Queen's Bench

NEWSLETTER

PRESIDENT'S MESSAGE



PRESIDENT'S MESSAGE

by Hana Hardy

As we close 2019, I want to take a look back at highlights from the past year of Queen's Bench Bar Association. We started the year with a day of community service, helping over forty women college students educate themselves on law school and careers in the law and connecting women law students to attorney mentors at the "So, You Want To Be A Lawyer?" service day at Apple. In February, we welcomed newly admitted members to the profession and our 2019 directors at our annual Board of Directors Induction Ceremony and Champagne Reception. In April, Queen's Bench hosted our award winning annual Color of Justice community service

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QUEEN'S BENCH 2019 JUDGES' DINNER

by Sophia Román

On September 5, 2019, Queen's Bench hosted its annual Judges' Dinner at The Sir Francis Drake Hotel. At this event, Queen's Bench honors members of the Bay Area judiciary. Almost 150 members and judges attended this year. The keynote address was presented by Michelle Banks, the recipient of the 2019 American Bar Association's Margaret Brent Women Lawyers of Achievement Award. Banks' remarks focused on gender equality in compensation and the importance of mentorship for women in Law.

Banks is a senior adviser at BarkerGilmore, a New York-based boutique executive search firm, specializing in providing executive coaching to general counsel. She is a board member of DirectWomen, a nonprofit whose mission is to prepare women lawyers to serve on corporate boards of directors. Banks was the first woman legal counsel for the Golden State Warriors NBA team before becoming general counsel of Gap Inc. In her pro bono work with the Minority Corporate Counsel Association, she helped lead initiatives to promote diversity at law firms. She was a member of the ABA Commission on Women in the Profession, where she promoted gender equity, particularly in compensation.

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QB 2019 JUDGES' DINNER

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In 2017-18, she participated on the conference steering committee for the ABA Presidential Initiative, "Achieving Long-Term Careers for Women in Law."

Banks has received numerous awards, including being recognized as a "Legend in Law" by the Burton Foundation; a "Distinguished General Counsel" by the Directors Roundtable; a "Top General Counsel to Watch" by Corporate Board Member; a "Corporate Counsel Innovator" by the Financial Times; an "Influential Woman in Bay Area Business" and a "Corporate Counsel Diversity Champion" by the San Francisco Business Times; a "Most Powerful and Influential Woman" by the California Diversity Council; and a "Woman of Achievement" by Legal Momentum. Santa Clara University Law School presented her with its Social Justice and Human Rights Award in 2014, and UCLA Law School named her its "Alumna of the Year" for Professional Achievement in 2016.

The recipients of Queen's Bench Agnes O'Brien and Mildred W. Levin Scholarship scholarships were also honored at the dinner this year.







RECIPIENTS OF THE 2019 QUEEN'S BENCH SCHOLARSHIP AWARDS

by Hima Raviprakash

Each year the Queen's Bench Scholarship Committee awards The Mildred W. Levin Scholarship and the Agnes O'Brien Smith Scholarship to second- or third-year law students with financial need who demonstrate academic achievement, leadership, determination and commitment to the community.

UC HASTINGS SCHOOL OF LAW MILDRED W. LEVIN SCHOLARSHIP



Mario Perez

Mario Perez's drive and commitment for law and social justice moved the entire Scholarship Committee. He is an extraordinary student and a passionate advocate of immigrant rights. Having majored in Political Science at California State University, Los Angeles, his academic performance earned him a full tuition scholarship and placement on the Dean's List. Although determined to attend law school after his undergraduate studies, he was forced to put his dreams on hold when a gang member shot his brother. In order to emotionally and financially support his family, Mario stayed close to home and started working at the Coalition for Humane Immigrant Rights (CHIRLA).

In 2017, he witnessed the negative impact of the Trump Administration's decision to rescind Deferred Action for Childhood Arrivals (DACA). As a beneficiary of DACA, he understood the importance of this program and decided he needed to attend law school to advocate for his community. Mario wrote in his essay "My inspirations have been many but primarily it is the desire to go back to my community and help others."

Currently, Mario is in his second year of law school at University of San Francisco School of Law. He ranks in the top 10% of his class and has been awarded the USF Women Lawyer's

Committee Scholarship and the Cali Award for Excellence in Contracts. Additionally, he is part of the Student Immigration Law Association and Public Interest Law Society. Mario also volunteers at Glide Memorial Church.



Jessie Peterson

Jessie Peterson's path to law school and commitment for juvenile justice is a remarkable and inspirational story. When she was two weeks old, she was placed into the foster care system because her biological mother was unable to care for her. Jessie was placed with a loving foster mother, Pattye, who taught her the importance of education and serving underprivileged communities.

When Jessie was fifteen, Pattye passed away. Jessie was moved to what she called "less than adequate" homes.

Despite being discouraged from attending college by her new foster parents, she held onto the values that Pattye had instilled in her at an early age. At eighteen, Jessie moved out of the foster care system and continued her education. She became an active member of the Guardian Scholars Program, a support program for foster youth. This inspired her to pursue a legal career so that she could give a voice to disadvantaged youth.

Currently, she is a second year law student at University of San Francisco School of Law. She ranks in the top 5% of her class and is a member of the Honor Society, Dean's List, Public Interest Law Foundation, and Criminal Law Society. Additionally, she is a commissioner at the San Francisco Juvenile Justice Commission, where she works to ensure that the rights of minors are protected.

The USF Agnes O'Brien Smith Scholarship



Lupita López Segoviano

Born in La Piedad, Michocan, Mexico, Lupita immigrated to the U.S. at the age of nine, settling with her family in Castroville, a small rural town in the Salinas Valley. Although both of her parents received less than a sixth-grade education in Mexico, her mother pushed her to excel academically, which allowed her "crazy idea" of attending college to become a reality. She attended Santa Clara University and majored in Psychology and Women and Gender Studies. Lupita decided to pursue a career in law after becoming aware of how systemic racism limits opportunities for communities of color.

A graduate of UC Hastings College of the Law, Lupita held leadership positions at student organizations including La Raza Student Association and was the Senior Development Editor for the Hastings Law Journal. During law school she was also a law clerk and clinical student at public defenders' offices in the San Francisco Bay Area. Lupita looks forward to pursuing a public defense career and working to change the current criminal justice system by infusing the system with accountability through alternatives to incarceration.

FUN OPPORTUNITIES TO CONNECT THROUGH QUEEN'S BENCH

Speed Networking Event

by Angel Garret

In April the Employment and Work-Life Balance Committee held a Speed Networking Event at The Veen Firm. This event was well-attended by women in various stages of their careers and in a wide range of practice areas. The attendees ranged from law students interested in patent law and young associates working in insurance defense to seasoned attorneys in the private and public sectors.



Queen's Bench members and law students from GGU, UC Hastings, and USF connected at QB's Dada Happy Hour event.

THE DIVERSITY AND DOMESTIC AND SEXUAL VIOLENCE COMMITTEES

By Katie Apsens, Jessica Dean and Sasha Bobrowicz

On February 19, 2019, the Queen's Bench Bar Association held an Induction Ceremony and reception to honor their incoming board members and to welcome the new admittees to the California State Bar Association. As a group of first-year law students from UC Hastings, we were touched by the sense of community among the members of Queen's Bench. The members quickly embraced us, asking about our areas of interest and making sure to connect us with Queen's Bench attorneys and judges who could serve as mentors and friends throughout our law school journeys and legal careers.

Hana Hardy, Deputy City Attorney for the City of San Jose and current Queen's Bench President, welcomed several honored guests and gave attendees a sneak peak of activities and events Queen's Bench would be putting on in the coming year. Hardy detailed the endeavors of the Juvenile Hall Project, the Diversity and Domestic Violence committee, and various networking opportunities sponsored by the Mentorship program.

She also informed the attendees that Queen's Bench members can get involved with the Amicus Briefs, Awards, Business Development, History and Centennial, Civic and Judicial Appointments, Conference of Delegates, Development, Education, Employment/Work-Life Balance, Finance, Legislative and Reproductive Rights, Marketing and Communications, Membership, Newsletter, Programs, and Scholarships committees.

The event culminated in the induction of this year's newest Queen's Bench board members officiated by California Chief Justice, Tani G. Cantil-Sakauye. After serving in judicial offices on California's appellate and trial courts, the Honorable Cantil-Sakauye became the first Filipino-American and second woman to serve as California's Chief Justice. Justice Cantil-Sakauye welcomed the incoming directors, officers, and newest Bar admittees and led the oath for the Queen's Bench Board of Directors.

After the ceremony, Queen's Bench members, friends, and family mingled over champagne and hors d'oeuvres. Networking events can be daunting for first-year law students, especially in a room full of powerful, well-established female attorneys. However, Queen's Bench provides a supportive and welcoming space for women (and their supportive male counterparts) to gather and collaborate. Everyone we met was eager to connect us with someone who shared comparable career goals and interests. It was the perfect place for students like us to build foundational networks for our future careers.

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CONVERSATION SERIES: WHAT'S IT LIKE TO BE A DIRECTOR?

By Stephanie Smeekens

Earlier this year the Queen's Bench Civic and Judicial Appointments Committee presented "What's It Like to Be a Director?", the first in the new iteration of the Conversation Series for 2019 focusing on various ways to use a J.D. degree. This latest conversation was with Olga V. Mack, founder of Women Serve on Boards, an organization that advocates for gender parity in the boardroom, and author of All [A]Board: Your Journey to Becoming a Corporate Director.

During her conversation with Queen's Bench members, Olga shared valuable insights about what it's like to serve on a corporate board of directors, what challenges women face getting onto and serving on corporate boards, and how we can achieve gender parity in our lifetime. Members also learned about Olga's Twitter campaign to convince the 24 Fortune 500 companies without any women on their board to recruit a woman director. As a result of her campaign, a woman was added to the board of both Land O'Lakes and Discovery Communications.

The timing of this latest Conversation Series also coincided with the passage of California Senate Bill No. 826. On September 30, 2018, Governor Jerry Brown signed SB 826 into law, making California the first state to require publicly traded companies to have a woman director. Under the new law, public companies with principal executive offices located in California must have at least one woman on their board by the end of 2019 and must have a representative number of women on their board by the end of 2021.

As of September 30, 2018, 25% of the nearly 400 publicly traded companies in California did not have any women directors, which means by the end of this year there are nearly 100 board spots for women to fill. Perhaps it's time for you to find out firsthand what it's like to be a director!

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It was incredibly valuable to meet people in so many stages of their careers -- from recent bar admittees and new firm hires to seasoned judges. Listening to stories about how women handled law school, landed a job, and continue striving to balance their passions with the financial and social aspects of their lives put the legal lifestyle in perspective. This was an exciting introduction to the Queen's Bench Bar Association and its members. As the night ended and the members dispersed, each law student left feeling empowered and excited to become female attorneys.

THE FUTURE IS OURS – IANGEL'S 6TH ANNIVERSARY DINNER, CO-SPONSORED BY QUEEN'S BENCH

On April 25, 2019, gender justice activists, attorneys, judges, partners, and supporters gathered in San Francisco to celebrate IANGEL's 6th Anniversary. The Gala Dinner, themed "The Future is Ours", featured two extraordinary women who have made outstanding contributions to the promotion and protection of women's rights and gender equality — Rights & Leadership Awardee Dr. Riffat Hassan, and keynote speaker Sanam Naraghi-Anderlini. It was an inspiring evening, filled with thought-provoking remarks, insights, and wonderful live music.

IANGEL's Executive Director, Andrea Carlise, welcomed the assembled guests and provided an overview of IANGEL's work connecting volunteer lawyers with organizations working to promote women's human rights over the last six years. Soprano Marcelle Dronkers, accompanied by Dr. Bryan Baker, delighted

the audience with her mesmerizing performance of Dvořák's "Song to the Moon" from the opera Rusalka.

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From Left: Lisa A. Villasenor, Sara Craig, Johnna Sack, Kimiko Akiya, Jodie Smith, Olga V. Mack, Joyce Chen, Manisha Lal, Andrea Eguia, Judge Barbara O'Hearn, Stephanie Smeekens

WHAT ARE THEY THINKING? HOW WOMEN ARE PERCEIVED AS DECISION MAKERS AND HOW TO CHANGE IT

by Sara Craig

Coinciding with Women's History Month, the Queen's Bench Amicus Briefs and Civic & Judicial Appointments Committees partnered with the San Francisco Department on the Status of Women and the San Francisco Public Library to hold a panel discussion with leaders from various fields addressing how women in leadership are perceived and how to change these perceptions for the better. Elaine Andersson, Of Counsel at Lubin Olson and publisher of the Commercial Real Estate Diversity Report, moderated the panel, which included Hon. Maria Rivera, Ret., 1st District Court of Appeal, now a neutral with ADR Services; Beatriz Infante, Board Director, former four-time CEO and former Senior Vice President of Oracle; Fiona Ma, California State Treasurer; and Dr. Mary Wardell-Ghirarduzzi, President of the San Francisco Library Commission and Vice Provost for Diversity Engagement and Community Outreach at University of San Francisco.

Amicus Briefs Committee Co-Chairs Josephine Petrick and Kara Wild opened the event by introducing the inspiration for the panel: a brief that Queen's Bench filed in a case called People v. Reyes (Cal. Ct. App. 2nd Dist.). (Find the brief here: https://queensbench.starchapter.com/images/downloads/Amicus_Briefs/2018_09_18___queen_s_bench_acb___filed__3_people_v._reyes.pdf)
The Reyes Court will decide whether it was proper for the prosecutor to exclude four female Hispanic jurors from the jury pool, when the prosecutor had provided reasons laden with implicit bias for excluding the jurors. In the brief, Queen's Bench informed the Reyes Court about the fight for a woman's right to serve on juries and discussed how conformity or nonconformity to gender stereotypes have historically led to women being excluded from juries. The brief argued that the same implicit biases led to these four women being excluded from the Reyes jury.

The panelists discussed their experiences encountering stereotypes and bias and gave advice on how to deal with these issues. All of the panelists acknowledged that expectations are often different for women than for men. Girls are expected to be quiet and subservient, and when they don't conform to these expectations, they can be punished more harshly than boys. Yet Treasurer Ma and Judge Rivera both told stories of their fathers treating them like they would treat a son, and how those formative experiences led them to feel they could do anything. Judge Rivera said, "[My father] built this sense of competence in me, and that became the foundation for my being confident enough to start moving into leadership positions."

As adults, women who act in conformity with gender stereotypes in traditionally

male fields can be punished, too. Both Ms. Infante and Judge Rivera recounted stories of how acting in a stereotypically "female" way caused a backlash. They and the other panel members offered tips for how to counter this, such as confronting bias when you see it happening, whether that is refusing to allow women to be interrupted in a meeting, ensuring that your fellow women are credited with their good ideas, or trusting your own judgment and being fearless to take a risk.

All of the panelists agreed that learning the unwritten rules in male-dominated professions can be a challenge, so having a mentor is key. Dr. Wardell-Ghirarduzzi recommended finding transformative allies—someone with capital who can help you learn the ropes and get ahead. In the United States, people with capital traditionally have been older white males. "You may have to teach him women's issues," she counseled. "You may have to teach him issues about women of color, you may have to teach him racial issues, so that he is better prepared and better equipped to become that champion for you." However, by seeking a transformative ally instead of assuming your mentor must be a minority, you can "build capacity for allies to be their highest and their best selves."

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FUN OPPORTUNITIES TO CONNECT THROUGH QUEEN'S BENCH

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The event started off with each woman sharing information about her years in practice, current employment, prior employment, and what brought them to the event, including business development or looking for a mentor. Next, instead of doing a traditional speed networking event, the group broke off to make their own individual connections. The conversation flowed organically in the elegant space of the Veen Firm, and the attendees were able to discuss various challenges or issues they faced, such as changing their career paths.

Although the event was scheduled to end at 7:30, many attendees stayed until 8 p.m. because they were so engaged in conversation. Moreover, some of the attendees have already scheduled lunch or coffee with those they met during the event. Feedback demonstrated that this event was an enjoyable and productive evening for the attendees.

The Employment and Work-Life Balance Committee plans to host more events similar to the Speed Networking Event. We look forward to meeting more members or prospective members.

Queen's Bench members also took part in 2019's First Happy Hour event of the year at Dada Bar. Members were also able to have their fingerprints scanned at the event in order to satisfy California Rule of Court Rule 9.9.5 requirements.



THE FUTURE IS OURS – IANGEL'S 6TH ANNIVERSARY DINNER, CO-SPONSORED BY QUEEN'S BENCH

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2019 Rights & Leadership awardee Dr. Riffat Hassan

Nancy Newman, IANGEL's founder and president, shared her thoughts on how to stay strong, and hopeful, despite the relentless bad news of our times. She reminded us that despite setbacks, we share an inspired commitment to the future with activists and advocates around the world. We gain strength from the memories of brave leaders in our past, and from the sacrifices, so many have made for the hard-fought progress we enjoy today. She invited the audience to join her in singing the 1970 Malvina Reynolds song "There's a Bottom Below," noting it could well be the anthem of our times. The joy of singing together confirmed we have much to celebrate, including the emergence of remarkable women leaders like our keynote speaker, Sanam Anderlini, working for world peace through women's empowerment, and the groundbreaking work of our honoree, Dr. Riffat Hassan, in challenging patriarchal structures in Islam. Nancy's comments inspired us to keep working together and assured us that if we do, the future indeed will be ours.

IANGEL vice president, Rebecca Hooley, then presented the 2019 Amel Zenoune-Zouani Rights & Leadership Award to Dr. Riffat Hassan. Dr. Hassan was praised for her decades of achievement as an internationally acclaimed scholar of the Qur'an, a pioneer of feminist theology in Islam, and a fearless advocate for the equal dignity of women. Accepting the award, Dr. Hassan honored the memory of Amel, who was murdered by fundamentalists in Algeria

in 1997 for refusing to give up her legal studies. Dr. Hassan asked the audience, "Are we here today just to mourn for Amel and denounce her killers or is there a deeper purpose for this gathering?" In answering that question, she provided examples of her own life experience rebelling against traditional norms in her native Pakistan and challenging the patriarchal establishment throughout her life. She concluded her remarks by noting that the deeper purpose of the gathering was to take inspiration from Amel as a model for all Muslim women. "The spirit of Amel challenges all women to fight for their fundamental rights and not give up or give in even in the toughest of times."

The keynote speaker for the evening, Sanam Naraghi-Anderlini, was introduced by her friend and former colleague, IANGEL board member_ Jolynn Shoemaker. Ms. Naraghi-Anderlini, the Founder and Executive Director of the International Civil Society Action Network (ICAN), is a leading international advocate, researcher, trainer, and writer on conflict prevention and peacebuilding. Her address highlighted the importance of funding peace-building efforts as a necessity for other sectors of society, such as health, education, and a commitment to gender equality, to flourish. She noted that peace is the essence of development and a prerequisite for any society to prosper. continued on next page continued from previous page



Keynote address by Sanam Naraghi-Anderlini

Ms. Naraghi-Anderlini emphasized the need for peace and security in establishing all just societies and in ensuring that gender equality is a human right for all.

The evening concluded on an upbeat note, with a stirring performance by Marcelle Dronkers and friends, of "Our Time" from the musical Merrily We Roll Along, by Stephen Sondheim. It was a wonderful evening, filled with insights, stories, emotion, music, and inspiration to build a just and inclusive future that belongs to all of us.

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Ms. Infante pointed out that sometimes it may be impossible to find a mentor inside your organization. She recommended bonding with people outside the organization for support and networking. "If you can't find such a group, create one," she said. Ms. Infante's advice echoes the story of how Queen's Bench was founded in 1921 by a group of women attorneys banding together to support one another.

The program concluded with an audience Q&A session and final remarks from Debbie Mesloh, the Chair of the San Francisco Commission on the Status of Women.

If you missed the event, you can view the entire panel at https://www.youtube.com/watch?v=DHBQf1PPUiE.



Elaine Andersson, Hon. Maria Rivera, Beatriz Infante, Dr. Mary Wardell-Ghirarduzzi, Fiona Ma

PRESIDENT'S MESSAGE

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day to introduce high school students to careers in law in conjunction with the National Association of Women Judges and California Women Lawyers (CWL).

Over the year, Queen's Bench committees planned excellent programming including the Conversation Series, Juvenile Hall Project, the How To Be An Ally MCLE, public events like "What Are they Thinking," and an excellent gender lens investing and governance panel and wine tasting, cheery happy hours and the annual Cocktails & Couture mixer for the Coalition of Women Lawyers, Engineers, Accountants, Architects and Dentists and Doctors (LEAADD). In August, Queen's Bench welcomed the National Conference of Women Bar Associations (NCWBA) at a reception when NCWBA hosted its annual meeting in San Francisco. In September, attorney and former general counsel Michelle Banks gave a powerful keynote address on gender equity in the boardroom and the value of mentorship at our annual Judge's Dinner at the Sir Francis Drake Hotel in San Francisco. In November, we spent an enchanting evening honoring our past leaders and 2019 Queen's Bench awardees including Lifetime Achievement Award recipient Judge Angela Bradstreet at the Past Presidents' Dinner. 2019 was filled with exciting new programming for Queen's Bench and popular Queen's Bench traditions, too!

Congratulations to the new Queen's Bench Board of Directors who will take office in January:

President: SOPHIA MARIA ROMÁN First Vice President: ALICE ANNE PURDY Second Vice President: BEVERLY BRAND

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Director At Large (1 Year Term): SARA CRAIG

Director At Large (1 Year Term): ELISHA JUSSEN-COOKE

For the year ahead, join us for the Board of Directors Induction Ceremony and Champagne Reception on

February 5 at the San Francisco Superior Courthouse Rotunda. We are very

honored that Judge Angela Bradstreet will administer the oath of office.

Registration is now open at bit.ly/2020ceremony. Also, look forward to the Queen's Bench Judges' Dinner in September 2020 with the keynote address to be given by one of the nation's leading employment litigators in groundbreaking #metoo gender discrimination, Kelly Dermody, Managing Partner of the San Francisco office of Lieff Cabraser Heimann & Bernstein, LLP.

Finally, I want to thank the membership of Queen's Bench for their abundant support, ideas and energy this year. Queen's Bench is as good as our membership, and we are fortunate to have so many amazing and talented members in our organization. Whether it was serving as a leader, attending an event, volunteering with one of our community service programs or sponsoring our organization, the work and contributions of our membership helped make this year a success. Thank you to our board of directors, officers, committee chairs, mentors and staff for all of their hard work.

It has been a great privilege to serve as President this year. This has been a special and exciting year, and I will always treasure my time leading this amazing organization. Wishing next year's leaders as much fun and success as we saw this year, and all of you a healthy & prosperous New Year 2020.

CALENDAR OF EVENTS

ANNUAL QUEEN'S BENCH INDUCTION CEREMONY AND CHAMPAGNE RECEPTION

February 5, 2020

Civic Center Courthouse, Fourth Floor Rotunda 400 McAllister Street, San Francisco

FIRST ANNUAL BAY AREA WOMEN LAWYERS RETREAT

February 28, 2020 through March 1, 2020

The Lodge at Sonoma

SAVE THE DATE!

September 2020

Queen's Bench Annual Judges' Dinner

ANNOUNCEMENTS



ANNOUNCEMENTS



2020 Induction Ceremony and Champagne Reception

WHEN

February 05, 2020 5:30 PM - 7:30 PM

TICKETS

\$0.00 Non-member-Guest/New Admitee

\$0.00 Member/New Admitee

\$0.00 Non-member-Guest/Judge

\$0.00 Member/Judge

\$30 QB Member

\$30 General Public

Register Now

DIRECTIONS

Civic Center Courthouse, Fourth Floor Rotunda 400 McAllister Street San Francisco, CA 94102

Get Directions



The Women's Bar Association in the San Francisco Bay Area since 1921

You are cordially invited to be our guest at the

2020 INDUCTION CEREMONY AND CHAMPAGNE RECEPTION

IN HONOR OF INCOMING OFFICERS AND DIRECTORS OF QUEEN'S BENCH AND TO WELCOME NEW ADMITTEES TO THE CALIFORNIA STATE BAR

We are proud to have Judge Angela Bradstreet of the San Francisco Superior Court conduct the induction ceremony.

Wednesday, February 5, 2020 5:30 PM - 7:30 PM Civic Center Courthouse, Fourth Floor Rotunda 400 McAllister Street, San Francisco

Champagne and Hors d'oeuvres will be served

◆ Judges & New Admittees to the California State Bar are guests of Queen's Bench
 ◆ Additional tickets are \$30 each

BAY
AREA WOMEN
LAWYERS RETREAT

SAVE THE DATE

LEAP INTO THE NEXT PHASE OF YOUR CAREER

2.28.20 - 3.1.20 THE LODGE AT SONOMA

Sponsored by: ACBA, CCCBA, WLAC, CWL, Queens Bench, and SFTLA

QUEEN'S BENCH NEWSLETTER

Published by the Queen's Bench Bar Association of the San Francisco Bay Area, a California nonprofit corporation.

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