



**PRESIDENT'S MESSAGE**

**What's Your Superpower?**

by Vanessa Hierbaum

We all have a superpower. Some of us may be lucky enough to have many. Mine is my memory. I even have a couple of memories from when I was a young toddler in my crib — really, I do. One of my law partners is a Wonder Woman of networking. We all have one. While my personal example may be a little silly, the “superpower” metaphor has been a fun and effective way to encourage people to harness, promote and monetize their strengths. Just last year, Queen's Bench hosted a program called “Using Your Superpowers in Your Career.”



So I was appalled to read the latest invocation of the superpower metaphor by Satya Natella, the CEO of Microsoft. While speaking at the Grace Hopper Celebration of Women in Computing on October 9, 2014, he was asked what women should do to be paid more. He said, and the whole horrifying statement should be quoted verbatim “*It's not really about asking for the raise, but knowing and having faith that the system will actually give you the right raises as you go along.*” That was bad enough, but he did not stop there. He went on to say, “*That, I think, might be one of the additional superpowers that, quite frankly, women who don't ask for a raise have. Because that's good karma. It'll come back because somebody's going to know that's the kind of person that I want to trust. That's the kind of person that I want to really give more responsibility to. And in*

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**2014 Judges' Dinner Homes in on Women in Politics**  
**With Keynote Speaker Ellen Malcolm of EMILY's List**

by Jaime Touchstone, First Vice President, and Clare Lakewood

On September 25, 2014, Queen's Bench hosted its annual Judges' Dinner at the Sir Francis Drake Hotel in Union Square. The Judges' Dinner is the organization's largest event of the year, which honors members of the Bay Area judiciary. This year's dinner was attended by nearly 200 members of the legal community, including many state and federal court judges who came to hear keynote speaker Ellen Malcolm, Founder and Chair of the Board of EMILY's List, speak about the future of women in American politics.

In 1985, Ellen Malcolm founded EMILY's List (an acronym for “Early Money Is Like Yeast” (because it “makes the dough rise”) to combat a national political environment in which women were not being taken seriously as potential candidates. EMILY's List enables democratic pro-choice women to become credible political candidates by providing them with early funding. Early funding is essential to the success of candidates because it allows them to confidently approach traditional donors with the requisite credentials, and political and financial support. Because EMILY's List educates donors on the political views of its female candidates and allows contributors to donate directly to their preferred candidate, the organization is able to avoid Political Action Committee fundraising limits. Notably, in the first three weeks of its campaign, EMILY's List raised \$50,000 for two women candidates and since that time, has helped 101 women

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## President's Message

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*the long-term efficiency, things catch up.”*

In other words Natella was seriously saying that a woman's passivity and keeping her mouth shut when it comes to pay increases was a “superpower.” She'll have good karma, you see, and things will somehow “catch up.” Oh my.

It is unthinkable that Natella or any other CEO would ever say such a thing to a group of men. And in short order, there was an outcry among women at the conference and all over the internet who did not want to rely on karma to be paid fairly. Natella quickly expressed regret at his choice of words. He later said, “[I] answered that question completely wrong . . . If you think you deserve a raise, you should just ask.” He later said that “*tact was not one of his superpowers.*”

His retraction is all well and good, but it cannot undo what seems like a Freudian slip, confirming that he, and undoubtedly other executives (and managing partners) like him, will penalize a woman for being “pushy” about a raise. In short, Natella's message was the polar opposite of the Lean In and other gender equity movements: Women have been passive about salary negotiation and promotions for far, far too long. Women need to speak up and demand the recognition and compensation they deserve.

Fortunately, there are women leaders to counter Natella's damaging message. Sheryl Sandberg of course dedicated sections of Lean In to the encouragement of women asserting themselves, negotiating for higher pay and promotions and even seeking new positions for which they were not entirely

## 2014 Judges' Dinner

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members join the House of Representatives in the space of only 14 election cycles.

Ellen Malcolm went on to explain that women are an essential component of American government because they bring unique qualities and perspectives to office. In particular, women approach conflict and consensus-building differently than men. For example, Ms. Malcolm informed the crowd that many Congresswomen — Republican and Democrat — often dine together on the Hill in an attempt to get to know one another and build working relationships. As Ms. Malcolm so insightfully pointed out, “if there were more women in Congress, Congress might actually get something done.”

The keynote took a more serious turn as Ellen Malcolm explained that despite the achievements of EMILY's list, women are still grossly underrepresented in national, state and local government. As an example, she pointed out that in recent years the proportion of women in the California legislature has actually fallen. Achieving gender equality in public office remains an important goal though, and one Ms. Malcolm feels has lost attention in recent years. To that end, the keynote addressed what needs to be done to get

qualified for . . . like their male counterparts do. And there is Pat Gillette, partner at Orrick, Herrington & Sutcliffe LLP in San Francisco, co-chair of BASF's No Glass Ceiling Task Force and co-founder of the Opt-In Project (founded several years before Lean In was published) which focuses on changing the structure of law firms to increase the retention and advancement of women in the workplace. Queen's Bench will be hosting a presentation by Ms. Gillette on November 11th, called Feminism 2.0 — about what it means to be a feminist in 2014, and how to apply those principles to the legal field in order to increase women and minority leadership in law firms. I have not asked Gillette specifically whether she thinks women should keep quiet and rely on karma to get ahead in the legal world, but I am confident the answer would be a loud, emphatic, “No!” I hope to see many members at this timely presentation.

As this article and my year as President of Queen's Bench draw to a close, I cannot resist invoking the superpower metaphor one last time. Queen's Bench with its long history and robust membership has a superpower too — our passion and commitment to women's rights *can* make a difference in the San Francisco legal community and beyond. The Queen's Bench board wants to do more to harness that passion and dedication. We call upon our members — old and new — to join a committee, get involved and help us unleash all that we can do. Our superpower is so much more than karma.

more women into office. First, women candidates need our financial support. This is particularly necessary to defeat male candidates richly funded by special interest groups. Second, Republicans need to encourage more women to run for office. 80% of the women in the House of Representatives are Democrats and women as a proportion of Republicans in the House have dropped from 9% to 5%. Third, winning nominations is key. This requires not only funding, but also for people to vote for women in the primaries. Finally, and most importantly, women need to run for office. Ms. Malcolm concluded her inspiring speech by challenging the women present at the Judges' Dinner to put themselves forward as candidates.

Prior to Ellen Malcolm's keynote speech, the Honorable Ina Levin Gyemant and the Honorable Adrienne Miller presented the 2014 Queen's Bench scholarship awards. This year the Mildred Levin scholarship went to Jodie Smith and the Agnes O'Brien Smith scholarship went to Alyse Pacheco.

Queen's Bench thanks all of this year's Judges' Dinner sponsors and attendees for helping to make the event a resounding success. We look forward to seeing everyone again next year!

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# 2014 Judges' Dinner

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# California Leads the Nation With Two New Landmark Laws

by Laurie Ford, Legislative Committee Co-Chair

In September, Governor Jerry Brown signed into law two bills, Senate Bill 967 and Assembly Bill 1014, that are the first of their kind in the United States.

On September 30, he signed Senate Bill 967 commonly known as the “Yes means Yes” law. The bill amends the education code to require schools whose students receive financial aid to uphold an affirmative consent standard in disciplinary hearings and to educate students about the standard. It mandates that sexual partners on college campuses must give “affirmative, conscious, and voluntary agreement.” Silence or lack of resistance will not constitute consent and the legislation says it is also not consent if the person is drunk, drugged, unconscious or asleep. This new law comes at a time of intense national attention to the issue of on campus sexual assaults, after female students at several high-profile colleges (including UC Berkeley, Harvard, and Columbia) accused officials of mishandling their rape cases. The law also requires: (1) trained counselors to support survivors, (2) investigators to thoroughly examine cases, and (3) a timely hearing process. One of the goals of the law is to shift the burden in disciplinary hearings from the victim, who had to prove assault occurred, to the accused, who must show that he or she sought consent. It rightfully changes the

dynamic from the very harmful assumption that if someone did not say no, that person meant yes.

Also on September 30, Governor Brown signed Assembly Bill 1014, which was drafted after the May 2014 Santa Barbara shooting by 22 year-old Elliot Rodger killing six people and injuring thirteen others. The bill creates the Gun Violence Restraining Order (GVRO), a set of procedures that mirrors the current Domestic Violence Restraining Order (DVRO) system. It is the first type of law in the United States that allows immediate family members and law enforcement agencies to ask a judge via an ex parte application to order guns temporarily removed from individuals. The court must consider recent threats, recent violations of court orders, or a pattern of violent acts or threats within the past 12 months. Additionally, the Court may consider a person’s unlawful or reckless use of a gun, evidence of recent drug or alcohol-related criminal offenses or ongoing abuse of such substances, and evidence of a recent gun purchase, among other considerations. The restraining order would last 21 days, and could be extended up to one year, after notice and a substantive hearing. The law is meant for people who fear a close relative may commit gun violence and is aimed at stopping mass shootings, like the tragedy that occurred in Santa Barbara, from occurring.



## Books: *Burning Down the House: The End of Juvenile Prison*

By Maria Schopp, Director and Past President 2005

Queen’s Bench Bar Association will present a discussion of Nell Bernstein’s Book, *Burning Down the House: The End of Juvenile Prison*, in early 2015. Nell Bernstein is a San Francisco Bay Area award-winning journalist. The White House recognized Mr. Bernstein with the Champion for Change award. In her previous book, *All Alone in the World: Children of the Incarcerated*, Ms. Bernstein looked at the devastating effect the penal system has on American families. In her current book, *Burning Down the House*, Ms. Bernstein asks the question, “Why do we need a juvenile prison?” The book is a scathing indictment of the juvenile justice system. Told in a series of case studies and first hand narratives of current and former incarcerated children mixed with well researched social science research, the book makes the argument for a more compassionate and humane alternative to the current way we treat our youth. Join us for an interesting and moving conversation with the author in early 2015. The exact dates and location will be announced soon.

## Announcing the 2015 Queen’s Bench Board of Directors Slate

|  |                         |
|--|-------------------------|
| President:                                 | Jaime Touchstone        |
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### Directors (3-year terms):

Carol Salvagione — Term ends 2017  
Maria Schopp — Term ends 2015  
Laura Vocke — Term ends 2016

# Our History: The Life and Times of Past President Rose Fanucchi

by Laura Vocke, Director, and Clarissa Kang, Director and History Committee Chair

Earlier this year, our Board was approached by a writer named Bill Streifer who is crafting a biography about Dr. Fritz J. Hansgirg titled *Heavy Water and the Secret History of the Atomic Bomb*. He inquired into any archives we have of Queen's Bench Past President Rose Fanucchi. This sparked some archival research into the life and times of Past President Rose Fanucchi by History Committee Chair and Board Director Clarissa Kang. While Mr. Streifer will include a short footnote about Ms. Fanucchi in his book, we thought we'd share with you some history of Queen's Bench in the 1930s and 1940s through a look at Past President Rose Fanucchi.



served as a part-time deputy district attorney for the City and County of San Francisco. She was an ardent supporter of the Republican Party, serving as a member of the Republican County Central Committee of San Francisco and was also the political chairman for the Italian Federation of California, Inc.

She served as Northern California Italian-American chairman for the "Goldwater for President" campaign in 1964. Barry Goldwater would be remembered as part of the conservative movement within the Republican party, an ardent supporter of fiscal conservatism, and a militant anti-

communist. After Goldwater lost in a landslide to Lyndon B. Johnson, Ms. Fanucchi began working to elect Richard Nixon as president. After a failed attempt in 1960, Richard Nixon was successful in his 1968 presidential bid, and remained president until his resignation in 1974 after the infamous "Watergate" scandal.

During the California gubernatorial primary of 1966, Ms. Fanucchi worked for the nomination of George Christopher as the Republican gubernatorial candidate, who she considered a good friend. Christopher was the 34<sup>th</sup> mayor of San Francisco, serving from 1956 until 1964. He was the last Republican mayor to be elected in San Francisco. Christopher is often remembered for bringing the New York Giants baseball team to San Francisco in 1958, and for taking a strong stand in civil rights; in fact, he offered Willie Mays, an African-American Giants baseball star, his home after learning that a Realtor had refused to sell to him.<sup>4</sup> After Christopher lost the gubernatorial campaign to Ronald Reagan, Ms. Fanucchi immediately began working on the successful presidential campaign of Ronald Reagan.

Throughout her life, Ms. Fanucchi worked with a multitude of Italian-American community organizations, ranging from language schools to culture commissions to hospital care. She was awarded an Honorary Certificate of Merit from the National Council for American Italian Friendship in 1962 and the Star of Solidarity from the Republic of Italy in 1962.

## Queen's Bench

In addition to her other legal, political, and community activities, Ms. Fanucchi somehow found time to become an active member of Queen's Bench. She served as secretary-

## Personal Life

Rose Fanucchi was born on Christmas Day in 1907 in San Francisco, the daughter of Italian immigrants who traveled to the United States around 1900, during a major exodus from Italy in the midst of social, economic and political upheaval. San Francisco was one of the largest communities of Italian-American immigrants in the United States, most notably in North Beach. Ms. Fanucchi would remain a lifelong San Francisco resident, and be deeply involved in the Italian-American community throughout her life.

Ms. Fanucchi attended a four-year night program during the Great Depression at San Francisco Law School, graduating with highest honors in her class in 1932. At the time that she was admitted to the California State Bar in 1932, she was one of only 15 women out of a total of 369 new admittees.<sup>1</sup> She was only one of two female admittees in San Francisco, the other being Lenore Underwood, who would later serve as vice president during Ms. Fanucchi's service as president to Queen's Bench.<sup>2</sup>

Ms. Fanucchi had no children, and married at the age of 36 to Silvio Vouk in 1943. She divorced just three short years later, when the divorce rate in the United States was only 2.6%.<sup>3</sup>

## Political Activities

A review of Ms. Fanucchi's resume reveals a strong passion for law and for politics. After establishing her own general law practice and associating with other San Francisco law firms, Ms. Fanucchi became Deputy Legislative Counsel for the State of California in 1941. From 1943 until 1946, she

1 San Francisco Chronicle, Fifteen Women Included in 369 Total Passing Bar Examination, November 8, 1932

2 Id.; see also The Recorder, Rose Fanucchi Named Queen's Bench Head, January 28, 1936

3 [www.cdc.gov/nchs/data/series/sr\\_21/sr21\\_024.pdf](http://www.cdc.gov/nchs/data/series/sr_21/sr21_024.pdf); 100 Years of Marriage and Divorce Statistics in the United States, 1867-1967 (October 6, 2014)

4 Carl Nolte (September 15, 2000). "George Christopher 1907—2000: Big-Thinking S.F. Mayor Of '50s and '60s Is Dead". The San Francisco Chronicle. Retrieved August 24, 2010

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# Hobby Lobby CLE: What Happened, Why It Matters, What's Next

by Laurie Ford, Legislative Committee Co-Chair

On October 9, 2014, Jill Adams and Dr. Kristin Luker, who co-founded the Center on Reproductive Rights and Justice, spoke to a full conference room of attorneys, law students, new Queen's Bench admittees, about the Hobby Lobby decision and its implications.

The panelists mirrored Justice Ginsberg's concern that the breadth of the decision is likely much broader than anticipated. For example, a corporation may use the same logic as that in Hobby Lobby to object on religious grounds to paying for blood transfusions, vaccinations or antidepressants. If the Court decides to allow a company to opt not to pay for blood transfusions, vaccinations or antidepressants on religious

grounds, the panelists explained that this will certainly trample upon the Establishment Clause, which prohibits government action that unduly favors one religion over another.

When asked if she expected the trends of the last 40 years, meaning the slow and steady chipping away of the Roe v. Wade decision, to continue or take a turn, Dr. Luker stated she was optimistic that a turn can occur if women and voters mobilize and speak up against decisions like Hobby Lobby.

To learn more about or help with Jill and Kristin's efforts to realize reproductive rights and advance reproductive justice, go to [www.law.berkeley.edu/reprojustice.htm](http://www.law.berkeley.edu/reprojustice.htm).

## Rose Fanucchi

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treasurer in 1935 and served as president in 1936.<sup>5</sup> One can recognize many of the activities which defined her service during the 1930s and 1940s, including obtaining new members (as she stated "while it isn't an out-and-out competition ... if the Barristers Club ... can grow, then Queen's Bench can ... as well),<sup>6</sup> planning networking events (including the "joint dinner of Doctors, Dentists and Lawyers" precursor to today's LEAADD events), hosting judges, and selecting judicial candidates for endorsements. Today we may cringe at some of the press coverage of her during her presidency; one newspaper called her the "Queen of the Bench Queens" and "an attractive attorney."<sup>7</sup> However, such coverage also reminds us of the importance of female professional organizations, particularly during the 1930s, when women comprised just 2.4% of the legal profession.<sup>8</sup>

## Conclusion

Reviewing Rose Fanucchi's archive reveals an ambitious woman who was unafraid to stand up for her beliefs, who cared deeply about her community, and who succeeded against the odds. Despite her status as an "outsider" to her legal and political community, she refused to stay on the sidelines. Within Ms. Fanucchi's story, we can see the important role that Queen's Bench played historically, and continues to play, to encourage professional, political, and personal connections between women professionals.

5 The Recorder, Rose Fanucchi Named Queen's Bench Head, January 28, 1936

6 The Recorder, Queen's Bench Gain in Membership Told, May 2, 1936

7 The Call Bulletin: Highest of the Deck Amid Legal Queens, February 4, 1936

8 Virginia G. Drachman, *Sisters in law: Women Lawyers in Modern American History*, Cambridge: Harvard University Press 1998



## On the Move

Queen's Bench: SAN FRANCISCO, September 2014 — Queen's Bench President Vanessa Hierbaum proudly announces that Kaye • Moser

• Hierbaum LLP brings on Queen's Bench member, Laura Cronin Ford, Esq., as a partner to their nationally known boutique Family law, Estate Planning and Trusts and Estates practice serving high net worth individuals.



The firm was founded in 1995 by two former Brobeck, Phleger and Harrison attorneys, Barbara W. Moser and Susan E. Kaye, who practiced in the Family Law, Estate Planning and Probate sections of the Tax Department. Ms. Hierbaum was selected as a Northern California Super Lawyer, Ms. Kaye and Ms. Moser were both selected as Top 50 Women Northern California Super Lawyers, and Barbara W. Moser was named as one of the Top 100 Northern California Super Lawyers. Ms. Moser was also selected as San Francisco's Favorite Attorneys by the Readers of the *Jewish News Weekly of Northern California*, and the firm has been ranked as one of the Top 100 Women-Owned Businesses by the *San Francisco Business Times*.

## Faith Fancher Breast Cancer Challenge 5K Walk

Queen's Bench participated alongside Black Women Lawyers of Northern California in the Ninth Annual Faith Fancher Breast Cancer Challenge 5K Walk/Fun Run, a fundraiser for uninsured and underinsured women undergoing treatment for breast cancer.



*Left photo: left to right Queen's Bench members: Karman Ratliff, Anoush Lancaster, Vanessa Hierbaum and Rebecca Hooley*



*Featured in right photo are QB members Rebecca Hooley and Karman Ratliff with BWLNC members and supporters including team organizer Gemma Daggs, Deborah Moss-West, Tiffany Thomas, Cathy Ongiri, Jamilah Jefferson, Kasheica McKinney, Deborah Broyles and Nicole Britton-Snyder*

## QB Opinions: Why Voting YES on Prop 46 Matters to You

*by Anoush Lancaster, Director*

On Tuesday, November 4, you will be asked to vote on Proposition 46. A vote of Yes on Prop 46 helps to protect you and your family. Preventable medical errors kill up to 440,000 Americans every year — it's the nation's third leading cause of death behind only cancer and heart disease. The current cap on damages hasn't changed since 1975, while the cost of living has quadrupled over that time. Adjusting the cap for four decades of inflation will hold doctors accountable for needless injuries and deaths caused by medical negligence. Voting Yes on Prop 46 will make a difference to stay-at-home parents, children and the elderly, as well as save lives.

A vote of yes on Prop 46 will:

1. Require drug and alcohol testing of doctors just like airline pilots, bus drivers, and dozens of other public safety professions. Why is that important? The California Medical Board says experts estimate that nearly 1 in 5 doctors will abuse drugs or alcohol in their lifetime.
2. Crack down on prescription drug abuse by requiring doctors to check the existing database before prescribing powerful narcotics. Prescription drug abuse raises healthcare costs -- over \$55 billion in 2007 alone. The state Legislative Analyst's Office says YES on Prop 46 could provide "significant" savings by requiring doctors to check the existing database.
3. Provide access to justice for those harmed by medical negligence by adjusting the cap on pain and suffering and wrongful death for inflation.

Prop 46 is endorsed by Senator Barbara Boxer, House Minority Leader Nancy Pelosi, public safety advocate Erin Brockovich and Mothers Against Drug Driving (MADD) founder Candace Lightner as well as groups like the Consumer Federation of California and the California Congress of Seniors.

**Vote**

# Transgender Law Center Celebrates 12 Years of Gender Nonconformity Advocacy and New Transgender Legislation Highlights

by Sharon Alkire, Co-Chair of the Diversity Committee

Transgender Law Center (TLC) celebrated its 12th anniversary of advocating for the rights of transgender and gender nonconforming people with the annual Spark! Gala, held at the Sir Francis Drake Hotel, Thursday, October 2, 2014.

CeCe McDonald received the Authentic Life Award for her efforts to expose the unjust treatment transgender people—especially transgender women of color—receive in the criminal justice system. (See *Rolling Stone* article<sup>1</sup>). Willy Wilkinson was honored with the Vanguard Award, recognizing his tireless efforts to heighten awareness of and secure funding to battle the AIDS epidemic in transgender communities.

There is much to celebrate this year regarding transgender rights. Governor Jerry Brown has signed into law a number of bills that positively impact transgender and gender non-conforming Californians.

- AB 2501 outlaws the use of “gay panic” and “trans panic” defenses in homicide cases. Until now, murder charges were sometimes reduced to manslaughter based on the notion that the defendant acted violently but

with “diminished capacity” in response to the victim’s perceived sexual advances.

- AB 1577, the Respect After Death Act, requires that the death certificate of a transgender person accurately reflects the person’s gender identity, rather than the gender assigned at birth.
- AB 496 requires that continuing education for doctors and surgeons include “information pertinent to the appropriate treatment of, and provision of care to, the lesbian, gay, bisexual, transgender, and intersex communities.”

Amidst the substantial legal progress, it is important to note that the largest nationwide celebration of transgender and gender nonconformist rights, the Transgender Day of Remembrance, is focused on honoring people who lost their lives through anti-transgender violence. Most people who are transgender must cope daily with the potential for verbal and physical attacks, as they simply live an authentic life.

<sup>1</sup> “The Transgender Crucible” [www.rollingstone.com/culture/news/the-transgender-crucible-20140730](http://www.rollingstone.com/culture/news/the-transgender-crucible-20140730)

## QB Q&A with SF Judicial Candidate Carol Kingsley

Queen’s Bench voted through a plebiscite to endorse Carol Kingsley in the upcoming race for San Francisco Superior Judge. Ms. Kingsley agreed to participate in a brief Q & A with Queen’s Bench President Vanessa Hierbaum.

**Q: What makes you qualified to be a judge?**

**A:** To be a Superior Court judge in California, a minimum of ten years of practice as a lawyer is required. I have been a lawyer in San Francisco for over 30 years, a partner in three law firms, and, for the last 11 years, a full time mediator.

A judge’s job is to serve in a neutral capacity. I have hundreds of hours of training on how to serve as a neutral and have helped resolve hundreds of cases filed in litigation as a neutral mediator. I also have served on the San Francisco Police Commission where I conducted trial-like evidentiary hearings and decided guilt and penalty on police misconduct cases. As a judge, one needs to be able to view the facts presented by all parties from a neutral position and be comfortable making decisions based on the law, putting aside personal beliefs. Based on experience, I know I have that capacity.

In addition to amply satisfying the legal requirements to be a judge, I have the temperament and demeanor suited to be a good judge. People have described me as calm, patient and a good listener. I aim to always treat everyone respectfully and equally.

**Q: Why do you want to be a judge?**

**A:** I would like to take my 30 years of experience as an attorney and mediator, my public service on the Ethics and Police Commissions, other work in the community over the many years, as well as my personal life experiences to the court, to continue to serve San Francisco. I believe my professional and personal background would allow me to bring a unique set of skills and experiences to the Bench.

I deeply respect the American judicial system and have confidence that it provides one of the best processes for solving problems and resolving conflict. We look to the courts to provide a process that is fair and to provide just resolutions to problems. I believe my experience, temperament, and demeanor would enable me to excel in this process.

**Q: You asked Queen’s Bench Bar Association to endorse you, and the membership overwhelmingly voted to do so. What is it about your qualifications and experience that might be particularly important or appealing to women voters?**

**A:** First, I would like to say that I deeply appreciate and am grateful for the confidence and trust in me demonstrated by members of Queen’s Bench Bar Association. I believe most women, as probably most men, first and foremost, want

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## Interview with Carol Kingsley

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to see highly qualified people serve on the bench. I think that my 30 plus years experience in the law, as a mediator and working in public service and the community may be particularly noted by women because we women often shoulder more family responsibilities than men and often struggle more trying to balance work and family. Women often favor collaborative work and seek to solve problems creatively. Perhaps the accomplishments (all of them collaborative) that I've highlighted in my public service, in particular, as President of the San Francisco Women Lawyers Alliance, helping get a children's waiting room into the Hall of Justice resonate with women. They may view my history of performance as an indicator that I would be a good member of the judicial team, collaborate with others, be attentive to the needs of children and women, and work effectively in addressing the challenges of the court.

Additionally, I think many women may recognize the challenges of being a single mom and raising a child alone while pursuing a career. They may identify with reaching particular professional milestones, for example, that I have been a partner in law firms and started my own mediation practice. Women may also believe that my personal experience in losing my husband to gun violence and working on matters of safety in our community are important experiences that can foster empathy and understanding that I would take to the bench.

Very importantly, I think women believe it is important that they are represented on the bench. We realize women are underrepresented in many fields, including in the courts. We know that women have a unique perspective, bring a critical point of view and that it is important to have our voices heard.

**Q: Are you still involved in the gun control movement? Were you involved in the "Gun Violence Restraining Order" legislation recently signed into law by Governor Brown? If not, do you support it?**

**A:** While I have been at the forefront of the gun control movement in the past, as a candidate for judge I am bound by Judicial Ethics that prevent me from taking sides on any issue that may come before the courts. That being said, my husband was unjustly murdered twenty years ago. I have experienced violence and its repercussions similar to what too many of our families unfortunately face in the city. As judge, I would bring understanding, compassion, and empathy to the victims of violent crime. I would also be looking for measures that can help at-risk young people and nonviolent offenders move their lives forward and rehabilitate while taking responsibility for their actions.

## Queen's Bench New Members

Please welcome the following new members who joined between August 14 and October 23, 2014:

- Azin Abedian
- Lauren Ball
- Joanna Barron  
*ADR Services, Inc.*
- Erin Caliri
- Karine Cargo  
*Hersh Family Law Practice*
- Anne-Marie J. de Bartolomeo  
*Girard Gibbs LLP*
- Regina Durr
- Meghan Fletcher
- Taylor Ford  
*Dillingham & Murphy*
- Amber Griffiths  
*Carroll Burdick & McDonough LLP*
- Megan Hamilton  
*USF School of Law*
- Jill Hersh  
*Hersh Family Law Practice*
- Linda Huynh
- Emily Jeng
- Guinevere L. Jobson  
*Fenwick & West LLP*
- Mahima Kheterpal
- Katie Lovett  
*Keker & Van Nest LLP*
- Natalia Malyshkina  
*The Law Office of Natalia Malyshkina*
- Sanaz Nikaein  
*Dean Litigation*
- Alyse Pacheco
- Kara S. Pinetti
- Marianne Rittenberg
- Gretchen Rubel  
*Hersh Family Law Practice*
- Brenda Sanders  
*Hersh Family Law Practice*
- Mary-Lee Kimber Smith  
*Disability Rights Advocates*
- Wakako Uritani  
*Lorber, Greenfield & Polito, LLP*
- China Westfall
- Jo Ann Woodsum
- Mishan Wroe  
*Schiff Hardin LLP*



## Queen's Bench Gets a Makeover

by Rebecca Hooley, Past President 2012, and Lisa Freitas, Immediate Past President

If you have not had a chance to visit Queen's Bench's new website, please take a moment to see our new look at: [www.queensbench.org](http://www.queensbench.org).

Two years ago, under the leadership of Past President Rebecca Hooley, the Board decided to update the Queen's Bench website. Over the course of the next year and a half, a website committee comprised of Immediate Past President, Lisa Freitas, along with Rebecca Hooley and Past President Maria Schopp began brainstorming ideas for the new website. The website committee focused on designing a website that would better meet the needs of Queen's Bench's members.

### Members Only Section and Directory

To this end, the new website contains a "Members Only" section, which members may access by creating an individualized username and password. Among other features, the "Members Only" section contains an Employment Page where members have exclusive access to job listings and may post employment opportunities.

The "Members Only" section also contains the Member Directory, which is not available to the general public. The Directory lists Queen's Bench members and is searchable by name, employer and practice area. To help members get to know each other better, members may upload a photograph of themselves to the Directory, by this means linking the member's name with her face.

### Going Green: e-Newsletter and Blog

In addition to the desire to better serve our membership, the switch to the electronic Member Directory was driven by the decision to be more environmentally conscious and

financially efficient. Traditionally, Queen's Bench has relied on print copies, which are financially expensive, administratively time consuming and increase Queen's Bench's carbon footprint. By changing the format to a virtual directory, Queen's Bench has become a "greener" organization while simultaneously minimizing overhead expenses.

For these same financial and environmental considerations, the Queen's Bench Newsletter will be published on the website, rather than printing a paper version. Featured articles and those news items that have a more pressing need for immediate publication will be posted on the website prior to the quarterly publication date. Notification of each newsletter will be distributed to members via e-mail and members will have the option of reading it online or printing the newsletter from the website if the member finds a hard-copy format preferable. Similarly, notifications about events — with the exception of those notices that are required to be sent by mail — will primarily occur on the new website and other electronic media.

Aside from its functional advantages, the new website was designed to be more aesthetically pleasing. Website designer, Kristopher Evans of Corner 10 Productions, has created a website look for Queen's Bench that has a more modern, yet enduring, appearance. In so doing, the website color scheme changed and more graphics were added to visually engage website viewers. The website design was also reconfigured to make it crisper and the layout more intuitive.

Everything is a work in progress — including our new website. So while it is not possible to say that it is finished because we are always looking for ways to improve, we hope you find the new website easier to use, more pleasant to look at and a better tool to meet your goals.

## Networking for the New Attorney

by Anne C. O'Donnell

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

Networking is an essential part of a lawyer's professional marketing efforts. Freshly-minted attorneys may be interested in finding the most effective ways to network. While there are many different approaches out there, here are nine tips for new attorneys wondering where to start on building their network:

### 1. Join a niche bar association

There are many great smaller bar associations, whether they are for women, minorities, are practice-specific, or have some other focus. Having a common connection and with a smaller group of people, it can be much easier to get to know people in the association, and likely much easier to feel comfortable getting involved in the association's activities.

An additional benefit of joining a niche bar association is that you can gain experience and knowledge in the specific focus area of the organization.

### 2. Join a bar association committee and get active

Whether you opt for a larger bar association or a smaller niche organization, joining a committee within the organization has multiple benefits. First, it will help you get to know other members of the organization well. This provides you and the other committee members with an opportunity to get to know each other's abilities as you work on projects and events together. As a result, both you and the other members now have each other as a resource, whether that be for direct client referrals, questions about a practice area, or support as you enter various stages of your career.

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## Domestic Violence Month

By Dawn Withers, Co-Chair Domestic Violence Committee

October is Domestic Violence Awareness Month and lately there has been much discussion of violence against women. From the NFL to the University of California system, these institutions have faced crises involving their responses to violence against women that has led to calls for reform regarding how each organization addresses violence and how each responds to sexual assault allegations. These organizations are facing steep criticism for seeming indifferent and protecting themselves at the expense of proper investigation. All are now publicly taking steps to correct this.

According to the *Los Angeles Times*, the NFL last month appointed its own executive, Anna Isaacson, as community affairs vice president, along with Lisa Friel, former head of sex-crimes prosecution for the Manhattan district attorney; Jane Randel, co-founder of NO MORE, an advocacy group focusing on domestic violence and sexual assault; and Rita Smith, the former executive director of the National Coalition Against Domestic Violence, in order to advise the NFL on sexual assault.<sup>1</sup>

The *San Francisco Chronicle* reported that the University of California issued a new policy earlier this year to combat sexual assault and last month announced major changes to how the University of California system will respond to allegations of sexual assault, including better training, standardized investigations and adjudication, and better data collection.<sup>2</sup>

These changes highlight how far we still have to go in combating social attitudes and beliefs that condone vio-

## Networking for New Attorney

*Continued from page 10*

Secondly, these connections can serve as recommendations, should you be successful in your work on the committee. Third, getting to know a group of people within an organization makes it far easier to attend the oft-dreaded networking events. You will already know people when you get to the event, it can be a topic that you discuss with people you just meet at the event, and a vehicle for recruiting other members to your committee. Fourth, the work that you do on the committee may not only be rewarding, but can also provide invaluable experience that can later translate into skills for a new job, as well as points of discussion when interviewing for a new position. Fifth, this work often leads to working with incredibly interesting people, including judges, legislators, or speakers.

Continue reading Networking for the New Attorney on [FindLaw.com](http://FindLaw.com).

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lence against women. Last month, the Domestic Violence Committee, hosted a workshop at San Francisco's Juvenile Hall facility on how to develop safe and healthy relationships. The workshop focused on identifying the cycle of violence in intimate relationships, the warnings signs that a partner may be or is abusive, and empowering these young women with options. The workshop emphasized that the young women have a voice and that violent relationships are not normal or acceptable. From my own work with survivors of domestic violence, many women in abusive relationships believe they are responsible or at fault, and that if they stay long enough, they can fix their abusive partner's behavior. Part of the Committee's goal in working with the young woman at Juvenile Hall is to end these myths and empower them to seek help and protect themselves.

What we can take away from the debate surrounding the NFL and the University of California is that important institutions are also responsible for creating a culture that does not condone but will punish those who commit domestic violence and sexual assault. The Committee hopes its work on healthy relationships is part of creating this change.

1 Roger Goodell Names Four Women to Guide NFL Domestic Violence Policy, [www.latimes.com/sports/nfl/la-sp-nfl-violence-goodell-20140916-story.html](http://www.latimes.com/sports/nfl/la-sp-nfl-violence-goodell-20140916-story.html)

2 UC Overhauling System Dealing With Sexual Assaults, [www.sfgate.com/education/article/UC-overhauling-system-dealing-with-sexual-assaults-5763161.php](http://www.sfgate.com/education/article/UC-overhauling-system-dealing-with-sexual-assaults-5763161.php)

# Remembering Past President Mary Eugenia MacGowan Millar 8/4/29 to 5/26/14

by Hana Hardy, Editor and Asst. Secretary, and Clarissa Kang, Director and History Committee Chair

Queen's Bench Past President 1970 Eugenia MacGowan Millar passed away in May 2014. As her daughter Heather Millar recalls, Queen's Bench was Eugenia's "professional family," where Queen's Bench was a community of women like Eugenia who wanted to make their way professionally outside of the home. Eugenia's family generously remembered Queen's Bench's impact on Eugenia's life by requesting that donations be made to Queen's Bench in her memory, in lieu of flowers. For those of you who did not know Eugenia, Queen's Bench thought it fitting to publish this tribute.

Eugenia was born in Turlock, California to William Ray Kern, a student at UC Berkeley, and Mary Bolling Gilbert Kern, a schoolteacher. When the Great Depression hit the next year, 1929, her father dropped out of Berkeley and went on the road as a traveling candy salesman. Her parents left her with relatives, the Blaines, on a Central Valley farm, where she stayed during her preschool years.

Reunited with her parents, she lived briefly in Ukiah, and then moved to Napa, where her father became a successful Caterpillar tractor distributor. She graduated from St. Paul's Elementary School in 1942, and from Napa High School in 1946.

She then went to UC Berkeley and pledged the Kappa Delta sorority. She majored in psychology, and graduated with a BA in 1950.

She started at Hastings College of the Law, now UC Hastings, and found a professional passion for the law. She graduated with her Juris Doctor in 1953, the only woman in her class. In 1954, she was admitted to the bar and became law clerk to B. Rey Schauer, Associate Justice of the California Supreme Court. In 1955, she clerked for Fred B. Wood, Associate Justice of the District Court of Appeal.

She then tried to get a job with a San Francisco law firm, but no one would hire her because she was a woman. She took to carrying a small, pearl-handled pistol in her purse when she went to job interviews. Male law partners locked the door and chased her around the desk on multiple occasions.

For context, in the 1950s, Ruth Bader Ginsburg, now an Associate Justice on the United States Supreme Court, graduated first in her class at Columbia University in 1959 (after transferring from Harvard) and applied to large numbers of law firms in New York City, only to be rejected by every one. "At first, when the rejection notices started coming in, Justice Ginsburg thought something might be wrong with her, but then, she said, 'When I got so many rejections, I thought it



couldn't be they had no use for me — it had to be something else.” The sense she made of this is history. Former Supreme Court Justice Sandra Day O'Connor, despite being close to the top of her class at Stanford Law School in 1952, sought legal employment only to be offered a position as a legal secretary.<sup>1</sup> Similarly, Eugenia purposefully did not learn to type, so as to avoid being mistaken as a secretary.

Even with prestigious clerkships and being in the top five percent of her law school class Eugenia found herself unable to get hired like so many fellow women attorneys of her time such as Justices Ginsburg and O'Connor. She turned to opening a private law practice on Irving Street with her second husband, Leslie Gene MacGowan, a law school classmate. This was such an unusual occurrence at the time that the San Francisco Chronicle published a long feature about this “husband-and-wife law team.”

While in her private practice in 1961, she answered the phone early one morning, and it was John Anglin, one of only two prisoners known to have escaped from Alcatraz Federal Penitentiary. Anglin relatives hold up her account of the conversation to prove that at least one of the Anglin

1 Cynthia Grant Bowman, *Women in the Legal Profession From the 1920s to the 1970s: What Can We Learn From Their Experience About Law and Social Change?* (2009). Cornell Law Faculty Publications. Paper 12.

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## Remembering Eugenia MacGowan Millar

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brothers survived the escape. In the 1990s, the TV program “Unsolved Mysteries,” interviewed her about the incident.

The two MacGowans practiced law together for approximately 10 years and during that time bought an ornate Edwardian mansion in the Forest Hill neighborhood just west of Twin Peaks in San Francisco. Unfortunately, their marriage ended in divorce in 1969.

In 1970, she married Gordon Scott Millar, an avid outdoorsman, high school teacher, and a friend since Napa High School days.

In 1970, she became Queen’s Bench president. During her presidency, Eugenia and the Queen’s Bench members repealed a Queen’s Bench bylaw that had previously prohibited Queen’s Bench from endorsing candidates for judicial or political office. The Recorder on April 21, 1970 reported that Queen’s Bench, through a vote of its members, had repealed that 50 year old prohibition and passed an amendment that made it possible for Queen’s Bench to endorse candidates, male or female, through a plebiscite. Eugenia’s daughter Heather remembers that the part of her mother’s life where Eugenia was the most vibrant was when she was active in Queen’s Bench. Heather recalls that Queen’s Bench to her mother was all about being a woman in the world. Her mother knew that though she could not be a member of the “old boys’ club,” women had to use what resources — such as Queen’s Bench — that were available to them. Queen’s Bench, to Eugenia, was a way to reach out to other women lawyers in a time when there were very few women or resources and support for women in the legal profession.

Eugenia was also active in the American Bar Association Family Law Section, the Lion’s Club, and Soroptomist International, a service organization of women professionals. She was a member of the Forest Hill Garden Club for more than 50 years.

In the late 1970s, after her third husband retired from teaching high school biology and photography, the couple founded Sage Canyon Winery in St. Helena. Their first winemaker was Chuck Ortman, who went on to found Meridian Winery in Paso Robles. Several Sage Canyon wines won national and international medals, though some had pretty crazy names like “Rubaiyat” (after an Omar Khayyam poem “a jug of wine, a loaf of bread and thou, beneath the bough...”) and “Enrapture.” She closed the winery in 1997.

According to her family, she was an exciting and complicated woman, both very concerned about being attractive to men, and adamant that women were men’s equals in every way. She was both ahead of her time socially and a stickler for the Southern belle rules taught by her mother, a native of Kentucky. She was tall (5-foot 9), leggy, shapely and she knew how to work it. In her 30s and 40s, she was

an amateur model. She never went out without Arpege perfume, an Elizabeth Arden haircut, full makeup, Ferragamo shoes and a fashionable outfit. She delighted in sexy party dresses and scandalized contemporaries in middle age when she wore velvet genie pants and a sequined halter top to a New Year’s Eve party.

She had hoped to be a tax attorney, but in her era, no one would hire a woman for that “manly” task, so she gravitated to family law: estate planning, probate, and divorce. She never forgot how wrenching it was when her parents showed up to take her back after several years of being away most of the time. So, as an attorney, she fought for the idea that a parent is someone who acts “in loco parentis,” that is, someone who acts like a parent whatever their actual relationship to the child may be.

In the mid-1970s, she moved her office downtown, first to the Mills Building on Bush Street, and then to the Monadnock Building on Market Street. Around this time, she won a landmark state decision that granted custody rights to grandparents. After that, her practice became almost completely high-profile, contentious divorces and child custody cases. She fought for the rights of “non-traditional” parents: men (fathers were rarely granted custody in the 1970s), grandparents, and same-sex couples.

As her daughter describes her in Eugenia’s obituary, she was elegant, demanding, mercurial, brilliant, both very generous and very selfish. She was innately shy and reserved, yet knew how to give a blowout party and did so often, including an annual Christmas Eve open house hosted for decades. She adored animals and spoiled them rotten, especially Persian cats and Rottweiler dogs. She loved bridge and chess; it was almost impossible to beat her at those games. She had a terrible sense of direction, and drove her 1970 Porsche Targa all over the Bay Area in second gear, much to her husband’s dismay.

She enjoyed the outdoors, but hated camping and built a ski cabin at Alpine Meadows so she wouldn’t have to camp out any more. She reveled in the European travel and fine dining of the winery years. She danced beautifully, and loved the waltz. She was an avid reader who loved Anthony Trollope, Thomas Wolfe, Jane Austen, Agatha Christie and P.D. James novels, serious nonfiction, biographies of pioneering women and European royals, antiques, fine art, fine china and silver, theater and music (though she was absolutely tone deaf).

She is survived by her daughter, Heather Mary MacGowan Millar, a son-in-law, Peter Stack Young, a granddaughter Erin Mary Millar Young, a step-granddaughter Maureen Catherine Young, a son, Hal Millar, a daughter-in-law, Lili Millar and a granddaughter, Rachel Ann Millar.

# 2014 Annual LEAADD Cocktail Party — A Successful Twist

By Lisa A. Villasenor, Co-Chair Business Development Committee

The coalition of Lawyers, Engineers, Architects, Accountants, Dentists and Doctors (LEAADD) networking event has historically been, since the 1930s, a dinner with a cocktail hour and then sit down dinner with a speaker. Beginning early this year, and while conducting our usual exhaustive search for a great speaker, your co-chairs and Board began brainstorming how to transition the networking aspect of this historical event beyond the traditional, formal dinner format. This year, our re-envisioned LEAADD event encouraged women from diverse professions to network in a relaxed and beautiful gallery setting, fitting for a summer evening. Our cocktail party flourished in an airy and contemporary art gallery on Folsom Street (SoMa Yacht Club, 1114 Folsom St., San Francisco), which provided a wonderful venue. The capacity of the gallery was 55 people, and the event was sold out before the date arrived. The evening weather on July 31st was warm and balmy. We were bursting at the seams with a lively evening of conversation, wine and great appetizers all in a hip gallery setting. Everyone chatted and shared their professions, experiences and interests. With the smaller and more intimate setting, it was easy to connect

with new friends. The wines were wonderful, with pouring provided by neighboring Terroir Natural Wine Merchant. The delicious appetizers were catered by Radius, a local restaurant specializing in organic food. We have received very positive feedback for this format and look forward to continuing and inventing new ideas for our LEAADD networking events and venues. The event would not have been a success without my Co-chair of the Business Development Committee, Alice Purdy, who deserves a special thank you for her efforts and diligence in arranging the hip gallery venue, coordinating the vendors and decorating the space with dramatic floral.



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# CALENDAR OF EVENTS

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## October

- 28 Business Development Committee**  
6:00 p.m.  
Flood Building  
870 Market Street, Suite 1185

## November

- 4 Board of Directors Meeting**  
6:00 p.m.  
Nixon Peabody  
One Embarcadero Center
- 4 Election Day**  
Vote for Carol Kingsley for Judge!
- 5 Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center

- 11 QB Employment/Work Life Committee presents Feminism 2.0**  
11:45 a.m.-1:30 p.m.  
*Presenter:* Patricia K. Gillette  
Kaye, Moser, Hierbaum, LLP  
One Embarcadero Center, Ste. 1650  
\$10, QB members, law students, \$15 for non-member attorneys  
More details at: [www.queensbench.org/events/feminism-2-0/](http://www.queensbench.org/events/feminism-2-0/) or download the flyer.

- 19 Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center

- 28 Business Development Committee**  
6:00 p.m.  
Flood Building  
870 Market Street, Suite 1185

## December

- 2 Board of Directors Meeting**  
6:00 p.m.  
Nixon Peabody  
One Embarcadero Center
- 3 Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center
- 17 Juvenile Hall Project**  
7:00 p.m.  
Youth Guidance Center
- 30 Business Development Committee**  
6:00 p.m.  
Flood Building  
870 Market Street, Suite 1185



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Queen's Bench Newsletter

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