

COUNTERBALANCE

NATIONAL ASSOCIATION OF WOMEN JUDGES



2019 Mid-Year Leadership Summit

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MISSION

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

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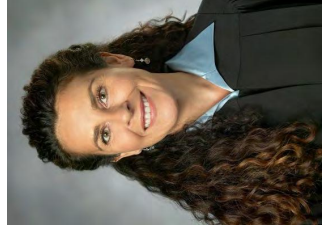
President's Message

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

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

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

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



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

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

We are also constantly striving to preserve and protect judicial independence with our Emmy-Award winning public service video on NAWJ's civics education program, Informed Voter Project (IVP), which emphasizes the importance of impartial judges, and fair and free courts. We have pipeline programs designed to help young students to realize that it is possible for them to become attorneys and judges through NAWJ's "Color of Justice and Mentor Jet Programs"; NAWJ also has re-entry programs for women in prison entitled "Success Inside & Out" which are held across the nation giving the necessary tools to women to succeed once they are released from detention. We are proud members of NAWJ and we are passionate about making a difference in our community by giving back.

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

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

Thank you!

Tamila E. Ipenma

Hon. Tamila Ebrahimi Ipenma
Judge of California Superior Court, San Diego County

Message from the Executive Director



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

At the national office, I have begun to make some internal changes. The most visible to our members is our new membership database system. After three-plus decades of letting third parties handle our membership data, I brought it in house. Our new, top-of-the-line technology allows each member to manage her or his membership information, receive monthly

Connie

Connie Pillich
Executive Director

Message from VP of Publications



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

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

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

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

We hope you like the new look of our premier publication. We will continue publishing *Counterbalance* digitally in order to be economically and environmentally responsible. However, we will also produce a small number of print copies to assist in attracting new members. As always, electronic copies of each issue will be archived on our webpage. You can access back issues at <https://www.nawj.org/newsletter-archiv>.

In an era of shrinking memberships for clubs and organizations, it becomes essential to highlight the relevance of our organization. If an effort to do so, this first *Counterbalance* of 2019 showcases the many programs and projects that NAWJ sponsors and supports. We hope you find this information helpful and inspirational. It is my hope that future editions will not only continue to focus on member accomplishments and activities but will include timely and thought-provoking articles that will complement our wonderful conferences.

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

Judge Karen Donohue
VP of Publications

PRESERVING THE PAST

NAWJ History is Women's History

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

This year, America will celebrate the centennial of the passage and ratification of the 19th Amendment of the Constitution of the United States that provided for women's suffrage. Generations of women since the times of Susan B. Anthony, Sojourner Truth, Alice Paul, and others, have continued to carry the baton and fight for women's rights and true gender equality.

The National Association of Women Judges (NAWJ) carries within its mission and values the legacy of the women's suffrage movement, and continues to fight for equality, the rule of law, and for diversity. NAWJ also celebrates its 40th anniversary this year. In 1979, one hundred courageous and revolutionary women judges, led by our founding mothers Justice Joan Dempsey Klein and Justice Vaino Spencer, joined together and founded NAWJ with about 100 judges from across the country. NAWJ has grown to over twelve hundred members today and stands as a nationally and internationally recognized and respected organization, representing the voices of women judges from almost every jurisdiction and from every level of the judiciary in this country. NAWJ's history is a special and unique one that is intertwined with the history of women's rights in this country.

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



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

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

"When we first started, very few states had women in the judiciary. None, look at all of the women chief justices that have served on our state courts. In 1979, there were no women on the U.S. Supreme Court. Now, we have three and the possibility of gaining a fourth. We recognized that NAWJ has a unique sisterhood with women judges all over the world. ... Being a feminist means standing up for what you believe in, standing up to eliminate inequality, standing up to remove barriers against the advancement of women. Feminism is a topic that we, as an association of women, must not shy away from."

— Hon. Joan Dempsey Klein, 1980-81

"When Women in Prison began, NAWJ was told that judges had no business being concerned with conditions of confinement. This is no longer true. Recently, I read that in the past few years the Federal Bureau of Prisons has done some things for its women prisoners. NAWJ can take some credit for these positive changes."

— Hon. Brenda P. Murray, 1992-93

"During my tenure as NAWJ President, we held the conference in October 2001, three weeks after 9/11, at the end of which I became President. The conference was supposed to be downtown, but the hotel at the World Trade Center had disappeared. The New York judges, as well as judges from all over the world, rallied and came to the conference that was put together in three weeks. The support and emotion were overwhelming. It was a thrilling beginning for my term."

— Hon. Karla Moskowitz, 2001-02

"NAWJ has had a significant impact on women in the judiciary and the legal profession. We played a role in the appointment of Sandra Day O'Connor as the first woman on the Supreme Court."

— Hon. Gladys Kessler, 1982-83

"The impact of NAWJ's work identifying and fighting gender bias in the courts, getting more women on the bench, encouraging and collaborating with feminist legal scholars, and bringing enlightened subject-matter focus and methodology to professional judicial education was, and has been, huge. Ideas that we introduced to the conversation have now become mainstream values, and women throughout the courts have become empowered as a result."

— Hon. Christine Durham, 1986-87

"I served as NAWJ President at a particular moment in history. It spanned the time of the Anita Hill and Clarence Thomas hearings. It was at a time when the fight was really beginning to be about gender bias and sexual discrimination. We had been doing great work with these issues beforehand, but these hearings brought up the issue of sexual harassment on a much larger national scale. The world began to realize that this was an issue that most women confronted at some point in their lives."

— Hon. Bernice Donald, 1990-91

"NAWJ has a powerful voice when it chooses to use it, and I was proud to represent NAWJ in the negotiations that led to the passage of the original Violence Against Women Act."

— Hon. Mary M. Schroeder, 1998-99



Successful 2019 Mid-Year Leadership Summit

By Judge Karen Donohue

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

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

Representatives from each district and the full

Executive Board were joined by ten of our former presidents, who joined the Summit to share their experiences, views and wisdom. In total, 35 members were present to participate in this

successful and productive meeting.

Led by Mr. Cris Collicie of the Collicie Gorg Group and Ms. Danell Scarborough, President of

Convening for Change, attendees were asked to consider what is required for NAWJ to thrive.

In attempting to answer this question, attendees called out the strengths and weaknesses of the organization. All present recognized that NAWJ is unique in that we are the only organization that is open to all levels of courts, whether the court is an administrative tribunal, a tribal

court, a state or local trial court, a military tribunal or the United States Supreme Court.

We do conferences well and provide cutting-edge education to our members. However, we do not market ourselves well and participants

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



COUNTERBALANCE

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

Education: Develop and Deliver Quality, Relevant Programming

Communication and Marketing: Increase Recognition of NAWJ Internally as Well as Externally

Membership: Grow Membership and Related Income

Organizational Excellence: Align Leadership Efforts and Staff Support with the Strategic Plan

Financial Sustainability: Ensure the Long-Term Sustainability of NAWJ

Many wonderful ideas emerged from this work. All who were present ended the day feeling

optimistic, invigorated and enthusiastic about the future of NAWJ.

At the mid-year board meeting the following morning, Chief Judge Blackburne-Rigsby and Judge Nechem, presented the Executive Board with a draft Strategic Plan for 2019-2024, prepared by Ms. Scarborough. Working together,

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WOMEN IN PRISON PROJECTS

Make a difference across the country

A group of 15 of so women gathered in a classroom on a beautiful April evening. Outside, rabbits darted

across the wide lawns of the campus under a full moon. Inside, the women shared cookies and opinions about the book they had all read, a novel about the impact on a young marriage when the husband is sent to prison for a crime he didn't commit.

The women laughed, shared insight, critiqued the characters, and questioned their motives. One woman commented that the book related to her own life – that she understood how hard it was for someone outside to wait for someone on the inside.

All these women were on the inside.

Incarcerated at the Las Colinas Detention and Reentry Facility just outside San Diego, they were participants in one of the growing number of NAWJ Women in Prison book club programs and other programs aimed at helping women succeed when they leave prison.

San Diego Superior Court Commissioner Pennie McLaughlin started the “Freedom Through Words” book club for

the women at Las Colinas in October 2015, but NAWJ has been focused on helping incarcerated women for nearly 30 years, establishing its Women in Prison Committee by resolution in 1991.



By Jodi Cleesattle

Addressing Unequal Treatment of Incarcerated Women

The Women in Prison Committee began as a task force dedicated to addressing the unequal treatment of incarcerated women. Yale Law School Professor Judith Resnik, who still serves

The Women in Prison Committee currently has three co-chairs: Judge Cheryl Gonzales, who serves on the New York City Housing Court for Kings County; past NAWJ president Brenda Murray, who serves as Chief Administrative Law Judge for the U.S. Securities and Exchange Commission; and Justice Betty Williams, who serves on the New York Supreme Court for

incarceration for nonviolent females; to urge NAWJ members to visit local correctional and pre-detention facilities and invite speakers to address the issue of the treatment of women in prison; and to urge the American Bar Association, the National Center for State Courts, the State Justice Institute, the Women Judges' Fund for Justice, and other organizations interested in the administration of justice to devote time and attention to the issue.

on the committee, inspired the formation of the committee with her writings on the unequal and unsuitable treatment of female prisoners.

In its 1991 resolution, NAWJ resolved to raise awareness about the treatment of women in prison. NAWJ stated its intention to communicate its concerns about the issue to federal and state officials; to support proposals regarding issues such as alternatives to

Kings County. The three are also active in local Women in Prison programs – Gonzales and Williams are organizers of programs in New York, while Murray coordinates programs in Maryland.

The committee works to disseminate information, make recommendations, and develop new initiatives and programs to improve the lives of women inmates and ex-offenders, and

their relationship with their children. “NAWJ has tried for at least 20 years to have the U.S. Department of Justice and Bureau of Prisons focus on the treatment of incarcerated women and their children,” Murray said. “We have written and met with the White House counsel, the Attorney General, the Deputy Attorney General, many times with the BOP Director, some Congressional staff, members of the U.S. Commission on Civil Rights, and others. NAWJ Women in Prison Committee members were interviewed by the Inspector General of DOJ for the IG's report on Bureau of Prisons' management of its female prisoners in September 2018.”

Women make up about 7% of the federal prison population as of November 2018 and about 7.5% of the state prison population as of 2016, according to the federal Bureau of Prisons. Though many more men are in prison than women, the rate of growth for female imprisonment has outpaced men by more than 50 percent between 1980 and 2014, according to The Sentencing Project research and advocacy center, which calculates that about 1.2 million women are under the supervision of the criminal justice system.

Between 1980 and 2014, the number of incarcerated women increased by more than 700%, rising from a total of 26,378 in 1980 to 222,061 in 2014, according to Bureau of Justice Statistics. The BJS also reports that more than 60% of women in state prisons have a child under the age of 18.

Because prison educational, vocational and re-entry programs traditionally have served the male inmate population, women often have fewer resources available to meet their specific needs. They also tend to be incarcerated farther from their homes because fewer facilities exist for women than for men.

Beyond the Bars

While the Women in Prison Committee advocates for change at prisons nationwide, it has also focused on creating programs that help incarcerated women now.

One of the first NAWJ Women in Prison programs was organized by New York chapter members in 2000.

The holiday program, which came to be called “Beyond the Bars,” was organized by Gonzales, who was then a court attorney for the New York Supreme Court for Kings County, and two judges then serving on that court, Justice Sarah Krauss and Justice Laura Jacobson. New York Supreme Court Justices Betty Williams and Debra James also have led the program.

Beyond the Bars began at the now-closed

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

The Beyond the Bars program includes a day of seminars and workshops addressing re-entry issues, plus entertainment in a holiday party atmosphere. Facilitated by volunteer lawyers and representatives from community-based organizations, the workshops cover topics such as permanent housing options/other entitlement benefits; parole matters; foster care, custody and parental rights; successful dressing; how to overcome criminal record barriers; financial planning; careers in the construction industry; and life skills/ motivational workshops.

In December 2018, the Beyond the Bars Holiday Program provided the women at Taconic with 400 gift bags, filled with items such as socks, wash cloths, note cards, pens, candy canes, clear nail polish, lotion, shampoo and conditioner, plus toys and movie passes for the women's children and grandchildren. Program organizers also provided clothing and 1,500 daily planners for the women at Taconic and Albion.

Success Inside & Out – Alaska's Pioneering Program

NAWJ's first conference-style program for incarcerated women began in 2006 in Alaska.

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

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NAWJ Members to Receive Prestigious Margaret Brent Achievement Award

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

Margaret Brent was the first woman lawyer in America, arriving in the colonies in 1638. An award in her name was established by the American Bar Association's Commission on Women in the Profession in 1991 to recognize and celebrate the accomplishments of women lawyers. Each year, this award honors up to five outstanding women lawyers who have achieved professional excellence within their area of specialty and have actively paved the way to success for other women lawyers. These women demonstrate excellence in a variety of professional settings and personally excellence on either the national, regional or local level.

Justice Judith McConnell



Administrative Presiding Justice Judith McConnell was appointed to the Court of Appeal, Fourth Appellate District, Division One in August 2001, and took office upon her confirmation October 3, 2001. On September 25, 2003, she was confirmed as Presiding Justice of the court. On September 29, 2003, she was appointed by the Chief Justice as Administrative Presiding Justice of the Fourth Appellate District. She served for 23 years as a trial judge in San Diego (21 years on the Superior Court and 2 years on the Municipal

Court). Her colleagues on the Superior Court twice elected her Presiding Judge. She also served as Presiding Judge of the Juvenile Court and Supervising Judge of the family, appellate and civil law and motion departments during her tenure on the Superior Court.

Justice McConnell has worked throughout her judicial career to make the courts more accessible to the public and to improve the court system through better case management.

Justice McConnell served two terms on the California Judicial Council, the rule making body for the state courts, and chaired the council's Superior Court and Planning committees. She was a member of the Blue Ribbon Task Force on Jury System Improvement, the Commission on the Future of the Courts and the Advisory Committee on Gender Bias in the Courts.

In 2005, she was elected by the Supreme Court to serve on the Commission on Judicial Performance, an independent state agency responsible for judicial discipline, and served as chair from 2009 to 2012. In 2007, the Chief Justice appointed her to the Commission for Impartial Courts, where she served as chair of the Public Information and Education Task Force. She chaired the Leadership Group for Civic Education and currently chairs the Power of Democracy Steering Committee, established

A Good Year to Jump In



By Commissioner Pennie K. McLaughlin
Projects Committee Chair, San Diego Superior Court

In a perfect world, women in jail cells all over the country would be signing up for an evening book club hosted by two

NAWJ members. Imagine the excitement of each of the dozen selected women as she receives her own copy of the chosen novel for the month and the hours she will spend lost in its pages. Better yet, picture the friendship or bond of familiarity that will develop as the women notice each other reading the same book, knowing that they are all part of something special. In a few weeks, picture the two local judges sitting with these same women over tea and cookies discussing the characters and the plot lines, and ultimately, the myriad of days lived for these twelve strangers.

In San Diego, the women in our first group showed both surprise and curiosity that judges would bother to spend an evening with them. We explained it simply, telling them that we believe in them and that there were many words, ideas and hours of pleasure to be found in books. Through these monthly gatherings, new book, new faces, different judges, we have grown to represent a positive feature in the lives of the inmates who unfailingly count the days of their incarceration. Book Club gives them something to look forward to in a life of patterned routine and often, monotony.

This is a good year to follow the lead of many NAWJ members from coast to coast and start a book club in your local jail. For the two to three

of hours of time commitment, you will be a part of the solution and a positive force in the lives of these women. From there, workshops and resource fairs can spring up, empowering the women to believe in a better future and a different kind of life.

For a different idea and positive effect on a group that responds to inspiration and encouragement, you can host a Mentor-Jet Program in your courthouse for high school students. Through this program, the students are mentored in five minute segments by local judges and attorneys. In five minutes, you have a conversation and sometimes, just maybe, a tidbit of advice seeps in and changes the direction of a young person's life.

NAWJ is a unique organization. We are members who flock to conferences and enjoy the contraband of each other and the friendships we form through the years. We are also members who give back in a positive way to groups of people that are in need of direction and help. This is a good year to step back and ask yourselves what more you can do in between the busy lives we juggle. Can you spare one evening or one morning a year to make a difference and bring the passion and commitment of the NAWJ to your community? For most, the answer is yes, and onward we step together.

Imagine the excitement of each of the dozen selected women as she receives her own copy of the chosen novel for the month and the hours she will spend lost in its pages. Better yet, picture the friendship or bond of familiarity that will develop as the women notice each other reading the same book, knowing that they are all part of something special.

GLOBAL JUDICIAL LEADERSHIP

The Honorable Tamila Ebrahimi Ipema selected "Global Judicial Leadership" as the theme for this year, a theme that she passionately believes in based on her own life experience.

One of the first, and most important, tasks that each incoming NAWJ President faces is the selection of a theme for their term. More often than not, the theme chosen reflects the President's background and beliefs. The Honorable Tamila Ebrahimi Ipema selected "Global Judicial Leadership" as the theme for this year, a theme that she passionately believes in based on her own life experience.

"I believe, as women and as judges, we all have a responsibility to stand up for the human rights of all women. If a woman suffers somewhere in the world due to human rights abuses we all suffer. We have a responsibility to educate ourselves about the plight of all women including women refugees who are fleeing their countries due to civil strife or war. As judges we also have a responsibility to educate the masses, not only in the US, but also judges and attorneys in developing countries to protect women's human rights, about gender equality, domestic violence, human trafficking, reproductive rights, sexual harassment and violence against women, etc.

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

I am working hard to create a closer relationship between NAWJ and IAWJ where we could work together on these important issues relating to women. My hope is to create judicial exchange programs where we could bring international

judges here to the US to observe our system and we learn from each other. And our judges could also go and spend time observing courts in various countries and open a dialogue and do comparative law and rule of law work.

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

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

Combating Gender Based Violence & Human Trafficking in Bangladesh: Coming Full Circle

By Judge Rupa Goswami, Alhambra, California

My father whom I called Baba was born in what is now Bangladesh. When he was only a teenager, India became independent of British colonial rule. What had been British India for over 200 years suddenly was cut up into three pieces, creating West Pakistan, India in the middle, and on the far right – East Pakistan. My father and his extended family lived in what became East Pakistan and spoke

Bengali, whereas West Pakistan was Urdu-speaking. In 1947, when India and Pakistan were formed, he fled East Pakistan in one of the world's largest and most bloody migrations. By the time we immigrated to America, Baba's birthplace had changed names again. In 1971, East Pakistan sought independence from Pakistan, becoming its own nation – Bangladesh. I grew up hearing stories of my father's rural

Now fast forward four decades. Baba passed away in the spring of 2018 and in November, I flew to Bangladesh. The Department of State and the Department of Justice's Office of Prosecutorial Development (affectionately known as OPDAT) had invited three of us to teach a program on Gender Violence and Human Trafficking. Our team consisted of the Supervisory Special Agent of the FBI's Civil Rights Squad, Matthew Coit and Quentin Hedin, Agent-in-Charge of the U.S. Department of Labor, Office of Investigation for Labor Racketeering and Fraud. We flew into the capital, Dhaka, where we toured the nation's only DNA laboratory and met with the Chief Justice of the Supreme Court, Syed Mahmud Hossain. From there we flew to Chittagong, a bustling city on the Bay of Bengal only a few miles from where Baba was born. Our audience was a group of judges, lawyers, and law enforcement officers. I joyfully watched the participants listening to lectures by Matt and Quentin. Both agents presented case studies of successful labor and sex trafficking investigations, showing CNN footage of victims who had been rescued, and even a surveillance video from an undercover agent pretending to be a worker in a Los Angeles factory suspected of holding hostage undocumented workers.

In 2017, Bangladesh had adopted the implementing rules for the Prevention and Suppression of Human Trafficking Act (PSHTA) and has since made significant efforts to eliminate trafficking. But it is a daunting task. While some Bangladeshis migrate willingly in search of better jobs, others are lured by fraudulent recruitment companies and find themselves locked into coercive employment contracts, subject to contract switching and stranded abroad. Moreover, Bangladesh is home to more than 1 million undocumented Rohingya refugees fleeing Burma. More than half of these vulnerable people are women and children, many of whom are recruited to work as maids in homes and hotels only to find themselves in the sex trade or sold to trafficker in other countries. The Bangladeshis

School of Oriental and African studies. But she gave up the comforts of London to lead the charge in running a school that is dedicated to providing a liberal arts education to the neediest students from 15 countries across Asia and the Middle East. Taught by local and foreign faculty members from Australia, the United Kingdom, and the United States, AUW

[Continued next page](#)



government is working with the UN and other non-profit organization to provide protection and assistance to the Rohingya refugees and others. Police officers are being trained through an anti-trafficking module at the police academy and both they the Rapid Action Battalion of the Bangladesh army are active in identifying victims of trafficking. To streamline adjudication of these sensitive cases, the government is also in the process of setting up Women and Children Violence Protection Tribunals, specialized courts to hear these cases quickly with specially trained judges and prosecutors.

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

We spent our last day in Chittagong giving a fireside chat presentation at the Asian University for Women ("AUW"). The Vice Chancellor of the school, Dr. Nirmala Rao had previously headed the University of London



GLOBAL JUDICIAL LEADERSHIP

educates women who speak over 25 different languages, represent over 35 ethnicities, and came from countries as far flung as Bhutan, Yemen, Palestine, and Vietnam.

I foolishly thought we were meeting with a few students and one or two teachers. But once word got out that an FBI agent was part of our team, every woman on campus appeared in a huge auditorium filled to capacity. After all, Priyanka Chopra of *Quantico* fame, had

created the glamorous possibility of women in law enforcement and everyone wanted to see and hear from the American federal agents. The students were bubbling with questions, brave, excited, and full of ideas on how the world “should” work.

Looking out at that sea of shining faces, seeing so many women fighting for an education and a voice in a world where they were so rarely heard – it occurred to me that the most successful

strategy for erasing gender violence and human trafficking was staring right back at me – educated women! By empowering Asian and Middle Eastern women to think, speak, work, and dream, this remarkable school in of all places Chittagong, Bangladesh, was answering the question, how do we eradicate violence against the most vulnerable people in the world? Quite simply, we do so by making the most vulnerable people less vulnerable.

Justice Debra Stephens Visits Ukraine

by several hundred people, with hundreds more live-streaming from other cities, underscoring the broad public interest in building traditions of open justice in Ukraine.

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

revolution, and their cases became a lightning rod for judicial reform.

The work of the New Justice Program supports Ukrainian efforts to rebuild court systems and create an impartial and independent judiciary. Justice Stephens was humbled to be able to play a small part in that work. She encourages all NAWJ members to learn more about Ukraine’s revolution of dignity and to support our judicial colleagues striving for justice and peace in that country.



INSIDE NAWJ

Successful 2019 Mid-Year Leadership Summit

Continued from page 6

the Strategic Planning and Sustainability Committee and the Executive Board will finalize the plan, which will ultimately be shared on the NAWJ website, in July 2019. The NAWJ board will then start implementing the action plans according to very specific goals and time lines.

The program ended with a Leadership and Diversity Luncheon. The 200 people in attendance heard from California Governor Gavin Newsom’s judicial appointment secretary, Justice Martin Jenkins (Retired Justice of the California Court of Appeal) and Ms. Diane Bellas, the chair of the Judicial Nomination Evaluation Commission of State Bar of California. Justice Jenkins and Ms. Bellas spoke about the importance of judicial diversity and the process of selection and appointment of judges in California. Justice Judith McConnell, Administrative Presiding Justice of the California Court of Appeal, and a former NAWJ President, moderated the panel. The luncheon was co-

chaired by Judge Cindy Davis of California Superior Court, San Diego and Ms. Jerilyn Malana, Chief Deputy District Attorney, Human Resources, Office of San Diego District Attorney. The luncheon was the perfect close to a very successful summit.



CONFERENCE RETROSPECT

San Antonio Delivers

An annual Conference Co-Chairs Judge Orinda Naranjo (419th District Court, Texas) and attorney Linda Tamez, Esq. (The Herrera Law Firm), welcomed, with genuine Texas hospitality, approximately 300 judges, attorneys, law professors, legal experts, colleagues, friends and volunteers to the 39th Annual Conference in San Antonio October 3 – 7, 2018.

LPL and Co-Chair of NAWJ's Resource Board.

Many thanks go to the members of the Conference Planning Committee: Justice Eva Guzman (Texas Supreme Court); Justice Gina Benavides (Texas 13th Court of Appeals); Judge M. Sue Kurita (Texas County Court at Law #6); Judge Lora Livingston (Texas 261st District Court); Judge Marcella A. Holland (Circuit Court for Baltimore City, Retired); Judge Karen Sage

Cheever; H-E-B Grocery; Siebert Foundation; The Supreme Court of Texas Permanent Judicial Commission for Children, Youth and Families **GOLD (\$7,500)** - Quicken Loans; Silver Eagle Distributors; SILVER (\$5,000) - Center for Women in Law; Cokinos Young, PC; The Herrera Law Firm; Ketterman, Rowland, & Westlund; State Justice Institute; Thomson Reuters

Continued on page 17

An Educationally Engaging, Professionally & Socially Rewarding Annual Conference

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

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

(Texas 299th District Court); and Judge Catherine Torres-Stahl (Texas 175th District Court).

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

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

DIAMOND (\$15,000) - American Constitution Society; **PLATINUM (\$10,000)** - Alexander Dubose Jefferson & Townsend LLP; Regina and Charles

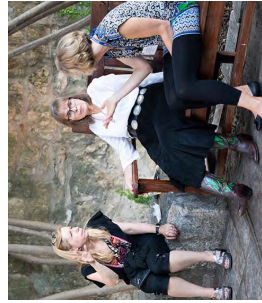
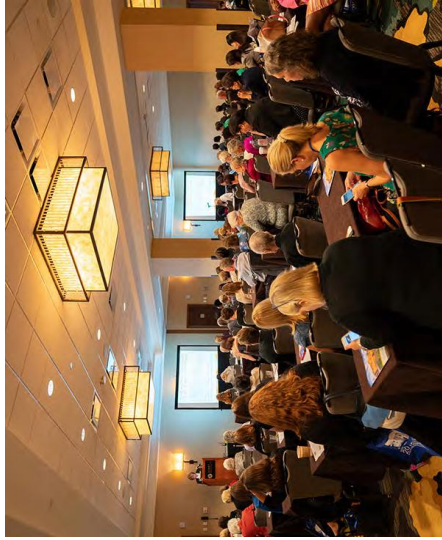


CONFERENCE RETROSPECT

San Antonio Delivers

BRONZE (\$2,500) - Becky Beaver Law; Brenwell LLP; CourtCall; GEICO; Hartline Dacus; Barger Dreyer LLP; Jefferson Canto; Langley & Banack, Incorporated

FRIENDS (\$1,000) - Branscomb PC; Calibre CPA Group; Nicola DellMarco; Bobby and Robin Farris; Kastl Law, P.C.; Law Office of Carmen S. Mitchell, LLP; Lexas Legat; Honorable Orinda Naranjo; Noelle Mapes St. Legeer Bryant, LLP; San Antonio Bar Association/ San Antonio Bar Foundation; Schoenbaum, Curphy & Scanlan, P.C. (\$1,500); Texas Women Lawyers; U.S. Legal Support



NAWJ Members... continue to lead in Washington State

by Judge Marilyn Paja

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

NAWJ member Washington State Supreme Court Justice Sheryl Gordon McCloud lead a rousing discussion about women's interaction in American jurisprudence focusing on individual women who made a difference, beginning with the Salem Witch Trials, highlighting Sojourner Truth, a strong woman and a slave whose child was sold from her, early workplace legislation intended to protect frail women, Margaret Sanger's struggles with contraception, Rosa

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



“Justice Ginsburg, a long time NAWJ member, was acknowledged for her work relating to women in the workplace and for her other opinions and dissents that have moved Congress and SCOTUS toward a better acknowledgement of women in our country.”

Parks' efforts to foil separate public facilities. Justice Gordon McCloud spoke about the progress of the initiative in Washington State to review the 30-year old 1989 Report of Gender & Justice in the Courts. This new and forward-thinking Gender Bias Study was first announced at the NAWJ Conference in Seattle in 2016. With initial funding from the NCSG and support from our partners, including the NAWJ, the project is moving forward.

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

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

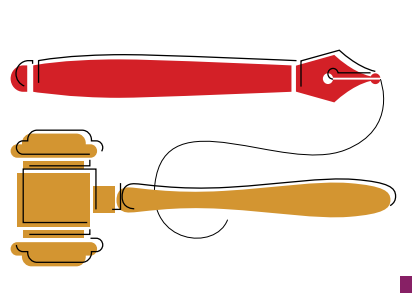
Judge Raquel Montoya-Lewis, a Superior Court Judge for Whatcom County Washington shared a version of the impressive program she developed for the Washington State Judicial College on Implicit Bias. We were all riveted. One attendee said: “A powerful panel of presenters – their knowledge and enthusiasm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

Judges & Journalists

Gather at National Symposium

By Annette Boyd Pitts

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



of the judicial branch and the critical importance of educating the public. Resources available through the National Association of Women Judges Informed Voters, Fair Judges Project were highlighted. The panel discussed the need for the public to understand how judges make decisions based on the facts and the law; how the judicial branch is different from the other branches in that it was not designed to be a political or representative branch; and the critical role of the judicial branch in our constitutional design. The panel also discussed labeling, current attempts to politicize the courts, and other ways utilized to marginalize the judicial branch. "It is not our job to do what is popular," commented Justice Hudson. "It is our job to interpret and apply the law." The panelists challenged participants and the public to consider how we can protect our courts and who should speak in defense of judges and the judicial branch.

Justice Hudson and Justice Pariente, co-chairs of the NAWJ Judicial Independence Committee, addressed judicial selection processes and their individual experiences with attacks on the judiciary during their state merit retention elections.

A montage of televised judicial attack ads targeting state court justices in Iowa, North Carolina, and Tennessee was featured highlighting the infiltration of dark money to impact the outcome of judicial retention elections. NAWJ IVP leaders Justice Pariente, Justice Hudson, and Chief Justice Cantil-Sakauye discussed the vulnerability



COUNTERBALANCE

National Press Club. Participants interacted with IVP leaders and learned about the valuable resources available. Justice Barbara Pariente and Justice Robin Hudson serve as co-chairs of the National Association of Women Judges Judicial Independence Committee. The Informed Voters, Fair Judges Project operates through the NAWJ Judicial Independence Committee. Chief Justice Tani Cantil-Sakauye of California and Linda Leahl of Florida serve as co-chairs of the Informed Voters, Fair Judges Project. Annette Boyd Pitts serves as National Education Chair of the program.

- The Judges Roundtable <https://www.c-span.org/video/?455874-1/verbal-attacks-courts-media>
- Luncheon conversation with Nina Totenberg: <https://www.c-span.org/video/?455874-2/verbal-attacks-courts-nina-totenberg>
- Eyewitnesses the Downfall of Democracy: <https://www.c-span.org/video/?455874-3/verbal-attacks-courts-eyewitnesses-democratic-failures>

For additional information on the National

“The program concluded with a special evening at the United States Supreme Court and a conversation with Justice Sonia Sotomayor. Justice Sotomayor addressed the National Judicial College participants and walked around the room, engaging with the audience and sharing her personal story.”

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The symposium at the National Press Club can be viewed online at the links below. National Judicial College website: https://www.judges.org/depressclub_livestream/

C-SPAN recorded the full program and broadcast several segments. Three of the recorded segments are currently available on the C-SPAN website:



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- Eyewitnesses the Downfall of Democracy: <https://www.c-span.org/video/?455874-3/verbal-attacks-courts-eyewitnesses-democratic-failures>



A variety of educational materials and resources exist to assist with public presentations on the judicial branch and the role of judges in our constitutional design. Assistance is also available to educate the public about judicial selection processes and how to evaluate judicial candidates. The National Association of Women Judges is a dynamic gathering of women judges who are dedicated to preserving judicial independence. Since its formation in 1979, NAWJ has inspired and led the American judiciary in achieving fairness and equality for vulnerable populations. You can learn more about NAWJ by visiting its website at www.nawj.org. For additional information on the National Judicial College, the nation's leading provider of judicial education, visit their website at <https://www.judges.org/>.

The program concluded with a special evening at the United States Supreme Court and a conversation with Justice Sonia Sotomayor. Justice Sotomayor addressed the National Judicial College participants

such as the Greater ProVision Christian Church, Pastor Helen Godfrey-Smith, Delta Lambda Omega Chapter of Alpha Kappa Alpha Sorority, Inc., Shreveport Alumnae Chapter of Delta Sigma Theta Sorority, Inc. and Dr. Sharon D. Sims, Shreveport were present and donated items to April Baur for the women at LTCW. In addition, representatives of the Greater St. Stephens Full Gospel Baptist Church visited the facility to plan a course of action to continue to provide hygiene items in the future.

Representatives of Delta Lambda Omega Chapter of Alpha Kappa Alpha Sorority, Inc., and Shreveport Alumnae Chapter of Delta Sigma Theta Sorority, Inc. with Judge Sheva Sims and April Baur shortly after donating hygiene products to LTCW.



Judge Sheva Sims and NAWJ District Six are advocates for addressing recidivism through the Women in Prison Program by implementing skills and educational reentry programs for incarcerated women at the Louisiana Transitional Center for Women (LTCW) in Tallulah. The program, a response to over 200 incarcerated women who expressed interest in attaining employability skills, is a collaboration between judges, prison officials, as well as others. Judge Sims has collaborated with Warden Billy Tigner, who has agreed to allow the use of the facility in support of this initiative. Other partners include the Cosmetology Board of Louisiana, Dr. Rich Bateman, Jr., Chancellor and Karen Rectchia, Vice Chancellor of Student Services, both of Bossier Parish Community College (BPC) which will offer online courses to earn an associate degree; Dr. Rodney Ellis, Chancellor, Southern University at Shreveport (SUSLA); Chancellor John Pierre, Southern University Law Center (SULC) which has partnered with SUSLA to provide expungements to qualified participants upon completion of their sentences. Andrea Buttross, Director of Education, Louisiana Department of Corrections is instrumental in providing furnishings and supplies for the cosmetology class.

Chief Justice Johnson and Judge Sims concluded the conference by taking action. They scheduled a tour and meeting with Warden Billy Tigner and April Baur, LTCW; Attorney Kern Barnes, Jr., Special Counsel, Pre-Trial Services, Louisiana Supreme Court; Gerald Joshua, Campus Dean, Northwest Louisiana Technical College; and Judge Arthur Hunter to observe and discuss the area that is earmarked for the new cosmetology classes as well as the new Coding Program that Judge Hunter is organizing. Judge Sims has conferred with Judge Hunter, whose experience in this area comes from his co-founding (along with Judge Laurie A. White, Orleans Parish Criminal Court) the Orleans Reentry Court Workforce Development Program which began in Louisiana State Penitentiary known as Angola. The program utilizes trained mentors who are incarcerated, to train and teach other incarcerated men life-skills and trades to better prepare them for success upon release. The group toured the building that houses the coding program for women at LTCW as well. Women will be trained in coding in a computer lab located within classrooms and because of Judge Sims efforts, a classroom and storage area will be converted into cosmetology classes taught by a licensed cosmetologist. To assist in providing safe toiletries and hygiene products, organizations

Armed with skills, education and the possibility of a clean slate, incarcerated women reentering their communities will have a better chance to find employment, a place to live and the opportunity to live successful lives. Louisiana Supreme Court Chief Justice Bernette Joshua Johnson commented, "I am pleased with the program and the efforts of Judge Sims and her team. When imprisoned women receive adequate support prior to release, their chance of future involvement in criminal activity is lessened, reducing the likelihood of recidivism."

Judge Sims said, "I am honored that Chief Justice Johnson asked me to spearhead this initiative. It will ultimately change the lives of women, children, and families. When women succeed, society wins." The success of reentry programs such as this not only influences the future of incarcerated individuals, but also positively impacts, families, the prison system, and the taxpayers.

Sources:

1. Historical Corrections Statistics in the United States, 1850-1984, (1986); Prison and Jail Inmates Series, (1997-2014). Washington, DC: Bureau of Justice Statistics; Prisoners in 2016, (2018).
2. Louisiana Department of Public Safety and Corrections, <https://dps.louisiana.gov/reentry-overview> (2018)



LTCW visit: From left to right - Sandra Brown Prison Chaplain; Dominique McCraney, SULC student; Judge Sheva M. Sims, Shreveport Cr. Court; Judge Arthur L. Hunter, Jr., Orleans Civil District Court; April Baur, Program Manager, LTCW; (forefront) Chief Justice Bernette Joshua Johnson, Louisiana Supreme Court (rear) Joel Broussard, Warden Billy Tigner.

New Member SPOTLIGHT



Judge Ronayne Krause

opportunities and more time to bond with other judges from across the country.

I graduated from The University of Michigan (Go Blue!) where I was a member of the marching band for 4 years and the University of Notre Dame Law School. After a brief stint in private practice handling corporate reorganizations and some litigation, I became an assistant prosecutor in 2 different counties. My last 4 years I was the Director of the Sex Crimes Prosecution Unit. I handled all sexual assault cases including child and adult victims. From there I moved on to the Attorney General's Office and was there for over 6 years. Initially, I handled administrative matters against health professionals, however spent most of my career there working in the criminal division and handled criminal matters all over the state of Michigan. I am Michigan born and bred and love this state. I was a district court judge for the City of Lansing for almost 8 years and have been on the Michigan Court of Appeals for over 8 years. I have been married for almost 19 years and right now, we have 3 rescue dogs. It is a real pleasure to join to NAWJ and I look forward to networking

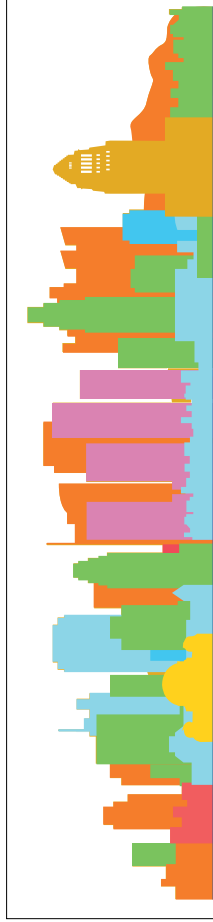
with all of you. Thank you for the opportunity to tell you a bit about myself. Here is to Justice!

Judge Michelle Rick, who encouraged Judge Krause to join, writes:

"Judge Ronayne Krause and I have a long history together. She has been my mentor and friend since 1990. At the time, she was an assistant prosecutor and I was a third year law student interning in her office. That's where our friendship began.

As an assistant prosecutor and an assistant attorney general, Judge Krause has been a fierce advocate for crime victims. As a trial court judge, Judge Krause used her passion and voice by creating one of the first domestic violence treatment courts in Michigan. Now Judge Krause serves with distinction on the Michigan Court of Appeals. Judge Krause is an inspiration and role model for new women judges and lawyers alike. It is great to welcome her to NAWJ."

If you are a new NAWJ member, please contact us and introduce yourself. We look forward to welcoming you and seeing you at conferences and events around the country.



41st Annual Conference

October 15-19, 2019
OMNI LOS ANGELES HOTEL
Los Angeles, CA

National Association of
WOMEN JUDGES



from Success Inside & Out

LAS COLINAS' FREE TO THRIVE CLINIC IS LAUNCHED

She was in jail when the court granted full legal and physical custody of her kids to her fill in the blank -- trafficker, abuser, sex-buyer. She was not represented by an attorney, so the court had no way of knowing where she was or why she did not appear at the custody hearing. He was there, looking sharp in an expensive suit, with a lawyer. He said, she's not here because she's a "criminal" "drug addict" and a "prostitute." He gets full custody of their kids.



By Jamie Beck

When she is finally released from jail, she fought for her life -- she was now homeless because she lived with her "boyfriend" / trafficker / abuser until she was arrested. She

tried to get a job, but had been in the "life" of being sold by others for sex since she was 17 years old. She had "square" jobs here and there, but nothing stable or long term. Even if an employer would hire her, they would likely revoke the offer as soon as they saw her background. If they still hired her, she would be more likely to be sexually harassed, propositioned, mistrusted, or alienated because of her criminal record. To make matters worse, no one would rent her an apartment because of

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

her criminal record. She cough hopped, staying with friends and acquaintances when she could. Sometimes she had enough money for a hotel room. The rest of the time, she slept on the streets. Before she was arrested, she had a car, but he took that too. She knew she would not be able to get custody of her kids until she got a job and a stable place to live.

The months turned into years and she still had no custody of her kids. She tried seeing them, but she had to go through her ex trafficker / abuser / sex-buyer to see or speak to them. He used the kids as a weapon, turning her and manipulating her knowing that he held all of the control. When he let her see them, he demanded sex, money or both. She had no money and

refused to have sex with him. Even when she wouldn't try to see them, he regularly stalked and harassed her. She regularly changed her phone number, tried to keep him from knowing where she lived, blocked him on social media. Eventually, she completely shut him out of her life just to keep her sanity and stop the emotional abuse. She simply gave up hope of ever seeing or talking to her kids.

This heartbreaking story is the reality for many of the clients we serve at Free to Thrive, a San Diego-based non-profit organization that empowers human trafficking survivors to be free and thrive by providing them with legal services and connections to other support. Free to Thrive achieves this mission through its mobile legal clinics at 11 locations throughout San Diego County.

Twenty-nine (29) percent of Free to Thrive's clients were inmates at Las Colinas Detention and Reentry Facility ("Las Colinas"), San Diego's women's jail when we first met them. This clinic location was born out of NAWJ's Success Inside & Out Program, an annual one-day program run by judges, attorneys and community leaders at Las Colinas aimed at supporting the women in their future success, both inside and outside of jail.

The Free to Thrive legal clinic ("Legal Clinic") is mobile, holistic and trauma informed. It is mobile in that rather than having a physical location, we go to our clients, meeting them at residential treatment programs, the San Diego Family Justice Center, and in jail. Free to Thrive provides direct legal representation and pro bono attorneys for a variety of matters including criminal vacatur and expungement, restraining orders, divorce, child custody, benefits appeals, civil litigation, criminal restitution and identity theft. We also advocate for clients in criminal and dependency cases and work closely with their court appointed attorneys. While awareness of this issue has

increased dramatically in recent years, judges and attorneys move departments, creating a knowledge and empathy gap between the legal system and our client population. Our job as advocates in these cases is to bridge this divide by helping our clients' attorneys, prosecutors/children's counsel and the court better understand their experience.

The Legal Clinic is holistic in that we

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

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

When we conduct a client intake and needs assessment with every new client, we ask them about their personal, professional and legal goals. They light up when we ask them about their hopes and dreams for the future. The tell us how they want to get their kids so they avoid diploma and go to college. They want their kids back. They want to clear their criminal record so they can get a job and housing. They want to help others who have been through this experience and work with kids so they avoid this path altogether. After they share their goals and dreams, we go through an extensive and evolving list of legal and social services aimed at supporting them in pursuit of these goals. Finally, we develop a unique case plan for each client so that we are all clear on the legal services we will provide, what other services we will connect them to and what everyone's next steps are.

The overarching question constantly guiding our approach to service is "what can we do to support our client's well-being and future success?" This organically results in a unique process and experience for each client. For some clients, the immediate course of action may be the development of a safety plan to escape a trafficker. For other clients, they may need trauma-specific therapy to support their healing and recovery from their

trauma. Other clients may be ready for legal services at the first meeting.

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

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

Jamie Beck is the President & Managing Attorney of Free to Thrive. For more information about Free to Thrive visit www.FreeToThrive.org



FREE TO THRIVE

#WET 2019

An Exploration of Sexual Harassment

By Renee M. G. Stackhouse

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

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

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

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

Stronger Together

The day began with a welcome from the three partnering organizations; the NAWJ, the California Legislative Women’s Caucus, and California Women Lawyers. President Ipenma noted many accomplishments of the NAWJ including its recent position statement to extend and strengthen the Violence Against Women Act. Legislative Women’s Caucus Chair Sen. Connie Leyva shared recent legislative wins in California including SB 1300 (Jackson) which made employers responsible for the acts of nonemployees if they knew or should have

known about the conduct and failed to take immediate action. SB 1343 (Mitchell) which requires employers with five or more employees to provide at least 2 hours of sexual harassment training to all supervisory employees and at least one hour of training to all non-supervisory employees (vice the 50 employees required by FEHA), and SB 820 (Leyva) which prohibits confidentiality clauses in settlement agreements for certain sexual offenses. She noted that we must continue the forward momentum and can’t “let things go back to ‘normal.’”

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

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

California Women Lead

Judge Weber moderated the first panel featuring Senate President Pro Tem Toni Atkins and California Supreme Court Chief Justice Tani Cantil-Sakauye. Weber began by recognizing that, not only was it Women’s History Month,



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but that the two panelists were leading two of California’s three branches of government; a historic first.

The Chief Justice shared two fronts on which she had been focused to combat sexual harassment in the courts. The first dealt with the California Rules of Court and public access to records. She told those that gathered that she became aware of a situation where records were being sought pursuant to C.R.C. 10.500. She assumed they would be provided by the individual courthouse, as they were appropriately sought, but later learned the documents had not been produced because of a perceived ambiguity in the rule. She immediately asked the Judicial Council to take action to review the court rule on public records to clarify that settlement agreements to resolve sexual harassment and discrimination complaints against judicial officers must be publicly disclosed in response to records requests and that the names of judicial officers may not be redacted from those agreements. Even stronger, the amendment made it clear that the disclosure of records applies to all settlement agreements entered into since January 1, 2010 to ensure that past as well as future publicly funded settlement agreements against judicial officers are disclosable as a matter of law. According to the Chief Justice this was the “fastest acting work group in the history of the Judicial Council.”

She also raised the working group she created to keep courthouses “safe from discrimination and harassment.” The working group is developing recommendations for reporting procedures for handling harassment complaints which focus on confidentiality, building confidence in reporters, and safety. The message the Chief Justice wants to promise and deliver is that reporters “will be



heard, claims will be investigated, and parties will be treated with respect” in order to overcome any intimidation that may exist in reporting judges or justices. She hopes to get the working group recommendation this Summer.

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

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

In both the legislature and the judiciary, there are



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

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

Interrupting the Power

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

The panel delved into the barriers reporters face and what can be done to overcome those barriers. Many women are familiar with the barriers to reporting including fear of not being believed,

WOMEN IN PRISON PROJECTS

Continued from page 8

Fabe, who retired from the bench in 2016, said when then-NAWJ president Vanessa Ruiz, a Senior Judge on the District of Columbia Court of Appeals, appointed her as NAWJ Project Chair, she asked her to develop a program related to women in prison. Before taking the bench, Fabe had been Alaska's chief public defender, in a system that was familiar with the inequalities in a prison system that provided more resources to men than women.

"When we don't provide the tools and the inspiration to prisoners as they are getting ready to be released, and in particular the information they need in order to succeed, it is much more likely that they're going to cycle back into the system despite their wish to succeed outside," Fabe said.

So, Fabe and others – including the Alaska Courts' "amazing administrator," Brenda Alken – visited Hiland Mountain Correctional Center near Anchorage, the state's only women's prison, "to do a needs assessment, to see what the women needed and what they didn't have."

Based on those conversations with the incarcerated women, Fabe and her steering committee of women judges, attorneys and business leaders began planning the one-day conference, dubbed "Success Inside & Out." Fabe said that, while planning the program, she also sought the input of Murray, Williams, and Senior Judge Clady's Kessler, who serves on the U.S. District Court for the District of Columbia.

The Success Inside & Out program's goals are to provide mentorship and support for women in prison who are within one year of release; to provide women prisoners with information about resources available to them upon re-entry; and to allow women judges and other women professionals the opportunity to participate in a program within the prison, observe the prison environment, and become acquainted with corrections officials.

The conference includes sessions and workshops addressing housing, transportation, education, substance abuse counseling, parenting training, exercise and nutrition, stress management, self-esteem, job search and interview skills, communication skills, budgeting, and dressing for

success on a limited budget.

"My vision was to make it look like an NAWJ conference," Fabe said. "NAWJ conferences have always been so meaningful to me. There's an excitement. You get your bag with goodies in it. You have plenary sessions, and you have break-out sessions you can choose. That was my model for the program, to make it look like an NAWJ conference."

Indeed, the Success Inside & Out attendees enjoy fun conference perks like goodie bags, colorful journals they choose for themselves, and even a fashion show featuring inmate models. Fabe said the owner of a local designer consignment store works with the women for weeks in advance, fitting and styling them for the show.

Fabe said she hopes the women who participate in the annual program see long-lasting benefits.

"My hopes are that they are able to have the nuts-and-bolts skills that they need and information that they need in order to succeed immediately upon release," Fabe said, "and also an inspirational, aspirational piece where they can see that other women have been able to succeed and go on to advanced degrees and professions and also an understanding that we as women judges care about their success, that we as women professionals in our community care about their success."

To make the Success Inside & Out program easier to replicate in other states, Fabe and her team created a 108-page planning guide in March 2007. The guide includes a planning timeline, checklist, schedule, session topics and descriptions, budget information, registration form, press release, and more—a complete toolkit for putting on a re-entry conference. The guide is available on NAWJ's website at www.nawj.org/catalog/community-outreach-programs/women-in-prison.

Success Spreads

The Success Inside & Out conference model soon spread to other NAWJ chapters.

In the Fall of 2008, the first "Women Moving Forward Conference" was held at the Maryland

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dreaming about, counting down the months, weeks, days. Head home and put your time at MCJW behind you. But life gives us challenges and you still have mountains to climb to achieve your goals."

The Women Moving Forward Conference has a website, www.wmfwd.org, that provides links to address, and workshops addressed issues related to personal growth and health awareness, intimate partner violence, grief and loss, educational needs of children, positive relationships, employment skills, emotional development, and re-entry services.

In 2009, NAWJ helped develop a Success Inside & Out program at the Mission Creek Corrections Center for Women in Bellair, Washington.

Joyce Oswald, a professor at Tacoma Community College at Mission Creek Corrections Center for Women, organized the first program after moving from Alaska to Washington. She had been involved in the Success Inside & Out program in Alaska while serving as Education Coordinator for the Alaska Department of Corrections.

The Washington program – which has grown into a two-day conference – features presentations from women who have found success after their release, as well as re-entry workshops on topics such as how to renew your license, how to start your own business, finding a job, funding your education, and accessing library resources. The conference also includes roundtable discussions with judges on legal issues such as domestic violence protection orders and court payment options. Participants also can browse a resource exhibit hall with information from agencies and community organizations.

King County Superior Court Judge Karen Donohue and King County District Court Judges Lisa Pagliotti and Janet Carrow work on the conference planning committee on behalf of NAWJ. The Washington State Gender and Justice Commission, Mission Creek Corrections Center, Northwest Justice Project, and Tacoma Community College sponsor the conference along with NAWJ.

"The overall goal of the conference was to ensure each woman walked out of the event with her head held high, with the resources in her hands to succeed, knowing that there is light at the end of their tragedy, and triumph is theirs to obtain," Oswald wrote about a recent conference.

In May 2013, the "Sisters in Success" program debuted at Baylor Women's Correctional

Institution in New Castle, Del., the only women's prison in the state.

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

Jill Biden, wife of then-Vice President Joe Biden, gave the keynote at the 2016 conference. That same year, for the first time, inmates served on an in-house planning committee. They created the conference theme, assisted in the planning and development of the workshops, and introduced each workshop. They also designed artwork for the conference program book, planned the menu for the volunteer breakfast, organized audio-visual needs, and wrote poetry that was read throughout the day, and students in the institution's Culinary Arts Program prepared the breakfast for the conference.

In 2011, Philadelphia judges presented the first Success In & Out Conference at the Riverside Corrections Facility for Women, Philadelphia Common Pleas Court Judge Doris Prebkrow chaired the conference steering committee, planning a program that included presentations on court etiquette, getting ready for work, parenting, domestic violence, and succeeding after release.

More recent Philadelphia Success In & Out conferences have included representatives from Career Wardrobe, a local agency that provides professional-type clothing to women as well as educational programs. The representative gave helpful hints about dressing for success, as well as gift certificates to each participant to redeem at the store managed by the agency.

NAWJ's Success Inside & Out program spread to Southern California next, with San Diego Superior Court Judge Tania Ipena, who now serves as NAWJ president, organizing the first program in the San Diego area in 2016.

The daylong conference, held at Las Colinas Detention and Reentry Facility in Santee, Calif., features speakers and workshops addressing

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

"We want to help the women who are here in detention start thinking about getting their lives back together when they go back out there," Ipena said. "We basically want to set them up for success. We teach them how to get out of debt, how to fix their credit and not to fall into these payday loan pitfalls. We also teach them how to modify child support; if they owe child support, how to take care of it, how to seal their records so they can get a job when they get out, so they can compete with others in the work environment. We want them to succeed when they get out there into the real world, to be able to get their lives back together and never have to come back here again."

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

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

"Each time we host these events, we learn," said San Diego Superior Court Commissioner Pennie McLaughlin, who co-chaired the 2018 Success Inside & Out conference and the 2018 resource success is measured in what it will take to end the repetitive return to jail and the criminal justice system."

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

Storybook Project Connects Moms to Kids

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

help incarcerated women throughout the year.

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

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

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

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

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

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

In the program's second year, organizers collected nearly 800 books, aided by book drives led by volunteers such as Judge Elizabeth Brodsky of the 20th Judicial District Court in Boulder County, Judge Elizabeth Weishaup of the 18th Judicial District Court in Arapahoe County, and Judge Julie Huffman of the Montrose County Court.

Book Clubs Develop Confidence, Empathy

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

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

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

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

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

Paulsen was happy to take on the project. She said she sought advice from Murray, who shared information about Maryland's book club and has

mentored her throughout the development of the program.

"Our motto is 'Read, travel to other worlds, and into your own,'" Paulsen said. "It helps the women develop and improve their empathy, their listening skills, and their speaking skills. They have a lot of moments when discussing the books. The goal is to get a better understanding of yourself and others and develop confidence and empathy."

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

"The book club helps the women see that they're not forgotten," Paulsen said. "There are judges, prosecutors, and professional women from the community who take the time to come be with them. It's one thing to send money to a charitable group. It's another thing to drive out to a prison, go through security, and sit down face-to-face with someone. It's a very positive thing for the women and for our volunteers."

The newest NAWJ book club operates at the Homestead Correctional Institution, a women-only facility in Florida City, Fla.

Florida Eleventh Judicial Circuit Court Judges Andrea Wolfson and Lisa Walsh organized the monthly book club there in January 2018. Walsh, a past president of NAWJ, said the program has operated for a year in collaboration with the Miami-Dade Chapter of the Florida Association for Women Lawyers. They are waiting to hear whether the warden will approve the book club to continue this year.

"The interaction and stimulation are the best parts for the women," Walsh said. "It's very satisfying for both volunteers and inmates. They were so excited and grateful. They have sparse opportunities for programming in Florida."

Walsh added that she eventually would like to put on a Success Inside & Out conference at the Florida facility.

Back in San Diego, as the April book club session

wound down, one woman asked whether there were book clubs outside prison.

She said she wanted to join a book club with her grandmother when she was released. Her grandmother recently had eye surgery, she said, and could now see well enough to read again.

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not being believed, and not having the complaint upheld or even investigated. Dermody cited

Microsoft as an example, where there had been 119 complaints and only one was upheld by human resources. She also noted the disservice that occurs in the judicial system when a judge or justice steps down who had been facing a complaint and the investigation stops. While ceasing the investigation may seem to make sense, she raised

that ceasing the investigation leaves the reporter in limbo forever an "accuser" with no indication or closure. Dermody pointed out that the process shouldn't be about the accused, but should be changed to provide resolution for the reporters. Malama spoke to what could be done to overcome the barriers stating strongly that "bystanders need to speak up. Sex harassment is about power. We need to interrupt that power over the target." She created an acronym to help bystanders take action:

M – Make a decision to interrupt (be an active ally)
E – Escalate to a person in authority
T – Take action and interrupt the situation
O – Open dialogue with the person responsible for the offensive conduct
O – Offer support and assistance to the victim

She also said that modeling or demonstrating leadership is key pointing out the work being done by Sen. Atkins and Chief Justice Camille Sakaue. Dermody agreed and referenced the Proskauer Value Insights survey that had recently been released which found that the five major best practices were led by demonstrated leadership buy-in.

Judge Coats encouraged women in positions of power to have conversations with men – the good men who are not in the room when sexual harassment happens– because "they need to know this is not new."

"I used to use drugs," the woman said. "I want to do something better when I get out."

Jodi Ciesasalle is a Deputy Attorney General for the California Department of Justice and a member of NAWJ.

bring sexual misconduct into the light and subject to serious consequences we keep the momentum of #WeToo going. Things are changing for women in the workplace; that sexual harassment is beginning to be taken seriously; and that having women in positions of power makes all the difference. As they say, if you're not at the table, you're on the menu."

Recommended Reading

Our panelists recommended some reading throughout the discussion we wanted to share with you:

Don't Be an Ashole! Creating a Better World Through Self-Awareness by A. Vidal

That's What She Said: What Men Need to Know (and Women Need to Tell Them) About Working Together by J. Lipman

You Just Don't Understand by Deborah Tannen



PROGRAM SPOTLIGHT

The Color of Justice

Mentor-Jet Programs

By Judge Tamila E. Ipeña
and Judge Karen Donohue

The National Association of Women Judges (NAWJ), the Color of Justice Program, which has been adopted by the members of the NAWJ across the country, is now held annually in several different states and is considered to be the most popular NAWJ program in the country.

In 2001, the Honorable Brenda Sith Loflin, St. Louis County Circuit Court Judge, a NAWJ member, created the Color of Justice Program for the NAWJ, which aims to inspire and encourage minority students to join the legal profession and become judges.

NAWJ's Mentor-Jet program was created by the Honorable Dana Fahle, Chief Justice, Alaska Supreme Court in 2009, and is an amazingly effective teaching tool encouraging the students to go to law school and become judges.

The purpose of the Color of Justice and Mentor-Jet Programs is to encourage minority and other disadvantaged students enrolled in middle school and high school to consider the law and judgeship as career goals in order to diversify the legal profession and the judiciary. The program focuses on career preparation and helps create a much-needed pipeline to the bench.

The learning objectives of the two programs are as follows:

1. Expose students to real legal practitioners and workplaces
2. Motivate students to pursue careers in the law and judiciary
3. Identify the academic requirements and skills required for success in a legal career
4. Convey the importance of the personal commitment, passion, and perseverance necessary to succeed
5. Build appreciation and understanding for the roles and responsibilities of attorneys and judges

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

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

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

The program co-chairs attribute the success of the program in large part to the passionate judges, attorneys, law professors, and law students who participate in the program; each year, these individuals continue to volunteer their time to act as mentors and role models for the students. Students who have attended the program in the past have ranged in age from 14-17 and come from diverse, often disadvantaged backgrounds. Teachers select and recommend students based on attendance, and interest in law, but students are encouraged to participate in the program regardless of career interest.

The teachers strive to expose the students to legal professionals in order to combat stereotypes created in the students' minds by media, family, or community bias.

In August 2017, the Honorable Helen G. Whitener held a Color of Justice event in Pierce County, Washington. Approximately 80 young women between 11 and 18 attended. While Judge Whitener hopes Color of Justice

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themselves. I cannot wait to see the fruit these programs bear in terms of more women seeking careers in the law, and especially in the judiciary."

In San Diego, between 25 to 40 students and equal number of mentors typically participate in the program each year. To allow maximum participation by the mentors, the San Diego program is scheduled during lunch hour from 12 p.m. to 1:30 p.m.

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

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

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

San Diego's November 28, 2018 Color of Justice and Mentor-Jet Programs featured students from Crawford High School Law Academy. These students predominantly live in areas rife with gangs and violence, in crowded apartments in the Lincoln Park and Encanto areas of San Diego County. They described their community as everything from "ghetto" and "unsafe" to "ratchet" and "scary," and labeled "shootings," "violence," and "beatings" as daily challenges.

The students from Crawford High School attended the Color of Justice Program as part of their academic program. The students were enrolled in law academy taught by Raymond

Beattie, who selected students to participate in the program. Mr. Beattie also indicated that 16 of his students will be competing in the high school mock trials in February of 2019. Crawford High School Law Academy offers legal courses as part of the college career and technical education program (CCTE).

The Color of Justice Program opens the eyes of these students to the various opportunities available to them within the justice system. Beattie reported that students have consistently demonstrated a heightened interest in law after attending the program. In fact, teachers asked students to offer feedback to the co-chairs of the program right after the program, and many students reported that they met judges and attorneys who grew up in similar socio-economic situations as them, who went on to college, law school, and ended up in successful careers as attorneys and judges. The students realized that it is possible for them, too, to also attain greatness in life just like the mentors they had just met. NAWJ is making a big difference in the lives of these children through its Color of Justice and Mentor-Jet programs.

Beattie indicated that "It is crucial for each individual to understand that despite the personal challenges and disadvantaged backgrounds that these students face, they are students, like any other. These students have dreams and goals, and have the right to realize them. They want to succeed academically and become teachers, social workers, nurses, police officers, and attorneys, and judges, amongst others."

No matter which jurisdiction sponsors Color of Justice and Mentor-Jet Programs, the hope of each judicial officer involved is that they will inspire students, empower them, and make them believe that they can do anything in life if they work hard and stay committed to their goals. The great activist and scholar Henry Steele Commager once wrote, "A child is not a vessel to be filled, but a flame to be lighted."

Please consider bringing a Color of Justice and/or Mentor-Jet Program to your court. NAWJ is here to assist you to make a difference in your community and help diversify our judicial branch. Please contact our executive director, Connie Pillich, at cpillich@nawj.org, and she will put you in touch with a mentor judge to guide you through the program step by step.

COMMITTEE SPOTLIGHT

Mothers In Court's (MIC) purpose is to amplify the voice of mothers in the courtroom. MIC will identify issues mothers face in the courtroom, from the bench to counsel table, courtroom staff to jurors. The committee seeks to raise awareness, provide education, and offer methods of addressing issues that mothers in court face across the nation.

Perhaps this article is preaching to the proverbial choir, but the rationale for creating this committee and its work must stay in the forefront of our minds as we, as NAWJ members, take stock of our surroundings, our local policies and procedures, and our ability to effectuate change for the better as we are able.

MOTHERS IN COURT

NAWJ's Newest Committee

The Statistics

As we know, women are not especially well represented in the courtroom as part of the bench and bar. Women on the bench comprised 33% of judges in State Court across the nation in 2018. There are 428 women judges on the Federal Courts out of approximately 1740 positions (25%). Roughly 32% of counsel appearing in civil cases are women, of those only a little more than half appeared as "lead counsel" (54%). Women make up 33% of lead counsel in criminal matters, with 21% appearing as trial attorney.

Women are better represented in the courtroom as members of court staff and jurors. 89% of court reporters (members of National Court Reporters Association) are female. Women make up 51% of the U.S. population.

The likelihood of a woman in the courtroom being a mother is high. The most recent figures show that by the end of their childbearing years, 86% of women in the U.S. have



By Renee N. G. Stackhouse

had children. And one obviously does not have to give birth to be a mother as 18,329 children were adopted in the United States in 2004 (the last year of available data).

Why It Matters

Women are still routinely asked to choose between their career, their health, and their family; an antiquated decision-point that shouldn't still be an issue in 2019 as these things are not mutually exclusive. Yet, we see illustrations of women facing them all the time.

On The Bench

Recently it was shared with me that a woman

In The Bar

In 2014 in Atlanta, Georgia an immigration judge denied a solo practitioner attorney's Motion to Continue a hearing that fell during her six-week maternity leave, which motion she made as soon as she was hired on the case. Denying the Motion a week before the hearing, his justification was that the court date had been set prior to her accepting representation. She appeared at the hearing with four-week old strapped to her chest. (A whole separate discussion could be held on many readers implicit bias if you thought, "Why didn't she get a nanny? Doesn't she have family members who could help? Where is her spouse/partner?" Bottom line was that she did not have alternatives.)

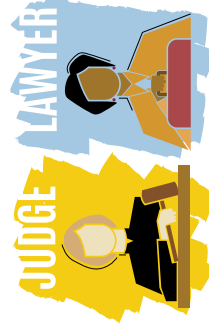
The committee seeks to raise awareness, provide education, and offer methods of addressing issues that mothers in court face across the nation.

lawyer went through the rigorous process of submitting an application to be appointed to the Bench. During the wait to hear back, she became pregnant. After giving birth, she asked for maternity leave from her supervising judge. She was told he had no idea how to "deal" with the situation, since no other judge in that court had ever given birth while on the job. This wasn't twenty years ago. This was recent. And while courtrooms might have policies in place, if they've never been implemented before, the question becomes "How ready are you to implement those policies?" And maybe, more importantly, "What do you need to know to effectively implement those policies?" It requires an open dialogue between the judges and the administration.

In 2015 in Florida, a Deputy Public Defender who has a five-month old daughter informed the judge before her DUI trial that she would need occasional breaks to pump breast milk during the trial (every three hours). He replied that she would need someone to cover her. When she said, "No, he replied with "No? Well, I'm not going to take a break just because you need to pump." She was

quoted as saying, "I'm a trial attorney, that is my job and to say that I can't be a trial attorney and represent my client to the best of my ability simply because I need to take a 15-minute break every few hours. It's ridiculous." The case was later continued and assigned to another attorney.

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



unsanitary but there was no plug for my electric pump. My husband ended up bringing my son to the courthouse so I could breastfeed him.

At the end of 2018, a colleague reached out to me asking advice on how to schedule her calendar for maternity leave. She wanted to ask her local judges to continue matters out a few months, with her client's permission, but was concerned that about "push back." She is not alone. That concern is far more common than you might imagine.

Let's Not Forget Our Jurors

Seventeen states and Puerto Rico exempt breastfeeding mothers from jury duty. But jurors continue to face issues whether exempted or not as they navigate the legal system. In 2013 in Missouri, a woman who brought her baby to court was actually charged with contempt.

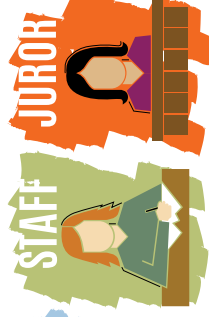
An article from 2014, highlighted women in California who struggled with wanting to serve but also wanting to breastfeed. The first mother was excited for the opportunity to serve and was advised when she called that there were accommodations for nursing mothers. When

she arrived, she was directed to the stall in the women's restroom. She asked to be transferred to a location with a private lactation area but was denied. Another woman was allowed to pump in the judge's chamber, but still faced the "we'll work through lunch and get out early" decisions or ten-minute breaks, which is not enough time to pump. Embarrassed to ask, she instead dealt with leaking breasts and engagement issues.

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

Not All the News Is Bad

In 2018, The United States District Court,



Southern District of California ensured outreach was done to the local women's bar association, Women's Club of San Diego, to make sure that women lawyers knew that there was a Nursing Mother's Room at the Schwartz Courthouse and Carter & Keep Courthouse and what amenities they contained. The information is displayed on the courthouse website, as well as hours of operation and contact information.

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

Also last year in Florida, a woman lawyer filed a motion in May asking for eight week's leave after her October 21 due date and a delay of trial, asking that it be moved to January 2019. Her doctor had limited her travel ability. Opposing counsel filed an opposition to her Motion calling

her request for time off "extreme," and argued that there were plenty of other high caliber attorneys at her firm who could represent the client, which the attorney asserted minimized her role as lead counsel. The judge in the case said that the attorney was entitled to the time to deliver and care for her child before resuming her duties and would do the same for a male attorney who asked for reasonable time to spend with their child.

In 2017 the Florida Bar Board of Governors recommended a new Rule of Judicial Procedure to allow lead attorneys to obtain a three-month continuance for parental leave, provided the continuance does not cause "substantial prejudice" to opposing parties. It was the third time that the Florida Bar attempted to get such a rule passed.

A copy of the proposed Rules, with amendments, were provided to the Florida Bar Association for publication in its March 1, 2019 Bar News and will be open for further comment. The Rules of Judicial Administration Committee is opposed to the adoption of the parental-leave continuance rule.

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

Administrative Law Judge Cori Barkman of Michigan reached out to share her experience with MIC. She became an attorney in 2003. She gave birth to her twins in 2009 while working for the Office of the Attorney General. While she was pregnant, and after returning to a litigation docket, she notes that her experiences were always positive in the Eastern and Western District of Michigan. The courts were accommodating. But, she says, "You have to ask. Your family is important."

too, so don't be fearful of asking for reasonable accommodations for what you need. It's about open communication." She would also encourage lawyers to work together to resolve scheduling conflicts or accommodations before raising the issue to the court. She had a personal experience of opening up to an opposing counsel about challenges her child was facing before filing a brief requesting relief from the court. Despite it being difficult, the open sharing led to a more positive working relationship between them.

Reflecting back she found that, ultimately, she was

able to juggle the role of primary caregiver and trial lawyer successfully. Her desire now? To let more women lawyers know that they can do it, as well.

Why Does It Matter?

Judge Sandill really hit the nail on the head. It's the uncertainty that makes being a mother in court such an issue. When courts are accommodating, or there are set procedures in place which are implemented properly, the fear factor is removed. Positive experiences are fostered.



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

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

From a movement in the 1980's which organically arose to protect refugees from brutal dictatorships and war in Central America, to an organization helping immigrants from all over the world with everything from housing to legal services to finding family members and more, EBSO has continued its mission to protect, support and organize those fleeing terror.

Because she has so much respect and gratitude for the work of EBSO, Judge King felt especially honored by its recognition of her work. She was honored alongside the Center for Gender and Refugee Studies of the University of California Hastings Law School, an organization which has heroically led the way in protecting gender-based refugees. The event was a lovely community gathering with authentic Latino food and some very inspiring speakers, particularly those who have been helped by the EBSO and who are now stepping up to lead their communities in significant ways.

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

The Ask

Help us gather information.

- Reach out to MIC with your personal

experiences (positive or negative) about being a mother in court;

- Share with us what you've seen work in your courthouses or in your courtrooms;
- Let us know if you have a lactation room or if you share that information on your court's website;
- Provide sample local rules, orders, jury instructions, policies or procedures; and
- Bounce your ideas for how accommodations could be handled better for all involved.

Email: Renec@StackhouseAPC.com.

Happiness is Working with a Therapy Dog

By Barbara Levenson

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

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

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

We began our volunteer work at local nursing homes and later added a hospital. Never had I been involved in such rewarding volunteer work. Seeing the joy on the faces of patients who eagerly await a visit from Maggie is a joy. One of our success stories was a stroke victim who had not spoken a word for six weeks. When Maggie put her head on the woman's lap

she began to make small sounds and by the next week was able to speak words.

Our next therapy adventure was being trained for the R.E.A.D. Program. This stands for Reading Education Assistance Dogs. These dogs are certified to go to schools and libraries to work with six to eight year olds who are experiencing trauma with reading. We sit together on our blanket, Maggie, me and the child who reads to the dog. Dogs do not laugh at a child who makes mistakes reading aloud. I get to help make sense out of the jumble some kids see when they look at a page of print.

Now Maggie is well known around town. She has been invited to high schools and our local universities to calm students before finals. Last week we got a phone call asking for "Maggie's Mommy" from a recreation department. The caller didn't know my name. She just knew Maggie's reputation.

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

Barbara Levenson is retired from the 11th Judicial Circuit of Florida

District News



DISTRICT TWO (CT, NY, VT)

Connecticut, New York, Vermont

DISTRICT DIRECTOR: Hon. Cenceria Edwards

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Domestic Survivors Justice Act

The New York State Senate and Assembly passed the Domestic Survivors Justice Act (S.1077/A.3974) in March 2019. The Act allows for judicial discretion when sentencing survivors of domestic violence who have been convicted of crimes directly related to abuse. Women in Prison Co-Chair Justice Betty Williams (Retired) lead advocacy for its passage, and wrote to New York Governor Cuomo encouraging him to sign the Act.

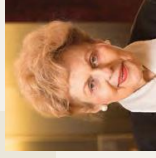
Uptate Conference in Aurora, New York

On April 7-9, 2019, the New York Chapter of NAWJ hosted its Uptate Conference in Aurora, New York. Judges from across New York State attended this conference on issues regarding mental illness, substance abuse, and how behavioral needs of judges, attorneys and litigants impact the courtroom.

Additionally, presentations on access to justice, and the history of forensic psychology were given. Presenters included the Hon. Edwina Mendelson, Deputy Administrative Judge for Justice Initiatives; Hon. Sarah Krauss (Retired), member of the NYSBA Wellness Committee; Deborah Gagon, Ph.D., Professor of Psychology at Wells College; and Matthew Goner, M.D. Debra Hughes, President and CEO of the Susan B. Anthony House, offered a historical perspective of the local area. Conference chairs, Hon. Renee Minarik and Hon. Marcia Hirsch, and Hon. Marguerite Grays, President of the New York Chapter, organized conference sessions.

NAWJ Past President Betty Weinberg Ellerin's Birthday Celebration

On April 4, 2019, District Two joined The Women's Bar Association of the State of New York to celebrate the 90th birthday of retired Justice Betty Weinberg Ellerin at The Water Club in New York City. Justice Ellerin



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

Massachusetts, Maine, New Hampshire, Puerto Rico, Rhode Island

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Portrait Unveiling of Former First Justices

On October 16, 2018, the portraits of two former First Justices were unveiled at the Woburn District Court in Massachusetts. Both Justice Marie Jackson and Justice Phyllis Broker are retired. The event was attended by First Justice Marianne Hinkle (Woburn), Judge Judith Nelson Dilday (Ret.), Judge Barbara Dodge-Okara, Judge Michelle Hogan, and Judge Stacey Fortes.

NAWJ Host Reception for Recently Appointed Judges

District Director Judge Mary Dacey White held a reception for recently appointed judges, NAWJ members and friends on March 7, 2019 at the Union Oyster House, Boston, MA.



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 Presiding Judge, 29th District Court of Texas

is a past President of the National Association of Women Judges and was the first woman appointed as Associate Justice of the New York State Supreme Court, Appellate Division, First Department. The Birthday Program lauded all the roles she has held — Judge, Friend, Parent, Lawyer, Mentor, Mediator, Arbitrator, Grandparent, Appellate Justice, Past President NYWBA, First Woman Presiding Judge in 1st Dept., Bronx Jewish Hall of Fame Inductee, and Past President of NAWJ. Upon her retirement, Justice Ellenin joined Aiston & Bird LLP as Senior Counsel. Guests included Justice Ellenin's family, friends, and NAWJ members.



On March 11, 2019, NAWJ Immediate Past President, Judge Tanya Kennedy, NAWJ International Director Judge Lisette Shiridian-Harris, and District Director Judge Cencia Edwards collaborated with Fordham Law School to host an international Women's Day panel dedicated to women as judges, and our respective roles.

On January 25, 2019, NAWJ New York Women in Prison Chair, and Brooklyn Housing Court Judge Cheryl Gonzales organized a Housing Re-entry Workshop at Taconic Correctional Facility. There were 55 women and staff in attendance at the workshop,

which was facilitated by Judge Gonzales and Justice Betty Williams. Legal Aid Society Housing volunteer attorneys Stephen Myers and Leigh Magnus made presentations. Housing issues addressed included Federal Exclusion Rules, Section 8, New York City Housing Authority and Housing & Preservation Department's application, documentation requirements, and appeal process. A question and answer period followed the presentation and printed materials were provided to attendees. Taconic is a medium security prison for women in Bedford Hills New York, approximately 50 miles from New York City. NAWJ VIP Member Justice Betty J. Williams was also present at the workshop.

Justice Joanne Quinones Recognized by Brooklyn Women's Bar Association with Amy Wren Award
John FX Coffey, Esq., BWBA Board member (left) and Carrie Anne Cavallo, Esq., BWBA President (center) present the Amy Wren Award to Hon. Joanne D. Quinones. (far right).



District Director Chief Judge Judith Kline Chairs District Conference at George Mason Law School District Four Director, Chief Judge Judith A. Kline, presided over the district's engaging regional conference which took place October 19-20, 2018 in Arlington, Virginia. The conference began with a Friday evening reception at the Westin



Gateway Hotel which hosted traveling attendees. The next day's sessions were held in Hazel Hall at George Mason University's School of Law. Approximately 40 judges, attorneys and students convened to learn the latest on transgender student rights, juvenile immigrant visa status in civil cases, and free speech and campus speech codes. Thank you to session speakers: ACLU Virginia's Executive Director Claire G. Gastanaga; Leslye E. Orloff, Director of the National Immigrant Women's Advocacy Project and New Castle, Delaware Family Court Commissioner Loreta Young; and Professor John Koob, Director of the Liberty and Law Center at Antonin Scalia Law School at George Mason University. Congratulations to Justice Kline for her education vision, and for expanding NAWJ

outreach around all parts of the district four.

District of Columbia

NAWJ Finance Chair and former District Four Director Judge Heidi Pasichow, and NAWJ Government Affairs Committee Co-Chair Judge Anita Josey-Herring, spoke on a "How to Become a Judge" panel on Jan. 29, 2019. The Greater Women's Division of the Washington Bar Association (GWAC) and D.C. judges hosted the panel.

Judge Pasichow was a panelist at the annual D.C. Bar and Judicial Conference on April 12th. The panel addressed the judicial selection process in the District of Columbia, and answered questions about a Choosing a judicial career.

Maryland

The Maryland Chapter held its annual Judge Irma S. Baker Dinner for Judges and Legislators on February 13, 2019. Forty judges and 40 legislators attended. Maryland had 26 new female judges this year, more than ever before.

The Women Moving Forward Conference was held on April 13 at the Maryland Correctional Institution for Women. The focus this year was on Mental Health. Four keynote speakers addressed the major issues: Effects of Trauma, Building Healthy Relationships, Diagnosis and Treatment of Mental Health Conditions, and Tools for Dealing with Stress. Over a dozen mental health professionals volunteered so that small group discussions could talk about the issues raised during the plenary sessions. MCW's recent suicides of incarcerated women made this a timely and important topic.

(left) ALJ Beverly Nash, (center) Judge Cathy Hollenberg Serette, and (right) Judge Julia Weatherly, both of the Prince George's County Circuit Court.

NAWJ Maryland Chapter and the Maryland Women's Bar at Waxter's Center for female juvenile offenders participated in a donation drive for personal necessities and gifts at Christmas. This program was started several years ago by NAWJ member and past District Four Director, Judge Cathy Serrette and is ongoing throughout the year.

Judge Serrette alerted fellow committee members and NAWJ Executive Director Connie Pillich that the Maryland House Judiciary Committee will review several bills on issues of increasing plague to incarcerated women in Maryland: restricting the use

of solitary confinement during pregnancy (HB 745); addressing issues related to disability, suicide and segregation (HB 75); restricting use of solitary confinement and segregation for children (HB 1001); providing for transitional services for inmates within 180 days of release (HB1002); and providing for procedures and services vis-a-vis seclusion (HB1029). Connie sent a letter to the Maryland's Judiciary Committee Chair informing the Committee that NAWJ is ready to offer any knowledge and support in review. Also participating was Magistrate Monise Brown.

Virginia

The Virginia Chapter partnered with the Greater Peninsula Women's Bar Association to hold a MentorJet program at William & Mary Law School on March 19, 2019. Judge Kline joined members of this local women's bar group at a screening in our area of "On the Basis of Sex," the movie about Justice Ruth Bader Ginsburg's early years as a new attorney and her pioneering litigation on gender-based discrimination.

Virginia had 30 new women judges appointed by our General Assembly this year. Again, as District Director, I sent letters to all these new judges, enclosing a copy of our newly minted NAWJ brochure, and inviting them to join our organization.

BI-Annual Edna Parker Award Celebration District Four will award its biennial Edna Parker Award this fall to Judge Joan Churchill, past NAWJ President. A district leadership committee, chaired by Judge Anita Josey-Herring, is working with Judge Marcela Holland and in conjunction with Mary Becton of IMN Solutions, to identify a classy but affordable resort in northern Virginia as a venue for the event. We expect to present the award during a Saturday luncheon with an optional winery tour in the afternoon.

NAWJ Vice President of Districts Judge Orlanda Naranjo Retires from the Bench

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

DISTRICT FIVE (FL, GA, NC, SC) Florida, Georgia, North Carolina, South Carolina

DISTRICT DIRECTOR: Hon. Anne Barnes
 Court of Appeals of Georgia,
 Email: judgebarnes@gmail.com

Presiding Judge Anne Elizabeth Barnes is serving the first year of a two-year term as NAWJ District Director. She won election in 1998 to the Georgia Court of Appeals in a three-way race without a runoff, and took office January 1, 1999. She was the first woman to be elected in a state-wide judicial race without having been first appointed to the bench, and was re-elected, without opposition, to a second term in 2004. She was elected to serve a two-year term as Chief Judge from 2006 through 2008. She was elected to a third term in 2010, receiving more votes than any other candidate in the State of Georgia, and was again re-elected in 2016.

As NAWJ District Director, she has confirmed state chairs for all district five states, except South Carolina. Judges Amanda Heath and Sara Doyle are co-chairs for Georgia. Judge Wyram Lehr is state chair for Florida. Justice Robin Hudson is state chair for North Carolina.

DISTRICT SIX (AL, LA, MS, TN) Alabama, Louisiana, Mississippi, Tennessee

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Visionary Women: Champions of Perseverance, Persistence and Progress - District Six Holds Second Annual District Conference in Shreveport, Louisiana

For the second year in a row, NAWJ District Six Director Shera Sims (Shreveport City Court, LA) welcomed over 75 judges, attorneys, government officials, university personnel, high school and law students to "Visionary Women Champions of Perseverance, Persistence and Progress," a district conference of the community. Events were held across a variety of venues in including





Huntington High School, Shreveport City Court, Southern University, Morningstar Baptist Church, and The Petroleum Club.

Attorney Felicia M. Hamilton, who organized this year's local scholarship program, awarded Visionary Women: Champions of Perseverance, Persistence and Progress Scholarships to the following students: 1) \$1,000 Scholarships: Allison Payne, Loyola University New Orleans College of Law; Zakia Nesbitt, Louisiana State University; Morette Davis, Southern University Law Center; and 2) Honorable Mention \$300: Shearil Matthews, Southern University Law Center; Lauren Grant, Southern University Law Center; Kaylin Joliette, Louisiana State University; and Brittney Ese, Louisiana State University.

Color of Justice Program

Judge Yvette Alexander hosted a Color of Justice Program on Tuesday, April 16, 2019 at the Southern University Law Center's Moot Court. Panelists were Judge Toni Higginbotham, Louisiana First Circuit Court of Appeal; Judge Yvette Alexander, Baton Rouge City Court; Judge Pamela Taylor Johnson, Baton Rouge Juvenile Court; and Judge Judy Moore Vendetta, Baton Rouge City Court. Judge Sheva M. Sims, District 6 Director, served as the moderator. All law students and professors from Southern University Law Center and Louisiana State University Paul M. Hebert Law Center were invited to attend the Color of Justice.

Judge Bernadette D'Souza recognized with ICON Award by CityBusiness Newspaper

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



Louisiana Supreme Court Chief Justice Bernette Joshua Johnson was honored by the National Bar Association (NBA) with its prestigious Gertrude E. Rush Award. The award is presented annually at the NBA's

Gertrude E. Rush Awards Gala in celebration of Gertrude Rush, the first African-American woman lawyer in Iowa who was admitted to the Iowa bar in 1918. Attorney Rush helped found the NBA in 1925.

Women in Prison Initiative

The Women in Prison Initiative is moving forward. The Cosmetology Board approved Judge Sims' proposal to move forward with planning and details to implement a cosmetology program in LA prisons. The Cosmetology Program will be started at the Louisiana Transitional Center for Women (LTCW)

30th Judicial Circuit Court Judge Laura Baird, Administrative Law Judge and NAWJ member Cori Barkman, Attorney Ensie Augustin, and Attorney Alexander Rusek. Special thanks go out to attorneys Alexander Rusek, Jacquelyn Dupler, and Ingham County Assistant Prosecutor Alysh Gallagher who helped to organize the event and obtain sponsorships.

Portrait Unveiling of Judge Denise Langford Morris

In March 8, 2019 the University of Detroit Mercy Law School Law Review co-hosted the Women and the Law Symposium and Portrait Unveiling of Judge Denise Langford Morris. The day-long event was highlighted by the unveiling of the portrait of the Honorable Denise Langford Morris, who is an NAWJ member and an alumna from the University of Detroit School of Law.



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

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



Judge Michelle Rick (front row, 4th from the left) and NAWJ members Zenell Brown and Judge Langford Morris, together with MentorJet volunteer Judges and attorneys at WMU Cooley Law School, Auburn Hills, June 2018.

Judge Rick was highlighted for her efforts in promoting NAWJ programming MentorJet and Face of Justice, which is based on NAWJ's Color of Justice flagship program.

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

to practice before the United States Supreme Court during an induction ceremony held in Washington, DC. In 2014, she was assigned to the Law Division where cases involving catastrophic injury and wrongful death are heard. Prior to being elected to the bench in 2002, Judge Lewis practiced law for 12 years, specializing in criminal and family law. She began her legal career as an Assistant State's Attorney.

Face of Justice

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

Judge Elizabeth Hines Receives National NCSC Award NAWJ member and Michigan 15th Judicial District Court Judge Elizabeth Hines was awarded the National Center for State Courts 2018 William H. Rehnquist Award for Judicial Excellence. Judge Hines was nominated for the award by Michigan Supreme Court Justice Bridget McCormack (now Chief Justice of the Michigan Supreme Court). "As a state supreme court justice, I work with and watch many judges," said Supreme Court Justice Bridget McCormack, in her letter nominating Judge Hines. "My deep appreciation for Judge Libby Hines' ongoing contributions and selfless service grows with each year. She is a quiet treasure."

District Director Judge Emily Gould Chafa was appointed as District 9 Director in late January 2019, when asked by NAWJ President Tamila Pema at the ABA Midyear Meeting. In her position as UI Appeals Division Manager she oversees 13 administrative law judges, who hear and decide administrative appeals regarding unemployment insurance benefits, along with their support staff.

Judge Karen Romano, a former District Director, agreed to serve as State Chair for Iowa.

The District plans a blitz recruitment effort for new members in June during the annual state judicial conference and state bar annual meeting. Another recruitment effort is planned for the June 15 celebration of the 150th Anniversary of Arabella Babb Mansfield's swearing in as the first woman to be admitted to practice law in the U.S., in Mount Pleasant, Iowa. The Iowa Organization of Women Attorneys sponsors this celebration in honor and memory of Arabella Mansfield and Gertrude Rush (the first African-American woman lawyer admitted in practice in Iowa in 1918 and a co-founder of the National Bar Association in 1925).

DISTRICT TEN (KS, MN, NE, ND, SD) Kansas, Minnesota, Nebraska, North Dakota, South Dakota

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Minnesota Makes Strides

District Director Judge Renee Worke reports Minnesota has made great strides in the appointment of women to the bench in all areas of our state. They spotlight one of their incoming jurists: Laura Pietan. Judge Pietan was recently appointed to Minnesota's 10th



Judicial District. Her appointment marks a milestone in gender equity. Five of the 10 judges chambered in Stillwater are women after Judge Pietan, who previously served as deputy city attorney for St. Paul, reported for work. To have a 50-50 split is an amazing accomplishment for our state. Specifically, with Judge Pietan's appointment 24 of the 45 judges in the 10th district will be women. Judge Pietan indicates she is happy to be helping make history, but she acknowledged that more work still needs to be done to achieve racial diversity on the bench. "I want to see growth in the area of people of color being represented as well," she said. Incidentally, there has been a female majority on the Minnesota Supreme Court since September 1, 2016, when Justice Anne McKeig was appointed. Minnesota has earned the distinction of being the first state in the country to have a female majority on its Supreme Court when Sandra Gadeberg was appointed in 1991.

Moscow-on-the-Hill

NAWJ membership recently hosted a multi-focused event to entice membership within our organization. Our event, at a Russian restaurant Moscow-on-the-Hill, gave our judges provided a tongue-in-cheek forum in which to discuss elections while sampling Russian food. Who says Elections and Russia can't be used in the same sentence? The event also supported an effort to include college age students, law students and law clerks in the mix to create relationships and potential mentorships. The Women in the Law Committee of the defense lawyers association assisted us in our efforts. Speakers at our election forum included Supreme Court Justice and NAWJ member Margaret Chutich, along with Court of Appeals Judge Lucinda Lesson.

An annual Women in the Law tea was held on April 18 of this year. This provides judges with an opportunity to contribute to the costs of legal education for aspiring female law students, as well as an opportunity to interact with students.

A conference for Women in the Law is set for April 26 in Minneapolis. The mix of attendees will include students, lawyers, and judges.

On May 6, 2019 a panel discussion will be held with Washington County judges to discuss best practices and tips for advancement in the legal profession. The judges will share their own personal experiences and what they have learned in their practice so far. Six women judges will be speaking



Judge Lewis is in her second year as District Eight Director. She is a native Chicagoan, and has served as a Cook County Circuit Court Judge since 2009. In the spring of 2009, Judge Lewis was recognized for dramatically reducing the caseload in her courtroom. In May of 2011, she was admitted

and "Justice 101 for Parents" and has vigorously pursued the goal of enlightening youth and parents about the juvenile justice system.

District Chief Judge Jennifer Gee (Retired) Honored by National Judicial College with its V. Robert Payant Award for Teaching Excellence

The President of the National Judicial College (NJC), Judge Benes Z. Aldana (Ret.), attended NAWJ's 2018 Annual Conference in San Antonio to present longtime NAWJ member, the Honorable Jennifer Gee with the NJC's V. Robert Payant Award for Faculty Excellence (photo). President Aldana selected Judge Gee to receive the NJC's highest faculty recognition based upon a nomination by NJC's Faculty Council.



Justice Kathryn Werdegard Awarded Wilkin Medal by California Lawyers Association

The California Lawyers Association awarded the Honorable Kathryn M. Werdegard with the Bernard E. Wilkin Medal for her pioneering legal career. Former California Supreme Court Justice Werdegard received the Medal from the California Lawyers Association (CLA) last month for her pioneering legal career. CLA President Heather L. Rosing and California Chief Justice Tani G. Cantil-Sakauye were on hand for the presentation.



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NAWJ Steward Judge Judith Chirfin Retires from the Western Justice Center

The Honorable Judith C. Chirfin retired as Executive Director of the Western Justice Center. She was honored by the Center at its Annual Justice Awards Gala on Nov. 17, 2018 as a recipient of its 2018 Champion of Justice Award. The Gala was co-chaired by former NAWJ Resource Co-Chair Cathy Winter, who is also a member of the Board of Directors of the Western Justice Center. Judge Chirfin served on the Board of Directors for the Center for many years, and upon retiring from the bench (Los Angeles Superior Court), she became the Western Justice Center's Executive Director.



As we continue to bask in the memories of our incredible Annual Conference in San Antonio, Texas, we are now gearing up for our next Annual Conference in Los Angeles, where we, again, expect to welcome our international judges from around the world. In San Antonio, we hosted twenty-seven judges from sixteen countries who were either sponsored by the U.S. Department of State or their respective U.S. Embassy's INL offices. Special thanks to Shibaní Malhotra at the U.S. State Department's INL office for her continued support of NAWJ in securing scholarships for these judges. The International Outreach Committee will again host two sessions geared toward the international judges, a welcome



ON THE INTERNATIONAL FRONT

By Judge Lisette Shirdan-Harris, International Director

NAWJ Member, Chief Justice Irene Chirwa Mambilima of Zambia. Judge Ruiz also hosted an evening discussion at her home on attacks to judicial independence featuring a conversation with NAWJ member, Judge Klaudia Loyk from Poland.

During the two-week United Nations Commission on the Status of Women, NAWJ hosted a CS63 Side Event on Courts and Access to Public Services: Global Perspectives from Women Judges. NAWJ President Judge Vanessa Ruiz made opening remarks and he panel was moderated by Judge Esther Agelán.



Dominican Republic. Panelists were Judge Agustina Diaz Cordero, Argentina; Lore Mirwaldt and Gwen B. Hatch, Canada; Margarita Luna Ramos, Mexico; Marisa Buenagua, Philippines; and Mary Margaret Rowlands, U.S.



The IAWJ board held its meeting in New York on March 16th and 17th during the United Nations Commission on the Status of Women which took place from March 11th- March 22nd. IAWJ officially welcomed its new Executive Director, Shawna Wilson, who brings a wealth of experience from the nonprofit and private sectors, having worked at the Eurasia Foundation and as a transactional attorney at Frost Brown Todd LLC in Cincinnati, Ohio. Shawna holds a B.A. in International Affairs and Russian Studies from George Washington University and a J.D. from the Washington College of Law at American University.

She is a member of the Ohio and U.S. Supreme Court Bars. The board approved two new Associations, the Dominican Republic and Yemen. IAWJ Member Associations have been busy as well.



Shawna Wilson, Executive Director, brings a wealth of experience from the nonprofit and private sectors, having worked at the Eurasia Foundation and as a transactional attorney at Frost Brown Todd LLC in Cincinnati, Ohio. Shawna holds a B.A. in International Affairs and Russian Studies from George Washington University and a J.D. from the Washington College of Law at American University.

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Some of IAWJ's ongoing projects since May 2018 include member projects in Dominican Republic, Haiti, Malawi, Morocco, and Pakistan. The projects address violence against women and girls, judicial training and improving access to justice, human trafficking, sextortion, and support to new national associations.

Some of the Project highlights:

ABA Section of International Law Honors Judge Linda Murnane with Mayre Rasmussen Award for the Advancement of Women in International Law. This year, the ABA Section of International Law presented its Mayre Rasmussen Award to NAWJ member Judge Linda S. Murnane, Colonel, United States Air Force (Retired).



The award recognizes distinguished lawyers who have demonstrated a career-long commitment to advancing opportunities for women in international law.



The award was presented on April 11, 2019 in the Presidential Ballroom of the Capital Hilton in Washington, D.C.

Anticorruption Program (Sextortion) Morocco

Morocco passed a new broad law to combat violence against women, including forms of harassment. Within this backdrop and a 3-year project on Sextortion, IAWJ and the Union of Moroccan Women Judges (UMWJ) organized a training workshop for judges, prosecutors, and anti-corruption officials on sextortion, its place in the anti-corruption field, and the legal framework in June. The Union held its next meeting with judges and university students in Tangiers, where a university student exposed a professor for sextortion. The UMWJ will hold 3 other events with local justice officials over the next year, as a part of IAWJ's larger partnership with Transparency Maroc and a women's organization's listening(advice) centers for women.

Countering Trafficking in Persons in the Dominican Republic

IAWJ partnered with our Dominican Chapter and several our associations in the Caribbean and South

several our associations in the Caribbean and South America in this 2-year project. IAWJ formed a regional working group on the issue of human trafficking with judges from the DR, Haiti, Argentina, Chile, Barbados, Trinidad and Tobago, Jamaica, Guyana, Saint Lucia, Virgin Islands and Puerto Rico. IAWJ surveyed members to assess court experience in handling human trafficking cases. Survey responses provided specific ideas for conference topics, issues for the regional working group, names of experts, and areas of needed research and information. IAWJ and the DR Chapter, in collaboration with the US Embassy in the DR will host a regional conference in July, entitled "Access to Justice for Victims of Human Trafficking: Effective Collaboration and Victim-Centered Best Practices." Our members are prominently included within the working group and as invitees to the conference.

Women's Judicial Leadership in Addressing Sexual Violence in Malawi

IAWJ staff joined the member association in Malawi, Women Judges of Malawi (WOJAM), in a series of activities to assess the program's results in improving response to sexual violence. IAWJ hosted focus groups to measure the impact of training judges and prosecutors and of holding public outreach meetings. IAWJ and WOJAM staff traveled throughout the North, Central and Southern regions of Malawi to observe outreach activities and to speak with traditional authorities, local magistrates, and survivors to better grasp the challenges of these communities in accessing justice for GBV. A final report will be prepared which will compile results.

Countering Trafficking in Persons in the Dominican Republic

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IAWJ has worked closely with members in Morocco on three projects over the last five years, on women's leadership in the judiciary, addressing

Anti-Human Trafficking Programs in Haiti

IAWJ and the Haitian Chapter (CHAFEH) hosted the Closing Ceremony of a 3-year project of judicial training, supporting the work of an inter-agency TIP committee, and a nation-wide public education campaign on the new anti-trafficking law. IAWJ President Vanessa Ruiz (our own NAWJ member and Past-President) and Board member Esther Agelán (D.R.) were guest speakers. The project trained over 500 multi-sector stakeholders, including judges, prosecutors, social workers and lawyers and led the campaign in each of the country's ten departments, including along the Haitian-Dominican border. The Chapter appealed to the National Judicial Committee to prioritize trafficking on the national justice agenda, and the National Judicial Training Institute is working with IAWJ to adapt the training curriculum for a permanent course at the school.

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ABA NEWS

NAWJ ABA DELEGATE: Hon. Toni Clarke

Circuit Court for Prince George's County, Maryland
Email: tclarke@co.pg.md.us

NAWJ ABA Delegate Judge Toni Clarke Represents NAWJ on the ABA Diversity and Inclusion Advisory Council

NAWJ President Judge Tamila Ipema appointed Judge Toni Clarke to serve as NAWJ's representative on the ABA Diversity and Inclusion Advisory Council. This entity, which includes representatives from various ABA entities, national affinity bars, and other groups, focuses on diversity and inclusion initiatives. Judge Clarke is currently Chair of the ABA's Judicial Division Council.

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

Justice Judith McConnell and Attorney Kelly Dermody Honored by ABA Commission on Women with Margaret Brent Award
Congratulations to NAWJ Past President (1987-88) and California Court of Appeal Presiding Justice Judith McConnell, and attorney Kelly Dermody on their honor as lawyers who



child marriage, and highlighting sectarian in the anti-corruption response and legal framework. IAWJ President Vanessa Ruiz joined IAWJ Board member Mina Sougrati of Morocco and staff to host a judicial leadership workshop for members in Marrakech in October, attracting ten new members in that city and plans for a follow program on sectarian there.

Promoting Gender Equality in Pakistan's Justice System

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

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

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

The Canadian Chapter held its Annual Meeting in Halifax, Nova Scotia from April 30th- May 2nd.

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

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

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

not only have reached the "pinnacle of their profession, but who have also paved the way for others to do the same."

**NAWJ RESOURCE BOARD**

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

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NAWJ annually holds midyear and annual conferences to conduct association business, present education programs, recognize accomplishments, and strengthen our social bonds. The following list includes donations made to the National Association of Women Judges by individual, companies and organizations for midyear activities and annual conferences held since May 1, 2018.

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