

RIVERSIDE LAWYER

March 2015 • Volume 65 Number 3

MAGAZINE

WOMEN & THE LAW



The official publication of the Riverside County Bar Association

Publications Committee

Laurel Buchanan
Sophia Choi
Melissa Cushman
Abram Feuerstein
Stefanie Field
Alexandra Fong
Amy Guldner
Boyd Jensen
Robyn Lewis

Juanita Mantz
Christopher Marin
Dorothy McLaughlin
Charlene Nelson
Dawn Saenz
Jean-Simon Serrano
Bruce Todd
Jamie Wrage
Lisa Yang

Editor Jacqueline Carey-Wilson
Copy Editors Yoginee Braslaw & Juanita Mantz
Design and Production PIP Printing Riverside
Cover Design PIP Printing Riverside

Officers of the Bar Association

President

Chad W. Firetag
(951) 955-6000
cwfiretag@co.riverside.ca.us

President-Elect

Kira L. Klatchko
(760) 568-2611
kira.klatchko@bbklaw.com

Vice President

Jean-Simon Serrano
(951) 682-6400
jserrano@heitingandirwin.com

Chief Financial Officer

L. Alexandra Fong
(951) 955-6300
l.alexandra.fong@gmail.com

Secretary

Jeffrey A. Van Wagenen, Jr.
(951) 955-1309
JVanWagenen@rivcoeda.org

Past President

Jacqueline Carey-Wilson
(909) 387-4334
jcareywilson@cc.sbcounty.gov

Directors-at-Large

Sophia H. Choi
(951) 955-6300
sochoi@co.riverside.ca.us

Neil D. Okazaki
(951) 826-5988
nokazaki@riversideca.gov

Jack B. Clarke, Jr.
(951) 686-1450
jack.clarke@bbklaw.com

Brian C. Unitt
(951) 682-7030
brianunitt@holsteinlaw.com

Executive Director

Charlene Nelson
(951) 682-1015
charlene@riversidecountybar.com

Officers of the Barristers Association

President

Scott H. Talkov
(951) 682-1771
stalkov@rhllaw.com

Treasurer

Sara B. Morgan

Vice President

Arlene Cordoba Dashkovitz

Members-at-Large

Erica M. Alfaro
Benjamin R. Heston
Eli Underwood

Secretary

Christopher B. Marin

Past President

Kelly A. Moran

Riverside County Bar Association
4129 Main Street, Suite 100
Riverside, California 92501

Telephone
951-682-1015

Facsimile
951-682-0106

Internet
www.riversidecountybar.com

E-mail
rcba@riversidecountybar.com

RIVERSIDE LAWYER

MAGAZINE

C O N T E N T S

Columns:

3 **President's Message** by Chad W. Firetag

COVER STORIES:

4 **Where Have All the Women Gone?**
by Airionna S. Whitaker

6 **Waiting for Baby: What Happens When One Female Lawyer Puts Having a Baby on Hold for Her Career**
by Juanita E. Mantz

8 **Legal Movies: Adam's Rib or Tracy v. Hepburn**
by Abram S. Feuerstein

10 **Musings from an Old Woman of the Tribe**
by Dean Deanell T. Tacha

14 **"What Would Clara Do?"**
by Karen Feld and Kalsoom Tremazi

16 **Women on the Move Network**
by Soheila Azizi

19 **Women in Negotiation**
by Susan Exon

22 **An Opportunity for Riverside County Lawyers**
by Betty Fracisco

24 **Judicial Profile: Judge Susanne Cho**
by Sophia Choi

27 **Opposing Counsel: Corey Lee**
by Dorothy McLaughlin

Features:

12 **Recent Updates in Riverside County Superior Court**
by Marlene Allen-Hammarlund

15 **Free National Library Week MCLEs at RCLL**

17 **Krieger Award Nominations Sought**
by Hon. John Vineyard

Departments:

Calendar 2
Membership 23

Classified Ads 28

MISSION STATEMENT

Established in 1894

The Riverside County Bar Association, established in 1894 to foster social interaction between the bench and bar, is a professional organization that provides continuing education and offers an arena to resolve various problems that face the justice system and attorneys practicing in Riverside County.

RCBA Mission Statement

The mission of the Riverside County Bar Association is:
To serve our members, our communities, and our legal system.

Membership Benefits

Involvement in a variety of legal entities: Lawyer Referral Service (LRS), Public Service Law Corporation (PSLC), Fee Arbitration, Client Relations, Dispute Resolution Service (DRS), Barristers, Leo A. Deegan Inn of Court, Inland Empire Chapter of the Federal Bar Association, Mock Trial, State Bar Conference of Delegates, and Bridging the Gap.

Membership meetings monthly (except July and August) with keynote speakers, and participation in the many committees and sections.

Eleven issues of Riverside Lawyer published each year to update you on State Bar matters, ABA issues, local court rules, open forum for communication and timely business matters.

Social gatherings throughout the year: Installation of RCBA and Barristers Officers dinner, Annual Joint Barristers and Riverside Legal Secretaries dinner, Law Day activities, Good Citizenship Award ceremony for Riverside County high schools, and other special activities.

Continuing Legal Education brown bag lunches and section workshops. RCBA is a certified provider for MCLE programs.

MBNA Platinum Plus MasterCard, and optional insurance programs.

Discounted personal disability income and business overhead protection for the attorney and long-term care coverage for the attorney and his or her family.

The Riverside Lawyer is published 11 times per year by the Riverside County Bar Association (RCBA) and is distributed to RCBA members, Riverside County judges and administrative officers of the court, community leaders and others interested in the advancement of law and justice. Advertising and announcements are due by the 6th day of the month preceding publications (e.g., October 6 for the November issue). Articles are due no later than 45 days preceding publication. All articles are subject to editing. RCBA members receive a subscription automatically. Annual subscriptions are \$25.00 and single copies are \$3.50.

Submission of articles and photographs to Riverside Lawyer will be deemed to be authorization and license by the author to publish the material in the Riverside Lawyer.

The material printed in the Riverside Lawyer does not necessarily reflect the opinions of the RCBA, the editorial staff, the Publication Committee, or other columnists. Legal issues are not discussed for the purpose of answering specific questions. Independent research of all issues is strongly encouraged.

CALENDAR

March

9 FBA & RCBA

Noon – 1:15 p.m.
RCBA – Gabbert Gallery
Federal Practice – Riverside’s
U.S. Magistrate Judges
Speakers: Hon. David Bristow,
Hon. Kiya Kato and Hon. Sheri Pym
MCLE

11 Criminal Law Section

Noon – 1:15 p.m.
RCBA Building – Gabbert Gallery
Speaker: Souleymane P. Diallo, Esq.
Topic: “Character Evidence”
MCLE

13 General Membership Meeting

Noon – 1:15 p.m.
RCBA Gabbert Gallery
Speaker: Christine Harwell, Esq.
Topic: “The Importance of ADR in This Time of Change”
MCLE

16 Appellate Law Section

Noon – 1:15 p.m.
RCBA Building – Gabbert Gallery
Speaker: Presiding Justice Manuel Ramirez,
Managing Attorney Don Davio and
Settlement Conference Coordinator
Jackie Hoar
MCLE

18 Estate Planning, Probate & Elder Law Section

Noon – 1:15 p.m.
RCBA Building - Gabbert Gallery
Speaker: Christopher L. Carter, Esq.
Topic: “Valuing Assets: Do we really care anymore with the Estate and Gift Tax Exemption so high?”
RSVP by 3-16 to 951.682.1015
Lunch provided, courtesy of Best Best & Krieger to those that respond by the deadline
MCLE

19 Solo/Small Firm Section

Noon – 1:15 p.m.
RCBA - Gabbert Gallery
Speaker: Michael Wakshull, Forensic
Document Examiner
Topic: “Trends & Topics Regarding
Handwriting Analysis and Document
Examination”
MCLE



ON THE COVER:

1st column (from top): Deanell Tacha, Katharine Hepburn (in Adam’s Rib), Judge Susanne Cho

2nd column (from top): Juanita Mantz, Marlene Allen-Hammarlund, Airionna Whitaker

3rd column (from top): Clara Shortridge Foltz, Karen Feld

4th column (from top): Susan Exon, Corey Lee, Betty Fracisco, Soheila Azizi



by Chad W. Firetag

The Attack on Free Speech

The events from Paris were not only a shock to the world and to religious freedom, but a direct attack on the expression of free speech everywhere. As has been reported throughout the media, on January 7, 2015 at approximately 11:30 a.m., several gunmen forced their way into the *Charlie Hebdo* magazine offices in Paris. The attackers shot and killed eight employees, a guest at the magazine and a maintenance worker. After fleeing the building, the gunmen encountered a police officer on the street and shot the officer at point-blank range. In the days following this violence, another attacker killed several people, including four people at a kosher grocery store and two additional police officers. Al Qaeda in the Arabian Peninsula claimed responsibility for the attacks.

The *Charlie Hebdo* magazine is no stranger to controversy. It began publishing in 1970 with the goal of satirizing religion, politics, and other topics. In 2006, *Charlie Hebdo* reprinted controversial cartoons of the Prophet Mohammed that originally appeared in the Danish newspaper *Jyllands-Posten*. Later in 2011, the magazine's offices were destroyed by a gasoline bomb after it published a caricature of the Prophet Mohammed.

However, if the terrorists believed that their crimes would quell the expression of free speech, they were sorely mistaken. After the attacks, thousands of Parisians took to the streets to hold a vigil for the victims of this tragedy by holding up signs proclaiming "Je Suis Charlie" ("I am Charlie"), in solidarity.

But this positive reaction has not been universal. There are some who believe that *Charlie Hebdo* went too far in caricaturizing religious figures. For instance, when the magazine published those cartoons in 2006, French President

Jacques Chirac criticized the decision and called it "overt provocation." Like the proverbial expression of "poking a sleeping bear," there are those who maintain that while the attacks were reprehensible, the magazine should have used discretion in their expression.

In this country, we have a long history of allowing the expression of unpopular viewpoints. For example, our laws and courts protected the KKK's right to march through Jewish neighborhoods in Illinois (*National Socialist Party of America v. Village of Skokie* (1977) 432 U.S. 43); it protected Larry Flynt's right to ridicule the religious leader Jerry Falwell (*Hustler Magazine, Inc. v. Falwell* (1988) 485 U.S. 46); and it protected the right to burn the American flag (*Texas v. Johnson* (1989) 491 U.S. 397).

Even when these unpopular views are repugnant and uncomfortable for most of us, they are still protected. Not long ago the Supreme Court held that the Westboro Baptist Church could not be held liable for infliction of emotional distress for picketing the funerals of slain soldiers. (*Snyder v. Phelps* (2011) 562 U.S. 443.) Westboro has a long and disturbing history of protesting the funerals of gay victims of murder, people who died from complications related to AIDS and slain military personnel. Despite their repugnant history, the Court held that Westboro could not be held liable because their actions were protected by the First Amendment. Justice Roberts wrote:

Speech is powerful. It can stir people to action, move them to tears of both joy and sorrow, and – as it did here – inflict great pain. On the facts before us, we cannot react to that pain by punishing the speaker. As a Nation we have chosen a different course – to protect even hurtful speech on public issues to ensure that we do not stifle public debate.

The consequences of a free society mean that there are those who are going to be offended and disturbed by what they hear. Unfortunately, there may even be those, like in Paris, who take a warped sense of duty to avenge perceived slights against their beliefs to an absurd ending as an attempt to stifle free expression.

But it is axiomatic that the freedom to express our ideas is what sets this country and the rest of the free world apart from tyranny. In many parts of the world free speech is not only disallowed, but to speak out against the government or against a particular religion is punishable by death.

We as lawyers have a duty to our society, and to our profession, to do all we can to not only maintain but to promote the ideals of free expression of ideas and we must always be at the forefront of this effort. Indeed, lawyers and judges are the common thread that weaves the basket of free speech.

The events in Paris and throughout the world remind us that we must be ever vigilant in maintaining tolerance and freedom of expression. But being tolerant does not mean approval of the message. The KKK is still offensive and repugnant to decent society, the flag is still the symbol of our nation and our ideals and the message of the Westboro protesters is just as revolting as ever. Therefore while we defend their right to speak, we also defend our right to not only ignore, but to speak back when necessary.

Let us never forget a lawyer's obligation is to ensure that our constitutional foundations are always well protected.

Chad Firetag is an Assistant Public Defender for the Law Offices of the Public Defender, Riverside County.



WHERE HAVE ALL THE WOMEN GONE?

by Airionna S. Whitaker

Six months ago as I made the transition from law firm life to opening my own practice I got to thinking about all of the women with whom I'd gone to law school. Of my close circle of seven, none of us are in traditional law firm jobs. Three are currently stay-at-home moms, one leads a nonprofit, another one works in the courts, one is a staff attorney, and, I am self-employed. How had all of us, who had all been relatively successful at law school itself, found ourselves outside of firms almost 14 years later? It's not just us. A quick glance through my contacts reveals women lawyers who have gone on to be government attorneys, PR executives, teachers, lobbyists, in-house counsels, solos, and at least one marriage and family therapist.

I was hard pressed to find anyone I knew well still working at a law firm — much less a large law firm. It turns out my Rolodex reflects a trend in the legal marketplace. Women make up half of incoming law school classes, and almost as many are incoming associates, however, women are more than twice as likely to leave as their male counterparts.¹ The number of female associates as a whole has steadily declined for the last four years.²

While there is no single reason that women leave law firm life — it is almost always attributed to work-life balance. Even absent marriage or children, women are likely to have domestic obligations that aren't borne by their male colleagues. For one friend of mine the inflexibility of being an associate meant it was difficult for her to attend important doctors appointments and pick up prescriptions for her aging parents.³

Even for those who don't have domestic obligations there can be an assumption that they eventually will. Another former colleague lamented that from the time she got married, male partners repeatedly asked when she intended to have children as if they knew she was on her way out. She ultimately did leave, but not because she had a child.

For those women who, like myself, do have children it can be a constant battle from the time we first learn we are pregnant. Disguising morning sickness for three months is no easy task and the announcement of a pregnancy in a law firm is rarely met with joy. After all, to a firm, that is three to four months of lost associate revenue. One of the most

difficult parts of going on maternity leave was seeing clients, whom I'd spent time cultivating, handed off to someone else and knowing I'd never see some of them again.

Once we have children we want to do everything that we can to ensure their wellbeing. From nanny interviews, to preschool tours, school performances, volunteer time, and sports practices, the needs of our children are never ending. And, so are the needs of the law firm. Much like those children, law firms will ask us to interview new hires, shuttle to and from meetings, and wake us up in the middle of the night. Certain partners will even throw a tantrum if something is not quite to their liking. It is no wonder then that faced with competing needs women often feel that they are forced to choose.

Some firms are trying. I myself worked at a firm where I was given the opportunity to work 90 percent of the billable hourly requirement for 80 percent compensation. Despite the fact that women generally are compensated less than their male counterparts,⁴ I was thrilled and thought that a ten percent cut in hours would be enough — but the truth is it wasn't. I still wasn't happy and it showed. Other firms are doing different things. Some are trying work shares and relying more on contract attorneys. Others are offering on-site childcare. And, I do give them credit for making those changes.

These changes, however, cannot exist in a vacuum without a culture shift in the way that law firms operate. Law firms are profit generating enterprises and law firm culture will likely only change when it becomes unprofitable to continue losing women. That day may be coming. As younger generations, of both men and women, who value collaborative cultures, flexibility and work-life integration, enter the work place, law firms likely won't be able to continue to ignore the loss of talent.⁵

In the meantime, there are a whole host of industries benefiting from law firm losses. As for me, I have work to do and clients to see. But, I've also got a little guy's t-ball practice on Tuesdays at 4:00 p.m. and I wouldn't miss those for the world!

Airionna S. Whitaker is a special education lawyer and the founder of Whitaker Legal Solutions.



1 See http://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_july2014.authcheckdam.pdf.

2 See http://www.nalp.org/lawfirmdiversity_2013.

3 Studies have found women are more likely than men to care for an aging parent. See http://www.asanet.org/documents/press/pdfs/AM_2014_Angelina_Grigoryeva_News_Release_FINAL.pdf.

4 See http://www.americanbar.org/groups/women/gender_equity_task_force/national_association_of_women.html.

5 See <http://www.forbes.com/sites/robashghar/2014/01/13/what-millennials-want-in-the-workplace-and-why-you-should-start-giving-it-to-them/>.

WAITING FOR BABY: WHAT HAPPENS WHEN ONE FEMALE LAWYER PUTS HAVING A BABY ON HOLD FOR HER CAREER

by Juanita E. Mantz

When I was tasked with writing a piece for this “women’s” issue of the *Riverside Lawyer Magazine*, it came to mind to write about my personal struggle with fertility. While it was a difficult decision to talk about this deeply personal topic so openly in the lawyer community I call home, I decided that it was too important a topic to ignore in an issue geared toward female lawyers. Plus, I have always been drawn to personal narrative and in my side gig writing creative nonfiction, my life story has become part of a public discourse on fertility. (See My May 2014 story “I Waited Until 42 To Have A Baby And I Am Hoping It Is Not Too Late” published by *XO Jane*.)

Family planning is a serious issue, not only for women lawyers, but also for their partners. And with hindsight, I realize that my job got in the way. Through my seven year struggle with trying to get pregnant to no avail (starting at 36 until now at 43), I have had to question many professional choices that I made in my thirties. Those career choices resulted in eventually resorting to IVF at age 42 with an egg donor.

To quote an old Talking Heads song, “how did I get here?” After graduating from USC Law in 2002 at age 30, I went straight into the largest law firm I could find with the biggest paycheck, along with the longest hours. This led me to Houston, Texas, the land of oil money and seersucker suits and while I do not regret the professional experience, my personal regret is a tough and bitter pill to swallow. In my stint at the Houston law firm and later at large firms in San Francisco and here in the Inland Empire, I worked as a commercial litigator in total for more than six draining, exhausting years. I worked weekends; I worked late nights; and I worked holidays. The personal sacrifice was expected, if not demanded and I have always been bad at saying no. As a result, my most fertile years were spent looking at a computer screen and staring out my office high rise window at the late night sky with tired eyes. It did not help that during those same years, my husband was hard at work getting his DDS at UCSF Dental School and having a child was the last thing on his mind.

We thought we had all the time in the world. We were wrong.

Ultimately, it took my father dying suddenly for me to see that life was not all about work. In 2009, through grace and good luck, I found a position as a Deputy Public Defender here in Riverside where I found a work life balance that does not exist in the big firms. Finding my niche and a more life friendly environment with the county, finally gave me the time to breathe and settle in and decide that, yes, I did want to have a child. Unfortunately, nature was not on my side.

My husband and I had started trying when I was almost 37 years old and after trying for more than three years, we finally sought medical intervention (I know now that we should have sought intervention after six months of trying without success). After an ultrasound and blood work, the doctor informed me that it was too late. My eggs were almost nonexistent and my hormone levels put odds of a natural pregnancy at almost zero and with IVF using my own eggs at 5 percent. He told me in a wry voice that he sees a lot of women professionals in my same position and that “it could be the stress.” Our only option was IVF using donor eggs at an exorbitant cost. What we bought, ultimately, was a \$30,000 miscarriage that scarred me both physically and emotionally. After deciding that I could not go through that process again, the next step was adoption and I had to reconcile my expectations with my reality. But in the end, I know I will raise a child that I will love to distraction.

What is the point you must be asking? Am I trying to scare you dear female (and enlightened male) reader? The answer is “yes.” Be afraid of fertility at forty. Be very afraid. And be aware that every choice has consequences and make the right choices for you. Because if you wait too long like I did, you just might end up waiting for baby.

And waiting.

And waiting.

Juanita E. Mantz is a Deputy Public Defender with Riverside County and a writer. You can read her Life of JEM blog at <http://www.lifeofjemcom-jemmantz.blogspot.com>.



LEGAL MOVIES: ADAM'S RIB OR TRACY V. HEPBURN

by Abram S. Feuerstein

James Thurber, the American humorist whose cartoons and stories chronicled the ongoing war between men and women, once observed that he hated women “because they always know where things are.” And in the 1949 romantic comedy, *Adam's Rib*, one suspects that at any moment, the Amanda Bonner character played by Katharine Hepburn, is not only prepared to tell her husband Adam, portrayed by Spencer Tracy, where things are, but just where he can go to find them.

For cynical lawyers, the movie itself is an impossibility because of the conflict of interest that is at the center of the film. A woman suspects her husband is cheating, buys a gun, breaks in on her husband and the “other woman,” and shoots. Despite an unsteady and shaking hand, a bullet hits the philandering spouse. The woman, Doris Attinger (played by Judy Holliday), is arrested for assault. Adam Bonner is assigned to prosecute the case. But the case also interests Amanda Bonner. She is a Yale-trained lawyer in a successful private practice. She decides to defend the ditzzy Doris.

Equal Justice

Amanda's motivations in taking the case result from what she sees as unequal justice. She tells Adam that “there are lots of things that a man can do and in society's eyes, it's all hunky-dory. A woman does the same thing — the same, mind you, and she's an outcast.” “Why let this deplorable system seep into our courts of law, where women are supposed to be equal?”¹

Her husband protests that females “get advantages.” But Amanda won't let him get away with that pronouncement. While driving the couple to work, and as she cuts off a cab driver who says something disparaging about women drivers, Amanda exclaims: “We don't want advantages! And we don't want prejudices!” Later, in a bedroom scene, when Adam cannot dissuade her from representing Doris, Adam declares: “I am going to cut you into twelve little pieces and feed you to the jury. So get prepared for it.” And thus the stage for this romantic comedy, written by the real world husband and wife team of Ruth Gordon and Garson Kanin,² is set.

1 For one of the best summaries of the film and its well written dialogue, see <http://www.filmsite.org/adam.html>.

2 See http://en.wikipedia.org/wiki/Adam's_Rib. The co-writer, Ruth Gordon, is well known for her acting roles in such films as *Rosemary's Baby* and *Harold and Maude*. See http://en.wikipedia.org/wiki/Ruth_Gordon.

The ensuing battle of the sexes plays itself out in alternating courtroom and at home/bedroom scenes. Starting as a playful competition (Hepburn and Tracy each drop their pencils and flirt with each other under counsel's table), the battle lines eventually are drawn. Amanda disqualifies potential jurors successfully based on their views of the sexes; she engages in courtroom antics and tactics, including the use of excessive objections to Adam's questions, that threaten to make a circus (or in Adam's words, a “Punch and Judy show”) of the proceedings; she outmaneuvers her husband at each turn. In the best of the courtroom scenes, as Amanda attempts to prove the equality of the sexes, she assembles an audience of various women accomplished in their respective fields. Prepared to have them all testify, she is allowed by the judge to call three witnesses. The first is a chemist with a list of degrees and significant job titles long enough to circle the equator. The second is a factory foreman who supervises approximately 400 workers, including her husband who works under her. The third, a Miss Olympia LaPere, is involved in show business, and through the years has entertained crowds with her “feats of strength.” Upon a signal from Amanda, Ms. LaPere descends from the witness box and hoists Adam high over her head over Adam's feeble protestations. Point made.



**FINAL DRAWING
of the
Riverside
Historic
Courthouse
by Judy Field**

**\$100 each
(unframed)**

**Signed and numbered limited edition prints.
Great as a gift or for your office.
Contact RCBA office, (951) 682-1015
or rcba@riversidecountybar.com**

Too Smart for Her Own Good

That night, Adam has had it with Amanda's daytime, courtroom stunts and packs his bags. He purportedly blames Amanda's contempt for the law for the breakup of their marriage. But perhaps more honestly, he questions whether she has any "respect" for him or their marriage. "You've outsmarted yourself and you've outsmarted me and you've outsmarted everything," he says. He accuses Amanda of not caring about what her antics have done to them as a couple. In a lengthy speech, he tells her:

"Just what blow you've struck for women's rights or what have you, I'm sure I don't know – but you certainly have fouled us up beyond all recognition. You'll split us right down the middle . . . I've done it all the way I said I would. Sickness, health, richer, poorer, better or worse. But this is too worse — this is basic! I'm old fashioned. I like two sexes! And another thing. All of a sudden I don't like being married to what is known as a 'new woman.' I want a wife, not a competitor! Competitor! Competitor! If you want to be a big he-woman, go ahead and be it, but not with me!"

At trial, inevitably Amanda wins, Adam loses. In her closing argument, she asks the jury to imagine that the defendant was a man, and that the shooting victim was a cheating wife caught in the act by her husband. Under these role-reversed circumstances, Amanda asserts that there is an unwritten law that "stands back of a man who fights to defend his home." The role reversal argument solidifies Amanda's equality defense, and convinces the jury to acquit her client.

Loves Conquers All

But the movie is not about Doris' fate. It is about the relationship between Adam and Amanda, and whether it can withstand their courtroom competition. In the world of romantic comedies, an audience "spoiler" alert is unneeded. In the end, love conquers all and the couple re-unites. In a final bedroom scene, Amanda opines, "There's no difference between the sexes. Men, women. The same." Adam slyly replies,

"They are, huh?" In a restoration of the Tracy/Hepburn chemistry, Amanda acknowledges that, "Well, maybe there is a difference. But it's a little difference." To which Adam says, "Well, you know as the French say." Amanda: "What do they say?" Adam: "*Vive la difference.*" Amanda: "Which means?" Adam: "Which means: 'Hurray for that little difference!'" thereby closing the curtain on the bed and the movie.

The movie's plot line is not complex, and no one who is able to count the number of ribs in a human body will come away thinking that the movie — either at its time or now — delivers a blow for equality or women's liberation. Good acting, writing, and directing here lead to entertainment, not enlightenment. Indeed, for that reason mainly — entertainment — the battle of the sexes will continue to be source material for movies and TV productions. Nevertheless, the difficulties confronted by female lawyers in 1949 America in balancing career and family demands, and the film's theme of unequal justice, remain relevant and sharpen the film's comedy sixty-six years after its release.

Abram S. Feuerstein is employed by the United States Department of Justice as an Assistant United States Trustee in the United States Trustee Program (USTP). The mission of the USTP is to protect the integrity of the nation's bankruptcy system and laws. The views expressed in the article belong solely to the author, and do not represent in any way the views of the United States Trustee, the USTP, or the United States Department of Justice.



MUSINGS FROM AN OLD WOMAN OF THE TRIBE

by Dean Deanell T. Tacha

These days I have the privilege of walking into law school classrooms frequently -- either to teach or to listen. It never fails . . . I experience a momentary burst of emotion when I realize that half of the students in the room are women. The feeling is one of surprise, elation, and, above all, comfort. I am comforted because I feel I belong. I know that this reaction is a 47-year old flashback to 1968, when I began law school. The scene was quite different. I can still feel how uncomfortable I was as I entered those large classrooms where there was a handful of women scattered about a sea of men. It was a feeling of not being a member of the club, not "fitting in." Of course, I gradually got adjusted and even achieved, but that initial sensation of "outsiderness" remains a reminder of how far the legal profession has come over the course of my career and of the imperative of creating comfortable environments for all people to realize their potential regardless of their gender, ethnicity, socioeconomic status, religion, and whatever other divides threaten to compromise the realization of maximum human capital.

My story is one known to most of the women of my generation who found the fortitude to go to law school. When I was an undergraduate, I had no thought of going to law school until the spring semester of my senior year. No one in my family was a lawyer. I suppose I had occasionally met a lawyer but certainly not a woman lawyer! I was in a serious relationship and appeared destined to go the way of most of the women in my class -- marriage, family, and very traditional women's pursuits at the time. As that last semester was upon me, I knew that route was not right for me. Unknown to anyone, I took the LSAT and, surprisingly, did well. So, secretly, I began to apply to law schools and, lo and behold, was admitted to a number of very good law schools.

It was time to tell someone and seek advice. The University of Kansas had a Dean of Women at that time -- Dean Emily Taylor, who was prescient, relentless, and fearless in promoting women's rights and opportunities and who literally pushed me toward law school. I experienced firsthand that encouragement, mentoring, and dogged determination are essential to everyone who aspires to achieve and particularly to those who may feel they don't fit in.

The women in my law school class have remained very close. Much has been written about the ugly truth that often women have not been advocates for other women. This has not been my experience. One of my fondest recol-

lections is that, on the day of my Senate confirmation hearings, a woman friend who was ahead of me in law school hosted a luncheon in my honor at which she gathered the women senior partners from many of the Washington, D.C. law firms. It was not a large group, but it was such a powerful reminder of the importance of women helping women and celebrating each other's successes. The mantra of "I had to do it, so should she" is destructive and ignores the essential truth that we all do better when we each do better.

I am often asked whether I think that men and women approach lawyering and judging differently. I do not think they do so intrinsically. I think that the difference in life experience naturally brings different points of view to bear on our work. There are some experiences that are, by nature, unique to women. The most notable, of course, is child-bearing. Some contemporary debates like abortion, birth control, and medical care for reproductive conditions provoke heated differences of opinion, but I think it is safe to say that the women lawyers involved in these issues, bring to them personal experiences that men have not had the privilege of experiencing.

As the public rhetoric continues the drumbeat of questioning the value of a legal education, I cannot help but ask where I would be without my legal education. I simply could not have imagined, when I entered those daunting law school classrooms, that I would go on to work as a big and small firm attorney, legal aid lawyer, law professor, university vice chancellor, federal judge, and law dean. I am also a woman, wife, mother, sister, daughter, and friend.

I cannot conclude, however, without noting that much remains to be done. Recent studies make clear that there is a disparity between women lawyers' compensation and that of their male colleagues. There remains a significant imbalance between men and women among equity partners at firms, on law faculties, and on the bench.¹ These

1 See "American Bar Association: Commission on Women in the Profession, A Current Glance at Women in the Law" (July 2014), at pp. 2, 5, 6, http://www.americanbar.org/content/dam/aba/marketing/women/current_glance_statistics_July2014.authcheckdam.pdf; American Bar Association Section of Legal Education and Admissions to the Bar, Data From the 2013 Annual Questionnaire: ABA Approved Law School Staff and Faculty Members, Gender and Ethnicity: Fall 2013, available via http://www.americanbar.org/groups/legal_education/resources/statistics.html; United States Courts, *Decades After O'Connor, Role of Women Judges Still Growing*, *The Third Branch News* (March 29, 2013), <http://news.uscourts.gov/decades-after-oconnor-role-women-judges-still-growing>.

are all the next frontier of opening up “comfortable” spaces for women to thrive in the law.

I close these musings by observing that the “jolt” I feel when I experience the presence of many women in every law school classroom is but a personal reminder of the importance of constant vigilance about purposeful development of every person. The profession must build upon the progress that has been made in making the profession a better place for all people. Godspeed from “the old woman of the tribe!”

Deanell R. Tacha, Duane and Kelly Roberts Dean and Professor of Law, Pepperdine School of Law is a graduate of University of Kansas, B.A., and the University of Michigan School of Law, J.D. She served as Chief Judge (2001-2007) and has been a Circuit Judge since 1986 in the United States Court of Appeals for the Tenth Circuit. Dean Tacha has been active in the American Inns of Court movement as a spokesperson for enhanced ethics, professionalism, and civility in the legal profession, and served as president for the national Board of Trustees of the American Inns of Court (2004-2008). She was named recipient of the Devitt Award in 2007 and the John Marshall Award in 2008. In 2012, she was honored by the American Inns of Court with the A. Sherman Christensen Award.




BULLIES BEWARE

HANDLING DIFFICULT OPPOSING ATTORNEYS



Wednesday
 DATE: **May 20, 2015**
 TIME: 12:00 pm – 1:30 pm
 LOCATION: Hyatt Place
 Riverside/Downtown
 3500 Market Street, Riverside, CA 92501
 RCBA Estate Planning, Probate & Elder Law Section



Lunch will be provided courtesy of Albertson & Davidson LLP

THE RIVERSIDE COUNTY BAR ASSOCIATION PRESENTS:

IDENTIFYING AND MANAGING DISMISSIVE AND BULLYING OPPOSING ATTORNEYS

PROGRAM PANEL:



Paul Fisher
Fisher Mediation



Juli Adelman
Clinical psychologist
and jury consultant



Jessica Uzcategui, Esq.
Sacks, Glazier,
Franklin & Ladise, LLP

TOPICS INCLUDE:

- Warning signs that you are dealing with a possibly high conflict personality opposing counsel
- Actions and tactics to avoid like the plague
- Tools and tactics to embrace
- Gender-based issues in relationships between counsel (volatile land mines to avoid)

Approved by the State Bar of California for 1.0 hour MCLE, including .25 elimination of bias

RCBA certified MCLE provider #521

Sponsored by:

ALBERTSON & DAVIDSON LLP
Trust, Estate & Probate **TRIAL LAWYERS**

RSVP by Friday, May 15th to RCBA
 (951) 682-1015
 or: rcba@riversidecountybar.com

RCBA Members: Free / Non-members: \$25
 (All non-members, whether you need MCLE credit or not, must prepay or pay at the door.)

RECENT UPDATES IN RIVERSIDE COUNTY SUPERIOR COURT

by Marlene Allen-Hammarlund

Identification Cards

Be sure to visit the clerk's office at the Historic Courthouse at 4050 Main Street to obtain your identification card for entry into the courts of Riverside County. This identification card will enable you to avoid having to remove your belt, empty your pockets, and go through tightened security before entering any court building in Riverside County. The cost of the identification card is \$15. After paying for the card at the attorney's window of the clerk's office, they will direct you downstairs to the human resources department where they will take your photograph and give you your card.

Civil Law and Motion / Tentative Rulings

Most of the judges hearing civil matters are now issuing tentative rulings. Tentative rulings for each law and motion matter are posted on the internet by 3:00 p.m. the court day immediately prior to the hearing. Only Departments 3, 4 and 6 (in Riverside) do not currently issue tentative rulings. If you want to have oral argument, you must call the judicial secretary at (760) 904-5722 and inform all other parties no later than 4:30 p.m. on the court day prior to the hearing. If you fail to do so, your matter will not be heard and the tentative ruling will become the final ruling effective the date of the hearing. Unless otherwise noted, the prevailing party is to give notice of the ruling.

All law and motion hearing dates are reserved on line through the court's website. Fees must be paid at the time of obtaining the reservation.

Civil Filing Deadlines

Filing cut-off times are 4:00 p.m. for all types of filings. This includes in-person, drop box, e-filing and fax filing [CCP § 1010.6(b)(3)]. Filings will be accepted at the counter until 4:00 p.m. on any court business day. Any document deposited in a court's drop box up to and including 4:00 p.m. will be deemed to have been filed that day. All documents deposited in drop boxes after 4:00 p.m. will be deemed filed the next day. The same applies to filings that come in an electronic manner, whether by e-file or fax file.

Ex Parte Hearings

All ex parte paperwork must be filed by noon the day prior to the ex parte hearing and comply with CRC Rule 3.1200 et seq. (in particular Rules 3.1203 and 3.1204). An

optional form (Declaration Regarding Notice of Ex Parte Application) may be found on the court's website under the link for fees and forms. A party seeking ex parte relief must notify all parties no later than 10:00 a.m. the court day before the ex parte appearance, absent a showing of exceptional circumstances that justify a shorter time. Parties appearing at the ex parte hearing must serve the ex parte application or any written opposition on all other appearing parties at the first reasonable opportunity. Absent exceptional circumstances, no hearing may be conducted unless such service has been made.

The court may review the ex parte request in chambers prior to the hearing. If the court determines that the moving party has not established good cause for ex parte relief and denies the ex parte request, the courtroom assistant will notify the moving party that their request was denied and the hearing will not proceed. The moving party is required to notify the opposing party of the denial and that the hearing has been taken off calendar.

In civil cases, requests for ex parte relief can be filed at the ex parte counter in the clerk's office (located at the Attorney Services Counter) or online through the court's website. All ex parte hearings will be set in the department assigned for all purposes.

In unlawful detainer cases (Moreno Valley) all ex parte applications shall be filed at the counter and received by the court no later than 11:00 a.m. the day of the hearing in order to be heard the same day.

Complex / Class Action / CEQA Cases

Effective January 5, 2015, there is only one county-wide complex/class action civil department, which is currently Department 5 (Judge Reimer) at 4050 Main Street, Riverside. All complex, class action and CEQA cases (Petitions for Writ of Mandate) will be heard in that department.

Disclaimer: Since the court rules and procedures change frequently and may have changed since this article was written, please check the Court's website at www.riverside.court.ca.gov to obtain current court information and procedures.

Marlene L. Allen-Hammarlund is Senior Counsel at Gresham Savage Nolan & Tilden, PC. She has extensive experience in civil, business, real estate, environmental and commercial litigation, including appellate matters.



“WHAT WOULD CLARA DO?”

by Karen Feld and Kalsoom Tremazi

Barbara Babcock, retired Stanford law professor and Clara Shortridge Foltz biographer, recounts how she asked this same question of herself upon initially turning down a request to testify before the U.S. Senate Judiciary Committee in Robert H. Bork’s confirmation hearings for the U.S. Supreme Court, citing a busy schedule and a husband willing to testify on her behalf.

Clara Shortridge Foltz, a single mother of five children, was a woman of great firsts. On September 5, 1878, a little over 135 years ago, Clara became the first woman to be admitted to the California bar after successfully securing the passage of the Woman Lawyer’s Bill, which allowed admission to “any citizen or person,” (officially amending the “white males” provision). She was the first female clerk for the State Assembly Judiciary Committee (1880); the first woman appointed to the State Board of Corrections; the first female licensed Notary Public; and the first woman named director of a major bank. In 1910, she was appointed to the Los Angeles District Attorney’s Office as the first female deputy district attorney in the nation, and, in 1930, at the age of 81, was the first woman to run for Governor of California. She was active in the suffrage movement, authoring the Women’s Vote Amendment for California in 1911. Women lawyers were not welcome to the State Bar so they formed the Queen’s Bench in order to further the interests of women in law and society. The first meeting was held on December 11, 1920.

That was almost 95 years ago.

Why does the Inland Empire, or any area, need a women’s bar association in the 2000s? That was the question asked by Holly Fujie, immediate past California State Bar president, when she spoke at the formation party for the then newly created Inland Empire Legal Association of Women (IE LAW) held on September 19, 2009 in Redlands. With women making up nearly fifty percent of entering law students since the mid-1980s, there appeared to be few hurdles for women entering the legal profession. However, there has not been any clear explanation for why women, once in their chosen legal profession, are not advancing into leadership roles.

Holly Fujie explained that she was only the third female State Bar President in eighty-one years. There has never been a female District Attorney in either San Bernardino or Riverside Counties. The number of female partners at large firms has been stagnant at 17%. Although San Diego, Orange, and Los Angeles Counties have active female bar associations, the Inland Empire had been without a similar

organization for almost three decades. Once the previous women lawyers’ group achieved its goal of having a woman attorney appointed to the bench, the group lost membership interest.

However, in January 2009, criminal defense attorney Marcie Gardner sent out an email and quickly discovered many in the Inland Empire felt that, like she, they would benefit from a women’s bar association.

At the first informational meeting, over fifty civil and criminal attorneys, members of the judiciary, and other legal professionals (including some men) gathered in the administrative offices of the San Bernardino Public Defender’s Office in downtown San Bernardino. The group brainstormed ideas of what they expected from a women’s bar association.

The group spent several meetings defining its mission statement and finalizing formation documents. In May 2009, IE LAW became official when the group approved bylaws and elected its first slate of Officers and Board of Directors (501(c)(3) status was granted). The mission statement for IE LAW states:

“To promote women lawyers and judges in the Inland Empire and to advocate for the concerns of all women in our community.”

The founding Officers consisted of President Marcie Gardner (criminal defense attorney, Rancho Cucamonga), Vice President Karen Feld (now partner of Cota Cole, Ontario), Secretary Barbara Buchholz (now the Hon. Judge Buchholz), and Treasurer Goldy Berger (civil private practice, now in Westlake Village). The Board of Directors consisted of Honorable Janet Frangie, Laura Crane (now partner of Cota Cole, Ontario), Sandra Munoz-Harlow (family law attorney, San Dimas), and Shauna Wickham (now in civil practice in Mission Viejo).

While the group worked through the time-consuming task of incorporating, they continued to work toward their stated goal. Several members conducted a legal presentation at a charter school for underprivileged children in San Bernardino County. IE LAW members also chaperoned a college fair for foster children. At the formation party, donations were collected for Operation SafeHouse, a Riverside crisis center for runaway, homeless, and other at-risk youth.

IE LAW’s most successful goal thus far has been its implementation of community service. IE LAW provided speakers for Law Day at various local schools. IE LAW continues its sponsorship of “Operation SafeHouse,” a shelter for run-away and abandoned teens based in Riverside.

FREE NATIONAL LIBRARY WEEK MCLEs AT RCLL

Members gather at Operation SafeHouse every December to host a Holiday Party with pizza, ice cream and gifts for the teens. The gifts typically include collected toiletries and basic necessities to be distributed to the residents, along with personal gifts such as stuffed animals, pajamas, and journals.

In addition to its close relationship with Operation SafeHouse, IE LAW members have spoken at Law Day at various local schools, coached mock trial teams for eighth-graders at a San Bernardino school, and judged The Western Regional Championships for the National Black Law Students Association moot court team. IE LAW also had a Thanksgiving food drive for a food bank in Rancho Cucamonga.

It has been almost four and a half years since IE LAW's inception in the Inland Empire and there are still only three female State Bar Presidents in eighty-six years. Thus, the need still exists for a women's bar association. According to the statistics published from the ABA Commission on Women, A Current Glance at Women in the Law 2013, women in private practice comprised 19.9% of equity partners--up almost 3% since 2009. Some would argue that something worked. However, the February 25, 2014 annual survey by the National Association of Women Lawyers, which is widely regarded as the gold standard of surveys when considering the retention and promotion of women in the legal profession, reported a drop back down to 17%.

In 2015, IE LAW will become a part of the San Bernardino County Bar Association. This move will alleviate its members of the administrative aspects of running a bar association, while still allowing it to fulfill its goals. Community service will remain a top priority for the organization, and so will the promotion of women in the legal community. Membership in the new women's section of the San Bernardino Bar Association is open to all legal professionals and providers of attorney-support products and services, regardless of where they are based.

Karen Feld recently joined the municipal boutique, Cota Cole, LLP in Ontario. She previously worked at Lewis Brisbois Bisgaard & Smith for 21 years. Ms. Feld has been recognized as a Super Lawyer, Top Attorney in Southern California and a Top Woman Lawyer since 2011. She recently was named a Top 10 swimmer in the United States and swam for the United States Masters Team at the World Championships in 2014.

Kalsoom Tremazi, current IE Law President, is a criminal defense attorney with an office in Norwalk. Kalsoom also has a MA in Philosophy and is a certified mediator. Prior to law school, Kalsoom worked as a writing consultant for ten years. While in law school, Kalsoom was a teaching assistant for Legal Analysis and Writing. She successfully defended an ADA violation case during her first year in practice; the case was dismissed. She has also been co-counsel on two life cases and is currently working on five life cases.



Riverside County Law Library is pleased to invite all California State Bar Members to attend free MCLE programs that are being offered at the Victor Miceli Law Library located at 3989 Lemon Street in downtown Riverside, during National Library Week, April 13-17, 2015.

On Tuesday, April 14, 2015, from 11:30 a.m. until 1:00 p.m., Thomson-Reuters, Lexis, and CEB will offer a practical overview of their online products. This discussion will feature tips on usage that yields the best research results, along with an opportunity to ask questions of expert users. This session will provide 1.5 participatory MCLE credits.

On Wednesday, April 15, 2015, from 12:00 p.m. until 1:30 p.m. we are pleased to present Rogelio V. Morales discussing "Tips on How to Obtain Immigration Bond for Your Client." Mr. Morales will provide a practical introduction to bond hearings; how they are conducted; how to identify legally relevant information for bond eligibility, forms, common best-practices; and much more. He is the recipient of the Wiley Manual Award from the California State Bar for his pro-bono efforts on behalf of low-income clients, and is a member of the American Immigration Lawyers Association.

On Thursday, April 16, 2015, from 12:00 p.m. until 1:30 p.m., Deputy Public Defender Laura Arnold of the Law Offices of the Public Defender, Riverside County will speak on "Proposition 47: What Does It Mean, and How Is It Working?" This proposition provides for the reclassification and resentencing of certain criminal offenders. Ms. Arnold, who has been spearheading the Riverside County Public Defender's efforts to implement Proposition 47, will discuss how it works, who is eligible for its provisions, and how to fill out the required petition. In 2013, she was named Defender of the Year by the California Public Defenders Association, and is co-chair of this statewide organization's amicus committee.

Join us for these timely and relevant programs. The Riverside County Law Library is a California State Bar Approved MCLE Provider. Programs are certified for participatory credit. Lunch will be served. Please call 951-368-0368 to RSVP.



WOMEN ON THE MOVE NETWORK

by Soheila Azizi

The Mission

Women On The Move Network (WOTMN) is committed to improving the status of girls and women in our communities. The youth development programs entitled “Who’s Your Hero?” provide girls ages 9 to 17 with series of experiences, tools, strategies and understandings to help them build confidence, make good decisions, choose healthy activities, and safe relationships. The women empowerment workshops provide women of all ages with education, self-recognition, skills, networking, peer support, and service opportunities as means of building and contributing to healthy and peaceful relationships, families and societies.

In an essay honoring the International Women’s Day 2013, authored by WOTMN board member, Ms. Barbara Matthews Scott, it was noted that a “social revolution” with the “emergence of women as a political, intellectual, and economic power” in the 1960’s, has influenced and changed our society forever. Notwithstanding the impressive progress made in the areas of legal, social and political change, the statistics about women and their status in our society continue to shock our conscience and notions of equity. WOTMN is committed to raising awareness and exploring solutions on issues relating to gender equality.

Gender Equality Issues

Women in Poverty: One in three women in America (42 million women) plus 28 million children who depend on them are living in poverty. Women over the age of 65 are twice as likely as men to live in poverty (*www.businessweek.com July 25, 2012*). The pay for an average woman is two-thirds of an average man’s pay for the same work (*www.shriverreport.org*). Closing the gap between men and women would cut the poverty rate in half for working women and their families and would add nearly half a trillion dollars to our national economy.

Sexualization of Girls and Women: A recent study by the Parents Television Council, conducted during the 2009-2010 TV season and based on a content analysis of the most popular primetime broadcast shows among 12 to 17-years-olds, showed that Hollywood “oversexualizes” teen girls more than any other group (ParentsTV.org, 2010). Researchers released the following statement



regarding their findings: “Tinseltown’s eagerness is to not only objectify and fetishize young girls, but to sexualize them in such a way that real teens are led to believe their sole value comes from their sexuality.” (ParentsTv.org, 2010.)

Domestic Violence: One in four women will be victims of domestic violence in their lifetime (*US Center for Disease Control and Protection*).

Human Trafficking: The age that a victim is first trafficked for sex is 12 to 14 years old (*San Bernardino County District Attorney’s Office*). The underlying demog-

raphics of the child victims of the prostitution industry are young girls around 13 to 16 years old with few or no family ties (*Johns & Cohens CNN, 2013*).

Community Partners: WOTMN appreciates and enjoys its local institutions and entities and welcomes the support of like-minded individuals and groups for the expansion of its activities. University of La Verne, Chaffey College, Macy’s, Bank of the West, California Bank & Trust, and Law Offices of Soheila Azizi and Associates are among the supporters of WOTMN.

In November 2014, University of La Verne and its Office of the Chaplain joined WOTMN to cosponsor a day-long conference “Gender Equality: Am I There?” The conference explored how the media portrays women, racism, domestic violence, human trafficking, and other social issues that slow the progress of gender equality. Featured speakers included County of San Bernardino District Attorney Michael Ramos, who highlighted his county’s Coalition Against Sexual Exploitation (CASE), and attorney Michael Higginbotham, author of *Ghosts of Jim Crow: Ending Racism in Post-Racial America*. Local attorney Soheila Azizi recounted the human toll of the cycle of domestic violence and its expansion into dating violence. Professor of Law at University of La Verne Susan Exon addressed the culture of conflict and communication differences between women and men.

For over a decade WOTMN has sponsored regional conferences, seminars, special-topic luncheons and workshops in addition to its after school programs for young girls. The youth development programs started in 2005, with serving only one site in collaboration with Rancho Cucamonga Housing Authority. The program has since



expanded to three other facilities and is expected to be launched in two more sites in 2015. In 2014, a new site was established at the David and Margaret Youth and Family Service facility in La Verne where a special team of volunteers and professionals work with residents ages 15 to 17. Women Empowerment Workshops are held monthly at the law offices of Soheila Azizi in Rancho Cucamonga.

For more information about WOTMN please visit www.wotmnetwork.org or call executive director of youth development Ms. Barbara Marino at (909) 982-1210

Soheila Azizi is a local trial attorney and a conflict resolution professional, as well as an activist in the areas of human rights, access to justice and promoting Gender Equality. Azizi is one of the cofounders of Women On The Move Network (WOTMN), a non-profit organization focused on youth development and women empowerment programs.



KRIEGER AWARD NOMINATIONS SOUGHT

by Hon. John Vineyard

The Riverside County Bar Association has two awards that can be considered “Lifetime Achievement” awards. In 1974, the RCBA established a Meritorious Service Award to recognize those lawyers or judges who have, over their lifetimes, accumulated outstanding records of community service beyond the bar association and the legal profession. The E. Aurora Hughes Award was established in 2011 to recognize a lifetime of service to the RCBA and the legal profession.

The Meritorious Service Award was named for James H. Krieger after his death in 1975, and has been awarded to a select few RCBA members that have demonstrated a lifetime of service to the community beyond the RCBA. The award is not presented every year. Instead, it is given only when the extraordinary accomplishments of particularly deserving individuals come to the attention of the award committee.

The award is intended to honor the memory of James Krieger, and his exceptional record of service to his community. He was, of course, a respected lawyer and member of the Riverside bar. He was a nationally recognized water law expert. But, beyond that, he was a giant in the Riverside *community*. He was known and respected in too many community circles to name (see the great article by Terry Bridges in the November 2014 issue of this magazine). The past recipients of this award are all known and respected by the community at large — Judge Victor Miceli, Jane Carney, and Jack Clarke, Jr., for example.

The award committee is now soliciting nominations for the award. Those eligible to be considered for the award must be (1) lawyers, inactive lawyers, judicial officers, or former judicial officers (2) who either are currently practicing or sitting in Riverside County, or have in the past practiced or sat in Riverside County, and (3) who, over their lifetime, have accumulated an outstanding record of community service or community achievement. That service may be limited to the legal community, but must not be limited to the RCBA.

Current members of the RCBA Board of Directors are not eligible. Nor are the current members of the award committee.

If you would like to nominate a candidate for this most prestigious of RCBA awards, please submit a nomination to the RCBA office not later than April 24, 2015. The nomination should be in writing and should contain, at a minimum, the name of the nominee and a description of his or her record of community service and other accomplishments. The identities of both the nominees and their nominators shall remain strictly confidential.

Hon. John Vineyard is the chair of the Krieger Meritorious Service Award Committee and a past president of the RCBA.



WOMEN IN NEGOTIATION

by Susan Exon

We can't change the fact that gender creates differences in men and women. But it's important to understand some of the social-psychological differences between the two. Gender, as one aspect of social-psychology, affects the way we negotiate, whether on behalf of self, for clients, or while serving as a mediator. This short article seeks to highlight differences in the way men and women negotiate. By gaining an understanding of the differences, people should be able to improve communication and negotiation with the opposite gender. Although we can't change who we are, we can change how we negotiate or at least understand others' negotiation patterns.

Gender not only reflects who we are, but also how we behave and see ourselves. Gender differences account for whether people negotiate at all. Linda Babcock and Sara Laschever have conducted extensive research, concluding that men initiate negotiations on behalf of themselves about four times as much as women do. Some contributing factors are that women don't ask and thus lose opportunities, set low goals for themselves, concede easily, and let emotions affect their negotiation.

Other studies focus on gender differences during negotiation. Early studies focused on whether men or women had innate abilities to negotiate a better outcome. In other words, who won a negotiation? The most recent research acknowledges that context and specific situations impact gender differences. This becomes especially important for female lawyers.

Gender Differences in Negotiation

Many gender differences may be equated to subconscious biases based on gender-role socialization and stereotypes. Whether perceived stereotypes are real or not, they may influence how men and women interact with each other.

For example, women are regarded as nurturing because they take care of others. Men, in contrast, are groomed to possess behaviors more suited to negotiation, such as separation and individualism. Men are supposed to be rational and logical; women are supposed to be emotional and intuitive. Men are supposed to be dominant, authoritative, and in more control than women who are passive, cooperative, and accommodating. As such, men tend to speak for longer periods of time than women, exert more control over conversations, interrupt more frequently than women, and use more direct language. Women hedge more, using indirect language that is tentative and deferential (i.e., tends to, appears to, it seems that). All of this makes sense because

men tend to communicate what they *think* whereas women tend to communicate how they *feel*.

Women generally seek to preserve relationships while negotiating whereas men seek to maximize their return. For many men, a goal to maintain or preserve relationships is not a pivotal issue in negotiations. Others disagree regarding the goal/relationship dichotomy. Women use eye contact more than men. Men have been found to be more effective than women when using deceptive tactics.

Men and women often have different expectations about their desired results. Men strive for equitable distributions whereas women seek equality. Women's predispositions may induce them to accept equal negotiating results even if they possess greater bargaining power. Men's egalitarian propensity for equitable exchanges reflects power imbalances and may disadvantage women who fail to use power balances that favor them.

Gender Differences Based on Context

Despite gender distinctions based on competitive propensities, the most recent research highlights that context and situational differences are key to negotiation style and outcomes. Thus, women's negotiating behavior may match men; sometimes they negotiate better than men, and can be more competitive than men. Women generally negotiate better on behalf of others than for themselves. They set higher goals, make higher first offers, and perform better than when engaged in self-advocacy.

Contextual factors to consider include the negotiating participants themselves, including relationship issues (i.e., how well do they know each other), past experiences that may affect the negotiation, and the environment in which the negotiation occurs. How important are the key elements of the negotiation to one gender or another? How likely will the negotiation result in a long-term relationship? Finally, how does the background of "historical gender relations inform the context?" The negotiating style—whether competitive, cooperative, or accommodating—also must be suited to the context.

Power rather than gender may account for negotiation differences. This theory correlates to characteristics such as submissiveness, subordination and agreeableness, typical of low and intermediate-status individuals. Hierarchical roles relate to power; women as supervisors negotiate better outcomes than women in the role of an employee.

Power also may be shaped by education. For instance, scholars have found relatively no difference in negotiation outcomes between people who have attained the same basic

education. Law students and MBA students, whether male or female, negotiate using similar propensities.

Conclusion

People can learn to negotiate. Hence, participants should consider all elements of context and negotiating style as they plan their negotiations. Lawyers and mediators who understand the implications of context and style can educate clients and others regarding gender differences so that women, in particular, may make conscious decisions not to fall into typical gender traps. Women should be made aware of context and style so that they are not afraid to engage in competitive negotiation that may be considered masculine or concede too early as they try to placate and accommodate others. By considering the entire context of negotiation, women can engage in systematic, objective negotiations because they can learn to plan out a reflective approach and style.

The foregoing information summarizes pages 73-76 of *Advanced Guide for Mediators* (LexisNexis 2014). Please see those pages for specific attribution to the research presented herein.

Susan Nauss Exon is Associate Dean for Faculty Development and Professor of Law at the University of La Verne College of Law in Ontario, California. She is the author of Advanced Guide for Mediators (LexisNexis 2014), available for sale on Amazon.com.



Bibliography

1. Linda Babcock & Sara Laschever, *Ask for It: How Women Can Use the Power of Negotiation to Get What They Really Want* 32 (2008).
2. Charles B. Craver, *If Women Don't Ask: Implications for Bargaining Encounters, The Equal Pay Act, and Title VII*, 102 Mich. L. Rev. 1104 (2004).
3. Charles B. Craver & David W. Barnes, *Gender, Risk Taking, and Negotiation Performance*, 5 Mich. J. Gender & L. 299 (1999).
4. Deborah M. Kolb & Linda L. Putnam, *Negotiation Through a Gender Lens*, in *The Handbook of Dispute Resolution* 136 (Michael L. Moffitt & Robert C. Bordone eds., 2005).
5. Leigh Thompson, *Negotiation Behavior and Outcomes: Empirical Evidence and Theoretical Issues*, 108 Psychol. Bull. 515 (1990).
6. Mary E. Wade, *Women and Salary Negotiation: The Costs of Self-Advocacy*, Psychol. of Women Q., 2001, at 65.
7. Dorothy E. Weaver & Susan W. Coleman, *The Literature on Women and Negotiation: A Recap*, 18 Disp. Resol. Mag., Spring 2012, at 13.



apalie

asian pacific american lawyers of the inland empire



APALIE Presents:

New Judges' Reception

Date: March 11, 2015

Time: 6:00 p.m.

Redlands Country Club

Please join APALIE in honoring Judges:

Riverside Superior Court:

- ◆ *Susanne Cho*
- ◆ *Chris Harmon*
- ◆ *Sean Lafferty*
- ◆ *James Latting*

San Bernardino Superior Court:

- ◆ *Steven Singley*
- ◆ *Khymerli Apaloo*

U.S. Bankruptcy Court:

- ◆ *Scott Yun*

Hors d' oeuvres will be served

R.S.V.P. by email: Angelina.tilly@greshamsavage.com

Admission: \$25 for members / \$30 non-members

AN OPPORTUNITY FOR RIVERSIDE COUNTY LAWYERS

by Betty Fracisco

The Riverside County legal community is involved in numerous worthwhile activities, generous pro bono work, State Bar activities, and many other endeavors. However, Riverside County attorneys are missing one thing: a local affiliate organization that would allow them to be actively involved in the programs and opportunities afforded by California Women Lawyers. Of the 20 largest California cities, (per the US Census Bureau), Riverside is the only one that does not have a women lawyers group affiliated with California Women Lawyers. Is it time for a change?

California Women Lawyers was chartered in 1974, after a group of women lawyers from Northern California met for a weekend with a group of women lawyers from Southern California. During that weekend, by-laws were formulated and Joan Dempsey Klein of Los Angeles was elected the group's first president. The Founding Mothers were pioneers, who in time became judges, District Attorneys, Public Defenders, and law firm partners. Justice Joan Dempsey Klein, eventually appointed to the Court of Appeal as the first female Presiding Justice in California, recently retired after more than 40 years on the bench. Justice Klein was also one of the founders of the National Association of Women Judges and the International Association of Women Judges. The Founding Mothers set high standards in difficult times and they are respected and emulated to this day.

The goals of California Women Lawyers have never changed. They are: "To advance women in the profession of law; to improve the administration of justice; to better the position of women in society; to eliminate all inequities based on sex; and to provide an organization for collective action and expression germane to the aforesaid purposes." Membership is not restricted to women, and in fact, its members and life members include a host of male and female California Supreme Court Justices, judges, state senators, and law firm leaders.

Today, California Women Lawyers (CWL) is the only statewide organization with the mission of advancing women in the legal profession and society. Its Board of Governors consists of a District Governor from each of the State Bar's nine districts, an Affiliate Governor from each affiliate organization, and several Governors-at-Large. The Board serves as a conduit to national organizations including, the National Association of Women Judges and

the National Conference of Women's Bar Associations. Both boards include former CWL board members. If Riverside women lawyers formed an affiliate organization, they would have an Affiliate Governor that would enable Riverside to participate in the great programs and events sponsored by CWL throughout the year.

So what are the benefits of joining or being affiliated with CWL?

- CWL supports state and national legislation that makes life better for women, by monitoring bills at all stages of the legislative process.
- CWL has a dedicated Amicus Committee that prepares or joins in amicus briefs at the appellate level, relevant to CWL's core issues, including equal justice for all.
- CWL works closely with the Governor's office to promote diversity in the judiciary and also endorses judges nationwide. Each year judicial hopefuls request that CWL research and rate their qualifications for judicial appointment. CWL's confidential ratings are shared directly with the Governor's office.
- CWL's membership includes lawyers, judges, house-counsel, professors and law students, providing networking opportunities at its Annual Dinner, Judicial Receptions in both northern and southern California, and awards receptions throughout the state. To encourage mentorship, CWL offers free membership to law students and new admittees.
- CWL hosts one-of-a-kind programs throughout the state:
 - **Annual Conference:** This all-day event alternates between northern and southern California and offers CLE, networking, and cutting-edge programs directed to the advancement of women in the law. Some of the programs included in this year's conference are the following:
 - (1) In House Counsel
 - (2) Accommodations Female Attorneys Face in the Workplace
 - (3) Sexual Harassment
 - (4) Bias Toward Female Attorneys

(5) Negotiation Strategies

- **So You Want To Be A Judge:** National award-winning day-long program to demystify and prepare candidates for the judicial application process. This program is approved by and attended by the Governor's Appointments Secretary.
- **Elect To Run:** This new program encourages women to run for public office, and details the ins and outs of how it's done.
- CWL champions issues that present problem for the women and unrepresented of California. At present, domestic violence and human trafficking are focus issues.

California Women Lawyers has been the voice for change and improvement for more than 40 years and is committed to continue its efforts for future generations. At the present time, the County of Riverside is surprisingly not part of the picture. Inland Empire Legal Association of Women (IE LAW) was founded six years ago, as described in the article in this issue by Karen Feld and Kalsoom Tremazi. IE LAW aspired to serve all women lawyers in the Inland Empire. However, the logistics and distances in San Bernardino and Riverside counties proved to be a challenge. It was eventually felt that each county should have its own women's organization. A group affiliated with California Women Lawyers in both counties would be a win-win.

As a member of California Women Lawyers' Board of Governors and a member of its Affiliates Committee, I would be happy to answer any questions and offer assistance to anyone interested in forming a women lawyers group in Riverside County.

Betty Fracisco is an attorney with Garrett & Jensen in Riverside, practicing civil litigation with a specialty in amusement industry issues and litigation. She is a Past President of Orange County Women Lawyers and has served on the Board of Governors of California Women Lawyers for more than six years.



MEMBERSHIP

The following persons have applied for membership in the Riverside County Bar Association. If there are no objections, they will become members effective March 30, 2015.

Nusha F. Ahmed – Sole Practitioner, Eastvale

Arash N. Alizadeh – Law Office of Arash N. Alizadeh, Riverside

Alyssa K. Andrews – Berman Berman Berman Schneider & Lowary, Riverside

Robert C. Connerley (A) – Robert C. Connerley, Ph.D., Riverside

Sherri L. Davidson – Law Offices of Sherri L. Davidson LLC, Ontario

Jeffery T. Economides – Office of the Public Defender, Riverside

Michael S. Fey – Bristol Haynes & Associates, Upland

Aaron F. Garcia – Law Offices of Aaron F. Garcia APLC, Rancho Mirage

Jason T. Hatcher – Sole Practitioner, Chino Hills

Laneshia Judon – Sole Practitioner, Moreno Valley

Owen L. McIntosh – Law Offices of Owen L. McIntosh, Rancho Mirage

Brian R. Michaels – Law Office of Brian Michaels, Indio

Chandani P. Rijal – Rijal Law Firm PC, Corona

Danielle B. Rivera – Temecula Valley Law Group, Temecula

G. David Tenebaum – Law Office of David Tenebaum, Beverly Hills

Marc Tran (S) – Law Student, Riverside

Brian G. Workman – Law Office of Brian G. Workman, Corona

Norma A. Zarate (A) – GDH Services, Riverside

(A) – Designates Affiliate Member

(S) – Designates Law Student Member



In Memoriam

JUDGE ELWOOD M. RICH

(1920 – 2015)

JUDICIAL PROFILE: JUDGE SUSANNE CHO

by Sophia Choi

I was very excited to meet with Judge Susanne Cho, as she was appointed as Riverside County Superior Court's FIRST female Korean American judge. In fact, she is the first female Asian American judge in Riverside County Superior Court, and the second Asian American judge in the County.¹ The first person to achieve something significant and make history is remembered throughout the years, and Judge Susanne Cho is definitely a person of accomplishment to be remembered for years to come.

Judge Cho came to the United States from Kwangju, South Korea, when she was eight years old. Her father was a high school biology teacher in Korea. With a family of six children, Judge Cho's parents decided it was time to come to the United States to establish a life with their family and to provide education for them in America. Judge Cho is the youngest of six children (of three girls and three boys). Judge Cho and her family came to California, leaving her oldest brother behind because he was already in medical school in Korea. She and her family moved to an apartment unit in El Sereno, located in East Los Angeles. They lived with her uncle and his family in the same apartment unit. Although they started out in a single apartment unit, her family eventually bought the entire apartment complex. They lived in El Sereno until Judge Cho was in high school, at which time she and her family moved to Culver City.

Starting in her new life in America, Judge Cho's mother worked at sewing in the garment industry. Her father packed boxes, having given up his life as a teacher in Korea. Working hard to provide a good life for their children, her parents worked a great deal. Since childhood, Judge Cho was a smart go-getter. As a young child, Judge Cho's brother, who was five years older than her, brought Judge Cho books to read from the library. Her brother decided to write to the Korean government that no one knew about Korea. The government responded by sending him books about South Korea. Judge Cho and her brother delivered the books they received from the South Korean government to the library so that people could learn about the country.

Judge Cho and her siblings all grew up to be successful individuals, making their parents' hard work worth-



Honorable Susanne Cho

while. Judge Cho's oldest brother is a doctor in Korea. One of her other brothers is an attorney practicing immigration law in Los Angeles. Another brother also received a law degree, even passing the Patent Bar Examination. However, he lives in the state of Washington, operating restaurants on the Washington State Ferries as well as the U.S. courthouse, and does not currently practice law. Judge Cho's oldest sister is a practicing nurse. Her other sister operates an art gallery called the Irisphere Gallery. Judge Cho obviously made her parents very proud by her appointment to the bench.

Judge Cho received her Bachelor of Arts degree from UCLA and her Juris Doctorate degree from UC Hastings College of the Law. It was not until her high school civics class that she first thought about becoming an attorney. Judge Cho did not know any lawyers growing up, and she thought it would be a fulfilling occupation. Before law school, Judge Cho worked as a secretary for James Hong, a practicing attorney in Los Angeles for one year after she was hired on the spot. After her experience with James Hong, Judge Cho decided that she wanted to go to law school and she applied to Hastings and was accepted. Judge Cho excelled at UC Hastings and made Law Review. During law school, Judge Cho clerked with FDIC and with Bank of America's general counsel. At the time, she did not know that she would become a criminal defense attorney.

Judge Cho's first job as an attorney was with the Riverside County Law Offices of the Public Defender in 1994 after she received a postcard in the mail for an interview. At the time she went in for her interview, she was not even sure what the Public Defender did. And, she had not heard of Indio. When Judge Cho went to her interview, she was very impressed with the office. She started in the Riverside office and then went to the Indio office. Initially, she thought she might stay in Indio for six months or so as she was told that if she did not like the Indio office, she could transfer back to Riverside. She liked it so much, however, that six months turned into five years. Judge Cho then intended to stay in Indio for a maximum period of five years, but she liked the Indio office so much that five years turned into ten years at the Public Defender's office, turning her into a seasoned and talented criminal defense attorney. Her ten years of experience as a Deputy Public Defender started with a big learning curve, but in no time she grew into a tough trial attorney. Judge Cho may not only be the first female Asian American

¹ Judge Jack Lucky is the first Asian American judge in Riverside County Superior Court, as he is of Korean heritage (his mother is Korean).

judge in Riverside County, but she may also have been the first Asian American female attorney in the Public Defender's Office.

In 2004, Judge Cho joined the law offices of Rodney Lee Soda in Palm Desert. Rodney Soda was formerly a prosecutor and had been in the Coachella Valley for about 37 years and saw something special in Judge Cho and hired her. In their practice, Judge Cho handled mostly criminal cases, and the two of them worked well together. After working with him for about ten years, she decided that with over 20 years of experience as an attorney, it was time for her to apply for judgeship.

For years, several judges in Indio encouraged Judge Cho to apply to become a judge. The first judge she ever appeared before in 1994, Judge Randall White, had contacted her to apply for a judgeship several years ago. After seven to eight years, Judge Cho finally decided she would apply. A good friend of hers, Judge Dean Benjamini, had been appointed in 2013 by Governor Edmund G. Brown Jr. Judge Benjamini was an assistant public defender, and he encouraged her to apply for judgeship. Shortly thereafter, she was appointed by Governor Brown as the first female Asian American judge in Riverside County.

On January 9, 2015, Judge Cho was sworn in by Judge David Downing, a retired judge whose vacancy she was filling. Having known Judge Downing for 20 years, it was very meaningful to her that he swore her in. Judge Cho's older sister, who studied opera in college, sang at her enrobement ceremony and when her sister sang "America the Beautiful," many people in the courtroom were brought to tears with her voice. Judge Cho had Korean food catered for the guests, and people particularly enjoyed the galbee, a type of Korean barbecue.

Being so proud of her ethnic background now, Judge Cho reflected back on how she felt before. She had come to the United States when she was only eight years old. Her Korean name, Sonok, had great meaning. "Sun" means kindness and "ok" means precious jewel. Living in America, she decided to pick her own name, an English name, and she named herself Susanne. As a child, instead of eating Korean food, Judge Cho geared toward foods like SpaghettiOs. She reflected back on how she tried hard to assimilate into American culture rather than accepting her

Korean background; Judge Cho said, "I should've kept my Korean name." And, she loves Korean food, such as kimchi. In fact, her husband (who is not Korean) loves Korean food. Ultimately, Judge Cho's appointment as a judge made her realize how proud her fellow Korean Americans are and how meaningful her appointment as the first Korean American judge in Riverside County is to them.

Judge Cho met her husband in the Public Defender's office in Indio. She had started with the office six months before him, and they had become good friends throughout the years. Her husband, Thomas Cavanaugh, is currently an Assistant Public Defender in Indio. They have been together for seventeen years and recently got married. They have a cat named Clyde and a Golden Retriever named Bonnie. Judge Cho expressed that she never has had a boring day with her husband. They enjoy hiking, kayaking, and camping. Living and working in the desert, she and her husband have a place in Newport Beach where they stay to enjoy the beach weather. They also enjoy going on road trips. In her spare time she enjoys cooking and baking.

"I feel very fortunate," Judge Cho said. She stated that she does not know how she got here because she feels that college was just yesterday and stated, "Time goes by fast." As a fellow Korean American female, I was very happy and honored to interview Judge Cho, who has made history as the first female Asian American judge in Riverside County.

Sophia Choi, a member of the Bar Publications Committee, is a deputy county counsel for the County of Riverside. She also serves as a Director-at-Large on the RCBA Board of Directors.



OPPOSING COUNSEL: COREY LEE

by Dorothy McLaughlin

A Dedicated Inland Empire Prosecutor

For over a decade, Corey Lee has been a dedicated prosecutor in the Inland Empire, working at the Riverside and San Bernardino District Attorneys' Offices, and currently at the United States Attorney's Office, Riverside Branch.

Lee was born in Seoul, South Korea and came to the United States at the age of ten. When she arrived in California, she spoke no English. She began school in the States as a third grader at Wilton Place Elementary School in Korea Town. Ultimately, Lee, her mother, stepfather, and two younger half-sisters settled in Santa Fe Springs where Lee attended Santa Fe High School. Lee's parents ran a small store, selling novelty items. After her freshman year, Lee was awarded an academic scholarship to Westridge High School in Pasadena, an all-girls independent school, and she attended Westridge from grades tenth through twelfth. Westridge was far from Santa Fe Springs, but her parents drove her to and from school every day because they cared so much about her education. From Westridge, Lee went to the University of Pennsylvania (Penn) and majored in sociology. Lee explained that she chose sociology because it helped her understand herself as a female and as a minority. Many of the students at Penn were from significantly different socioeconomic backgrounds than Lee, and she felt that studying sociology provided her with insight into diverse communities and class differences.

While at Penn in 1993, Lee picked up a hobby that would become a lifelong passion: the Japanese martial art of Aikido. She was drawn to Aikido by its philosophy of balance, staying calm, and the concept of using the energy around you to create positive mental and physical energy. While practicing Aikido at a dojo in Philadelphia, Lee met her future husband, Mike, a Philadelphia native who teaches fourth grade in Corona.

Upon graduating from Penn, Lee continued her education at Columbia University's School of Social Work, earning a Masters of Science in Social Administration. Lee describes her transition to social work school as an extension of her undergraduate studies in sociology. She says that her time in social work school afforded an oppor-



Corey Lee

tunity to study areas that interested her, including welfare, women's issues, and family issues. During graduate school, Lee had two significant externship experiences. The first was working at the Office of the Public Advocate for New York. The office collects data on complaints about services and programs in New York City and creates policy reports providing actionable recommendations to improve services for New York City residents. At the Public Advocate's office, Lee focused on health care issues related to Medicare and Medicaid. In an effort to identify false advertising about health care programs, Lee went undercover to meetings where insurance companies were making pitches to the elderly. Lee posed as a granddaughter gathering information for grandparents and collected information and asked questions. Her work led to the publication of a policy booklet detailing misleading tactics employed by insurance companies to lure seniors as customers.

Her second significant externship experience was at a confidential domestic violence shelter affiliated with the Sarah Burke House in New York. This experience spurred Lee's interest in law. At the time, Lee explains that many saw domestic violence as a family relations issue, rather than an issue of abuse and violence. However, at the time Lee worked at the shelter, she observed a staff attorney with Sarah Burke House who fought for domestic violence victims and helped a prosecutor secure a conviction of four years against a violent abuser. Lee realized that if she wanted to do more in this area, she needed to get a law degree.

But she did not go to law school right away. After graduating from Columbia in 1996, Lee was chosen to participate in the Presidential Management Intern program, which provides opportunities for graduate students to obtain positions in the federal government. Lee went to Washington, D.C. to work for the Office of Management and Budget (OMB) on health care budget issues. This was Lee's first permanent position and she served as a policy and budget analyst for healthcare programs. During her time at OMB, Lee did a six-month detail to Capitol Hill in Senator Edward Kennedy's office, working on health care issues for the Senate Health, Education, Labor and Pensions Committee, of which Senator Kennedy was

chair at the time. From that detail, Lee moved on to the Department of Health and Human Services from 1998 to 1999 where she continued her work on Medicare and Medicaid issues.

In 1999, Lee took a big departure from the work that she was doing in Washington, D.C. and moved to Japan to teach English for a year. She worked in Yao-Shi, Osaka prefecture where, in addition to teaching English, she continued her study of Aikido, earning a black belt, together with her husband.

Upon her return to the states in 2000, Lee enrolled in Loyola Law School, Los Angeles. She chose Loyola both to be close to home and because of Loyola's stellar public interest program.

In 2004, Lee was hired as a Deputy District Attorney for the Riverside District Attorney's Office. She stayed at the Riverside District Attorney's office for three years and focused on domestic violence cases, both misdemeanors and felonies. In 2007, she transitioned to the San Bernardino District Attorney's Office in Victorville where she worked as a family violence unit attorney, focusing on sexual abuse, child abuse, and domestic violence. Additionally, Lee worked on homicide cases. She notes that the San Bernardino District Attorney's Office was "very generous about giving me cases that I wanted to work on – higher level cases."

While at the San Bernardino District Attorney's Office, Lee learned of an opening at the U.S. Attorney's Office for the Central District of California. She was not sure that she wanted to apply and leave San Bernardino, but ultimately, she felt that she could not pass up the opportunity. She joined the U.S. Attorney's Office in 2008 and was promoted to a Deputy Chief of the Riverside branch office in 2012. As a supervisor, Lee focuses on how best to support line Assistant United States Attorneys in their work. She does this while also working on her own caseload, which includes multi-defendant gang cases.

In her free time, Lee takes care of and spends a lot of time with her mother. She also enjoys practicing Aikido with her husband and hiking with their dogs Moose and Bella.

Dorothy McLaughlin is an attorney in Riverside and a member of the RCBA Publications Committee.



CLASSIFIED ADS

Office Space – Grand Terrace

Halfway between SB Central & Downtown Riverside. 565 to 1130 sq ft., \$1.10/sq ft. No cams, ready to move in. Ask for Barry, (951) 689-9644

Office Space – Downtown Riverside

Riverside Legal & Professional Center. Downtown Riverside walking distance to Courthouse. Private Executive Suite offices, virtual offices and conference rooms rental available. We offer a state of the art phone system, professional receptionist and free parking for tenants and clients. Accessible from the 91, 60 and 215 freeways. (951) 782-8089.

Office for Rent – Murrieta

Receptionist/Secretary space optional. Professional law office. One window office 14x12 and one window office 12x12. Access to Fwy 15/215. For additional information contact gina@pickfordlaw.com.

Mobile Notary Service

I'm a third term notary; located near downtown Riverside. I'm bilingual (Spanish & English). I can provide you with professional and reliable service for all your notary public needs, on your schedule. Bertha Llamas (909) 917-1521. Email blllamas@hotmail.com.

Conference Rooms Available

Conference rooms, small offices and the third floor meeting room at the RCBA building are available for rent on a half-day or full-day basis. Please call for pricing information, and reserve rooms in advance, by contacting Charlene or Lisa at the RCBA office, (951) 682-1015 or rcba@riversidecountybar.com.

NOW HIRING!!! Special Assistant Inspector

General

(Sacramento, Bakersfield & Rancho Cucamonga) Annual Salary \$103,872-\$132,084 + outstanding benefits. Must be an active member of the CA State Bar with 8+ years of full-time experience in the practice of law. For more info, visit: www.oig.ca.gov or call the Office of the Inspector General at (916) 255-1102.



Riverside
County **LAWYER**

Riverside County Bar Association
4129 Main St., Ste. 100, Riverside, CA 92501
RCBA 951-682-1015 LRS 951-682-7520
www.riversidecountybar.com rcba@riversidecountybar.com

PRSRT STD
US POSTAGE
PAID
PERMIT #1054
RIVERSIDE, CA

ARBITRATION & MEDIATION SERVICE PROVIDER

RCBA Dispute Resolution Service, Inc.

You be the Judge.

Over 100 experienced Riverside County Bar Association mediators

2 out of 3 private mediations reach full settlement

3 out of 4 Family Law cases referred to our Court program reach full settlement

No administrative fees! Competitive hourly rates!

DRS is a nonprofit public benefit corporation proudly serving Riverside County since 1995.
DRS is the approved mediation service for the Riverside County Superior Court.
Located across from the Riverside County Historic Courthouse at 4129 Main Street, Suite 100.

(951) 682-2132
www.rcbadrs.org

