judith is  
providing the pins at  
cost, \$100 of your  
payment represents a  
charitable donation to  
NAWJ.

### **Women Judges Successful in Races Across the Nation**

Immediately after this year's elections, we asked our members to let us know of women judges who had successfully been elected (in both contested and uncontested elections), reelected or retained in judicial elections this past November 7th. We appreciate your feedback, and want to congratulate all the outstanding women whose names are set forth below (with the titles they will have when their new term begins). We realize, however, that they are only a small part of a much larger group of women jurists who prevailed on November 7th and apologize in advance. We want this list to be all-inclusive, so *please* take a moment to let us know of all the additional women judicial electees of whom you are cognizant, simply by e-mailing their names (and, if possible, contact information) to Jeff Groton at [jgroton@nawj.org](mailto:jgroton@nawj.org). Thank you, as always, for your support of NAWJ.

**Alabama**

Chief Justice-Elect Sue Bell Cobb (newly elected, Alabama Supreme Court)

**Arizona**

Chief Justice Ruth McGregor (retention election)

**California**

Justice Carol Corrigan (retention election)

Justice Joyce Kennard (retention election)

Court of Appeal Presiding Justice Judith McConnell (former NAWJ President)

Court of Appeal Justice Patricia Banke (retention election)

Court of Appeal Justice Joan Irion (NAWJ Secretary) (retention election)

Court of Appeal Justice Judith Haller (retention election)

Court of Appeal Justice Cynthia Aaron (retention election)

Superior Court Judge Sandra Thompson (NAWJ Past-President)

Superior Court Judge Davian Mitchell

Superior Court Judge Bobbi Tilmon

Superior Court Judge Sharon Mettler

Superior Court Judge Sheila Hanson

Superior Court Judge Sandra Kay Bean

**Florida**

Circuit Court Judge Rochelle Curley

**Georgi**

Supreme Court Justice Carol Hunstein

**Indiana**

Court of Appeals Justice Pat Riley (retention election)

**Illinois**

Chief Judge Ann E. Callis: retained in the Third Circuit

Barbara Crowder: elected Circuit Judge in the Third Circuit

Circuit Judge Kathleen Moran

Circuit Chief Judge Ann Callis (retention election)

Circuit Judge Barbara Crowder

**Kentucky**

Supreme Court Justice Mary C. Noble

**Maryland**

Court of Appeals Judge Irma Raker (retention election)

Court of Special Appeals Judge Ellen Hollander (retention election)

**Michigan**

Judge Susan Moiseev

**Minnesota**

District Court Judge Elena Ostby

District Court Judge Patricia Harasov

**Missouri**

Supreme Court Justice Mary Rhodes Russell (retention election)

Judge Brenda Loftin

Judge Nannette Baker

Judge Judy Draper

Judge Barbara Peebles

**Mississippi**

Chancellor Jacqueline Estes Mask (retention election)

**New York**

Appellate Division Justice Angela Mazzarelli

Supreme Court (NY state trial court of general jurisdiction) Justice Elizabeth Garry

Supreme Court Justice Darrell Gavrin

Supreme Court Justice Joan Lobis

Supreme Court Justice Delores Thomas

Civil Court Judge Rita Nella Michaels  
Civil Court Judge Jacqueline Williams  
Civil Court Judge Deena Douglas

**Nevada**

Supreme Court Justice Nancy Saitta  
District Court Judge Susan Johnson  
District Court Judge Elizabeth Halverson  
Justice Court Judge Ann Zimmerman  
Justice Court Judge Abbi Silver  
Justice Court Judge Natalie Tyrrell  
Justice Court Judge Patricia Lynch

**North Carolina**

Supreme Court Justice Sarah Parker  
Supreme Court Justice Patricia Timmons-Goodson  
Supreme Court Justice Robin Hudson  
Court of Appeals Justice Donna Stroud  
Chief District Court Judge Elizabeth Keever  
District Court Judge Lisa Bell  
District Court Judge Rickye McKoy-Mitchell  
District Court Judge Nancy Norelli  
District Court Judge Becky Tin

**North Dakota**

District Court Judge Karen Braaten

**Ohio**

Common Pleas Court Judge Denise Cross

**Oregon**

Supreme Court Justice Virginia Linder  
Court of Appeals Judge Ellen Rosenblum:

**Texas**

County Court at Law Judge Sarah Clark  
Court of Appeals Justice Diane Henson

**Washington**

Supreme Court Justice Susan Owens

**2007 Annual Membership Directory****Getting the Information Correct is Key!**

Each year, National sends each NAWJ member (via email, fax or U.S. mail) a copy of all of the member's contact data. We do this to ensure we have the most current data for the printing of the NAWJ Annual Membership Directory. The Directory is only as good as the information in it, so if you have received an update form or reported your changes to us, please do so.

Thank you!

**Submitting Events for the NAWJ Web Calendar*****Keep NAWJ Up-to-Date on your local activities!***

If you would like to post events on the NAWJ Web calendar or in *Counterbalance*, please send an e-mail with "**NAWJ Calendar Submission**" in the subject line to [sbrown@nawj.org](mailto:sbrown@nawj.org) and include the following information (in this format) in the body of that e-mail—

Event date:  
Event time:  
Event title:  
Event description:  
Contact:  
Location:

E-mails without the above information may cause a delay or error in posting. You may attach flyers or registration forms to be posted along with your event, but it is most helpful if you can extract the required information and present it in the above format. Events are automatically included in the most current issue of *Counterbalance* if submitted by the deadline. Thank you for your help.

### **About NAWJ**

The National Association of Women Judges is a non-profit organization which has for 27 years served as the nation's leading voice for jurists dedicated to preserving judicial independence; ensuring equal justice and access to the courts for women, minorities and other historically disfavored groups; providing judicial education on cutting-edge issues; and increasing the numbers and advancement of women judges at all levels to more accurately reflect their full participation in a democratic society. For more information, visit [www.nawj.org](http://www.nawj.org) or call 202.393.0222.