

Equality and Action: Dissecting the Trends of Female Attorney Representation in San Diego – Lawyers Club's November Luncheon

By Pamela S. Townsend and Maggie E. Schroedter



Professor Miranda McGowan



Pamela S. Townsend



Maggie E. Schroedter

Hosted by the Equality & Action Committee, November's monthly luncheon will feature the results of Lawyers Club's 2013 Annual Equality Survey, which tracks and gauges the hiring trends of law firms and public agencies in San Diego. The survey results are published in this edition of Lawyers Club News, and the luncheon will provide a unique opportunity for members to digest the results, address the trends of female attorney representation in the legal profession over the past decade, and discuss what they mean for our members practicing in the community.

The luncheon will feature speaker and discussion facilitator Professor Miranda McGowan of University of San Diego School of Law. McGowan is a renowned expert in the area of employment discrimination, constitutional law, and race and gender identity. She is currently researching and writing on the nature of group identity and its relationship to constitutional protection from discrimination, on claims by originalists that a constitutional prohibition on sex discrimination is consistent with the original meaning of the 14th Amendment, and on how a more accurate understanding of the similarities between men and women should guide legal doctrine and public policy.

Join Lawyers Club for a deeper look at the Equality Survey, how far we've come, where we are now, where we need and want to go, and strategies for how to get there.

Registration is \$25 for Lawyers Club members, and \$40 for non-members and at the door. Student tickets are available for \$20. 1.0 hour of Elimination of Bias MCLE credit.

Maggie E. Schroedter is an associate at Higgs Fletcher & Mack and is Co-Chair of Lawyers Club's Equality and Action Committee. Pamela Townsend is an associate at Dannis Woliver Kelley and is Co-Chair of Lawyers Club's Equality and Action Committee.

What? When? Where?

What: Monthly Luncheon

When: 12:00 p.m. - 1:15 p.m.

Where: The Westgate Hotel, 1055 Second Avenue, San Diego, 92101

Cost: Members, \$25; Non-members, \$40; Students, \$20; At the door, \$40 (if space available).

Credit: 1.0 hour of Elimination of Bias MCLE credit.

RSVP: www.lawyersclubsandiego.com

What's Inside

Save the Date:

- Feb. 6: Second Annual Red, White and Brew event. *See page 18.*

Upcoming Events:

- Nov. 13: Diverse Women's Committee addresses violence against Native American women. *See page 23.*
- Dec. 12: Lawyers Club's Annual Holiday Luncheon downtown. *See page 23.*

Of Note:

- Read about the exciting keynote speaker at the May 2014 Annual Dinner. *See page 6.*

Just In:

- Check out the 22nd Annual Equality Survey results and analysis. *See pages 9-12.*

Past Events:

- Read about the sold out success of the Balance Committee's annual Balance Symposium. *See pages 15-16.*



LAWYERS CLUB
OF SAN DIEGO

ADVANCING THE STATUS OF WOMEN
IN THE LAW AND SOCIETY SINCE 1972

President Johanna Schiavoni's Message to Members

The Case for Women Leaders



Johanna Schiavoni

Failing to recruit, promote, appoint and elect more women into leadership positions is a big mistake. Many qualities women possess make them effective leaders across industries, sectors, in companies, government and nonprofits. And, the data show that there is substantial upside to having more women leaders, and plenty of downside to not having them. Yet, men continue to be tapped for leadership positions in vastly higher numbers. We must avoid the pitfalls and break through old habits that contribute to the leadership gender gap.

I call on current leaders to actively identify, recruit, train, promote and appoint more women leaders in your organization. Doing so is supported by business and social science research, common sense and current events.

Women Lead Through Competence, Not Just With Confidence

In a thoughtful piece for the Harvard Business Review blog entitled *Why Do So Many Incompetent Men Become Leaders*, author Tomas Chamorro-Premuzic contends that "the main reason for the uneven management sex ratio is our inability to discern between confidence and competence." He posits that:

[W]e (people in general) commonly misinterpret displays of confidence as a sign of competence, we are fooled into believing that men are better leaders than women. In other words, when it comes to leadership, the only advantage that men have over women (e.g., from Argentina to Norway and the USA to Japan) is the fact that manifestations of hubris — often masked as charisma or charm — are commonly mistaken for leadership potential, and that these occur much more frequently in men than in women.

(See <http://bit.ly/1cffPaO>).

Consider this point the next time you're impressed with someone's "charisma" or "confidence." Probe a bit further. Dig into how the "charismatic" leader is really viewed by his supervisees and peers. Does he give credit where due? Or take credit for the work of others? Is he interested in the organization's broader goals? Or, advancing himself or a personal agenda? These are critical questions — and as you'll read below, the greatest leaders aren't the "charismatic" or overly "confident" ones.

Women Exhibit "Level 5" Leadership Qualities — Humility and Personal Will to Achieve Broader Organizational Goals

Pouring over data from hundreds of companies, Stanford Business Professor Jim Collins found that one of the most important, universally distinguishing factors of companies that go from "good" to "great" is having Level 5 leaders — meaning, leaders who are humble but have great ambition for the company, group or broader goal, rather than ego or self-interest.

Collins' research team also found that such leaders are not the commonly-perceived "high-profile leaders with big personalities who make headlines and become celebrities." Indeed, "superstar" leaders can be a detractor and distraction from meeting an organization's goals in both the short and long term. Rather, Level 5 leaders are often "[s]elf-effacing, quiet, reserved, even shy . . . they are more like Lincoln and Socrates than Patton or Caesar." (*Good to Great: Why Some Companies Make the Leap . . . and Others Don't*, pp. 21, 12-13, 28-30.)

What distinguishes Level 5 leaders is that they build "enduring greatness through a paradoxical blend of personal humility and professional will." (p. 20).

Sound like anyone you know? Women leaders, you say? Me too. Think about it. I know scores of women leaders who develop and share ideas that lead organizations forward. They freely give credit where it is due, and work hard to recognize others who contributed to the idea, achievement or

solution. Creating such an environment is one that inspires people to do and be more, and one in which people thrive. These women leaders are humble about their achievements, but no less committed to moving an organization, case, client, or deal forward and achieving the best possible outcome. That is characteristic of Level 5 leadership.

Companies Perform Better on Financial Metrics When Women Serve on Their Boards

"Fortune 500 companies with the highest representation of women board of directors attained significantly higher financial performance, on average, than those with the lowest representation of women board of directors," according to a 2007 study by Catalyst, a leading nonprofit that conducts research on women in business. (See <http://bit.ly/1ec7qZW>).

The companies with more women directors saw an average of 50 to 60 percent greater returns on equity, sales and invested capital. The study's authors note that the "correlation between gender diversity on boards and corporate performance can also be found across most industries—from consumer discretionary to information technology."

There you have it. Businesses do better on average when more women are involved in the strategic decision-making, policy-setting and governance. Don't you want your firm, company or agency to mirror that kind of success?

A Critical Mass of Women Leaders Is Necessary — Leave Tokenism Behind

Research shows there is credence in the "rule of three" — it takes three women on a board to make a difference in decision-making and to express unique viewpoints. These findings, among others, were reported in a study by Wellesley Centers for Women, entitled *Critical Mass on Corporate Boards: Why Three or More Women Enhance Governance*:

The magic seems to occur when three or more women serve on a board together. Suddenly having women in the room becomes a normal state of affairs. No longer does any one woman represent the "woman's point of view," because the women express different views and often disagree with each other. Women start being treated as individuals with different personalities, styles, and interests.

(See <http://bit.ly/1bT2KDt>).

Common sense tells us this finding can be analogized to other decision-making bodies — from law firm management teams or practice group leadership, to elected offices or appointed boards and commissions, and beyond.

Women Problem-Solve Differently, and Often, Achieve More Effective Results

Here's a recent problem-solving case in point. Women elected officials were largely behind the negotiations to re-start the federal government after the 16-day shutdown in October 2013. Discussions started behind the scenes on October 7, when most of the 20 female Senators met for pizza, salad and wine and began hammering out a bi-partisan solution to end the shutdown. The following day on the Senate floor, Republican Senator Susan Collins called on her colleagues to "legislate responsibly and in good faith," but did so without casting partisan blame. Collins was joined in that call to action by Senator Barbara Mikulski, a Democrat, who said, "I am willing to negotiate. I am willing to compromise." That jolt of nonpartisan energy continued in closed-door sessions, and ultimately, the seeds of the women's negotiation became the brokered compromise that ended the shutdown. (See TIME Magazine, *Women Are the Only Adults Left in Washington*, <http://ti.me/194QMaS>.)

Why did women make the difference in breaking the logjam? "In my experience, women are much more willing to sit down together, build a consensus and try to get to 'yes' without really clobbering the other side and leaving them bloody," said Florida Democrat Rep. Debbie Wasserman-

President's Message

Continued from page 2

Shultz. Her comment appeared in a Washington Post article entitled *Would more women in Congress have prevented the shutdown?* (See <http://wapo.st/GYZ5dS>). A valid question, indeed.

What Can You Do About It?

Support organizations like Lawyers Club of San Diego, which is empowering its members with strategies to attract and retain clients and proliferate business from existing clients, and providing them with the skills and visibility necessary to move into leadership positions in their firms or agencies, to seek appointments to boards, commissions, judgeships, or to run for office. Other groups are similarly encouraging women's leadership across the spectrum, including the Association of Women in Science, the Women's Council of Realtors of San Diego, Athena (women in science and technology), Run Women Run (women running, or interested in running, for elected office), and the list goes on.

Read, learn and listen to understand – and then make change. The September 2013 issue of Harvard Business Review devoted various articles to the topic of women in leadership, with a superb one interviewing 24 leading CEOs who have created diverse and inclusive organizations, and their views on the moral imperative and business case for doing so. Read it here: <http://bit.ly/16B3E70>.

Finally, consider this: If your organization has only a few women in leadership positions scattered throughout, think about the upside you are missing in terms of financial returns, diversity of viewpoint, creating larger leadership and mentoring pipelines, and reflecting and serving your (increasingly female) customer base, constituents, employees, and clients.

What are you doing to advance women leaders in your organization?

Johanna Schiavoni is an appellate attorney at the Law Office of Johanna S. Schiavoni. You can reach her at johanna@schiaivoni-law.com.

The Benefits of Being a Lawyers Club Member

By Sadaf T. Hane

For 42 years, Lawyers Club of San Diego has fought for gender equality in the law and in society. In advancing its mission, it also provides personal and professional development for its members and continues to grow as San Diego's second largest bar association (second only to the San Diego County Bar Association). Last year, Lawyers Club reached more than 1200 members, a record roster, and anticipates surpassing that number this year.

The membership year runs from July 1 to June 30 of the following year. Members have access to the online member directory where members can search for attorneys by contact information or practice area; can register at no-cost or reduced admission for events and programs; and receive weekly e-blasts and the monthly newsletter, which is filled with interesting articles addressing local and national trends on topics relating to gender equality and professional advancement.

The spectacular programming is one of the ways Lawyers Club provides value to its membership. For instance, the 7th Annual Balance Symposium entitled "Balancing Across the Legal Profession: From Having It All to Leaning In: Work-Life Balance and the Realities of Being a Lawyer in the 21st Century" was sold out for the second year in a row. At the symposium, Moderator Wendy Behan led a discussion spurred by author Sheryl Sandberg's book *Lean In*. This was a follow up to last Fall's successful "Dine Around" events, a series of intimate dinner discussions about balance and advancement issues and hosted by senior Lawyers Club attorneys and judges.

Lawyers Club also provides a vast network of mentors and support systems for attorneys at every

stage of their careers, green behind the ears or wise with experience. The more active the member the greater the benefit.

When joining or renewing, consider joining at a higher membership level, which provides critical support to advancing Lawyers Club's mission and provides amazing benefits. President's Circle members, the top-level supporters, receive admission to all monthly luncheons and the Annual Dinner. Patron level members receive admission to one luncheon and receive an Annual Dinner ticket. Members at the Sustainer level receive one luncheon admission. Members in each of these categories receive recognition in the monthly newsletter.

Questions? Contact Deborah Dixon, ddixon@wingertlaw.com, Sadaf Hane, hane.esq@gmail.com, or Megan Mazza, meganmazza@gmail.com, Co-Chairs of Lawyers Club's Membership Development Committee. For further information or to renew, visit www.lawyersclubsandiego.com.

Sadaf T. Hane is the Civil Rights Director and Staff Attorney for CAIR-San Diego and is Co-Chair of Lawyers Club's Membership Development Committee.

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Lawyers Club News is published monthly 11 times a year, with a combined July/August issue.

Lawyers Club welcomes contributions to the newsletter, as well as your comments and suggestions regarding Lawyers Club News; contact Tara Jacobson at jacobson@brownlawgroup.com and Carla Sanderson at csanderson@sdgllp.com. The deadline for articles is the 1st of the month prior to the month of publication. Articles should be submitted in Microsoft Word.

The advertising deadline is the 8th of the month prior to the month of publication. For advertising information, contact Elaine Lawrence at Elaine@lawyersclubsandiego.com.



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About Us

Lawyers Club Members Making News

By Jodi Cleesattle



Hon. Cynthia Bashant



Hon. Pamela Parker



Jerry Coughlan



Juanita Brooks



Hon. Irma Gonzalez

On the Bench

San Diego Superior Court Judge **Cynthia Bashant** was nominated by President Barack Obama on September 19 to a seat on the U.S. District Court for the Southern District of California. Bashant, a past president of Lawyers Club, has served on the Superior Court bench since 2000, handling criminal and juvenile matters and serving as presiding judge for the juvenile dependency and delinquency courts from 2009 to 2012. She previously served as an assistant U.S. attorney in the Southern District of California from 1989 to 2000 and worked in private practice from 1986 to 1989.

Hon. Pamela Parker, a senior appellate attorney at the Fourth District Court of Appeal, Division One, was appointed to the San Diego Superior Court on August 29 and sworn in September 11. She previously was an adjunct professor at the University of San Diego Law School and at Thomas Jefferson School of Law and held positions as of counsel, partner and associate at Robbins Geller Rudman and Dowd LLP.

Lawyers of the Year

At least two Lawyers Club members have been named 2014 San Diego Lawyers of the Year for their practice areas by the Best Lawyers in America publication. **Jerry Coughlan**, a partner with Coughlan Semmer Fitch & Pott LLP who litigates civil and white-collar criminal cases, has been named Lawyer of the Year in two categories—Legal Malpractice-Defendants and Professional Malpractice-Defendants. **Juanita Brooks**, a principal with Fish & Richardson, has been named Lawyer of the Year in Intellectual Property Litigation. She has a nationwide trial practice focusing on complex IP litigation, product liability and qui tam litigation.

Honored

U.S. District Judge **Irma Gonzalez** was honored with the 2013 Lifetime Achievement Award from the Hispanic National Bar Association in September. Gonzalez, a Lawyers Club Sustaining Member, has served on the U.S. District Court for the Southern District of California since 1992 and served as chief judge from 2005 to 2012. She took senior status on the bench in March 2013. She previously served as a U.S. magistrate judge and a San Diego Superior Court judge and has worked as an Assistant U.S. Attorney and in private practice.

Lawyers Club past presidents **Hon. Paula Rosenstein** and **Lilys McCoy** were named two of the 2012-2013 Women of Achievement honored at the California Women Lawyers annual dinner in October. Rosenstein, recently appointed to the San Diego Superior Court bench and a Lawyers Club Sustaining Member, and McCoy, the Director of the Center for Solo Practitioners at Thomas Jefferson School of Law, were recognized for their professional work as well as their community service and volunteer work.

Lawyers Club Sustaining Member **Victor Manuel Torres**, who handles criminal defense as well as cases involving civil rights violations, will be presented with the Roberto Martinez Spirit Award at the Border Angels annual awards

dinner celebration November 9. Border Angels is a non-profit organization that seeks to stop unnecessary deaths of individuals traveling through the Imperial Valley desert areas and the mountain areas surrounding San Diego County, as well as the areas located around the U.S.-Mexican border.

Marvin Mizell received the Attorney General's Citizenship Award in September, honoring his volunteer efforts in the community. Mizell, a deputy attorney general in the Appeals, Writs and Trials section of the California Department of Justice's Criminal Division, is a recent past president of the San Diego County Bar Association.

Lawyers Club Benefactor Sponsor **Duane Morris** and Trifecta Sponsors **DLA Piper US, Foley & Lardner**, and **Latham & Watkins**, were named to the 2013 Working Mother and Flex-Time Lawyers Best Law Firms for Women. The list recognizes firms that use best practices in retaining and promoting women lawyers, support flexible work arrangements, offer generous paid parental leave, and ensure that lawyers who take advantage of family-friendly programs are not excluded from the partnership or leadership track.

Elected

Lawyers Club Sustaining Member **Jodi Cleesattle**, a deputy attorney general with the California Department of Justice, was elected co-chair of the California State Bar's Council of State Bar Sections and began her term in October. She also recently was appointed to the board of Juvenile Court Book Club, which organizes monthly book club discussions with students who are wards of Juvenile Court, as well as providing one-on-one tutoring, independent reading libraries, and college scholarships.

Appointed

Cheryl Dunn Soto, an insurance recovery attorney whose firm, Dunn Soto Law APC, exclusively represents policyholders, recently was appointed to the board of directors of Dress for Success San Diego. The organization promotes the economic independence of disadvantaged women by providing professional attire, a network of support, and the career development tools to help women thrive in work and in life.

On the Move

Sandra Brower has joined Higgs Fletcher and Mack as a partner. Brower formerly was a shareholder of Sullivan Hill Lewin Rez & Engel, where she practiced in the areas of real estate, land use and environmental litigation.

Kathryn Quarles Gray has joined Ogletree Deakins Nash Smoak & Stewart PC as an associate. Gray, who practices employment law and labor relations, previously worked at Seltzer Caplan McMahon Vitek.

Jodi Cleesattle is a deputy attorney general with the California Department of Justice and Lawyers Club's Press Liaison.



Hon. Paula Rosenstein



Lilys McCoy



Victor Manuel Torres



Marvin Mizell



Jodi Cleesattle



Cheryl Dunn Soto



Sandra Brower



Kathryn Quarles Gray

Upcoming “First Tuesday” Balance Committee Brown Bag in Downtown and in Carmel Valley, on Tuesday, December 3

By Holly Amaya

The **downtown San Diego brown bag** lunch will discuss substance abuse and mental health issues. The conversation will explore resources to notice the signs of work/life imbalance, prevent or treat substance abuse, and understand depression and other mental health issues.

The downtown panel will include Richard Carlton, MPH, Acting Director of the Lawyer Assistance Program for the State Bar of California; Duane Rogers, Psy.D., MFT, Case Manager and Area Administrator for Pacific Assistance Group; and Michael Taggart, Owner of the Law Office of Michael Taggart. Balance Committee member Madelyn Chaber, a life and health coach and lawyer who owns Chaber Law Office in Encinitas, will moderate the discussion. Attendees will earn 1.0 hour MCLE Substance Abuse credit.

The **Carmel Valley brown bag** lunch will discuss the essential tips for increasing efficiency with the goal of improving overall work-life balance. Tips will include efficient billing methods, successful use of legal assistants and other resources, and application of the wealth of tech tools available to lawyers.

The Carmel Valley panel will include Ken Diller, Principal, Canyon Trail Coaching; prosecutor Rebecca Kanter; and Stacie Patterson, Law

Office of Stacie L. Patterson. Balance Committee member Sarah Benington, an associate at Jones Day, will moderate the discussion. Attendees will earn 1.0 hour MCLE credit.

For either brown bag event, seating is limited and pre-registration via the Lawyers Club website is required. The event is free for Lawyers Club members and \$15 for non-members (credit card pre-pay or exact cash/check at the door). If you have any question, please contact Balance Committee Co-Chairs Gabby Burns at burns@claroconsultingservices.com or Holly Amaya at hamaya@wisintl.com.

Holly Amaya is legal counsel for WIS International and Co-Chair of Lawyers Club's Balance Committee.



What? When? Where?

What: Downtown San Diego Balance Committee Brown Bag Lunch

When: Tuesday, December 3, 2013, 12:00-1:15 p.m.

Where: 401 West A Street, Suite 750, San Diego, CA 92101

What? When? Where?

What: Carmel Valley Balance Committee Brown Bag Lunch

When: Tuesday, December 3, 2013, 12:00-1:15 p.m.

Where: Jones Day, 12265 Camino Real, Suite 300, San Diego, CA 92130

Shattering the Echo Chamber Starts with Your Ideas

By Carla Sanderson

The National Conference of Women's Bar Associations (NCWBA) Board met on Saturday, August 9 and concluded that one of the most often addressed issues by NCWBA members is the need to “get out of the echo chamber.” The term echo chamber, literally “a room with walls that reflect sound” (*Collins English Dictionary-Complete & Unabridged 10th Edition*, 2009) can have different meanings in different contexts. While that is true, in media or politics, an echo chamber most often refers to the situation where information, ideas, or beliefs are amplified or reinforced by transmission inside an “enclosed” space, often drowning out outside views. For Lawyers Club members, an echo chamber could conjure the idea of seemingly endless discussions of challenges amongst ourselves, and the recognition that in order to effectuate real change, we need to move outside of the echo chamber, and involve others outside the conversation in creating change.

Teresa Beck, partner at Lincoln, Gustafson & Cercos, long-time Lawyers Club member, and NCWBA board member, has been assigned the task of chairing the Special Projects and Programming Committee (SPPC), a new committee of NCWBA. For SPPC's first task, Beck encourages us all to engage in a dialogue about how we can best involve men in the conversation about gender equity. From these discussions, SPPC aims to develop a program which can also be used by Lawyers Club members. The ultimate goal is that national programming will result in more effective and profound change.

Beck is confident that with our collective wisdom, we can come up with some great ideas. The conversation has already started on NCWBA's LinkedIn page. Go to <http://linkd.in/13kG1OY> to join the discussion. Future discussions may include regional phone conferences.

Carla Sanderson is an associate at Simpson Delmore Greene and the Associate Editor of Lawyers Club News



Please join us for an unforgettable evening at the
Lawyers Club of San Diego's 2014 Annual Dinner



WITH KEYNOTE SPEAKER,
 THE HONORABLE

Sandra Day O'Connor
 RETIRED ASSOCIATE JUSTICE OF THE SUPREME COURT OF THE UNITED STATES

2014 Lawyers Club Icon Award Recipient

As the first woman appointed to the Supreme Court, Justice O'Connor embodies the very essence of Lawyers Club and has truly raised the bar for women in the legal profession. We look forward to celebrating Justice O'Connor and the achievements of women in our legal community.

At least 500 attorneys, judges and other friends of Lawyers Club are expected to be in attendance, and a variety of sponsorship opportunities are now available to fit the marketing needs and budget of any firm or service provider.

Individual tickets go on sale:

February 24, 2014 exclusively to Lawyers Club members, and March 10, 2014 to the general public.

For more information or to discuss sponsorship opportunities, please contact Annual Dinner Co-Chairs
Tamera Weisser and Anna Romanskaya at annualdinner@lawyersclubsandiego.com.

WWW.LAWYERSCLUBSANDIEGO.COM

Photo by Dane Penland, Collection of the Supreme Court of the United States



Couture for a Cause Unites the Legal Community on the Runway

By Carla Sanderson

Right Said Fred said it best when he sang, "I shake my little tush on the catwalk." That's exactly what legal professionals did at the sixth annual Couture for a Cause.

On September 26 the legal profession united at the San Diego Hall of Champions to support children in need. Proceeds from the fashion show gala supported two local children's charities, Voices for Children and STAR/PAL.

Each year, the event is spearheaded by the San Diego Chapter of the Association of Legal Administrators, and joined by numerous co-hosts, including Lawyers Club, the Southern California Chapter of the Legal Marketing Association, the San Diego Legal Secretaries Association, the San Diego Paralegal Association, the San Diego Chapter of the Mother Attorney Mentoring Association, San Diego La Raza Lawyers Association, and the South Asian Bar Association of San Diego.

The Mistress of Ceremonies was none other than Susan Hack, partner at Higgs Fletcher & Mack and Lawyers Club member. Hack introduced the dynamic group of models, consisting of attorneys and legal support staff, and even walked the catwalk during the models' wardrobe change.

Voices for Children, one of the organizations benefitted by Couture for a Cause and a previous recipient of grants from the Lawyers Club Fund for Justice, advocates for the rights and well-being of San Diego's abused children in the courtroom, school, and community. Hayden, a senior in high school, spoke of his experiences with the organization and the positive impact it had on his life. Hayden also worked the runway and modeled two outfits.

STAR/PAL, the other organization benefitted by the event, brings together youth, law enforcement, and other community partners to help create positive futures for thousands of children who need a helping hand. Tiana spoke of how the organization helped her during tough times and how she now uses the organization as a platform to take on leadership roles within the community. She also confidently walked the runway in two outfits.

Both Hayden and Tiana's stories inspired everyone who attended. They spoke eloquently of their experiences and seemed wiser than their teenage years.

Everyone was in good spirits as the DJ kept the environment lively and attendees mingled with one another and bid on the silent auction items. While the purpose of the event was to raise money and awareness for two great local organizations, it also showcased to the community that legal professionals really are too sexy for your party. "What do you think about that?"

Carla Sanderson is an associate at Simpson Delmore Greene and the Associate Editor of Lawyers Club News.



Mistress of Ceremonies, Susan Hack and SDLSA Board Member Heather Schlaefli



Cynthia Morgan and other models on the catwalk

Lawyers Club Extends Women's Reach

This article was published in the San Diego Daily Transcript on September 24, 2013. It is reprinted with permission of the author and the San Diego Daily Transcript.

By Star Hughes

When I was younger, I resisted becoming a feminist for all the wrong reasons. I was afraid people, including my male classmates in high school and college, would see me as an angry militant "man hater." Anyone who knows me knows that's not true at all.

Later, after earning undergraduate and master's degrees in business and joining the male-dominated world of commercial real estate as a licensed broker, it became immediately apparent to me that there was a need for more equality and balance between genders in the work force.

Only then did I realize these attributes had long been feminist core values. Seeing first-hand the inequities, I shed my earlier fears and began referring to myself as a feminist. Since then, I've looked for ways to own the title.

That quest has included seeking out other self-empowered women who are equally committed to cultural progress as I am. I found such women beyond what had been the traditional boundaries of my business. What stood out to me as an organization firmly committed to raising the status of professional women is the Lawyers Club of San Diego.

Keep in mind, I am a commercial real estate broker — not a lawyer. I don't have much of a legal background other than the basic tenets I need to know in my business and a three-week stint in law school. And so, Lawyers Club seemed at first an unnatural fit for me. I was soon to discover that nothing was further from the truth.

What I joined is a group of incredibly accomplished women and men (17 to 20 percent of Lawyers Club's members are men), well-credentialed and successful, who come together to support the mission to advance the status of women in the law and society. These women and men volunteer their valuable time and talents for the mission while taking care of their families and themselves. In short, they practice what they preach.

What is it they preach? Who better to explain the mission and work of the Lawyers Club than its newly elected president, Johanna Schiavoni? A long-time advocate of the Equal Pay Act of 1963, Johanna is empowering members to "reach out, reach up and reach back."

"We have to reach out – to women, to men, to those within the legal community and beyond," Schiavoni begins. "To build power, we must collaborate, network, make ourselves visible and our voices heard. To have power, we must take power. We have to reach up – we cannot stay anchored in our comfort zone. Instead, groups like Lawyers Club should help us springboard to the next thing. We have to reach back – we must work to mentor the next generation of leaders who will advance our mission. By pushing ourselves and bringing others along, we advance our mission."

That said, there's much more to Lawyers Club than its written mandate. Among its many member benefits, Lawyers Club stages a series of relevant educational and inspirational events, such as "Developing your professional vision: What would you do if you could not fail?" "Balancing across the legal professional: From having it all to leaning in," and "Work-life balance and the realities of being a lawyer in the

21st century." These and other such topics can make a positive difference in the professional and personal lives of thousands of women, including mine.

Lawyers Club's Professional Advancement Committee (PAC) addresses its namesake in a smaller group within Lawyers Club's 1,200-plus members. PAC presents cutting-edge programs to inspire and equip female lawyers to succeed at the highest levels of the legal profession through innovative training, networking and professional growth opportunities.

Recent PAC programs, include, "Increase Your Visibility: How to Enhance Current Client Relationships and Build New Ones," and "How to Leverage Self-Evaluations for Professional Advancement." Beyond planning these programs, PAC's monthly meetings include discussions of professional advancement topics with accomplished members of the legal community, networking with other like-minded, highly motivated individuals, and discussions of professional and motivational literature, including this quarter's book selection, "Lean In," by Sheryl Sandberg, Facebook's chief operating officer.

Spearheaded by Shalini Kedia and Cassandra Hearn, the PAC couldn't have better leadership. Both women head their own practices, mediation and criminal defense respectively, and both have the talent to bring together a diverse group of women from all areas of law, not to mention those of us from other industries, into a cohesive, highly functional group.

"The success of PAC programs is directly attributable to the members who comprise the committee and the leaders in our industry who step up to support the Lawyers Club mission," Kedia said.

So, how does all this benefit others who may or may not be a lawyer or a woman? Glad you asked.

First of all, Lawyers Club's mission and goals are not proprietary; they are universal and extend well beyond its membership into society. It takes the entire community to fulfill Lawyers Club's mission to advance the status of women in the law and society. We all have a stake in achieving gender equality and balance if we're to live in a society where everybody has the full potential to succeed and contribute.

Then there's our future. I, for one, believe Lawyers Club's commitment to reach back to our young people will result in a future generation of lawyers who can and will make a difference in tomorrow's world. That begins with educating our society so that future high school and college coeds, both women and men, can proudly don the feminist label and know that it stands for equality.

For more information on Lawyers Club of San Diego, please visit <http://www.lawyersclubsandiego.com>.

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Equality Survey Shows Numbers of Female Attorneys Employed in Private Firms Unchanged, Non-white Attorney Employment Up Slightly

By Maggie E. Schroedter and Pamela S. Townsend

2013 marks the 22nd anniversary of the Lawyers Club Equality & Action Committee's survey of San Diego's private law firms and public agencies. The survey gauges trends and documents the progress of female and non-white attorneys in the San Diego legal community over the past year.

A detailed summary of the data – compiled from surveys and website information of forty-two law firms and twelve public agencies in San Diego County – is included as an insert in this issue and is also available online at www.lawyersclubsandiego.com. Lawyers Club sincerely thanks the firms and agencies that graciously participated in this year's Equality Survey. We urge the firms who did not participate to recognize the importance of this issue and make every effort to fill out the survey next year.

This year's survey shows that the percentage representation of female attorneys employed in private law firms has not changed since 2012. The representation of non-white attorneys in private law firms, however, increased slightly by 2% over the last year. The public sector continues to lead the private sector in terms of both gender equality and ethnic diversity.

Private law firms included in the survey are those with fifteen or more attorneys in San Diego County (see Equality Survey Methodology). At those private law firms, women comprise an average of 36% of the total attorneys – no change from 2012; and 24% of the partners at those firms – down 1% from 2012. In the public sector, by contrast, women account for an average of 59% of total attorneys, and 60% of the attorneys in top-level positions, an increase from 2012.

In private law firms, non-white attorneys comprise an average of 15% of total attorneys, while in the public sector, non-white attorneys comprise an average of 22% of total attorneys.

For law firms, the survey also inquires about the firms' parental leave and alternative work schedule policies, and demonstrates a continued improvement in benefits and flexibility.

PRIVATE SECTOR RESULTS

Percentages of Women in Private Firms Has Seen Only Slight Increase in the Past Five Years

The numbers of female attorneys at San Diego's fifteen (15)+ attorney firms has remained relatively constant for the past five years, with females making up 36% of all attorneys at the firms surveyed. This number has increased by only 2% since 2011, and has remained constant over the past year. Additionally, in 2013 female partners totaled only 24% (a

decrease of 1% since 2012), female associates totaled 48%, and women accounted for 27% of attorneys in leadership positions. As compared with 2011, the percentage of female partners decreased by 1%, the percentage of female associates remained the same, and the percentage of women in leadership positions increased by 3%—for a total of 7% over the past two years (since 2011).

It is particularly revealing that we continue to see female attorneys neck and neck with male attorneys at the associate level (48% vs. 52%), but then that the percentage of female partners drops significantly—to 24%.

Out of the 42 firms surveyed, the following had 40% or more female attorneys (three more than last year). The firms with the largest ratios of female lawyers are Littler Mendelson, P.C. (67%), Wilson Turner Kosmo, LLP (65%), Henderson, Caverly, Pum & Charney (56%), Andres Lagasse Branch and Bell LLP (53%), Best Best & Krieger (52%), Duane Morris (50%), Fagen Friedman & Fulfroost (50%), Paul Hastings Janofsky & Walker (50%), Kimball Tirey & St. John (48%), DLA Piper LLP (45%), Lincoln Gustafson & Cercos (45%), Klinedinst PC (43%), Paul Plevin Sullivan & Connaughton (43%), Neil Dymott Frank Harrison & McFall (42%), and Lewis Brisbois Bisgaard & Smith (40%).

And, at the partnership level, 8 firms (an increase of 2 over the past year) had 40% or more female partners, including: Henderson, Caverly, Pum & Charney (67%), Wilson Turner Kosmo, LLP (60%), Best Best & Krieger (53%), Andres Lagasse Branch and Bell LLP (50%), Littler Mendelson, P.C. (50%), Paul Hastings Janofsky & Walker (50%), Fagen Friedman & Fulfroost (44%), and Duane Morris (41%).

Numerous private firms reported particularly high percentages of women associates, the following reporting 60% or more female associates: Littler Mendelson, P.C. (85%), Best Best & Krieger (60%), Sullivan Hill Lewin Rex & Engel (67%), Wilson Turner Kosmo, LLP (67%), Duane Morris (75%), Fagen Friedman & Fulfroost (63%), Neil Dymott Frank Harrison & McFall (65%), Lincoln Gustafson & Cercos (65%), Paul Hastings Janofsky & Walker (63%), Kimball Tirey & St. John (60%), McKenna Long & Aldridge (67%), Andres Lagasse Branch and Bell LLP (60%), and Lewis Brisbois (64%), Daley & Heft (62%), and Duckor Spradling Metzger & Wynne (60%).

These statistics beg the question, what, if any, forces are in place that thwart the progression of female associates, nearly 50%, to advance to the partnership level?

Women as Equity Partners and in Leadership Positions Increasing Slightly

The survey also tabulated the number of equity and non-equity partners, and female equity and non-equity partners. Among 262 equity partnerships positions reported, 50 are held by female attorneys, for an average of 25% – a decrease of 1% since 2012. At the 24 included firms, the percentage of non-white attorneys has increased slightly since 2007. In 2013, non-white attorneys constituted 15% of all attorneys, as compared to 13% in 2012, 12% in 2011, 9% in 2010 and 2009, 12% in 2008 and 11% in 2007.

5 firms have more than 40% of female equity partners, namely: Andres Lagasse Branch and Bell LLP (75%), Wilson Turner Kosmo, LLP (56%), Littler Mendelson, P.C. (45%), Paul Hastings Janofsky & Walker (50%), and Best Best & Krieger (42%).

Among 136 non-equity partnerships positions reported, 39 are held by female attorneys (31%). In the private firms responding to questions regarding leadership positions held by female attorneys in San Diego, the firms reported an average of 27% of women in such leadership positions. This is an encouraging increase of 3% over the past year, and 10% since 2011. As this survey data is new, we will continue to monitor this as an indicator of the progress of women in San Diego's law firms.

Ethnic Diversity: Still Consistently Low—But Increasing—Numbers at Law Firms

The survey was able to collect information about ethnic diversity at 24 out of 42 firms (obtained by the firms themselves or published data from the NALP Directory of Legal Employers). Lawyers Club could not obtain data on ethnic diversity for the remaining firms if they did not respond to the survey. Lawyers Club has collected data on ethnic diversity in the private firms participating in the Equality Survey

Continued on page 10

Equality Survey

Continued from page 9

since 2004.

At the 24 included firms, the percentage of non-white attorneys has increased slightly since 2007. In 2013, non-white attorneys constituted 15% of all attorneys, as compared to 13% in 2012, 12% in 2011, 9% in 2010 and 2009, 12% in 2008 and 11% in 2007.

Further, the following firms had 15% or more non-white attorneys, including: Wilson Turner Kosmo (31%), Littler Mendelson, P.C. (30%), Lewis Brisbois Bisgaard & Smith (30%), Mintz Levin Cohn Ferris Glovsky & Popeo (29%), Morrison & Foerster (22%), Procopio Cory Hargreaves & Savitch (22%), Wilson Sonsini Goodrich & Rosati (20%), Sheppard Mullin Richter & Hampton (20%), Duane Morris (19%), Fish & Richardson (19%), Jones Day (18%), Paul Hastings Janofsky & Walker (17%), Latham & Watkins (16%), and Gordon & Rees (15%).

Non-white attorneys comprise 9% of all partners and 19% of all associates.

Firms Offering Paternity Leave, Flexible and Part-Time Schedules

Lawyers Club has included data regarding parental leave and part-time work in the Equality Survey since 2002.

Of the firms reporting flexible work schedules, 16 offer a "flexible work schedule," including: Littler Mendelson, P.C., Wilson Turner Kosmo, Andreas Lagasse Branch and Bell LLP, Best Best & Kreiger, Duane Morris, Paul Hastings Janofsky & Walker, Lincoln Hustafson & Cercos, Cooley LLP, Morrison & Foerster, Latham & Watkins, Jones Day, Sheppard Mullin Richter & Hampton, Higgs Fletcher & Mack, LLP, Procopio Cory Hargreaves & Savitch, Mintz Levin Cohn Ferris Govsky & Popeo, and Fish & Richardson. 2 law firms do not offer a flexible work schedule for attorneys.

While all law firms offer the types of leave mandated by state and federal law, some firms also offer additional accommodations and benefits. For example, firms such as Mintz Levin (2013), Duane Morris (2013), Best Best & Krieger (2013), Robbins, Geller, Rudman & Dowd (prior info), Foley & Lardner (prior info), Neil, Dymott, Frank, McFall & Trexler APLC (prior info), DLA Piper (prior info), and Allen Matkins (prior info) offer up to three months of paid leave in conjunction with federal and state leave benefits for maternity leave. Some firms offer between sixteen and eighteen weeks of paid maternity leave in conjunction with federal and state benefits, including: Morrison & Foerster (2013), Cooley LLP (2013), Fish & Richardson (2013), Paul Hastings Janofsky & Walker (2013), Duckor Spradling Metzger & Wynne (2013), and Latham & Watkins (2013).

Other firms – such as Higgs Fletcher & Mack, LLP (2013) and Klinedinst PC (2013) – pay the difference (or a portion of the difference, depending on the attorney's seniority), between the amount of state disability benefits the attorney is entitled to receive and the amount of that attorney's monthly salary during the leave period. Additionally, some firms reduce the attorney's annual billable hour requirement by a pro rata amount while the attorney is out on leave.

Many firms also offer between one to ten weeks of paid Paternity Leave as an additional accommodation and benefit to attorneys. The firms offering Paternity Leave arrangements included: Higgs Fletcher & Mack (2013), Best Best & Krieger (2013), Klinedinst PC (2013), Andres Lagasse Branch & Bell, LLP (2013), Littler Mendelson, P.C. (2013), Morrison Foerster (2013), Duane Morris (2013), Latham & Watkins (2013), Mintz Levin (2013), Jones Day (2013), Paul Hastings Janofsky & Walker (2013), Cooley LLP (2013), Fish & Richardson (2013), Solomon Ward Seidenwurm & Smith (prior info), McKenna Long & Aldridge, LLP (prior info), Duane Morris (prior info), Neil, Dymott, Frank, McFall & Trexler APLC (prior info), Duckor Spradling Metzger & Wynne (prior info), Robbins Geller Rudman & Dowd (prior info), Sheppard Mullin Richter & Hampton (prior info), DLA Piper (prior info), and Fagen Friedman & Fullfrost (prior info).

PUBLIC SECTOR RESULTS 2012

Gender Diversity

The San Diego Volunteer Lawyers Program ("SDVLP") remains in first place position in the public sector survey for the tenth year in a row with 87% female attorneys up 1% to 86%. Appellate Defenders, Inc. came in a clear second with 78% female attorneys. The Superior Court came in third place with 75% female attorneys, up 4% from 2012. Legal Aid Society of San Diego, Inc. is in fourth place and down 1% with 67% female attorneys.

The public sector has an impressive female attorney presence with the U.S. Attorney's Office and County Counsel as the only public agencies to have less than 50%. The U.S. Attorney's Office has 35% female attorneys and County Counsel remains the same as last year with 47% female attorneys. By and large, the agencies remained relatively steady in their overall percentage of women attorneys.

Looking at the percentage of women in the top positions in public agencies, excluding those agencies where there is only one position at that level, Appellate Defenders still has the highest percentage at 76%. As they did last year, heads of Agencies again have women in the majority – 7 out of 12. And, in the smaller agencies, women continue to have significant representation at the top.

As we often have seen over the years, the public sector is continuing to do much better at achieving gender parity than is the private sector although there is still room for improvement as it appears that the larger the agency, the fewer women at the upper levels.

Ethnic Diversity

Again this year, the public sector survey questionnaire included questions regarding the numbers of "non-white" (e.g., African American, Alaskan, American Indian, Asian, Pacific Islander, Hispanic, Multi-Racial, etc.) attorneys in public sector agencies. With the exception of the Attorney General's Office, the same agencies which responded to this portion of the survey last year, did so again this year. In addition, the U.S. Attorney's Office, Southern District of California responded to the survey for the first time in 10 years.

While in the private firms, the percentage of non-white attorneys was 15%, the public sector again had an average of 22% non-white attorneys in their employ. This number has stayed constant since last year with every reporting agency employing at least one non-white attorney.

Looking at the percentage of non-white female attorneys to the total attorneys at each agency, there are few differences from last year. The average percentage of women non-white attorneys to total attorneys remains at 12% as it was in 2012.

Legal Aid has the most non-white attorneys with 50% – interestingly, a five percent drop from last year. The Public Defender/Alternate Public Defender's office did not respond to the survey again this year so, their input from 2011 puts them in second place with 29% non-white attorneys. In third place, the District Attorney's office has lost a percentage point – down from 29% to 28% non-white attorneys. Likewise, SDVLP has decreased from 29% to 27%. Interestingly, several of the reporting agencies have, in fact, decreased slightly this year in their employ of non-white attorneys.

The data from the past 7 years, since we began collecting information about the opportunities for advancement for attorneys of color in San Diego, shows that hiring and promotion are relatively static. We continue to hope that as the agencies begin studying this data, we will begin to see advances by people of color in the San Diego legal community.

Maggie Schroedter is a litigation associate at Higgs Fletcher & Mack, LLP and Co-Chair of Lawyers Club's Equality & Action Committee. Pamela S. Townsend is Co-Chair of Lawyers Club's Equality & Action Committee and an associate at Dannis Woliver Kelley, a full-service women-owned education law firm.

Lawyers Club of San Diego 2013 Private Sector Survey

Law Firm	Attorneys		Partnership			Equity Partnership			Non-Equity Partnership			Associates		Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership 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of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White Associates	Total Number of Leadership Positions	Female Attorneys in Leadership Positions		% Female Attorneys in Leadership Positions	% Non-White 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* Data from firm's website. ***Data from National Association for Law Placement. U - Unreported

Lawyers Club of San Diego Equality Survey Methodology

Set forth below is a description of Lawyers Club of San Diego's 2013 Equality Survey of Private Law Firms and Public Agencies and the methodology used in connection therewith. In each respective survey, the firms and agencies are listed in descending order based upon the percentage of female attorneys in each private firm or the percentage of female attorneys in each public agency. If two or more entities have an identical percentage, they are listed alphabetically. All percentages have been rounded to the nearest percentile.

Private Sector Law Firms

The data set forth in this portion of the survey was compiled from information provided to Lawyers Club by participating San Diego law firms with 15 or more attorneys in their respective San Diego County offices. Where a firm has offices in multiple locations, the survey asks for information only relating to the firm's office(s) in San Diego County. The foregoing firms provided the information in response to a questionnaire Lawyers Club sent to the firms during the Fall 2013. If the information submitted to Lawyers Club reflected computational errors (e.g., Total Number of Partners: 2, plus Total Number of Associates: 2, equals Total Number of Attorneys: 5), those errors were corrected before the information was inserted into the final version of the survey results matrix. If a firm did not return a completed questionnaire, Lawyers Club compiled the data set forth in the survey based on information obtained from the law firm's website or the NALP Directory. The data set forth in the survey does not reflect changes in firm composition that may have occurred after the date on which each firm returned their completed survey questionnaires or the date on which the Lawyers Club Equality Committee gathered responsive information. The first, second and third columns of the survey describe the total number of attorneys, the total number of female attorneys, and the total number of non-white attorneys in each firm. The fourth and fifth columns describe the percentage of female and non-white attorneys, respectively. The sixth, seventh, and eighth columns represent the total number of partners, the total number of female partners, and the total number of non-white partners in each firm. The ninth and tenth columns represent the percentage of female and non-white part-

ners, respectively. The eleventh through twentieth columns reflect detail regarding the number of equity partners, female equity partners, non-white equity partners, non-equity partners, female non-equity partners, and non-white non-equity partners. The twenty-first through twenty-fifth columns show the total number of associates, the total number of female associates in each firm, the total number of non-white associates, the percentage of female associates, and the percentage of non-white associates. Finally, the twenty-sixth through twenty-ninth columns show the total number of leadership positions, and the total number of women in leadership positions, the total number of non-white attorneys in leadership positions, and the percentage of female attorneys in leadership positions in the firm. The thirtieth column shows the firms that reported that they provide a flexible work schedule policy for attorneys.

Public Sector Law Firms

The data set forth in this portion of the survey was compiled from information provided to Lawyers Club by participating public agencies in San Diego. The foregoing agencies provided the information in response to a questionnaire Lawyers Club sent to the firms during the Fall 2013 time-frame. The data set forth in the survey does not reflect changes in agency composition that may have occurred after the date on which each agency returned their completed questionnaires. If a public agency did not return a completed questionnaire, Lawyers Club compiled the data set forth in the survey based on information obtained from the agency's most recent Equality Survey response. The first three columns of the survey describe the percentage of females in each agency and the size and composition of the agency as a whole. The next three columns describe the composition of the entry level positions in each agency (i.e., new attorneys and attorneys who have little or no supervisory responsibilities). The next three columns describe the composition of the middle level positions in each agency (i.e., attorneys who have supervisory responsibilities). The next four columns describe the composition of the top echelons of each agency. The last column describes what, if any, work options, e.g., job sharing, part time or flex time, the organization has available to its employees.

Lawyers Club of San Diego 2013 Private Sector Survey

Agency Name	% Female Attorneys	Total # Attorneys	# Female Attorneys	# Entry Level Positions	# Female ELP's	% Female ELP's	# Mid-Level Positions	# Female MLP's	% Female MLP's	# Top Level Positions	# Female TLP's	% Female TLP's	Agency Head	% Non-White Attorneys	Total # N/W Attorneys	% Female N/W Attorneys to Total Attorneys	# Female N/W Attorneys	Work Options*
SDVLP	87%	15	13	12	10	83%	2	2	100%	1	1	100%	Female	27%	4	20%	3	PT
Appellate Defenders	78%	18	14	N/A	N/A	N/A	1	1	100%	17	13	76%	Female	17%	3	17%	3	PT/TC/Flex
Superior Court Attorneys	75%	56	42	53	40	75%	2	1	50%	1	1	100%	Female	13%	7	11%	6	PT
Legal Aid	67%	42	28	25	16	64%	15	11	73%	2	1	50%	Male	50%	21	31%	13	PT/Flex
Ct. of App./Research Attorneys	55%	31	17	1	0	0%	27	15	56%	3	2	67%	Female	6%	2	3%	1	PT/Flex
SD Unified Port District**	60%	5	3	N/A	N/A	N/A	4	2	50%	1	1	100%	Male	20%	1	0%	0	None
City Attorney	60%	147	88	18	10	56%	123	75	61%	6	3	50%	Male	N.R.	N.R.	N.R.	N.R.	PT/Flex
Attorney General**	51%	172	87	14	8	57%	132	68	52%	26	11	42%	Female	24%	41	15%	25	PT/Flex
District Attorney	50%	309	156	43	26	60%	135	75	56%	131	55	42%	Female	28%	86	14%	44	PT/TC/JS/Flex
Public Defenders/APD*	50%	207	103	13	9	69%	173	87	50%	21	7	33%	Male	29%	61	13%	26	None
U.S. Attorney Southern District	35%	134	47	4	1	25%	106	40	38%	24	6	25%	Female	23%	31	9%	12	PT/Flex/TC
County Counsel	47%	72	34	20	14	70%	21	10	48%	31	10	32%	Male	8%	6	6%	4	PT/Flex
TOTALS	59%	1208	632	203	134	56%	741	387	61%	264	111	60%	58%	22%	263	12%	137	

* Work Options: JS _ Job Share; PT _ Part Time; Flex _ Flex time; TC _ Telecommuting.

** Did not respond to this year's survey. Data from 2010 (Port), 2011 (PD/APD), and 2012 (AG) is used.

*** The Federal Defender's office has not responded for the 8 years and so is no longer included.

100 Wines Diverse Women's Committee Happy Hour

Judge Garcia



The Diverse Women's Committee held a Happy Hour at 100 Wines in Hillcrest on September 18, 2013. Elvira Cortez, who coordinated the event, stated, "It was a great opportunity to meet new as well as established attorneys. We each had a chance to converse one-on-one with the Honorable Patricia Garcia who also attended." The event attracted a number of new members of the Committee and Lawyers Club, all coming together as diverse women to enjoy each other's company. The wine was sponsored by Garcia, Hernández, Sawhney & Bermudez LLP, and the appetizers were sponsored by Heisner Álvarez, APC.

Nadia Bermudez and Olga Alvarez



Mary Wenzel and Eran Bermudez



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What Would You Do If You Could Not Fail? The Sky is the Limit, Says Janice Brown!

By Frann Setzer

Lawyers Club members were encouraged to engage in a bit of self-reflection when they considered their response to the question, "What would you do if you could not fail?" during a sold-out presentation by Janice Brown, founder of both the Brown Law Group, an employment law boutique and Beyond Law, Brown's innovative new venture that provides business development and success training exclusively for attorneys.

Sponsored by the Professional Advancement Committee, the cutting-edge program, Developing Your Professional Vision: What Would You Do If You Could Not Fail?, took place at the University Club on August 29 with approximately fifty Lawyers Club members in attendance. Following the program, attendees enjoyed a private reception, including wine and small bites. Energized by Brown's insight, the room was buzzing with discussions regarding how to develop a vision and achieve success. Lawyers Club member Lesly Adams put it best when she said, "Janice Brown's presentation 'Beyond Law' was beyond inspiring!"

Brown defines success as "being at peace most of the time." Building confidence is crucial to achieving our dreams, she explained. Brown encouraged attendees to practice giving and receiving compliments—to avoid attributing our successes to mere "luck." We need to "get comfortable aiming for things higher than what we think we deserve." This positive habit requires practice in order to make it second nature.

Building confidence to achieve our dreams requires we access the brain's "Default Network," explained Brown, citing a Harvard Business Review article. This part of the brain not only operates our ability to imagine and visualize but also controls our self-image. Our confidence resides here. Some ways to access the Default Network include: spending time in nature, exercising, practicing yoga, and meditation. It is the "opposite of study, where we give our brains a break." Research shows that spending time accessing the "Default Network" leads to an increase in confidence and authenticity, which are essential to achieving success.

Failure, according to Brown, should be redefined as a "negative reaction to things out of one's control" and we should not



Shalini Kedia, Janice Brown and Cassandra Hearn

view it as an indication of our lack of perfection. Even though we all love to win, we should not "attach ourselves to things that we cannot control." We must "learn from mistakes and make a change and not allow our sense of self/ego to be impacted by things out of our control."

Brown challenged those who attended to "be the change that we want to see—to create law firms with a positive environment, where employees are not motivated by fear." If the "answer to a problem is that someone or something else needs to change," then that is a lesson in futility. Brown stressed that we are the ones who need to change, to "become an example of what we need to be."

This particular concept made an impact on numerous Lawyers Club members. "So much of what Janice said really resonated with me, but my favorite part was how she related it to concrete scientific facts. Thinking about thinking—a pretty great concept," observed Melissa Bobrow. "I found Brown to be incredibly insightful, genuine and motivating. Makes you want to take the bull by the horns and forge your own path...although I do think we can change broader institutions, I think change always starts with each of us and starting there is the only way to go," said Abigail Stephenson.

During the reception, attendees had the opportunity to network with other Lawyers Club members and reflect upon Brown's philosophy on overcoming hurdles, forming a vision and achieving goals. Assly Sayyar commented, "Brown was energetic, knowledgeable and I felt connected with her and her message. It made me examine my own behavior and life and take her advice to change just one thing in my life."

Before leaving for the evening, Brown invited attendees to write down their response to the question "What would you do if you could not fail?" on a piece of paper. The responses ranged from playing a guitar to skydiving to launching a law practice. Participants stayed long after the event to discuss their newfound insights. Lawyers Club member Rashida Kahn summed it up best when she stated, "Brown delivered! This event was unlike any other Lawyers Club event I've been to—it was refreshing in its approach and it engaged both my heart and my soul!"

For more information regarding the program or to join the Professional Advancement Committee, please contact PAC committee co-chairs Shalini Kedia (shalini@kediamediation.com) and Cassandra Hearn (cassandra@hearnlawgroup.com).

Frann Setzer is a partner at Lewis, Warren & Setzer, LLP, Chair of the Scholarships and Law School Relations Committee, and a member of the Professional Advancement Committee.



Attendees at the event

7th Annual Balance Symposium Addressed New Perspectives Regarding Work-Life Balance

By Sarah A. Bennington and Michelle Mance

The 7th Annual Balance Symposium, hosted by Lawyers Club's Balance Committee on September 19, focused on new perspectives advanced by Facebook CEO Sheryl Sandberg in her book *Lean In* and Yahoo CEO Marissa Meyer's memo ending Yahoo!'s "work-from-home" policy. The "Balancing Across the Legal Profession: From Having It All to Leaning In: Work-Life Balance and the Realities of Being a Lawyer in the 21st Century," held at the Bristol Hotel, built on last year's event and was another sell-out success.



Amber Condrón, Merrienne Dean, Rachel Cano



Brooke Blanchard Tabshouri, Jackie Greenbaum, Virginia Price and Aaron Beard



Jodi Cleesattle, Teodora Purcell, Mikhak Ghorban, and Bitia Ashtari

The first half of the event featured a panel discussion moderated by Casey Gerry partner and California Women Lawyers President Elect Wendy Behan. The distinguished panelists included Darragh Davis, General Counsel at Petco; Hon. Bonnie Dumanis, District Attorney for the County of San Diego; Hon. Irma Gonzalez, U.S. District Judge and formerly Chief Judge of the United States District Court in the Southern District of California; and Jerrilyn Malana, Shareholder at Littler Mendelson P.C. The panel began with a discussion about the pervasive challenges women face trying to balance motherhood with professional responsibilities. Although the panelists generally disagreed with Anne-Marie Slaughter's sentiment that women cannot have it all—as published in her 2012 article in *The Atlantic* magazine—they acknowledged that achieving success in both personal and professional endeavors requires sacrifice and balancing priorities. The panelists also agreed that work-life balance challenges do not get easier as children get older. Rather, the challenges simply change over time. According to moderator Wendy Behan, her role as mother has morphed from "babysitter to chauffeur."

These remarkable women also shared inspiring stories about how they personally balanced work and life challenges and weighed in on how their respective firms and offices are moving towards supporting and encouraging the work-life balance for their employees. Technology advanced the work-life balance goal by allowing more flexibility, and many firms and offices have adopted flex-time policies and part-time attorney programs to encourage more time with family while still working towards "having it all."

Common themes emerged, most notably the familiar feeling of "guilt" women lawyers often experience when juggling their family and professional obligations. Davis opined that this sense of guilt is a "new thing," suggesting that society has become too indulgent in obsessing over things we think we need. For instance, Davis received advice from well-meaning child psychologists about the alleged impact

a family pet's gender can have on a child's development and well-being. Judge Gonzalez agreed that attitudes about work-life balance have changed since she gave birth to her daughter years ago, pointing to her -grown-up daughter who now has two children, a successful career, and a husband who shares equally in the parenting responsibilities.

Moving on to the topic of career development, Malana agreed with Sandberg's "jungle gym" analogy, explaining that women should explore different paths and possibilities to achieve their goals rather than focus on a preconceived notion of the "corporate ladder." Expanding on that concept, Dumanis encouraged women to confront challenges head-on, noting that we can learn a lot from our failures and disappointments.

In their final remarks, the panelists offered words of wisdom and advice. Quoting Sandberg, Malana advised: "Don't be a queen bee in your own hive," encouraging each Lawyers Club member to reach out and be a sponsor for others in the community. Davis recommended that everyone make an active effort to help children believe that there's a necessity to have it all, which over time "will make the cultural inhibitions drop away." Finally, Dumanis and Judge Gonzalez reiterated the importance of supporting organizations such as the Lawyers Club to continue the conversation about work-life balance and ultimately inspire change.

Following the panel, the symposium transitioned to small-group breakout sessions at each of the luncheon tables led by an exceptional and diverse group of attorneys, including each of the panelists as well as Elaine Alexander, Executive Director at Appellate Defenders, Inc.; Teresa Beck, Partner at Lincoln Gustafson & Cercos; George Brewster, Senior Deputy County Counsel for the County of San Diego; Debora A. Buljat, Associate General Counsel at General Dynamics NASSCO; Jodi Cleesattle, Deputy Attorney General at the Office of the Attorney General; Mara Elliott, Deputy City Attorney for the City of San Diego;

Josh Gruenberg, Owner at the Law Office of Josh Gruenberg; Lilys McCoy, Director of the Center for Solo Practitioners at Thomas Jefferson School of Law and a past president of the Lawyers Club; Marcella McLaughlin, Deputy District Attorney for the County of San Diego; Kimberly Miller, Partner at Knobbe Martens; Virginia Price, Partner at Higgs, Fletcher & Mack LLP; Kandy Williams, Freelance Attorney at Montage Legal Group; and Claudette Wilson, Partner at Wilson Turner Kosmo LLP. During the breakout sessions, the small groups engaged in informal conversations and shared personal experiences and advice regarding work-life balance.

"We were blown away by our panelists and table hosts, who graciously shared their time and perspective with our audience at this year's Symposium," said Holly Amaya, co-chair of the Balance Committee. "The experiences of these amazing women (and men!) underscore the fact that there is no 'one size fits all' when it comes to balancing work and personal priorities."

The 7th Annual Balance Symposium was co-hosted by California Women Lawyers, Earl B Gilliam Bar Association, Filipino American Lawyers of San Diego, Korean American Bar Association, La Raza Lawyers Association, Mother Attorneys Mentoring Association of San Diego, North County Bar Association, Pan Asian Lawyers of San Diego, San Diego Defense Lawyers, and Lawyers Club Trifecta Sponsor Fisher & Phillips LLP.

The Balance Committee will round out its programming for 2013 with two "First Tuesday" brown bag luncheons from noon to 1:15 p.m. on Tuesday, December 3, 2013. Mark your calendars for "Where Did the Day Go? Effective Time Management for Lawyers" in Carmel Valley and "Out of Balance: Substance Abuse and Mental Health Issues"

in downtown San Diego. Registration is available online at lawyersclubsandiego.com.

Sarah A. Bennington is an associate at Jones Day and Michelle Mance is a 2L at Thomas Jefferson School of Law. Both are members of Lawyers Club's Balance Committee.



Wendy Behan,
Jerrilyn Malana,
Hon. Irma
Gonzalez, Hon.
Bonnie Dumanis,
Darragh Davis

Kelly McCaffrey,
Nooria Faizi,
Heather Stroud,
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New Member Profile: Claudine Ruiz

By Rebecca F. Zipp



Claudine Ruiz

Deputy District Attorney Claudine Ruiz joined Lawyers Club in early 2013. Ruiz has long been involved in women's issues; of particular importance to her is electing qualified women to public office. Before law school, Ruiz was employed with an international consulting firm and with Aetna in Washington, D.C. Ruiz worked on the Balanced Budget Act of 1996. Also in 1996, Ruiz made a seminal trip to San Diego for the Republican National Convention, and became intoxicated by San Diego's weather and people. She learned that some of the issues to which she had been devoting herself in Washington were not actually impacting people's lives as fully as she had hoped and imagined. Desiring to have more of a direct effect, she applied to law school and won a full scholarship to attend the University of San Diego, where she served on the Women's Law Caucus board. Today she is a prosecutor. Ruiz gains tremendous satisfaction from seeing the tangible affect her work has on our local community.

As a deputy district attorney, Ruiz has prosecuted the most serious types of criminal cases, including domestic violence; complex, multiple-victim child molest cases; rape; attempted murder and murder cases. This year, "48 Hours" devoted a full episode to a murder case she successfully tried. Ruiz was awarded the District Attorney's Office's Outstanding Achievement Award in 2012.

Ruiz, who is bilingual (Spanish), has dedicated herself to the betterment of the criminal justice system in other countries. She has trained Mexican judges, prosecutors, investigators, and forensic scientists, as Mexico implements major changes to its criminal justice system. In addition, Ruiz has trained Colombian officials on prosecution of child abuse cases. Over blueberry muffins and cappuccino on the patio of her La Jolla home, Ruiz responded to the following Abridged Proust Questionnaire.

Favorite virtue: honesty.

Favorite qualities in a man: kindness.

Favorite qualities in a woman: confidence.

Your chief characteristic: integrity.

Most appreciated trait in friends: intelligence.

Idea of happiness: Dancing salsa all night or running on a beach with my two children.

Idea of misery: Making the same mistake over and over again.

Favorite fictional hero or heroine: hard to choose just one!

Heroine: Hon. Sandra Day O'Connor, because of her landmark achievements.

Reform admired the most: None, because I have not seen any original ideas lately—just recycled ones.

Natural talent would like to have: Athleticism.

Present state of mind: Reevaluating what is important in life.

For what fault have you the most toleration: Ignorance, because it can be cured with education.

Rebecca F. Zipp is a Deputy District Attorney and Lawyers Club's liaison to the Coalition for Reproductive Rights.

Welcome New Lawyers Club Members

<i>Prof. Alastair Agcaoili</i>	<i>Ms. Alana McMains</i>
<i>Ms. Jennifer Dancy</i>	<i>Mr. William Moore</i>
<i>Ms. Lisel Ferguson</i>	<i>Mrs. Michelle Neff</i>
<i>Ms. Alicia Ferong</i>	<i>Ms. Cecilia Preciado</i>
<i>Ms. Marybeth Galvin</i>	<i>Ms. Skye Resendes</i>
<i>Hon. Kenneth Gosselin</i>	<i>Mr. Steven Untiedt</i>
<i>Ms. Jordan Jones</i>	<i>Ms. Araceli Van Rickley</i>
<i>Ms. Kristan Kelsch</i>	<i>Ms. Nadia Vazirian</i>
<i>Ms. Tarina Mand</i>	<i>Ms. Lauren Vega</i>

Mock trial volunteer scorers sought

The San Diego County High School Mock Trial Competition coordinating team is looking for volunteers. This program was established in 1980 by the Constitutional Rights Foundation in an effort to provide students with a better understanding of our judicial system. The competition also allows students to develop their communication and analytical skills by participating in a criminal mock trial.

The biggest need is for volunteer attorneys to score the competition in February and March 2014. As a scorer, attorneys will evaluate student presentations based on certain criteria on a scale from 0-5. Time commitments for scorers will be no longer than three hours.

Attorneys interested in volunteering may also get more details by contacting Michelle Chavez at the San Diego County Bar Association at 619-321-4150 or mchavez@sdcca.org, or by visiting <https://www.sdcca.org/index.cfm?pg=MockTrial>.

*Balance Brainstorm***Holiday Time Is Upon Us**

By Ashley Wedding

Holiday decorations are already hitting store shelves and the holiday season is just around the corner. Whether you relish every pumpkin-spiced moment, or feel indifferent about the festivities, this time of year can be very busy. This month Balance Brainstorm wanted to know:

How do you find time to celebrate the holidays while keeping up at work?

Get Online

Two words: online shopping. Also Amazon Prime. I was what they call an early adopter of internet shopping for the holidays. I do not have the time to wander aimlessly around malls to the sound of Holiday music. I would much rather use my holiday time for hanging with my family and cooking yummy meals.

Kellene J McMillan, Senior Litigation Specialist, EMC Insurance Companies

Have a Plan

I have found that the best way to celebrate the holidays while keeping up with work commitments is to plan ahead. When I decide what days I will be out of the office, I mark my calendar and work hard in the days before and after my vacation to meet deadlines and get the work done. While on vacation, I focus on family and friends, and allow myself time to really unwind and enjoy my time out of the office; I know that the work will be there when I return.

Kristin Rizzo, The Rizzo Law Firm

Balance Brainstorm Question of the Month:

The Balance Committee seeks to help Lawyers Club members explore topics related to the give and take of personal and professional pursuits. This month Balance Brainstorm wants to know:

How do you give back to the legal community? The San Diego Community? How do you find time for pro bono work while maintaining your personal and professional commitments?

Responses will be included in an upcoming issue of Lawyers Club News. Please send your response, along with your full name, job title and employer name, to Ashley Wedding at Ashley.Wedding@hotmail.com. Answers may be edited for space. Members are also invited to submit questions relating to balance issues that they would like answered by other Lawyers Club members.

Save the Date!

The 2nd Annual Red, White and Brew Event will be held on Thursday, February 6, 2014 from 5:30 p.m. to 8:30 p.m. at the San Diego Wine & Culinary Center, 200 Harbor Drive, Suite 120, San Diego, 92101.

FOR SPONSORSHIP OPPORTUNITIES, PLEASE CONTACT:

Elaine Lawrence, Executive Director
619-595-0650
Elaine@lawyersclubsandiego.com

Jessica Jagir
858-675-5272
jessica.jagir@palomarhealth.org



San Diego Elections

In honor of the upcoming San Diego Mayor and San Diego County Bar Board of Director elections.

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| 2. BOARD OF DIRECTORS | 13. PLATFORM |
| 3. BOB FILNER | 14. POLL |
| 4. CAMPAIGN | 15. REGISTRAR |
| 5. CANDIDACY, | 16. REPUBLICAN |
| 6. CANDIDATES | 17. RESULTS |
| 7. CHANGE | 18. TAXPAYER |
| 8. DEMOCRAT | 19. TODD GLORIA |
| 9. ELECTION DAY | 20. VOTE |
| 10. ENDORSE | 21. VOTER |
| 11. INDEPENDENT | |

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Staying at a Hotel Soon? Please Donate Your Unused Toiletries

By Leslie J. Mackay

San Diego Volunteer Lawyer Program, Inc. will be coordinating the 25th Annual Women's Resource Fair on March 15, 2014, which Lawyers Club co-sponsors each year. This one-day event provides free services to homeless and low income women and children. Participants receive a free gift bag of donated full-sized and travel-sized toiletries and other personal items.

In past years, Lawyers Club members have provided thousands of toiletry items for women in need. Examples of gift bag toiletry items include: hotel shampoo, conditioner, soap and lotion, in addition to unused makeup, toothpaste, Kleenex, feminine products, hair products, shaving cream, and lip balm. We are especially in need of full-sized toiletry items; however, travel-sized items are also very much appreciated. If you are staying at a hotel in the next few months and do not use your toiletries, please bring them back with you to donate to the Women's Resource Fair.

Lawyers Club members can drop off their donations at upcoming Lawyers Club events, including the November 21 Monthly Luncheon, the December 3 Balance Committee's First Tuesday Balance Lunch Meeting, or the December 12 Annual Holiday Luncheon. If you are unable to attend those events but want to donate items, please contact task force member, Mallory Lorber at mallorylorber@gmail.com.

Along with this gift bag, participants who attend the Fair on March 15 will receive other free services including legal services, medical services, social services referrals, and childcare. For additional information about SDVLP's Women's Resource Fair, please visit the website at www.wrfsandiego.org.

Leslie Mackay is a Staff Attorney at San Diego Volunteer Lawyer Program, Inc. and the Publicity Chair for SDVLP's Women's Resource Fair.



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Leadership Opportunities

Boards and Commissions

By Holly Amaya

Lawyers Club's Leadership Development Committee encourages Lawyers Club members to apply for positions on the many city, county and non-profit boards and commissions serving San Diego County. The committee advises members to contact the individuals listed to confirm any openings prior to applying, as some openings may have been filled. If you have information about committee openings or leadership positions that may be of interest to Lawyers Club members, please contact Holly Amaya at hamaya@wisintl.com.

The San Diego Commission on the Status of Women has open seats for electors of District Three and Five. The Commission's mission is to take action to identify needs and problems of women in the County that are affected by public policy decisions and to eliminate the practice of discrimination and prejudice on the basis of sex within the County. For more information contact Lisa McAvooy at (858) 505-6548 or visit the website at www.statusofwomensd.org.

The County's Mental Health Board continues to have open seats for electors of Districts One, Two, and Three. Among other duties, the Board reviews and evaluates the community's mental health needs, services, facilities, and special problems; advises the Board of Supervisors and the County's mental health director; and submits an annual report on the needs and performance of the county's mental health system. For more information contact Marianne Wedemeyer, Mental Health Services, at (619) 563-2737.

The Committee for Persons with Disabilities currently has openings for residents of each County District. This Committee evaluates county laws, policies and proposed policies and areas of concern to determine their implication for persons with disabilities, prepares and disseminates information of matters related to discrimination and prejudice, formulates programs and legislation to promote and insure independence, equal rights and opportunities for all persons with disabilities, and acts as liaison to relevant County or citizen groups. For more information contact Susan Eldridge, DHR- Risk Management at (619) 578-5787.

The County of San Diego's Community Action Partnership Administering Board has seats available to electors of Districts Two, Three, and Four. The Board establishes processes for planning, allocation, and public hearings relating to the use of community action funds; reviews and makes policy recommendations; participates in the development and implementation of all programs and projects designed to serve economically disadvantaged or low-income areas to assure maximum participation of residents; and provides a forum for the economically disadvantaged and concerned residents to secure broad community involvement in the programs. For more information contact Maria Sanders, Health & Human Services, at (619) 338-2865.

The County continues to need attorneys to serve as **Hearing Officers**. An applicant for this compensated position must be an attorney at law admitted to practice before the courts of the State of California for at least five years prior to the appointment. A hearing officer conducts hearings, issues subpoenas, receives evidence, administers oaths, and rules on the admissibility of evidence and upon questions of law. Officers issue written decisions for submission to the Clerk of the Board of Supervisors. Officers are nominated by their Supervisor and become part of a pool of Hearing Officers, serving terms concurrent to that of their nominating Supervisor. For more information contact Marvice Mazyck, Clerk of the Board of Supervisor, at (619) 531-4870.

The San Diego City Employees' Retirement System has several vacant seats. SDCERS administers the retirement benefits for the City of San Diego, San Diego Unified Port District, and the San Diego County Regional Airport Authority and provides a comprehensive range of member services to its nearly 20,000 active, retired and deferred members, including the administration of retirement, health, disability and death benefits. For more information regarding required qualifications and the nomination process, visit the SDCERS website at <https://www.sdcers.org/Pages/default.aspx> or contact the City Clerk's office at (619) 533-4000.

The City of San Diego Sustainable Energy Advisory Board has three open seats: one for an at-large member, one for an alternate member, and one for an environmental advocate. Among other duties, the Board advises the City Council and Mayor on energy policy and is responsible for recommending future energy guidelines to accomplish the goals of the "Energy 2030: The San Diego Regional Energy Strategy" adopted by the San Diego Association of Governments [SANDAG] in July 2003. For more information contact the City Clerk's office at (619) 533-4000.

Holly Amaya is legal counsel for WIS International and is co-chair of the Lawyers Club Balance Committee.

Information for your calendar. All dates subject to change. For latest information, contact Lawyers Club at (619) 595-0650 or visit our website at www.lawyersclubsandiego.com.

November 2013

Thursday, 11/7/2013

San Diego County Bar Association's Ethnic & Relations Diversity Committee "Holidays Around the World"

San Diego County Bar Association Center, 401 West A Street, Suite 1100, San Diego, 92101

5:30 p.m. - 7:30 p.m.

Co-hosted by Lawyers Club of San Diego and other specialty bar associations. Please RSVP by November 4th at www.sdcba.org/2013ERDCHoliday

Friday, 11/8/13

San Diego Asian Film Festival screening of "American Revolutionary: The Evolution of Grace Lee Boggs"

Digiplex Mission Valley, 7510 Hazard Center Drive, San Diego, 92108
7:15 p.m.

Co-sponsored by Lawyers Club of San Diego. Grace Lee Boggs is a 98-year-old Chinese American woman in Detroit whose vision of revolution may surprise you. An activist, feminist, author, speaker, and philosopher rooted for more than 70 years in the African American movement, she has devoted her life to an evolving revolution that encompasses the contradictions of America's past and its potentially radical future. Purchase discounted tickets for Lawyers Club members for \$9 (10 available) at www.lawyersclubsandiego.com or for \$11.50 at the door or at festival.sdaff.org. Tickets must be picked up at the Will Call window at least 20 minutes prior to showtime.

Saturday, 11/9/13

EMILY's List "Political Opportunity Program" Candidate Training - San Diego

8:00 a.m. - 5:30 p.m.
Co-sponsored by Lawyers Club of San Diego. EMILY's List is a political donor network and political resource for pro-choice Democratic women candidates. The Political Opportunity Program at EMILY's List recruits and trains women to run for office at the state and local level. Whether you are currently serving on the school board, or in the State Assembly, or if you are just beginning to think about running for elective office, we are certain this training will provide you with the skills and inspiration you need.

Wednesday, 11/13/13

Lawyers Club Diverse Women's Committee "Breaking the Silence: Raising Awareness about Violence Against Native American Women"

Procopio, Cory, Hargreaves & Savitch LLP, 525 B Street, Suite 2200, San Diego, 92101

12:00 p.m. - 1:30 p.m.

Co-sponsored with the Native American Lawyers Association. This luncheon will discuss the issue of violence against Native American women. This population has an astoundingly high number of rapes and incidents of domestic violence. We hope this event will educate attendees about the epidemic of violence against Native American women, and educate local prosecutors on the legal and jurisdictional issues associated with such crimes occurring on reservations. Lunch will be provided by Procopio. 1 Hour Elimination of Bias CLE credit. Register at www.lawyersclubsandiego.com.

Thursday, 11/21/13

Lawyers Club Networking Events Thirsty Thursday Happy Hour in Carmel Valley

Searsucker Del Mar, 12995 El Camino Real, #21, San Diego, 92130

5:30 p.m. - 7:30 p.m.

Thirsty Thursday hits Carmel Valley! Meet new friends and reconnect with old friends. Look for Lawyers Club members on the heated patio. Free! Register at www.lawyersclubsandiego.com

Thursday, 11/21/13

Lawyers Club Monthly Luncheon -- Equality and Action: "Dissecting the Trends of Female Attorney Representation in San Diego"

The Westgate Hotel, 1055 Second Avenue, San Diego, 92101

12:00 p.m. - 1:15 p.m.

The luncheon will provide a unique opportunity to address the trends of female attorney representation in the legal profession, through the results of Lawyers Club's 2013 Annual Equality Survey, which tracks and gauges the hiring trends of law firms and public agencies in San Diego. Professor Miranda McGowan of University of San Diego School of Law, a renowned expert in the area of employment discrimination, constitutional law, and race and gender identity, will facilitate discussion on what the results mean for our members practicing in the legal community, and how they compare to the trends of female attorney representation in the legal profession over the past decade. \$25, members; \$40, non-members; \$20, students; \$40 at the door (if space available). 1.0 Hour of Elimination of Bias CLE credit. Register at www.lawyersclubsandiego.com.

December 2013

Tuesday, 12/3/13

Lawyers Club Balance Committee's First Tuesday Balance Lunch Meeting - Carmel Valley

Jones Day, 12265 El Camino Real #300, San Diego, CA 92130

12:00 p.m. - 1:15 p.m.

Where Did The Day Go? Effective Time Management for Lawyers Join us to learn essential tips for increasing efficiency with the goal of improving overall work-life balance. Tips will include efficient billing methods, successful use of legal assistants and other resources, and application of the wealth of tech tools available to lawyers. 1.0 hr. MCLE credit offered. Brown bag lunch meeting; beverages provided. Lawyers Club members FREE; non-members, \$15 (credit card pre-payment online or exact cash or check at the door). Pre-registration is essential. Register at www.lawyersclubsandiego.com

Tuesday, 12/3/13

Lawyers Club Balance Committee's First Tuesday Balance Lunch Meeting - Downtown

Kramm Reporting, 401 West A Street, Suite 750, San Diego CA 92101

12:00 p.m. - 1:15 p.m.

Out of Balance: Substance Abuse and Mental Health Issues Join us to learn how to explore resources to notice the signs of work/life imbalance, prevent or treat substance abuse, and understand depression and other mental health issues (1.0 hour Substance Abuse MCLE credit offered). Brown bag lunch meeting; beverages provided. Lawyers Club members FREE; non-members, \$15 (credit card pre-payment online or exact cash or check at the door). Pre-registration is essential. Register at www.lawyersclubsandiego.com

Wednesday, 12/4/13

Lawyers Club 30th Annual East County Holiday Judges Reception

Ronald Reagan Community Center, 195 East Douglas Avenue, El Cajon, 92020

5:00 p.m. - 7:00 p.m.

Save the date for Lawyers Club of San Diego's 30th Annual East County Holiday Judges Reception. All are welcome and it is free! Register at www.lawyersclubsandiego.com

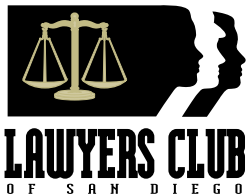
Thursday, 12/12/13

Lawyers Club Annual Holiday Luncheon

The Westin San Diego, 400 West Broadway, San Diego, 92101

12:00 p.m. - 1:15 p.m.

At this festive annual holiday event, which brings together the local bench, bar, law schools and broader community, Lawyers Club will present its Fund for Justice grants to recipient organizations and honor law student scholarship recipients from each of the three local law schools.



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