



## PRESIDENT'S MESSAGE

### Won't Let It Go

by Vanessa Hierbaum

The calendar says it's spring, but it still feels like winter to me due to my four year old daughter's current obsession with all things *Frozen*.



*Frozen*, of course, is the latest Disney movie very loosely inspired by the Hans Christian Anderson story, The Snow Queen. It has not one, but two princesses which, for the uninitiated, is a BIG DEAL for girls of a certain age. Managing with only limited success to counter the princess phenomena in my daughter — with its heavy emphasis on how a girl looks rather than who she is or what she does — I have come to accept and enjoy *Frozen* for what it is: a big step in the right direction on the depiction of female protagonists in mainstream children's movies. This story offers vast improvements to the beautiful, but passive, muted or literally comatose princesses of yore. In *Frozen*, one princess soon becomes queen, i.e. an *actual leader* — can you imagine boys being encouraged to be a mere prince and not a king? — with a super ice power to boot! Her younger sister is brave, smart and refreshingly funny.

Still *Frozen* is just one story and cannot fully counter the barrage of media young girls experience. And so I struggle with these issues everyday as I raise my daughters in a culture that still values a girl's (and a woman's) looks over intelligence, courage or even happiness. I struggle because I believe it matters.

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## 2014 Mildred Levin-Hastings Law School Scholarship Recipient

by Adrienne J. Miller, Co-Chair Scholarship Committee & Past-President 1987

The Queen's Bench Scholarship Committee, with co-chairs, Adrienne J. Miller and Patricia Rosenberg and members, Hon. Ina Gyemant and Anne Gyemant Paris, is honored to announce that Jodie Smith is the 2014 Mildred Levin-Hastings Law School Scholarship Recipient.



Ms. Smith received her Bachelor of Arts degree, summa cum laude, in Political Science from Texas Christian University in 1995. She received her Master of Public Policy degree from Harvard University, John F. Kennedy School of Government in 1998. Ms. Smith will be graduating from University of California, Hastings College of Law in May 2014.

Prior to attending law school Ms. Smith worked for five years as the Public Policy Director for a state-level child and youth advocacy organization in Texas. She built the organization's policy reputation and infrastructure and managed a six-person policy team. During her tenure as a public policy director she worked hard to influence governmental bodies to make policy choices improving the lives of children and youth.

In the spring of 2013, Ms. Smith was a full-time extern for Justice Joseph C. Spero, United States District Court, Northern District of California. Ms. Smith is also a fellow-elect for the Tony Patino Fellowship, a merit scholarship at Hastings, Columbia, and the

University of Chicago for law students who demonstrate leadership, a commitment to public service, and outstanding academic and personal achievement.

In addition to Ms. Smith's scholarly achievements she has been an active volunteer in the founding and development of the Hastings Association

of Youth Advocates (HAYA). HAYA is a new program at Hastings that enables law students to serve as court-appointed Educational Surrogates for foster youth. HAYA, which was modeled after a program at Boalt Law School, matches law student volunteers with youth in foster care, whose parents are not able to make education decisions for them. HAYA volunteers act as liaisons with the youth's school, special education specialists, and healthcare professionals to advocate for the youth's educational

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# Networking is the New Black: Cocktails & Couture

by Alice Purdy, Co-Chair, Business Development Committee

The 8th Annual Cocktails and Couture was held on Thursday, May 1st this year at San Francisco boutique BellJar on 16th and Valencia. Cocktails and Couture is a LEAADD (Lawyers, Engineers, Accountants, Dentists, & Doctors) networking event for all professional women. Members often bring colleagues and friends to network, shop, and enjoy some food and wine in a relaxed atmosphere. This event embodies the spirit of LEAADD, which promotes the advancement of women professionals through strengthening our connections and networks across professional lines.

There were many familiar faces, but also new faces that were welcomed into our group. Queen's Bench is one way in which we establish a community for ourselves, and LEAADD events allow us to expand that community to include non-lawyers. A wide range of professional women attended this year, and it was obvious that some lasting connections were made, and existing connections were strengthened.

This event is particularly special because we are able to support locally-owned businesses that cater to professional women in the San Francisco community. The owner of BellJar was as gracious as she is stylish, and endearingly a devoted dog lover that sometimes brings her furry friends to the office.

Moving this event to the Mission District is just one of the ways that the Business Development Committee is changing and evolving to meet the demographic of our members and expand our reach. Some of our members mentioned that they lived in the area, and others just welcomed a change in scenery. Almost everyone commented that they were happy to learn about the boutique, which sold everything from beautiful, flowing summer dresses to unique, antique-feeling home décor. Branching out and meeting a new business owner that runs such a unique boutique was definitely a highlight of the event for Lisa and I as co-chairs. We hope that our members can keep local businesses in mind for similar events in the future.



The vibe at the event has always been fun and cheerful and there was no shortage of that this time around. In addition to raising money for Queen's Bench, those attending the event seemed to be having a great time. Pictured above is Crystal Matson, Co-Chair of the Diversity Committee, having a great time with Kenda McIntosh, Co-Chair of the Domestic Violence Committee, and Judge Barbara O'Hearn, Chair of the Government Law Mentorship Pod.

We could not have made this event happen without the generous support of our sponsors. We would like to thank: The Law Offices of Lisa A. Villasenor; Harowitz & Tigerman; Tooker & Antz; Tufts, Stephenson & Kasper, LLP; and Aiken and Welch.

## Scholarship Recipient

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needs. Ms. Smith also has volunteered her time in many other community programs and is very proud of her efforts in promoting diversity. In particular, Ms. Smith worked to increase opportunities for women and for youth of color by establishing the Women's Studies program at Texas Christian University. In addition while she was in graduate school at Harvard, she assisted with a symposium of the Council of Women World Leaders and also mentored several young women as graduate students in the field of public policy.

Ms. Smith intends to practice law in San Francisco upon graduation from law school and establish a career in public law litigation. She hopes to focus on youth, primarily in education and school discipline matters. She hopes to continue her volunteer services by being on the pro bono panel of the Legal Services for Children in San Francisco.

Queen's Bench congratulates Jodie Smith on being the 2014 recipient of the Mildred Levin-Hastings Law School scholarship and wishes her the best in her future law career.



# Girl Rising

by Vanessa Hierbaum, President

On April 15, I had the pleasure of attending Queen's Bench's screening of the documentary, *Girl Rising*, co-sponsored by Golden Gate University's Women's Law Association, and I was truly humbled by the stories of the young women featured.

A moving and thought provoking documentary about the plight of girls in developing countries, *Girl Rising*, directed by Richard E. Robbins, reenacts the true stories of nine girls (who play themselves in the film), each of whom has been paired with a famous writer to help narrate her story [and a famous actress to tell it in the form of voice over narration]. Each girl lives in poverty and each girl, save one, faces seemingly insurmountable obstacles to getting the education she so deeply desires. Such obstacles include child labor (beginning as early as age 3 in some cultures), sexual abuse, child marriage and child maternity, and plain old patriarchal traditions. All of these circumstances are fueled by the desperate poverty of their communities. The girls' stories are linked by information and statistics, provided through narration and placards held by girls of all ages and races, to drive home the film's central premise: that educating girls can transform families, communities, countries and eventually, the world. Some of the statistics can be horrific or depressing (50% of sexual assaults in the world are on females under 15; 33 million fewer girls than boys attend primary school), and others eye-opening and hopeful (a child born to a literate mother is 50% more likely to live past the age of 5; if India enrolled 1% more girls in secondary school, its GDP would rise by \$5.5 billion). The film makes a compelling case that the education of girls in developing societies can end cycles of poverty, sexual violence and other horrible injustices in one generation.

Following the film, there was a discussion with such notable panelists as Luke Filose, a manager in Intel's Corporate Responsibility Office, where he supports education initiatives in developing countries (Intel provided funding for *Girl Rising*), Fariba Nawa, an award winning Afghan-American journalist, and Cari Class, a chapter leader for a wonderful organization called *Dining for Women*. To learn more about DFW, go to <http://diningforwomen.org/>.

And there was a fourth panelist who I found particularly inspiring, 17 year old Riya Singh, last year's Teen Advisor to the UN Foundation's Girl Up Campaign. To learn more about Girl Up, go to [www.girlup.org/about](http://www.girlup.org/about). It was Riya who brought the message of *Girl Rising* full circle for me, as she spoke passionately about the empowerment of all girls, not only in third world countries, but also girls right here in the United States. Riya talked about the injustices and inequities girls face in the American educational system, giving personal anecdotes of when she was discouraged because



Panelists with moderator Eleanor Lumsden, an Associate Professor at GGU School of Law



Education Chair, Shannon Walker, and Sabrina Johnson from GGU's Women's Law Association



Lisa Villasenor, Shannon Walker and Vanessa Hierbaum

of her sex from playing the tuba, which provoked some chuckles from the audience, and pursuing a college degree in physics which did not.

While Riya and most other American girls do not face the daunting obstacles of the girls featured in *Girl Rising*, they do face injustices and inequities in both their formal and cultural education. These inequities can be so subtle and so pervasive as to be almost invisible and thereby potentially

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# IANGEL—Connecting for Justice Worldwide

by Rebecca Hooley, Past-President 2012

Have you ever felt outraged or saddened by the injustice faced by so many women and girls, simply because of their gender? Have you ever wished you could use your skills as a lawyer to become directly involved in advancing gender equity and justice, but did not know where or how you could get involved? Have you ever given money to an organization working on these issues, but felt like you could offer more? Well, meet IANGEL.

IANGEL is the International Action Network for Gender Equity and Law, a 501(c)(3) nonprofit founded by Queen's Bench past president Nancy Newman in March of 2013. It is an international network of lawyers, donating their time and their skills to promote gender equality and justice, locally, nationally, and around the world. As Nancy explained:

I was outraged by the status quo, and frustrated that I could not be more directly involved in making a difference. I knew I was more than a donor, and I knew a lot of people felt as I did. For years, I looked for an organization that already did this, without success. So I decided I needed to form it myself.

Nancy's vision inspired me to join IANGEL, in order to help harness the power of pro bono legal services, and apply it to the cause of equality and justice for women around the world. I also was motivated to lend my skills to IANGEL because it takes an expansive approach to what pro bono legal work can accomplish. While most pro bono programs focus on meeting the needs of local clients, IANGEL focuses on securing and protecting rights, without borders. In this way, IANGEL's pro bono work can have a long-term effect, as we join with other lawyers and associations working to secure basic rights to fairness, security, and self-determination for women and girls around the world. In just over a year of existence, IANGEL's volunteers have worked on a variety of projects, including:

- Assisting Equal Rights Advocates with legal research and analysis concerning discrimination against women in employment contexts nationwide;

## Girl Rising

*Continued from page 3*

harder to eradicate. I want to thank Queen's Bench Education Committee Chair **Shannon Walker**, and GGU Women Law Association representative **Sabrina Johnson** for organizing this event and raising awareness of these vital issues in the Queen's Bench community.

- Working with the Bangladesh National Women Lawyers Association in publicizing the injustice of laws prohibiting Hindu women from owning or inheriting property;
- Providing research, analysis, and support to the Hague Domestic Violence Project, in providing tools for lawyers to represent victims of domestic violence in international custody disputes;
- Securing pro bono legal assistance to Machik, to aid its work in promoting fairness and justice for Tibetan people.

IANGEL is also involved in international advocacy and education, promoting the use of CEDAW (the United Nations convention to end all forms of discrimination against women) and joining with organizations around the world to confront gender bias and advocate for women's rights. As part of its communications strategy, IANGEL hosts periodic briefings featuring guest speakers who discuss challenges to women's rights and strategies for overcoming gender barriers. Briefings this year have featured speakers from Afghanistan, Uganda, Tibet, Sri Lanka, and India.

It was during one of these recent briefings that I had an opportunity to talk with Professor Raihana Popalzai, Vice Chancellor for Academic Affairs at Kabul University. Despite her prestigious position, she explained how restricted her life had become in her country. She was excited to see the Bay Area, not merely for the fun of visiting a new country, but for the joy of being able to roam freely without fearing for her life. In Afghanistan, she received threats due to her visible position at the university, and only felt safe in her house and at the university. She could not even visit close relatives because that would require her husband or sons to accompany her, and she did not want to risk their lives. Another speaker at the event, the Honorable Annette Mukabera, a presidential adviser in Uganda, described how difficult it is for a woman to acquire property in her country. As a result, widows, unmarried women and women in abusive situations often have little control over their lives. Speaking with these incredible women made the situations of millions of women all the more real to me, and renewed my resolve to support and improve the status of women, anywhere help is sought.

If you share in my resolve, please connect with us. IANGEL has projects and opportunities for lawyers and law firms. You can visit our website at [www.iangel.org](http://www.iangel.org) to join our network of volunteers or to make a donation to help sustain our work. You can also join our mailing list by emailing [info@iangel.org](mailto:info@iangel.org), and like us on Facebook. IANGEL welcomes all those who share a passion for justice and equal rights, and who want to give more of themselves to build a better world.

*Rebecca Hooley was president of Queen's Bench in 2012 and is Secretary of IANGEL.*

# Women Not Gaining Ground in Big Law Firms, Says NAWL Report

by Anne C. O'Donnell

This article was originally published on [lp.findlaw.com](http://lp.findlaw.com).

The National Association of Women Lawyers reported its **8th Annual Survey on the Retention and Promotion of Women in Law Firms**. And once again, perhaps not surprisingly, the results have changed very little.

The authors of the survey, Stephanie A. Scharf, Roberta Liebenberg, and Christine Amalfe, emphasize that the reason for tracking this information is that “equitable treatment and inclusiveness for women in the profession is the better business model. Gender diversity enables law firms and clients to benefit from diverse perspectives, the ability to tap into a broader array of talent, and creates a culture that maximizes the potential of all attorneys, male and female.”

Given the benefits of equal treatment and diversity in the profession, how did women in the biggest 200 law firms fare? Unfortunately, not well, and not much better than last year’s **dismal results**.

“[A]lthough women in the surveyed law firms have made some inroads, overall the pace of progress remains unacceptably slow as women continue to confront the same

barriers that have been identified in the seven prior NAWL Foundation national surveys,” writes the authors.

Even more disturbing is that the majority of firms would not report data about compensation of the male and female attorneys. 33 of the firms that had participated in the past declined to participate this year.

Here some of the major takeaways from the survey:

## 1. Women made up approximately 17% of the equity level of partnership.

This number is not statistically significantly different from last year’s report which found that women made up approximately 15 % of the equity level of partnership. Little progress, indeed.

## 2. Lateral hiring at the equity level favors men.

The report found that 66% of all new male equity partners are recruited laterally, and about one-half of new female equity partners are recruited laterally.

Continue reading **Women Not Gaining Ground in Big Law Firms Says NAWL Report**,\* on FindLaw.com.

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\* <http://practice.findlaw.com/human-resources/women-not-gaining-ground-in-big-law-firms-says-nawl-report.html>



CALIFORNIA Women Lawyers and State legislators gathered in Sacramento on August 6, 1969, to witness Governor Ronald Reagan declare Women Lawyers Centennial: (Left to right) Agnes O'Brien Smith, South Pacific Regional Director; Jettie Pierce Selvig, then NAWL's President-Elect; State Senators Milton Marks and George Moscone; and Ruth Church Gupta, California's Centennial Co-Chairman.

## Join the History Committee today!

Queen's Bench will be 100 years old in 2021 and as we approach this milestone, there is a lot to do — wading through historic photos such as this, planning events, gathering recollections and memories of members, and more. We are looking for members who love history and Queen's Bench to join our committee. Contact Co-Chairs Lily Moallem at [moallem.lily@gmail.com](mailto:moallem.lily@gmail.com) and Clarissa Kang at [ckang@truckerhuss.com](mailto:ckang@truckerhuss.com).

### Other Committees to Join:

For descriptions of Queen's Bench committees and how to contact committees chairs, go to: [www.queensbench.org/committees.html](http://www.queensbench.org/committees.html) or download a handy one-sheet reference at: [www.queensbench.org/pdf/2014-QB-Committees.pdf](http://www.queensbench.org/pdf/2014-QB-Committees.pdf)

# Queen's Bench Induction Ceremony

*By Pauline Farmer-Koppenol, Second Vice President*

On Thursday, March 13, 2014, the annual Queen's Bench Induction Ceremony honoring the new admittees to the California Bar was held at the Civic Center Courthouse in San Francisco. The Honorable Kathryn M. Werdegar, Associate Justice of the California Supreme Court, reprised her role as the administrator of the oath of office to the incoming officers and directors of Queen's Bench. Queen's Bench appreciates Justice Werdegar's continued support for the organization.

The new admittees, Queen's Bench members and members of the judiciary enjoyed refreshments and lots of conversation. Queen's Bench President, Vanessa Hierbaum, congratulated the new admittees and provided an introduction to the various Queen's Bench committees.



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## QB Induction Ceremony

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## On the Move

Past President, Catherine Duggan, author of *The Lost Laws of Ireland*, was recently presented with the Wild Goose Award at the residence of Noel Kilkenny, the Consul General of Ireland in New York. The event was sponsored by the Irish American Bar Association of New York. Other recipients of the award this year were Eastern District Judge Brian M. Cogan, and Sheila Tendy, founder of Winescan.com. Past Wild Goose Award recipients have included Bill Whelan, Irish composer and creator of "Riverdance" and Cormac O'Malley, Historian and Author. Approximately 90 people attended this festive event.



# Queen's Bench Mentorship Program Update

by Michelle Schuller Lewis, Co-Chair Mentorship Committee

The Queens Bench Mentorship Committee is still accepting applications from licensed attorneys and judicial officers interested in joining a mentorship pod as a mentor, mentee, or both. Join a pod of other like-minded attorneys seeking to share ideas, get advice and provide career support. The mentorship program is a great way to extend your professional network through social events and informal meetings.

Applications are available online at [www.queensbench.org/committees.html](http://www.queensbench.org/committees.html) or email [qbmentorship@gmail.com](mailto:qbmentorship@gmail.com) for more information or to request an application.

Also, be on the lookout for an announcement of a Mentorship Mixer that will be scheduled for late June. This event will be a great opportunity to network with other mentorship pods as well as your own.

## President's Message

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How girls see girls and women depicted in the media, informs what they internalize as possible for themselves. Just last week, my husband had to brace me for something my daughter said to him, and I cringe to write it now: that a girl can't be president of the United States. Why did she think this? Because the only presidents she has ever heard about were boys. I have told her many times she could be President, but what she sees — in the books she reads and the bits of news she glimpses — is what she remembers.

There is hope of course. We may be close to having a female president to provide inspiration for young girls, and the list of real and fictional role models of feminine skill, talent and power gets longer every day. The girl empowerment movement is growing, both here and abroad. In the documentary *Girl Rising*, recently screened by Queen's Bench, I was shown 9 girls who were told that virtually nothing was possible for them, not even a basic education, because of their sex. It will not spoil the film to tell you that the girls, Wadley in Haiti, Yasmin in Egypt, Suma in Afghanistan, to name a few of them, overcome incredible obstacles to achieve their dream of an education. See my article about *Girl Rising* on page 3. The documentary is a reminder of the strength and perseverance of girls (and women) everywhere, and a reminder that with steadfast determination progress will be made. And the world will be much better for it.

The *Girl Rising* screening was a great prelude to Queen's Bench's *Evening Reception with the U.S. Department of State's International Delegation on "Women and Justice."* On May 8, 2014, 5:30-7:30 pm, Queen's Bench hosted a special opportunity to meet and engage with 21 emerging leaders and guests of the U.S. Department of State's International Visitor Leadership Program (IVLP). The international leaders selected to participate in this project come from Algeria, Argentina, Armenia, Azerbaijan, Bosnia and Herzegovina, Burkina Faso, Ethiopia, India, Israel, Italy, Kenya, Malaysia, Nigeria, Oman, Sudan, Tanzania, Tunisia, Turkey, Uganda and Yemen. The project is aimed at highlighting strategies within the NGO community and at different levels of government to promote women's access to justice. Surely, women who are literate and educated are more likely to have access to justice, and I took the opportunity to discuss the Girl Rising Movement with the IVLP leaders. For more information about this event, please visit the Queen's Bench website at [www.queensbench.org](http://www.queensbench.org).\*

\*[www.queensbench.org/pdf/flyer/2014-05-08\\_Women\\_&\\_Justice.pdf](http://www.queensbench.org/pdf/flyer/2014-05-08_Women_&_Justice.pdf)

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## Queen's Bench New Members

Please welcome the following new members who joined between March 3 and May 7, 2014:

- Milena Angelova
- Shadbanou Azad
- Amy Brandt
- Ashley Brown
- Theresa Buckley  
*Crowell and Moring*
- Yulia Buyanin  
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- Kelly Mulcahy
- Vinuta Naik
- Saira Najam  
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- Tiffany Ng
- Zakiya Norton  
*Norton Black & Basu LLP*
- Kimberly Oberhauser
- Robin O'Donnell
- Giselle Olmedo
- Lizette I. Perez
- Jodi Phillips
- Erin Pressman
- Amanda Richey  
*Ropes & Gray LLP*
- Kyla Kessler Rowe
- Sarah Russo  
*Law Offices of Russo & Prince, LLP*
- Diana Rutowski  
*Orrick, Herrington & Sutcliffe*
- Traci L. Shafroth  
*Tucker Ellis & West LLP*
- Yaelle Shaham
- Kara Slack  
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- Maya Dillard Smith
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- Michelle Trevino
- Ashley Valdez
- Elizabeth Weiler
- Diane Wilcock  
*XOMA Corp*
- Jamie Yoo  
*Wilson Sonsini Goodrich & Rosati*
- Linda Yu
- Phoebe Zen  
*Haas Najarian, LLP*
- Athena Zhou



# CALENDAR OF EVENTS

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## May

- 1-15** **Work/Life Balance Committee's Dress for Success Clothing Drive**  
Donate clothes for a good cause. See [flyer](#) for details.
- 12** **QB Work/Life Committee presents: Meditation for Lawyers**  
5:00-7:00 p.m.  
*Presenters:* Jeena Cho and Karen Gifford  
One Market Street, Suite 3200, San Francisco  
\$10 for QB members and law students;  
\$15 for nonmember attorneys  
For information, see [flyer](#).  
[Click here to register](#).
- 21** **Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center
- 27** **Business Development Committee Meeting**  
6:00-8:00 p.m.  
Flood Building, 870 Market St., Ste. 1185, San Francisco

## June

- 3** **Board of Directors Meeting**  
6:00 p.m.  
Nixon Peabody LLP
- 4** **Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center
- 18** **Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center
- 24** **Business Development Committee Meeting**  
6:00 p.m.  
Flood Building, 870 Market St., Ste. 1185, San Francisco

### Save the Date

for the 2014 Judges' Dinner on **Thursday, September 25th** at the Sir Francis Drake Hotel. Our keynote speaker will be Ellen Malcolm, the Founder and Chair of the Board of EMILY's List.



[www.queensbench.org](http://www.queensbench.org)

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Queen's Bench Newsletter

**Spring 2014**