

COUNTERBALANCE

NATIONAL ASSOCIATION OF WOMEN JUDGES



Inside

MISSION

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

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President's Message

I am deeply moved by your trust and confidence in selecting me as president of this amazing organization. I am thankful for the leadership of all of our past presidents and the strong foundation they created for NAWJ. I stand on the shoulders of those that have come before me and I want to express my deep appreciation for these incredible women. I also want to give special thanks to all who have encouraged me and offered support as I take on this role. You can be sure that I will take you up on those offers.

2020 has been a year like never before. I would like to acknowledge and thank Judge Bernadette D'Souza for leading us through this difficult year with such determination and grace.



“2020 has been a year like never before. I would like to acknowledge and thank Judge Bernadette D'Souza for leading us through this difficult year with such determination and grace.”

Of course, we are still in the midst of a pandemic which has devastated so many families and caused businesses and organizations to shutter. It has changed the way each of us conducts hearings, imposes sentences and issues rulings. It has changed forever many long-standing practices, has further highlighted the inequities that women, people of color and people of limited means experience. It has also, of course, prevented us from coming together in person. At the same time, the pandemic has forced courts and other tribunals to rapidly adjust and has caused NAWJ to become nimble in offering educational opportunities and new ways of connecting with our members across our districts and across the country.

2020 also firmly brought home the need to finally address systemic racism in our law and justice system. With this backdrop, I have chosen the theme of “Advancing Justice Like Never Before” for the next year. This is in recognition of the need for courts and other justice providers to pivot in a way that will ensure that we continue to provide access to justice and protect vulnerable populations. It also acknowledges that we have much more work to be done to make our justice system free of bias for everyone. It is incumbent upon NAWJ, as the leading voice of women in the judiciary, to help Americans believe in, and to fulfill, the judiciary's promises of independence, fairness and equal justice. We need to be at the forefront of advancing justice in new ways.

I am looking forward to working with an amazing group of fellow board members. We have our work cut out for us, but by working together I am confident that we will be able to accomplish a lot.

Most of my goals for the coming year will center on implementing the five-year plan adopted during Judge Tamara Ijema's term as president. First and foremost, we

must focus on the sustainability of the organization. Under Judge D'Souza's leadership, we've begun what will become a full-fledged capital campaign. Thanks to those of you who have already generously contributed. More information about fundraising efforts will be forthcoming in the next few months.

Other goals I have set for 2020-21 are to increase our membership, especially among younger and diverse women and to raise the profile of NAWJ through new partnerships and opportunities. All women judges and judicial officers should want to join this group. We also need to ensure that the work of NAWJ reaches a wider audience. With this in mind, the board has approved my request for a new Membership and Marketing Liaison who will help us accomplish Justice Ginsburg's famous advice: “fight for the things you care about, but do it in a way that will lead others to join you.”

I also plan to revise the committee structure to ensure that all of our committees are dynamic and meaningful. Committee involvement is the best way to join and grow our unique community and is absolutely necessary to accomplish our mutual goals and to meet the ideals that NAWJ stands for: the importance of judicial diversity, inclusiveness and equal access for all. If you haven't already indicated your committee preferences, please email your choices to openinfo@nawj.org or to me directly at karen.donohue@kingcounty.gov.

I will additionally work with the bylaws committee to update the current bylaws, and we will continue to update our website and publications with resources of benefit to our members while continuing to offer cutting edge educational opportunities.

While these are some of my goals for the coming year, this is our - your - organization. It is my desire to be as inclusive as possible and to grow and strengthen the organization to the fullest extent possible. If any of you have ideas that you wish to share with me please do not hesitate to email or call me at any time. I welcome all suggestions and conversations.

Again, thank you for your trust in me as I take on this role. I am truly humbled by the opportunity and the responsibility of following in the footsteps of our remarkable past presidents. I have made so many enduring connections and friendships through my NAWJ membership. I have learned from my sisters-in-law and grown professionally as a result. This organization has given so much to me. I'm thrilled to have the opportunity to give back and I look forward to next October when we can travel to Nashville and once again meet in person.

Honorable Karen Matson Donohue

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NATIONAL ASSOCIATION
of
WOMEN JUDGES

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Vice President of Publications Message

What a year of unprecedented challenges! I am so very grateful to you, all our members, and to our editorial team, for making my time as Vice President for Publications such a successful adventure. Our Spring issue of Counterbalance was produced under the impact of the COVID pandemic, and we could not have done so without the focus and intensity of all who contributed. The Fall issue of Counterbalance presents some of the successes NAWJ has experienced as we are compelled to explore new paths and tools for communicating and working with our colleagues and litigants, as well as to begin to open the doors of our courtrooms to the public safely and fairly. I think you will be delighted and amazed to discover what some of us have done to fulfill our missions on the job.



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The passing of our NAWJ member, Justice Ruth Bader Ginsburg, in the same year of the 100th Anniversary of the 19th Amendment, in an election year marked by violence and civic discord, brings special focus to gender and minority equality. Several articles in Counterbalance and the Special Tribute to RCB affirm our dedication to the mission of NAWJ.

We have found ways to streamline the Counterbalance production process toward our efforts to make Counterbalance one of the driving engines for NAWJ to enhance and advance its communication and educational goals. I am eager to assist the incoming

I returned as your Interim Executive Director just as the national office was closing due to the COVID 19 pandemic. Little did any of us imagine that six months later we still would be physically closed. Fortunately, due to your investment in moving to a cloud-based IT network, we have been able to operate and serve the NAWJ membership without interruption. While this has been a year of disruptions for NAWJ, our members are more committed than ever to carry out our mission and to continue bringing relevant content to the judiciary and beyond.

NAWJ members have always enjoyed getting together and building curbing relationships. We all were disappointed not to have been able to meet in person for the annual conference, but for several months, I have watched you in your Zoom “boxes” finding new ways to connect. Online district gatherings provide



Laurie Denham
Laurie Denham, CME
Interim Executive Director

Members Stay Connected!



NAWJ 42nd Annual Conference

fellow committee members, District Directors, and attend the Annual Membership Meeting to elect the 2020-2021 NAWJ Officers.

California, known around the country for his U.S. Supreme Court Updates, shared Ms. Weiss' alert that the public follow how we uphold voting rights, and consider how the Court could play a part in upholding or upending those rights. He began his talk with observations from last term. The Supreme Court decided the fewest cases (53) since 1862, early in the Civil War. The Court cancelled oral arguments for two months; the last time the Court did such was October 1919 during the Spanish Flu. This year the Court held oral arguments by telephone, and audio broadcasts are live. Regarding jurisprudence, Chief Justice John Roberts voted in the majority 97% of the cases; he dissented twice. According to Dean Chemerinsky, the term defied easy ideological characterizations. One example is the case *Bostock v. Clayton County, GA*. In a 6-3 decision, the Court held that Title VII of the Civil Rights Act prohibits discrimination based on sexual orientation or gender identity. This is important because only about half of states have laws that prevent employment discrimination; now the prohibition is national.



Erwin Chemerinsky
Supreme Court Updates, shared Ms. Weiss' alert that the public follow how we uphold voting rights, and consider how the Court could play a part in upholding or upending those rights. He began his talk with observations from last term. The Supreme Court decided the fewest cases (53) since 1862, early in the Civil War. The Court cancelled oral arguments for two months; the last time the Court did such was October 1919 during the Spanish Flu. This year the Court held oral arguments by telephone, and audio broadcasts are live. Regarding jurisprudence, Chief Justice John Roberts voted in the majority 97% of the cases; he dissented twice. According to Dean Chemerinsky, the term defied easy ideological characterizations. One example is the case *Bostock v. Clayton County, GA*. In a 6-3 decision, the Court held that Title VII of the Civil Rights Act prohibits discrimination based on sexual orientation or gender identity. This is important because only about half of states have laws that prevent employment discrimination; now the prohibition is national.

One highlight, Elaine Weiss' recounting of the women's suffrage rights and the 19th Amendment, as detailed in her book *The Woman's Hour: The Great Fight to Win the Vote*, presented a stark reminder of how the Constitution can be made to reflect modern life and "change with the times." The suffrage movement is a story about the limitations of our original Constitution as it was written, excluding women, but also a story of how the Constitution is a living document, and that lesson resonates for today. The 19th Amendment was the largest extension of the franchise in history. The movement highlights how change can come about, and how it can be undermined. What does democracy mean? Who gets to participate in our government? Who has a voice? Like Reconstruction, the implementation of the Amendment was undermined, and its enforcement abandoned. In conversation with Nashville Conference Chair,



Judge Barbara Holmes
Ms. Weiss recounted the similarities between the abuse towards protestors she saw during the summer (2020), and that of the campaigning suffragettes at the beginning of the 20th century. And, then like now, voting rights were challenged and under threat. Judge Holmes highlighted the emotional, mental and physical strength of the suffragettes who encountered unconscionable abuse, as many do when they challenge prevailing traditions that upturn existing power balances.

On abortion, Chief Justice Roberts repudiated the 5th U.S. Circuit Court of Appeals, which not only disregarded the Supreme Court's earlier decision in the Texas case, but disregarded the factual findings of the District Court judge in the Louisiana case. According to Dean Chemerinsky, this suggests a display of institutionalism when he ruled precedent should be upheld. Dean Chemerinsky suggests similarly on DACA - Department of Homeland Security v. University of California, where the Court upheld DACA 5-4.

Erwin Chemerinsky, now Dean of Berkeley Law in

The global pandemic prevented NAWJ members from meeting in person. Past President Bernadette D'Souza was determined members stay connected. She worked with staff to bring together members, colleagues, and friends online to discuss relevant topics, conduct member business and recognize achievements during the Annual Awards presentation.



Past President Bernadette D'Souza

Attendees heard from Elaine Weiss on the 19th Amendment and they heard the latest updates on the Supreme Court decisions from Dean Erwin Chemerinsky. The final session was a series of breakout rooms by topic including Racial Bias, COVID in the Civil Courts and Criminal Courts, the Judicial Leadership Pipeline, and the 19th Amendment.



Elaine Weiss
Criminal Courts, the Judicial Leadership Pipeline, and the 19th Amendment.

From Thursday, October 15 to Friday, October 16, 2020 members followed their Zoom links to meet with

There are open questions as to the Court's direction, especially with newly appointed Justice Amy Coney Barrett taking the seat of the late Justice Ginsberg. Does the establishment clause apply to state and local governments? There could be six justices who could rule there is no separation between church and state, or religious exceptions. The public could turn from considering what the government **may** give religious institutions to what the government **must** give religious institutions. Conservatives may have five votes to overrule *Roe v. Wade*. It is possible women in need of abortions may have to travel to other states where it is legal. There may be five votes to overrule prohibitions against states disallowing same sex marriages. Considering her age, Justice Barrett could be on the Court for several decades. Those interested in more progressive causes, Civil rights lawyers and plaintiff lawyers, could turn to state courts and state constitutions, and to the political process.

On Friday, October 16 Chief Judge Anna Blackburne-Rigsby swore-in the Honorable Karen Matson Donohue, Judge for the King County Superior Court in Seattle, Washington, as President of NAWI. Judge Donohue noted her goals will be centered on implementing the five-year strategic plan adopted in 2019 focusing on the sustainability of the organization. She shared her theme of "Advancing Justice Like Never Before" and concluded her remarks inviting all members to express their ideas to ensure inclusivity within NAWI.

International Federation for Peace and Sustainable Development Brings NAWI 'A Day at the United Nations'

The NAWI 42nd Annual Conference included a one-day program with International Federation of Peace and Sustainable Development (IFFSD). Mrs. Sally Kader, Founder and



Sally Kader

Chief Judge Anna Blackburne-Rigsby swears-in the Honorable Karen Matson Donohue as President of NAWI.



President of the IFFSD hosted the day with her distinguished guests from nations around the world. Speakers included United Nations former and current ambassadors and peacekeeping officials sharing what work has been done to bring gender equality within the UN, and within the nation communities it serves. The afternoon included a presentation from



Judge Bernadette D'Souza



Col. Linda Strite Murnane

while the UN raises awareness of such traumas, it has failed to stop corruption and abusive work environments within its own organization and in member states. What is needed are healing systems for victims and perpetrators to mitigate the impact and trauma, and more importantly to stop the cycles of abuse. The UN itself remains male dominated, and its culture does not respect and value women's voices and contributions as much as it does for men.

What the United Nations Has Done

Mrs. Kader applauded the UN Security Council for its August 2020 adoption of Resolution 2538 which strengthened the awareness of the importance of women in peacekeeping operations and set about a framework to track the UN's progress in realizing women's participation throughout all operations and leadership in peacekeeping. Senegal's Brigadier General El Hadji Bahacar Faye, Chief of Staff at the United Nations Office of Military Affairs, appeared to remind attendees that on October 31, 2000 the UN attempted to address gender equality in access to justice in the adoption of UN Security Council Resolution 1325, whose Interagency Network on Women and Gender Equality established an Interagency Taskforce on Women, Peace and Security chaired by the Special Adviser on Gender Issues and Advancement of Women. Since then, he said,

Both Lt. Col. Lausanne Ingabire, Chief and Director of Gender J9 (Civil-Military Relations), Rwanda Defense Force, and Major Seynabou Diouf, United Nations Peacekeeping Officer, UN Organization Mission in Democratic Republic of the Congo, recounted their on-the-ground implementation strategies to create working environments for women that not only increase their numbers in the peacekeeping corps, but also ensure flexibilities are available for women to meet their twin goals of professional and familial development.

Mrs. Kader summarized by pointing to accountability. Punishment for peacekeeping officers who violate,

abuse and transgress is not enforced, she reminded. The perpetrators' home country must step up to hold them accountable. Women victims are less likely to share their experience of abuse with men rather than women. It is important that more women are deployed throughout the peacekeeping force despite the challenges. Brigadier General El Hadji Bahacar Faye answered that there are processes in place to keep abusive perpetrators out of the corps.

Col. Linda Strite Murnane (USAF, Ret), who last year spoke compellingly on her experience handling the power imbalance of a woman staffer who experienced workplace impropriety, introduced a former colleague, Ms. June Joseph, who was formerly a Human Rights Officer in the UN Mission to the Central African Republic. Ms. Joseph, who is now a law student in Boulder, Colorado and a City Councilmember, gave an account of her work life experiences while a part of the UN's mission in the Central African Republic. Her account echoed that of Lt. Col. Ingabire and Major Diouf. They agreed on hurdles confronting women from housing to too few networks. Many times, she was "the only woman in the room." Workplace safety and personal safety should not be socially bargained. Her mission experienced 13-armed groups, gender-based violence, indiscriminate looting and beating, internally displaced people reliant on UN aid, particularly women and children, as states are weak and lack resources.

In the United States

Economic advancement does not necessarily ensure a safe working environment for women. During an engaging panel, "Challenges in the U.S. Court Systems and in the Practice of Law in the United States," judges and attorneys who work within US legal systems discussed advancements in removing harassment from the workplace in the wake of allegations of misconduct against former federal Ninth Circuit Judge Alex Kosinski, and other issues related to harassment in the practice of law. Moderated by Kelly Dermody, a partner at Lieff Cabraser Heimann & Bernstein, LLP, and

at Lieff Cabraser Heimann & Bernstein, LLP, and

L-R: Attorney Kelly Dermody, Judge J. Michelle Childs, Judge Toni T. Clarke, Journalist Dahlia Lithwick, Attorney Donna Melby



NAWI Resource Board member, the panel examined harassment on the Bench and the challenges that come with intercepting that abuse.

The Honorable J. Michelle Childs, District Court for the District of South Carolina and current ABA Judicial Division Council Chair, related that Chief Justice Roberts in the 2017 Year-End Report on the Federal Judiciary, noted the need to undertake an evaluation of the Federal Judiciary's standard of conduct. Chief Justice Roberts specifically noted "the depth of the problem of sexual harassment in the workplace." The Chief Justice formed a working group dedicated to standards to protect employees. NAWI's Hon. Margaret McKewin is a leading member of the working group. Similar working groups were created in Circuits around the country. One result of the federal working group has been the establishment of a federal Office of Judicial Integrity which serves as a confidential reporting resource, and response authority. She emphasized that trainings should expand to educate personnel on what is inappropriate conduct, and that judges should know their reporting duties.

The Honorable Toni E. Clarke, Circuit Court for Prince George's County, Maryland (Retired) and past chair of the ABA Judicial Division Council, reinforced the importance of training and responding to incidents and accusations of harassment and abuse. Mentoring processes for new judges should be instituted. She added, if an accused judge can correct their ways, courts may see benefits in handling allegations internally. In addition, there is healing value in courts sharing accountability measures with accusers; this helps accusers achieve closure. Judges are speaking out more because they have come to realize that other judges' behavior may reflect on the integrity of all judges on a bench.

Dahlia Lithwick, a journalist, author and former law clerk to the Ninth Circuit, has written about her experience with Chief Judge Alex Kosinski and confirmed that sexual harassment and abuse are about power. She specifically focused on the effect that maintaining silence for fear of retribution or

in the process towards changing the status quo.

It was an engaging day for all who attended. By the day's end many found respite in the virtual tour of the United Nations and in the Argentina wine tasting!

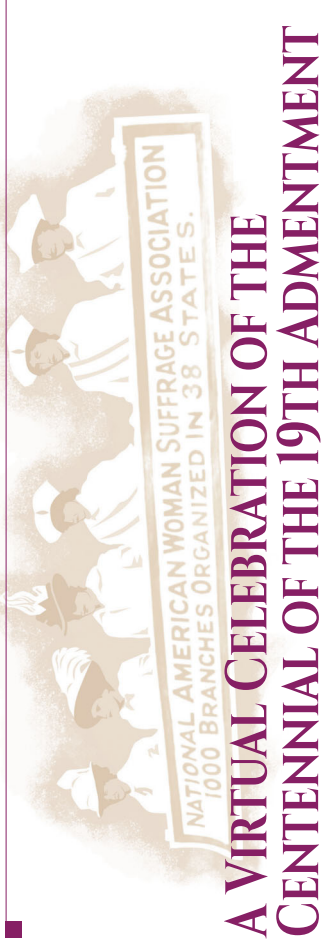
retaliation has tremendous costs for the victim. Understanding that such abuse is about power over the other, delay in reporting is not uncommon. Shifting from the courts to campuses, Ms. Lithwick described a study of sexual assault on campus that revealed that it required four women about one event involving the same perpetrator or perpetrators before action was taken by school authorities. Victims may utilize newspapers and other avenues to expose the abuses when internal processes fail, such as those that she experiences in the court system itself. From judges one hears: "other chambers are like other families. I saw X and I saw Y and it is not my job to tell another judge how to run their chambers." There is a strong culture of each judge being responsible for what happens in their own chambers. Bystander training is crucial for educating judges about speaking to their colleagues to say, "that's not cool."

Judge Clarke mentioned that responding to charges, holding accusers accountable and communicating outcomes to accusers are all important to the internal integrity of the judiciary.

In the past, reporting inappropriate behavior in the courts would most likely get one fired, and most certainly in private practice, one would lose their job. Today, there is a cultural shift. It begins with the knowledge that people think about harassment differently.

More suggestions for the Bench followed. Judge Clarke suggested associations hold plenaries on identifying sexual harassment. Judges should take up roleplay exercises. Civics education is still important for K-12, and college. Ms. Dermody suggested that NAWI could take the lead in exploring data collection regarding complaints, filed and action taken in response to complaints in creating more transparency in the process towards changing the status quo.

It was an engaging day for all who attended. By the day's end many found respite in the virtual tour of the United Nations and in the Argentina wine tasting!



By Judge Elizabeth Allen White



COVID-19 caused disruption in all aspects of our lives, including plans to celebrate the Centennial of the 19th Amendment. NAWA's 2020 National Conference, which was to have been held in Nashville in October, was centered around the historic role Tennessee played as the last state to ratify the Amendment. Plans made by Women Lawyers of Los Angeles ("WLAA") and the Los Angeles County Bar Association ("LACBA") to celebrate the Centennial were similarly derailed.

The suffragettes would have found a way, just as they did 100 years ago to rally together in support of their cause. And so, in the spirit of the suffragettes, eight women banded together to honor the Centennial, albeit virtually, through the creation of a series of webinars focusing on women's achievements, all the while acknowledging the struggles faced by women of color since the Amendment's passage.

The creation of the series is a testament to the power of networking and collaboration. Jennifer Leland,

15th Amendment in 1870.

In 1848, sixty years after our Constitution was enacted, the first post-Constitution women's rights convention was held in Seneca Falls, which was attended by about 300 people, including abolitionists like Frederick Douglass.

In 1916, the suffragettes held their first Presidential Nominating Convention and Jeannette Pickens Rankin – R (Montana) was the first woman elected to congress.

The America of 2020 is very different from the America of 1920. The 19th Amendment has impacted our lives in countless ways, prompting women to participate in the federal and state legislative branches, federal and state judiciaries, and as state governors. Women now serve as CEO's and on the Board of Directors of major companies, and we determined that we would interview women across the spectrum, to explore diversity and inclusion, the power women bring to elections, their experiences in traditionally male-dominated industries, and provide us with take-aways on how to gain a seat at the table.

the importance of mentorship, and the role of Title IX in competitive sports for women. Senator Jackson says it's important to speak without fear, to amplify women's voices, and for women to support one another in positions of influence.

July 31, 2020

On the Field and Running the Show: A Conversation with Two Leaders in Sports and Entertainment

Charlottesville Jones, Executive Vice President and Chief Brand Officer of the Dallas Cowboys Football Club, and Jana Wingard, President of Entertainment at Showtime Networks, Inc., spoke of their experiences

immediate past President of WLAA, knew that the LACBA was likewise planning a celebration, and so she reached out to Julie Gerchick, WLAA's liaison to LACBA's litigation section, and together the organizations teamed up and formed a committee. Soon, Ms. Leland, Ms. Gerchick, and I, along with Judge Samantha Jessner, Judge Amy Yerkes, Judge Nicole Bershorn, Judge Serena Murillo, all Los Angeles NAW members, formed a committee of eight to mark the Centennial. Eight webinars resulted from our efforts, all of which will soon be available as podcasts on the websites of all three organizations.

By way of background, on August 18, 1920, the Tennessee legislature ratified the 19th Amendment, the last state to do so, providing the two-thirds majority needed to grant women the right to vote. In practice, however, it ensured voting rights for primarily white, middle and upper class women. Women of color were largely not entitled to vote. Native Americans did not become citizens until 1924, and Jim Crow laws, coupled with a violent Ku Klux Klan, ensured that women of color could no more exercise their right to vote in 1920, than Black men could have after the passage of the

in traditionally male-dominated industries, their leadership styles, how they work to ensure they are not the last women to hold their respective positions, and the importance of mentoring.

August 4, 2020

Women in the Board Room and Beyond

Three powerful women in the business world – Dr. Helene Gayle, President and CEO of The Chicago Community Trust; Monica Lozano, CEO of College Futures Foundation; and Sarah Zapp, Founder of Beyond Board – discuss navigating one of the biggest remaining bastions of male privilege, the business community; how each has achieved

success; how they deal with being one of the few women or only woman "in the room;" mentorship; strategies for starting out in the business world; and how to increase diversity in the business community.

August 11, 2020
Women Making Their Mark on the Capital — Lessons from the Road

On the Centennial of the 19th Amendment, women comprise a little over 30% of the nation's state legislatures and just 25% of those are women of color, while women represent over half the nation's population. How can the promise of the 19th Amendment be fulfilled if women continue to be underrepresented in state government? Three women who are making their voices heard in the California legislature discuss their role: Controller Betty Yee and Assembly member Sydney Kamlager and Assembly member Eloise Reyes. The program is moderated by Valerie McGinty, Founder and President of Fund Her, a political action committee dedicated to reaching gender parity throughout our state's elected officials, and the Honorable Nicole Bershorn, Los Angeles Superior Court Judge. The panelists explore the unique challenges female candidates of color face when running for office, and their efforts to make women's voices heard in Sacramento.

August 18, 2020

The 19th Amendment at the Intersection of Race and Gender

Paulette Brown – Senior Partner Chief Diversity & Inclusion Officer of Locke Lord. Ms. Brown is the first woman of color to have served as President of the American Bar Association in its 142-year history. See Paulette's article entitled *Missed Opportunities: Beyond the 19th Amendment* on page 13.

Takeaways from the webinars:

1. We all as individuals need a support network.
2. We all need assistance and encouragement in promoting one another.
3. We need to check our implicit biases, too.
4. Not all of our mentors are going to look/he like us, many of us may likely have had/will have male mentors.
5. As women, we need to put ourselves on the back more.
6. If we ride the elevator to the top, we need to send it back down for others to get on.
7. Be the kind of leader people want to get behind, not the kind people want to cross the street to avoid.
8. In order to "get ahead," you need to be exposed to the people at the top.

encourages Black women and women of color to run for political office, by challenging the infrastructure to recognize the importance of recruiting Black women and women of color. Black women and women of color bring unique experiences and create innovative bills and legislation, and that diversity benefits all.

August 25, 2020

Voices from the Bench: An Examination of Diversity and Inclusion in the Courts

It has been said that diversity is like being invited to the party, but inclusion is being asked to dance. Honorable Karen L. Stevenson, Judge, United States District Court for the Central District of California; the Honorable Phyllis Frye, Associate Judge for the Municipal Courts in Houston, Texas; the Honorable Michelle Kim, Judge, Los Angeles Superior Court, and the Honorable Serena Murillo, Judge, Los Angeles Superior Court discuss their perspectives on the intersection of race and gender, and what impact the 19th Amendment has had on women serving as judges on state and federal courts, their participation in leadership and policy, and what work remains to be done in the future.

October 5, 2020

Interview with ABA President Patricia Refo

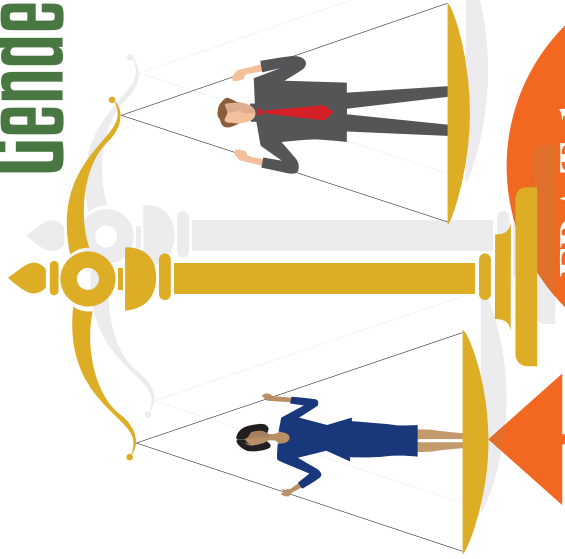
President Refo is the tenth woman President of the ABA. She addresses issues related to the disproportionate impact of neutral policies and legislation on women and the difficulties faced by lawyers during the pandemic. In an interview with Judge Elizabeth Allen White, NAWA's Vice President of Districts, she talks about the efforts of the ABA's Commission on Women, the importance of mentoring and the need for law firms to implement policies that encourage women to succeed.

of mentorship, sponsorship and allyship; the continued need for inclusion and accountability; that words matter; that pathways to success do not all look the same; and that if you can see it, you can be it.

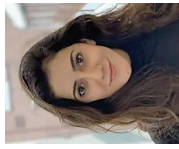
The series is a testament to what determined women can accomplish despite adversity. It is also a reminder that the words of our Declaration of Independence, namely that all "men (inclusive of women) are created equal," and that the words of the 19th Amendment have meaning: "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any state on account of sex."

We encourage you to log onto NAWA's website to listen to the podcasts.

Transforming the Future of the Legal Profession Through Gender Equality:



FBA Takes Global Leadership Role in Raising Awareness



By Emma Tsankov¹

For the past decade, the legal profession has gone through a period of transition, with marked increased emphasis on diversity and inclusion within the field.² As a result, many courts, law firms, and corporations have enacted policies aimed at creating and supporting a professional legal workforce that more accurately reflects the population diversity.³ Yet, despite that effort and a focus on diversifying the law firm ranks, the law profession as a whole remains one of the least diverse, especially with regard to the gender dimension.⁴ The American Bar Association has been measuring diversity in the lawyer population in the United States for more than a decade, and its most recent study reflects that gender diversity in the profession is rising but apparently at a marginal pace. During the 10-year period from 2007 to 2017, the number of women in the profession increased by only 5 percent, which reflects a narrow increase to 35 percent in 2017, from a figure of 30 percent in 2007.⁵ These statistics are even more troubling in the context of law firm private practice. There, women comprise nearly half of the law firm summer associates and associate classes. Yet, when we examine the level of gender diversity at the partnership level, women account for only 20 percent of law firm partners and a mere 18 percent of equity partners.⁶

Without a doubt, the profession has experienced several decades of diversity hiring and retention efforts. Likely fueled in part by the acknowledgement that diversity is good for business,⁷ And yet, gender and other diversity at the partnership level is sluggish,⁸ especially taking into consideration that law schools are graduating, on average, classes comprising gender-equal components.⁹

It is not clear what the precise impact on our society is from the lack of diversity at the higher echelons of the professions, but the data seems to suggest that the loss could be profound.¹⁰ As a result, professional associations and a range of organizations are taking a more active role in drawing attention to gender disparity and are offering a multitude of solutions about ways to raise awareness and thereby improve gender diversity ratios.

The FBA is taking an international leadership role in this effort. Beginning with the creation of a Task Force on Diversity & Inclusion, the FBA has actively developed partnerships with national and international "affinity" organizations to help support these initiatives. Through developing its annual national celebration of International Women's Day, the FBA has provided a hub for national partners to engage in discussion about gender and the profession. Its successful programming is fast becoming a hub within the United States for partnership organizations to help raise awareness about the problems and offer solutions. The programs make clear that, to better meet this challenge, the profession needs to implement educational programs that ensure that members of the legal profession have greater awareness of issues like bias—explicit and implicit—and offer strategies for eliminating it. It's also clear that states see a leadership opportunity, and some, such as New York, are now requiring its lawyers to complete continuing legal education (CLE) programs that address these types of issues.¹¹

In this column, we will identify the FBA's diversity and inclusion efforts over the past three years, focusing on its International Women's Day programming component. We'll consider the FBA's anticipated 2020 programming and explore its goals and impact on a global level.¹² With high-profile programs on two continents, a documentary in the pipeline, and a focus on building awareness at the law student level, we'll examine how the FBA is taking a leadership role in this area and providing invaluable resources for lawyers around the world to help close the gender gap at the higher levels within the profession. The column will offer best practices advocated in leading studies to help address these challenges and some conclusions about how we can best move forward at this stage.

The FBA Takes the Lead in Building Diversity and Inclusion Over the past three years, the FBA has focused considerable national resources around the promotion of diversity and inclusion within the federal legal community. Beginning in 2017, under the leadership of former FBA Minnesota Chapter president, Tara Norgard, the FBA has convened a national Task Force on Diversity & Inclusion,

which has the primary objective of promoting and advancing diversity and inclusion in the federal legal community. The task force works to examine candidly where the FBA is today with regard to cultivating a diverse and inclusive federal legal community and to develop a concrete plan of action for where the organization aims to be. To that end, the task force has developed a national strategic plan to ensure that a diverse and inclusive federal legal community continues to be an organizational priority in the years to come.¹³ In undertaking this work, it has convened a range of FBA leaders, including judicial and corporate counsel as well as leaders in the private sector, to provide insight and guidance for its work. It has built and strengthened the FBA's relationship with other national partner organizations through the creation of affinity bar liaisons that engage in joint programming initiatives. Partner organization relationships with groups such as the National Association of Women Judges (NAWJ) and academic institutions such as Fordham Law School, as well as international groups, including the International Bar Association and the Law Society of England and Wales, offer opportunities to leverage these relationships in support of common goals. To that end, these organizations have already established annual collaborative programs built around supporting women in the legal profession.

The FBA Builds Coalitions in Support of International Women's Day

For the past three years, the FBA has created national programming initiatives in support of International Women's Day. For the first time, in March 2018, the FBA convened a group of distinguished professionals to engage on women's human rights in the context of migration specifically in connection with International Women's Day. With a diverse group of academics from Harvard Law School, Fordham Law School, and the Leiner Center for Human Rights, these professors and graduate law students examined current events in human rights law impacting the ability of migrant women to seek international protection from persecution in the context of U.S. law and international human rights law. With support from the FBA International Law Section, the FBA Judicial Division, and the FBA Southern District of New York Chapter, that successful program was repeated at the FBA National Convention in New York in September 2018 and was expanded to include an additional speaker from the University of Amsterdam School of Law who appeared via Skype and offered the European perspective on the issues. These programs garnered national recognition.

About a year later, on March 11, 2019, the FBA Southern District of New York Chapter, the FBA

International Law Section, and the FBA Judicial Division co-sponsored Fordham University's Second Annual International Women's Day event.¹⁴ This program expanded on the student focus and was billed as a "Student-Moderated Evening of Discussion" hosted by the Fordham School of Law in New York City. With two tightly packed hours of presentations by eight distinguished speakers and FBA leaders, members from the legal community were treated to diverse perspectives as told from judges, practitioners, and prosecutors. The NAWJ and the Women's Bar Association of the State of New York co-sponsored the program.

FBA Southern District of New York Chapter president-elect and adjunct professor Mimi Tsankov kicked off the event with a welcome in her capacity as both Fordham School of Law adjunct professor and chair of the National Association of Immigration Judges, Gender and Equity Committee.¹⁵ She announced the evening's theme as "Balance for Better"—in accordance with the United Nations 2019 International Women's Day guidance. Framing the evening's anticipated discourse, she posited three questions: "To what extent do the laws that we have in place support gender balance?" "Where do we need to improve?" and "What have we succeeded in doing so far?" Tsankov challenged the presenters to consider how they see gender equality in terms of the stated theme and invited their personal remarks in light of their positions of leadership within the various state, federal, and international governmental bodies in which they work.

Fordham LL.M. student Lucila Casado Ardizzi introduced then-FBA President Maria Vathis, who provided a detailed presentation about how gender balance is better for business, as it offers diversification of talent. She pointed out how multiple studies suggest that the inclusion of women increases the global gross domestic product. In fact, a 2015 report by the McKinsey Global Institute has found that if women could reach their greater economic potential through increasing involvement in the workforce, global GDP would increase as much as \$12 trillion, and could reach \$28 trillion if the gender gap was completely closed.¹⁶

As to the role of women in the law in the United States, Vathis pointed out a number of firsts, including the first gender discrimination case dating back to 1872 and the fact that the right of women to practice law in all 50 states only became a reality in the 1930s.¹⁷ She noted that the confirmation of the first woman to the U.S. Supreme Court occurred only as recently as 1981. Vathis explained that, although the law profession has achieved some successes, including the fact that women represent the majority of law school graduates, women still

By Paulette Brown

As we consider our history and the manner in which it has been traditionally taught or otherwise conveyed to us, we must always be in search of the truth. It is important to remain curious as to what has been left out, who has not received credit, who has not been included. The truth is indeed important. It can be vexing knowing there is a lack of acceptance of the truth of our history and how that

Missed Opportunities Beyond the 19th Amendment

lack of acceptance impacts laws and policy. And, leads us to where we currently find ourselves.

Consider Susan B. Anthony, for example. For years we were taught she should have heroine status along with Elizabeth Cady Stanton and even Alice Paul. They should be revered because they were the be-all and end-all in the suffrage movement, leading to the passage and enactment of the 19th amendment, which we were taught, gave women the right to vote.

Let us take a look at the full text of the 19th Amendment:

"The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.

Congress shall have power to enforce this article by appropriate legislation."

What's included in the recitation of history is equally as important as what is excluded. As an initial matter, the 19th amendment theoretically gave women the right to vote.

What is missing from this narrative is a three-letter word—"all." It has rightfully been omitted because for most black women, native women, and other women of color, the right to vote would be elusive for decades. Until 1924, native Americans were not considered citizens, making it impossible for native women to vote.

Like so many others, I was accepting of the false narrative because, after all, that is what was written

in the mainstream history books. Throughout the years, other false narratives would find their way into mainstream thinking. The lack of need for the voting rights act when we have the 15th and 19th amendments is a classic example.

This year, 2020, marks the 100th anniversary of enactment of the 19th amendment, a perfect opportunity to reveal a more accurate depiction of

history. The act of voting was a "states' right", as long before 1920, many white women had the right to vote and did indeed, vote. In Montana and Nevada, women gained the right to vote in 1913. Thus, what women technically won in 1920 was only nondiscrimination in voting on the basis of "sex," millions of women still could not vote.

As a matter of policy, facts have intentionally been omitted from history books or partial facts are provided. This 100th anniversary of the 19th amendment provides an opportunity to provide some of what has been missed.



It is undisputed, the significant role of Susan B. Anthony and Elizabeth Cady Stanton in the passage and enactment of the 19th amendment. But, history should also reflect, at one time they were abolitionists. History, must also recognize that they were far from alone in the suffrage movement.

There was a small cohort of formerly enslaved and freed black women, including Sojourner Truth, Harriet Tubman, Maria W. Stewart, Henrietta Purvis, Harriett Forten Purvis, Sarah Remond and Mary Ann Shadd Cary (pioneer suffragette, newspaper editor and first female law student at Howard University) who were very active in the circles of women's rights. They were joined in their advocacy of women's rights and suffrage by prominent black men, including Frederick Douglass, Charles Lenox Remond, and Robert Purvis.

Sisters Margaretta Forten and Harriet Forten Purvis helped establish the interracial Philadelphia Suffrage Association in 1866, other black women like those in the Dubois circle in Baltimore were also active.



Initially, there was a great collaborative effort until the enactment and passage of the 15th amendment which did not sit well with some and in particular with Elizabeth Cady Stanton and Susan B. Anthony, who severed their ties with those who promoted universal suffrage. It was their belief, black men should not be given the right to vote before (white) women.

Critical work by black suffragists previously embraced was ignored and the mainstream suffrage movement led by Stanton and Anthony became racially discriminatory in its practices. Disappointingly, in an effort to get support from white southerners, they condoned white supremacist ideologies. Anthony and Cady Stanton chose expediency over loyalty and justice when it came to black suffragists.

Cady Stanton and Anthony objected to uneducated black men getting the right to vote before white women. Cady Stanton referred to former slaves as "sambos" and, her aspirations were not limited to black people. Cady Stanton also targeted poor immigrants, writing "think of Patrick and samba and Hans and Yung Lung who do not know the difference between a monarchy and a republic, who never read the Declaration of Independence or Webster's spelling book, making laws for Lydia Maria Childs, Lucretia Mott, or Fanny Kemble ... would these gentlemen who, on all sides, are telling us 'to wait until the negro is safe be willing to stand aside and trust all their interests in hands like these?'"

Black women were not alone in being left out by white women. Asian, Pacific Islander, and indigenous women, were barred from voting by restrictions on their citizenship.

Discriminatory laws kept women of color from voting in the north and west as well as the south. Native-born whites worked to "purify" the electorate of "problem voters," which largely meant immigrants and voters of color. Numerous northern and western

states expanded their residency requirements for voting, tightened registration requirements, and shortened registration windows. Twelve northern and western states—from New York to California—also added literacy tests to their state requirements for voting. Like those in the south, these tests were often selectively administered against voters of color, including women. Yet because neither "race" nor "sex" was mentioned in the letter of these laws, they were also perfectly constitutional.

When millions of women protested their continued disenfranchisement after 1920, the mainstream, white women declared victory. And, in the process, they—just as their amendment had—tacitly condoned the continued operations of American racism.

So much of our past informs us of our present and future. There were numerous missed opportunities in the lead up to the 19th amendment. Perhaps because the full history of the suffrage movement did not reveal itself, the past is haunting us.

As we think about the 19th amendment and what and who must be celebrated, in addition to Susan B. Anthony, Elizabeth Cady Stanton and Alice Paul, also think about Ida B. Wells, Mable Lee, Mary McLeod Bethune, Maribeth Joslyn Gage, Aurora Lucera, Arabella Romero, the women of delta sigma theta and so many others who have not found their way into our history books. Another opportunity should not be missed.

Paulette Brown

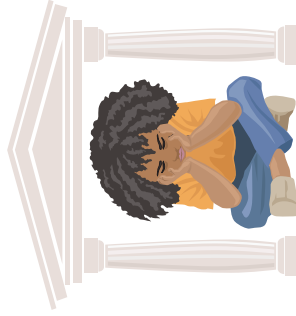
Attorney in the Labor & Employment Practice Group of Locke Lord LLP and a past president of the American Bar Association

Girls and Girls of Color in the Criminal Justice System

In 1980, girls constituted approximately 11 percent of children in the juvenile justice system. Four decades later, in 2020, that percentage has tripled. Girls now account for almost one third of all juvenile arrests in the United States. Equally significant is the fact that girls of color are 2.7 times more likely than their white counterparts to be referred to the juvenile justice system and 1.2 times more likely to be detained than white girls. Those startling statistics prompted the NYS Office of Court Administration 3rd JD Gender Fairness Committee, which I am honored to chair, and it's primary co-sponsor, the Permanent Commission

on Justice For Children, to produce a CLE program entitled, "Girls and Girls of Color in the Criminal Justice System." That program, held virtually on June 16, examined racial and gender disparities in the juvenile justice system and explored possible solutions including an innovative approach recently implemented in New York's 9th JD.

More than 300 judges and lawyers participated in the webinar, which was co-sponsored, among others, by the National Conference of State Trial Judges, Albany Law School, Albany County Bar Association, National Association of Women



Judges, New York State Bar, and the Women's Bar Association of the State of New York. Participants included New York Court of Appeals Judge Hon. Leslie Stein, Hon. Elizabeth Garry, Third Department Appellate Division Presiding Justice, and Hon. Marguerite Grays, President NAWJ (NY Chapter).

Panelists included former 3rd Dept. Appellate Division Presiding Justice and Chair of the Commission on Justice for Children, Hon. Karen K. Peters; 9th Judicial District Administrative Judge, Hon. Kathie Davidson; Supreme Court Justice Lisa Fisher; NYU Professor Dr. Shahnam Javadani; and Doctoral Fellow, McKenzie Berzoin. The program was most timely. Recent events require us to face the harsh reality that we still do not live in an equitable world. There is a heightened awareness of the need to address racial injustice and gender inequality in all forms.

After an in-depth discussion of the problem, the program presented possible solutions. One of particular interest is an integrated approach utilized by a specialty court in Westchester known as the GRIP (Gender Responsive Initiatives and Partnerships) Court. The GRIP Court is a dispositional court whose mission is to "promote healing and provide opportunities, justice and support to improve outcomes for girls, in particular for girls of color who are at risk or involved in the juvenile justice system." There, sensitized judges assigned to the court take a holistic approach by including all the various stakeholders—the presentment agency, the probation department, the attorney for the child and social workers—to attempt to understand each girl's unique background and experiences with the goal of collaboratively determining the best form of intervention for that particular child. Although the GRIP Court has been in existence slightly less than a year, it is already

showing promising results. The girls are learning to trust members of the team assigned to their case and to understand that everyone involved wants them to succeed.

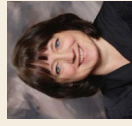
Some participants in the CLE program expressed an interest in replicating the GRIP court in their regions. There was a sense of optimism that we are on the road to a better understanding of positive interventions that can address the disparities in justice experienced by girls and girls of color in the juvenile justice system. The program was recorded and is available on YouTube at <https://youtu.be/OWUJlJol2aXs>.



Hon. Rachel Kreiser (Ret.)
Chair, NYS Office of Court Administration 3rd JD,
Gender Fairness Committee

National Association of Women Judges Annual Awards

Justice Joan Dempsey Klein Honoree of the Year Award



Justice Barbara Matsen
was appointed chair of the Washington State Gender and Justice Commission in 1998. The Commission, partnering with other community groups, succeeded in passing legislation banning the shackling of women prisoners during labor.

The Commission produced the Domestic Violence Manual for Judges, the Sexual Orientation Bench guide, the Sexual Offense Bench guide, and the Immigration Resource Guide for Judges, in partnership with the Minority and Justice Commission, as well as developing judicial education on a wide variety of gender issues and model policies designed to enhance the safety of victims of domestic violence.

Florence K. Murray Award



Attorney Donna Melby has successfully tried multiple cases to jury verdict in state and federal courts across the country, international and domestic arbitrations, and court trials across a broad range of complex civil and employment-related cases. Her practice includes class and

individual actions, employee mobility, whistleblower, race discrimination and all discrimination matters, sexual harassment, hostile work environment, contract, conspiracy, Equal Pay Act and complex business litigation of all types.

Mattie Belle Davis Award



Judge Mary Hotard Becnel began her legal career as an official court reporter. She was elected to the Louisiana's 40th Judicial District Court in 1993, a general trial bench, and retired in 2017. She

established and presided over Truancy Court and created CHARM School, a program for troubled girls going through the court system for various reasons. CHARM is an acronym for Character, Heart, Attitude, Respect and Manners.

Justice Vaino Spencer Leadership Award



Judge Julie E. Frantz served on the Multnomah County Circuit Court bench from 1994 to 2018. She practiced criminal defense with the Metropolitan Public Defender before joining in 1992 the civil litigation firm of Schulte, Anderson et al., where she became a partner. Prior to being appointed to the bench, Judge Frantz served on Oregon's Board of

Governors, and in 1992 was elected the first woman President of the Oregon State Bar.

Norma Wikler Excellence in Service Award



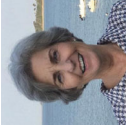
Judge Lisa S. Walsh's outstanding leadership in implementing NAWJ's exploration of judicial responses to the COVID-19 pandemic through a series of webinars and member outreach developed into a blueprint for moving forward. Judge Walsh is a Circuit Court Judge in the 11th Judicial Circuit of Miami-Dade County, Florida, currently serving as the Administrative Judge of the appellate division.

Lady Justice Award



NAWJ Past President Chief Judge Ama Blackburne-Rigsby has shown leadership at the District of Columbia Courts and in NAWJ by promoting access to justice in the wake of the COVID-19 pandemic. Judge Blackburne-Rigsby was sworn in as Chief of the District of Columbia Court of Appeals on March 17, 2017. As Chief Judge of the District of Columbia Court of Appeals, Chief Judge Blackburne-Rigsby chairs the Joint Committee on Judicial Administration for the District of Columbia.

District News



DISTRICT ONE (MA, ME, NH, PR, RI)
Massachusetts, Maine, New Hampshire, Puerto Rico, Rhode Island
DISTRICT DIRECTOR:
Hon. Mary Dacey White
Brookline District Court, Massachusetts
Email: marywhite@jud.state.ma.us

Longtime member **Hon. Antoinette E. McLean Leoney** retired on July 21, 2020 as District Court Judge for the

Commonwealth of Massachusetts. **Chief Justice Judith Fabricant** received the Boston Bar Association's 2020 Haskell Cohn

Distinguished Judicial Service Award on August 20, 2020.



DISTRICT TWO (CT, NY, VT)
Connecticut, New York, Vermont
DISTRICT DIRECTOR:
Hon. Kathy J. King
Supreme Court of New York, Kings County
Email: kjking@nycourts.gov

District Two Director **Judge Kathy King** and **Judge Joanne D. Quinones** held virtual summer internship programs in their respective courts, where interns participated in virtual court hearings and engaged in virtual group discussions about cases to assist them in completing their writing assignments. Regular programming in District Two was expanded to include social justice and access to justice issues arising during the pandemic. NAWJ NY Chapter, in conjunction with the Albany County Bar Association Center for Women in Government, co-sponsored a CLE webinar on June 18th entitled "Girls & Girls of Color in the Juvenile Justice System." The **Hon. Lucy Billings**, a "Bridging the Justice Gap in a Pandemic" NAWJ webinar panelist, served as a resource for judges on building strategies that prioritize access to justice with a commitment to safety in the midst of the ongoing COVID-19 pandemic.

On August 27, 2020 the **Hon. Cenceria Edwards** was a panelist on a National Bar Association virtual session entitled "The Long Shadow of the Nineteenth Amendment: Women Leaders in the Judiciary," which

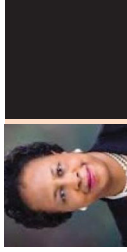
addressed the involvement of African American Women leaders in the passage of the 19th Amendment. On August 12th, 2020 the **Hon. Edwina Mendelson**, Deputy Chief Administrative Judge, Office for Justice Initiatives, participated in an NAWJ webinar on "The Critical Roles of Child Welfare, Judicial Leadership and Community Collaboration: Building Resilience in the Wake of COVID-19." On Sept. 25, 2020 Judge Mendelson was a panelist in a virtual roundtable addressing the New York State Family Court's response to the pandemic and analyzed the implications, both now and in the future, for virtual representation. On July 29, 2020 the **Hon. Joanne Quinones** participated in a virtual CLE on "Implicit Bias: What is it? Do I Have it? Can I Get Rid of It?" **Hon. Ruth Shillingford** served as co-chair on a committee of Black and minority judges to identify and report on institutional racism and implicit bias, and recommend solutions. The report was submitted to New York State Court's Commission on Equal Justice in the Courts and its recommendations will be incorporated into the Secretary's final report to **Chief Judge Janet DiFiore**.

District Two will host a virtual cocktail party in November for new members to engage and discuss challenges faced as a judge during the pandemic. NAWJ NY Chapter co-sponsored a 2-hour virtual CLE program on October 28, 2020 with the Third Judicial District Gender Fairness Committee on "Domestic Violence Trends in the Context of Bail Reform and the COVID-19 Pandemic."

Former District Director **Hon. Cenceria Edwards** was installed as the 50th Chair of the National Bar Association (NBA) Judicial Council on July 28, 2020. The NBA is the nation's oldest and largest national network of predominantly African-American attorneys and judges. **Hon. Marguerite Grays**, President of the NAWJ NY Chapter, was appointed Administrative Judge for Civil Matters in the Eleventh Judicial District by Chief Judge of the Court of Appeals and the State of New York, the **Hon. Janet DiFiore**. Prior to her appointment, Justice Grays served as Deputy Administrative Judge. NAWJ Past President **Hon. Tanya R. Kennedy** was appointed Associate Justice of the Appellate Division, First Department by Governor Andrew M. Cuomo. Justice Kennedy has

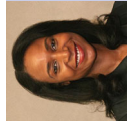
served as a Justice of the Supreme Court, New York County, since January 2016. **Hon. Carol R. Sharpe**, who presently serves as the Supervising Judge, New York County

Civil Court was appointed Acting Justice of the Supreme Court, New York County, by Deputy Chief Judge Administrative Judge **Larry Marks**. Judge Sharpe was recognized



DISTRICT THREE (DE, NJ, PA, VI)
Delaware, New Jersey, Pennsylvania,
Virgin Islands
CO-DISTRICT DIRECTORS:
Hon. Sandra Ann Robinson
State of New Jersey
Email: kwras@yahoo.com
Hon. Avis Bishop-Thompson
Superior Court, New Jersey
Email: avis.bishopthompson@njcourts.gov

On October 22, 2020, District Three hosted the Richards, Layton & Finger's Women's Initiative's virtual discussion on best practices for advancing women in the law in light of the pandemic and its impact going forward. Panelists included: **Paulette Brown**, Senior Partner & Chief Diversity and Inclusion Officer, Locke Lord LLP; and Past President, American Bar Association; **Stephanie A. Scharf**, Partner, Scharf Banks Marzor LLC; Principal, The Red Bee Group; Immediate Past Chair, ABA Commission on Women in the Profession; **Roberta D. Liebenberg**, Partner Fine, Kaplan & Block, R.P.C.; Principal, The Red Bee Group; Former Chair, ABA Commission on Women in the Profession.



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

DISTRICT DIRECTOR:
Hon. Anita Josey-Herring
Chief Judge Superior Court of the District of Columbia
Email: herringa@dcs.gov

On August 31, 2020 the District held a "Happy Hour with a Purpose" where district members jointly viewed via Zoom the third episode of the award-winning series "Race, the Power of An Illusion, The House We Live In." After the documentary, District 4 Director **Chief Judge Anita Josey-Herring** moderated a discussion on race and the courts with 20 district members. Thank you, Happy Hour program chairs **Judge Julia Weatherly** and **Judge Beverly Nash**, for making the evening a success.

On October 29, 2020 and in partnership with IAWJ, the District screened "THE JUDGE," a documentary about **Judge Khouloud Al-Faqih** of Palestine, the first woman appointed

to a sharia court. Post viewing discussion included moderator **Judge Vanessa Ruiz**, District of Columbia Court of Appeals (Ret.), President of the International Association of Women Judges (IAWJ), and **Judge Mina Sougrati**, Administrative Tribunal of Casablanca, Secretary and Treasurer of IAWJ. Attendees were able to listen to the discussion translated in Arabic.

The **Honorable Anita Josey-Herring** was selected by the DC Judicial Nomination Commission as Chief Judge of the Superior Court of the District of Columbia. (NAWJ) President **Chief Judge Bernadette D'Souza** appointed Chief Judge Anita Josey-Herring and **Judge Marcella Holland** to the Advisory



DISTRICT FIVE (FL, GA, NC, SC)
Florida, Georgia, North Carolina,
South Carolina
DISTRICT DIRECTOR:
Hon. Tanya Brinkley
11th Judicial Circuit Court, Miami, Florida
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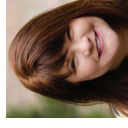
In Georgia, the Conasauga Judicial Circuit awarded a grant for a Veterans Accountability Court, whose Presiding Judge will be **Judge Cindy Morris**. Judge Morris was recently named chair-elect of the Georgia Commission on Dispute Resolution.

Under the leadership of Chief Magistrate **Judge Cassandra Kirk**, the Magistrate Court of Fulton County lived out its mission to "Inform, Engage and Empower Our Community." The Court received a Clearance Rate Excellence Award on behalf of the Standing Committee on Judicial Workload Assessment of the Administrative Office of the Courts, recognizing its clearance rate of 254% over three years. Chief Judge Kirk led the Magistrate Court in community outreach

efforts that included: free private wedding ceremonies, two Statewide Judicial Trainings, Establishing Maggie, the Magistrate Court ChatBot, and partnering with multiple Atlanta-based nonprofits to provide free legal clinics, bike and clothing drives, and partial rental payments for landlord-tenant parties for Fulton County citizens.

Judge Tanya Brinkley was elected to serve as NAWJ's next District 5 Director. Before her election to the bench she litigated a complex criminal, family, and civil law. In a quasi-judicial role, she served as a Civil Traffic Infraction Hearing Officer as well. Judge Brinkley was subsequently appointed to the Circuit Court, where she serves in the criminal division, after serving in the

DISTRICT SIX (AL, LA, MS, TN)
Alabama, Louisiana, Mississippi,
Tennessee
DISTRICT DIRECTOR:
Hon. Lynda Jones
Davidson County Court, Tennessee
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Let's recognize members of the Nashville Conference Planning team who are expanding their organizing enthusiasm for another year to bring NAWJ's Annual Conference to Nashville in 2021: Conference Chair, **Hon. Barbara Holmes**, **Hon. Tony Austin**, **Hon. Susan Blair**, **Margaret Behm**, **Melissa Blackburn**, **Amy Willoughby**

Bryant, **Sheila Calloway**, **Hon. Judith Chirlin**, **Hon. Connie Clark**, **Hon. Waverly Crenshaw**, **Hon. Angelita Blackshear**, **Dalton**, **Judge Cissy Daughtrey**, **Hon. Kirk Davies**, **Hon. Ana Escobar**, **Hon. Katharine Fischman**, **Hon. Charles Grant**, **Hon. Bill Harrison**, **Hon. Trey Harwell**, **Hon. Henry Hildebrand**, **Hon. Lynda Jones**, **Hon. Bill Koch**, **Hon. Ed Lindquist**, **Hon. Monica Mackie**, **Hon. Anne Martin**, **Hon. Terry Maroney**, **Hon. Neal McBrayer**, **Hon. Carol McCoy**, **Hon. Pat Moskal**, **Hon. Sara Beth Myers**, **Hon. Danielle Nellis**, **Hon.**

Alistair Newbern, **Hon. Barbara Peck**, **Hon. Erin Palmer Polly**, **Hon. Pat Shea**, **Hon. Jane Stranch**, **Hon. Debi Tate**, **Hon. Aleta Trauger**, **Hon. Allegra Walker**, **Hon. Stephanie Williams**.

A pilot program aimed at keeping homeless individuals from cycling in and out of jail launched September in Nashville: a court, presided over by General Sessions **Judge Lynda Jones**, will hold proceedings at Room in the Inn, a local homeless shelter. The new court will offer people the chance to wipe certain minor charges from their record if they engage with local service providers. Unlike other specialty courts, defendants will not be required to complete a specific program of treatment.

The **Hon. Aleta A. Trauger**, U.S. District Court for the Middle District of Tennessee,

county civil and criminal divisions, and as the Associate Administrative Judge of the domestic violence division.

NAWJ Past President Lisa Walsh as Chair of NAWJ's Technology Committee continues her stewardship of NAWJ's webinars exploring how the coronavirus is affecting how courts are administering justice and upholding the Constitution. Programs thus far include: 1) Courts on the Frontline: Providing Access to Justice While Protecting Public Health During a Pandemic; 2) Pandemic - What Is Its Impact on Our Civil Courts; 3) Bridging the Justice Gap in a Pandemic; and 4) Critical Roles of Child Welfare Judicial Leadership and Community Collaboration: Building Resilience in the Wake of COVID-19.

ALABAMA
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Email: lyndajones@jts.nashville.org

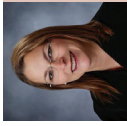
in Nashville, Tennessee, has been selected to receive the 2020 American Inns of Court Professionalism Award in the Sixth Circuit. The American Bar Association Tort Trial and Insurance Practice Section honored **Bernice B. Donald**, Circuit Judge on the U.S. Court of Appeals for the 6th Circuit, with its inaugural Lifetime Liberty Achievement Award. This award celebrates the lawyers and judges who have spent their career actively promoting diversity and inclusion within the legal profession.

As NAWJ President, **Judge Bernadette D'Souza** appointed **Judge Sheva Sims**, Shreveport City Court, Louisiana, to the Advisory Council of the National Association of Court Management's "Courts in the Era of #WeToo" Education Initiative. On August 11, 2020, Judge Sims delivered toiletries to the Louisiana Transitional Center for

Women, and she toured the completed cosmetology facility. Judge Sims 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 and the Caddo Correctional Center

(CCC) in Shreveport. The **Hon. Pammela S. Lattier** is the first woman and first African American Chief Judge for the Shreveport City Court. Chief Judge Lattier was sworn in at Shreveport City Court on May 22, 2020.

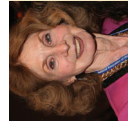


DISTRICT SEVEN (MI, OH, WV)
Michigan, Ohio, West Virginia

DISTRICT DIRECTOR:
Hon. Michelle Rick
29th Circuit Court, St. Johns, Michigan
Email: rckm@clinton-county.org

Judge Michelle M. Rick, Michigan 29th Circuit Court, was sworn in as District 7 Director in June, 2020. She is not unfamiliar with this role having previously served as a District 7 Director. The District is also supported by State Chairs for Michigan: 1) **Zenell Brown**, Executive Court Administrator of the Third Circuit Court, and 2) **Cori Barkman**, First Assistant Attorney General for the Michigan Department of Corrections Division of the Attorney General's Office of Michigan. Michigan's Chief Justice of the Michigan Supreme Court, **Justice Bridget McCormack**, was a panelist for one of NAWJ's webinars on pandemic issues, "Courts of the Frontline: Providing Access to Justice While Protecting Public Health during a Pandemic." Justice McCormack spoke about the efforts McCormack is undertaking to formulate policies, rules, and processes to enable the state trial courts to remain open, accessible, and safe during the public

health crisis. In late July, 2020, Project Access, led by Judge Rick and the University of Detroit Mercy Law School, received the State Bar of Michigan Kimberly M. Cahill Bar Leadership Award. Project Access was a traveling expungement clinic that brought law students into rural parts of Michigan to assist the poor with preparing expungement petitions. Following Project Access, Michigan's legislature passed legislation designed to provide automatic expungements for certain offenses, and it expanded the ability of litigants to seek expungements. On September 25, NAWJ Michigan together with the Women Lawyers Association (WLA) held a sold-out virtual book club night featuring a discussion with author **Minda Hart**. Ms. Hart's book, *The Memo*, speaks on women of color in the workplace, including the needed allyship of women of color and white women. Attendees included lawyers and judges from Michigan, and several



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

DISTRICT DIRECTOR:
Hon. Ann Breen-Greco
Independent Administrative Judiciary Professional
Email: anbreen-greco@shglobal.net

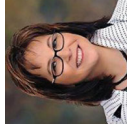
On May 28, 2020 District Eight co-sponsored with the Illinois State Bar Association Standing Committee on Women and the Law, a CLE program on transgender issues. The program covered issues facing transgender individuals when securing medical treatment, medical procedures, and/or benefits. The panel included **Alisha Davis**, Attorney, AIDS Foundation of Chicago; **Dr. Randy Ettner**, World Professional Association of Transgender

Health; Professor **Kim Riccardo**, UIC John Marshall Law; **Dr. Lauren Schechter**, Clinical Professor of Surgery, University of Illinois at Chicago; Attending Surgeon at Rush University, and Director of the Center for Gender Confirmation Surgery at Weiss Memorial Hospital; and **Carolyn Wald**, Attorney, Roger Baldwin Foundation of ACLU Inc., Chicago. Subsequently, **Dr. Lauren Schechter** also spoke at an NAWJ District Meeting on medical issues facing

attorneys in this office; the targeting of a federal judge, **Judge Salas**, which resulted in the killing of her son; and the verbal attack on Congresswoman Alexandria Ocasio-Cortez by another congressperson, using profanity and a gender slur **Judge Breen-Greco**

Illinois State Bar Association Women and the Law (WATL) Committee. This initiative is based on three issues: a complaint against a local attorney regarding seeking sexual favors from clients on child custody matters and allegations of sexual assault of female

addressed a part of the initiative that raised the need to be vigilant in speaking out against the use of gender slurs against women and emphasized women should only speak up if they are in a safe space.



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

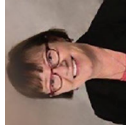
DISTRICT DIRECTOR:
Hon. Cheryl Ann Rios
Shawnee County District Court, Kansas
Email: crios@shawneecourt.org

Kansas **Governor Laura Kelly** appointed **Judge Ivan Lowdon**, Leavenworth Deputy County Attorney and a resident of Bonner Springs, Kansas, the first woman judge in the 1st Judicial District in Kansas.

through at least the 30th Anniversary conference. Justice Luckert has served on Kansas Supreme Court since 2003, as Chief Justice since 2009.

On September 16, 2020, Nebraska **Governor Pete Ricketts** appointed **Candice J. Novak** of Omaha to the Separate Juvenile Court of Douglas County, Nebraska. She had served as a court appointed attorney and guardian in Douglas County and Sarpy County juvenile courts since 2005. Nebraska County Court

Judge Linda Caster Sanff, 5th Judicial District, retired October 31, 2020. She was appointed to the bench in 2005 and was retained most recently in 2014. During her 15 years on the bench, she volunteered on committees for both the Nebraska Supreme Court and the County Judges Association, including service on the Judicial Ethics Committee, Committee on Children and the Courts, and a select 2018 leadership group of judges working to provide consistent and transparent court records.



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

DISTRICT DIRECTOR:
Hon. Lisa A. Pagliotti
King County District Court
Email: lisa.a.pagliotti@kingcounty.gov

The **Honorable Karen Donahue**, King County Superior Court, WA, was sworn in as NAWJ's President at the Annual Business Meeting on October 15, 2020.

First Virtual Color of Justice and MentorJet took place on August 13 and August 14, 2020. The Alaska Native Justice Center (ANJC), Alaska Court System, and NAWJ increased Covid-19 restriction, instead of canceling. ANJC decided to do the two-day program virtually. Thirteen students participated with 5 NAWJ members and other volunteers. **Terry Price**, Executive Director, Graduate Education, with the University of Washington School of Law, engaged the students in a session entitled "Where Will Your Law Degree Take You?" **Dr. Susan**

What are key things that state court justice systems can do to respond to racial injustice and promote public trust and confidence?

Director Pamela Washington used Zoom for Book Clubs to connect with members and explore the history around the fight for the 19th Amendment described in Elaine Weiss' book *The Woman's Hour*, and those around slavery in Ta-Nehisi Coates' book *The Water Dancer*.

Two Judicial Institute events designed to encourage diverse attorneys to join the bench, one entitled "Pathways to the Bench" took place October 14, 2020 via Zoom and featured **Chief Justice Debra Stephens** and **Judge Rebecca Pennell**. The second event, entitled "Bridging the Gavel Gap"

was held via Zoom on October 15, 2020. The Judicial Institute is a nonprofit organization dedicated to diversifying Washington State's Judiciary.

NAWJ President **Judge Bernadette D'Souza**

appointed Judge Pamela Washington to the Advisory Council of the National Association of Court Management's "Courts in the Era of #WeToo" Education Initiative.

Justice **Susan Carney**, Judge **Pamela**

Washington, and Judge **Kari McCrea** serve



DISTRICT FOURTEEN (CA, NV)

California, Nevada

DISTRICT DIRECTOR:

Hon. Wendy McGuire Coats

Superior Court of California, Contra Costa County

Email: wcoats@contracosta.courts.ca.gov

NAWJ President **Judge Bernadette D'Souza** appointed **Judge Elizabeth Allen White** to the Advisory Council of the National Association of Court Management's "Courts in the Era of #WeToo" Education Initiative.

NAWJ joined to support the Women's Law Association of Los Angeles and the Los Angeles County Bar Association on a Speakers Series dedicated to the 19th Amendment. Programs included: An

Interview with **Hannah Beth-Jackson**; On the Field and Running the Show: A Conversation with Two Leaders in Sports Entertainment; Women in the Board Room and Beyond: Women Making their Mark on the Capitol: Lessons from the Road; 19th Amendment at the Intersection of Race and Gender; Expanding Leadership for Women of Color in Politics; and Voices from the Bench.

On September 30, **Justice Judith McConnell**

was joined by **Professor Virginia Nelson** to speak on fair and impartial courts at a League of Women Voters, American College of Trial Lawyers joint program.



NAWJ RESOURCE BOARD

The Resource Board 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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Sarah London, Esq., Lief Cabraser Heimann & Bernstein, LLP

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Hon. Anita Josey-Herring
Chief Judge, Superior Court of the District of Columbia

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11th Judicial Circuit Court, Miami, Florida

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Superior Court of the State of Delaware, Wilmington

NAWJ COMMITTEES AND GROUPS

Committees are the backbone of NAWJ. They enable us to utilize the impressive talents and knowledge of our members to support the work of the organization. Committee chairs and members are appointed each year by the current president. Members' willingness to participate is greatly appreciated.

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A special thank you to Orinda Naranjo for her matching gift towards the NAWJ Board of Directors contribution to the Sustainability Campaign.

NAWJ annually holds a midyear and an annual conference to conduct association business, present education programs, recognize accomplishments, and strengthen our social and professional bonds. The following list includes donations made to the National Association of Women Judges by individuals, companies, and organizations for the annual conferences.

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The Honorable Cindy Lederman
Vanderbilt Law School

NAWJ NEW MEMBERS SINCE MAY 1, 2020

We welcome the following new members of NAWJ:

Hon. Milena Abreu 11th Judicial Circuit Court, Miami-Dade County, Hialeah, FL	Hon. Betsy Alvarez-Zane 11th Judicial Circuit Court - State of Florida, Miami, FL	Mary-Ellen Barrett Esq., San Diego District Attorney Office, San Diego, CA
Hon. Shelytha Alexander-Simmons Prairie View Municipal Court, Prairie View, TX	Hon. Judy Bae San Diego County Superior Court, San Diego, CA	Elizabeth Bransdorfer, Esq. Mika Meyers, PLC, Grand Rapids, MI
Hon. Olga Alvarez San Diego County Superior Court, San Diego, CA	Hon. Christine Bandin 11th Judicial Circuit Court, Miami, FL	Hon. Lesley Briones Harris County Civil Court At Law No. 4, Houston, TX

Hon. Susan Burke
Hennepin County District Court,
Minneapolis, MN

Dr. Latoya Burt
Keiser University, Jacksonville, FL

Hon. Wendy Chang
Los Angeles Superior Court, Lancaster, CA

Deborah Cole
Esq., DGCole Law, Chicago, IL

Hon. Jennifer Cojs
Los Angeles County - Long Beach Branch,
Long Beach, CA

Hon. Cristina Correa
County Court, Criminal Division, Miami, FL

Hon. Miesha Darrrough
11th Judicial Circuit Court Of Florida,
Miami, FL

Michell Delancy, Esq.
DelancyLaw, Miami, FL

Hon. Lori Dougherty-Bichsel
3rd Judicial District Court Of Kansas,
Topeka, KS

Hon. Lori Dumas
First Judicial District, Philadelphia, PA

Hon. Shauna Dunning
Ingham County, Lansing, MI

Hon. Le Duong
Superior Court Of Santa Clara County,
San Jose, CA

Hon. Victoria Ferrer
11th Judicial Circuit Court, Miami, FL

Hon. Elizabeth Finn
Glendale City Court, Glendale, AZ

Hon. Denise Francis
Superior Court Of The Virgin Islands,
St Thomas, VI

Hon. Una Gandbhir
Alaska State Court, Anchorage, AK

Commissioner Candice Garcia-Rodrigo
Riverside Superior Court, Riverside, CA

Hon. Dianna Gibson
Third District Court, State Of Utah,
Tooele, UT

Hon. Diana Gonzalez-Whyte
County Court Of The 11th Circuit State Of
Florida, Miami, FL

Hon. Wilma Guzman
Bronx Supreme Court, Bronx, NY

Hon. LaRonna Harris
Social Security's Office Of Hearings & Operations,
Greensboro, NC

Hon. Ayana Harris
11th Judicial Circuit Court, Miami Dade
County, Miami, FL

Hon. Julie Harris Nelson
11th Judicial Circuit Court, Miami-Dade,
Miami, FL

Hon. Chiaka Ihekwa
11th Judicial Circuit Court,
North Miami Beach, FL

Hon. Deborah Israel
Superior Court Of The District Of Columbia,
Washington, DC

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Rockville, MD

Amber Kornreich, Esq.
Kornreich & Associates, Miami, FL

Charlene Larche-Mason, Esq.
New Orleans City Attorney's Office,
New Orleans, LA

Commissioner Jennifer Lee
Contra Costa County Superior Court,
Alameda, CA

Hon. Melony Lockwood
Alaska Court System, Fairbanks, AK

Hon. Cynthia Lu
Second Judicial District Court, Reno, NV

Hon. Patricia Macias
388th District Court (Ret.), El Paso, TX

Hon. Ramona Manglona
District Court For The Northern Mariana
Islands, Saipan, MP

Hon. Marcella McLaughlin
San Diego Superior Court, San Diego, CA

Hon. Raquel Montoya-Lewis
Washington State Supreme Court,
Olympia, WA

Hon. Natalie Moore
11th Judicial Circuit Court, Miami Dade County,
North Miami, FL

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Stetson University College Of Law,
Saint Petersburg, FL

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Office of Administrative Hearings,
Oakland, CA

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U.S. Equal Employment Opportunity
Commission, New York, NY

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Philadelphia, PA

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11th Judicial Circuit Court, Miami, FL

Hon. Catherine Pratt
Los Angeles Superior Court, Compton, CA

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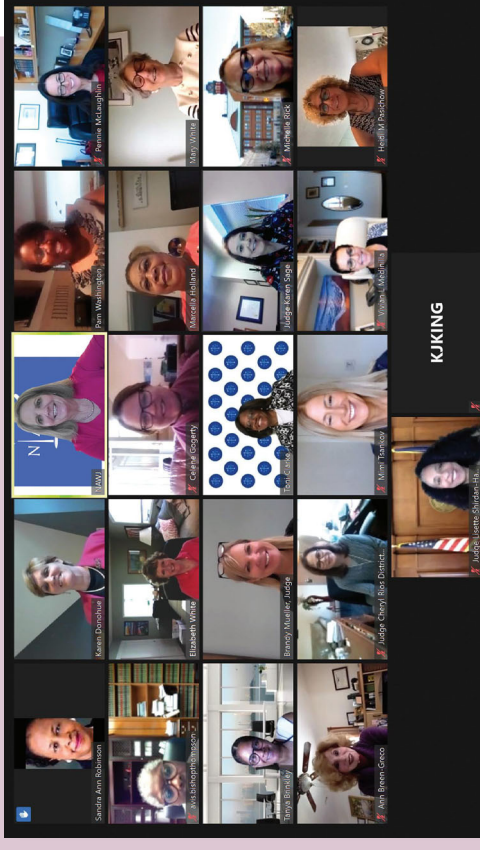
Hon. Amy Yerkey
Los Angeles Superior Court, Long Beach, CA

Hon. Tracey Yokich
16th Circuit Court For The County Of Macomb,
Mount Clemens, MI

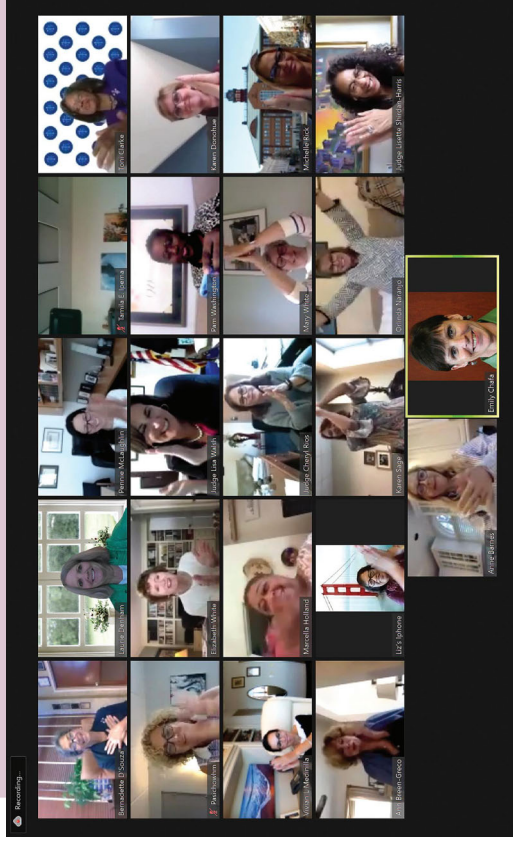
Hon. Tacie Zellhart
Hays County Court At Law 3, San Marcos, TX

NAWJ: Staying Connected During Challenging Times

District Directors meet via Zoom



A special thanks to Judge D'Souza



NEWARK, *New Jersey*



NAWJ 33RD ANNUAL CONFERENCE
OCTOBER 12 — 16, 2011



“EVERY GOOD WISH” - RBG