



HAWAII WOMEN LAWYERS NEWSLETTER

December, 1989

1989

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Come to our January 25 Annual Installation & Awards Celebration

HWL's Annual Installation and Awards Celebration will be held on January 25, 1989, from 4:00 to 6:00 p.m., at the Plaza Club, 21st Floor, 900 Fort Street Mall. The event will be co-hosted by the Hawaii Women Lawyers Foundation, who will also be announcing their new officers for 1990. We will present the 1990 Awards for Outstanding Woman Lawyer and Distinguished Service Award. The formal presentations will be much shorter so that we can all have more time to socialize. We hope you will come join us. Bring your friends, too. The cost is \$14.00. Checks should be made payable to Hawaii Women Lawyers, and sent to HWL Awards Celebration, P.O. Box 2072, Honolulu, 96805, with the name of each person who will be attending. We look forward to seeing you!

Election of HWL's 1990 Officers and Board of Directors

The Nominations Committee has proposed the following slate of candidates for election to the 1990 HWL Board of Directors. To vote, please place a mark beside the name of the person for whom you are voting. There are blanks if you wish to write in a candidate's name. Please certify that you have voted only once and that you are a dues-paying member of HWL. If you have not

renewed your membership yet, dues will be accepted with your ballot.

OFFICER CANDIDATES:

President: Ellen Godbey Carson is a 1980 graduate of Harvard Law School, an associate of Paul, Johnson, Alston & Hunt, and recipient of the HSBA's 1989 Pro Bono Award for Community Service. She served as President of HWL in 1989.

Vice President: Linnel Nishioka is a 1986 graduate of the William S. Richardson School of Law. She is an attorney in the State Attorney General's office, Land Transportation Division, and served on HWL's Board of Directors in 1989.

Secretary: Sheryl Nicholson graduated from the William S. Richardson School of Law in 1981. She is an associate at Paul, Johnson, Alston & Hunt and is recipient of the HSBA/YLD's 1989 Justice Award. She served on HWL's Board of Directors in 1989.

Treasurer: Michelle H. Tucker is a 1981 graduate of the William S. Richardson School of Law and has her own practice. Michelle also is a C.P.A. and served as HWL's Treasurer in 1988-1989.

DIRECTOR CANDIDATES:

Phyllis Hironaka is a 1988 graduate of UCLA Law School, where she was active with the Asian/Pacific Islander Law Student Association. She is a Deputy Public Defender with the Office of Public Defender.

Ramona Hussey is a 1989 graduate of the William S. Richardson School of Law, where she received the Organization Service Award and was President of the HWL Student Division. She practices with the Law Offices of Alan Burdick.

Sandra Takahata is a 1984 graduate of the William S. Richardson School of Law. She is legal counsel with the Hawaii State Public Utilities Commission, and was formerly an associate with Cades, Schutte, Fleming & Wright.

Sharon Takeuchi is a 1985 graduate of the William S. Richardson School of Law. She is an Assistant United States Attorney, and was formerly an associate with Goodsell, Anderson, Quinn & Stifel.

Beverly Wee is a 1979 graduate of the William S. Richardson School of Law. She is an Assistant United States Attorney, and has previously practiced law in San Diego.

BALLOT

Officers

- President: Ellen Godbey Carson
Vice Pres: Linnel Nishioka
Secretary: Sheryl Nicholson
Treasurer: Michelle H. Tucker

Directors (vote for 5)

- Phyllis Hironaka
 Ramona Hussey
 Sandra Takahata
 Sharon Takeuchi
 Beverly Wee

or Write-in: _____

I certify that I am a current dues-paying member of HWL and have only cast one ballot. Please return by January 20, 1990. Detach and mail to HWL Elections, P.O. Box 2072, Honolulu, Hawaii 96805.

Results of Survey of Hawaii Women Lawyers

The Hawaii Women Lawyers Foundation recently received the results of a survey completed earlier this year of women lawyers practicing in Hawaii. The survey was, to some extent, a follow up on a survey taken by Hawaii Women Lawyers in 1980. Although the issues covered by the surveys were not identical, there are certain areas which can be compared. In 1980, there were 225 women attorneys licensed in Hawaii; the 1989 survey was mailed to 880 women attorneys. In 1989 the median age of those women responding to the survey was 36. In 1980 one-half of the respondents were under 32 years old; in 1989 that percentage had decreased to 18%. The ethnicity ratio of women attorneys is basically unchanged since 1980. Approximately 44% of those responding were Caucasian (which is a higher percentage than the population as a whole in Hawaii); 27% were Japanese (which is about the same as the population as a whole) and 11% were Chinese (which is larger than the population as a whole). The median annual income for women responding to the survey in 1989 was \$45,600. In 1980, 50% of the respondents earned less than \$25,000 annually; in 1989 only 7% earned less than \$25,000 and 11% earn over \$75,000. Of those women who are in private firms there has been a significant increase in those who hold an equity interest. In 1980,

less than 5% were partners; in 1989, 13% are partners. The average work week for respondents has remained about the same. In 1989 the median work week reported was 48.7 hours; in 1980 more than one-half of the respondents reported working between 41 and 60 hours. A detailed summary of the THWLF Survey is attached. If you are interested in obtaining a complete copy of the survey, contact Joyce Neeley at 531-9797.

Hawaii Women Lawyers Foundation Activities

THWLF has been active in the pro-choice movement here in Hawaii and nationally. Most recently, THWLF was a co-sponsor of two full-page ads listing the names of pro-choice supporters. On a national level, THWLF joined the amicus brief filed by Planned Parenthood and ACLU in connection with one of the abortion cases pending before the United States Supreme Court. Although the case was recently settled out of court, the pro-choice proponents have credited their ability to obtain the favorable settlement to the national support, including the amicus brief. THWLF has also been active with the Domestic Violence Legal Hotline providing support through active funding as well as assistance in finding other funding sources. DVLH, which is well into its second year, needs additional volunteers to answer calls and to assist with administrative matters. If you are interested, please call the Hotline number (531-3771), Angie King (548-6273), or Sheryl Nicholson (524-1212), for information.

Finally, THWLF encourages you to make year-end tax-deductible contributions. Contribution can be earmarked for a specific project or made to the Nancy J. Stivers Memorial Fund, the Frederick Schutte Fund or simply to THWLF, at P.O. Box 2576, Honolulu, 96803. Thank you for your continued support.

Recap of Meeting with Larisa Rasskazova

Our November 27 membership meeting provided a fascinating glimpse of Soviet life through the eyes of Larisa Rasskazova, a delightful and energetic attorney from Leningrad who is spending a six-month legal internship in Honolulu. She shared interesting insights on commonalities about Soviet and American problems, and comparative analysis of jury systems, constitutional law, prisons, and women's rights. If you have not had the opportunity to meet Ms. Rasskazova, you really should seek her out and get some inspiration for the new age of detente!

Announcements

Congratulations to HWL member Valerie Chang (former associate at Shim, Tam, Kirimitsu, Kitamura & Chang, and former Deputy Attorney General), and her husband Glenn, in the birth of their daughter Amanda on November 15. The new baby weighed in at 6 pounds, 1 ounce.

Sonia Johnson, a very dynamic feminist speaker, will speak on the "She/volution" (Breaking up with Patriarchy instead of Ourselves) at U.H. Campus Ballroom on January 11, 1990 at 7:30 p.m. (\$10), and at a women's workshop on January 13, 1990, from 10:00 a.m. to 2:00 p.m. (\$25). Call 944-1040 or 944-3956 for details. She is an author, philosopher, and prior Presidential candidate, who was excommunicated from the Mormon Church for her support of the E.R.A.

THE HAWAII WOMEN LAWYERS FOUNDATION
SURVEY OF HAWAII'S WOMEN ATTORNEYS:
A DETAILED SUMMARY

In 1980, The Hawaii Women Lawyers Foundation (THWLF) commissioned a survey of women lawyers licensed in Hawaii, to collect information related to their demographics, education, employment, professional qualifications and activities. In 1989, THWLF commissioned a similar survey to measure any changes in the profile of women attorneys in Hawaii and to identify issues of priority for funding and education.

The questionnaire was drafted by Ward Research and sent to approximately 880 women attorneys in Hawaii. A total of 261 responses were received, for a response rate of 30%. The maximum sampling error applicable is +/- 6%. Comparing data from the 1989 Survey of Hawaii's Women Attorneys with similar data from 1980, we provide the following summary of findings:

DEMOGRAPHIC PROFILE

Women attorneys responding to the survey in 1989 were significantly older than those seen in the 1980 study. Previously, half were under age 32; 1989 data shows only 18% under 32 years of age. Nearly half (48%) of all respondents were born in the Islands, and half (49%) were born on the Mainland. In 1980, 25% of the respondents had lived in Hawaii less than 5 years; by 1989, this figure had decreased to only 10%. In 1989, the ethnic mix of Hawaii's women attorneys was 44% Caucasian, 27% Japanese, 11% Chinese, and 6% Hawaiian/part Hawaiian. The median annual income reported for 1988 was \$45,600, with 11% reporting income over \$75,000.

A larger proportion of 1989 respondents are married (62%), contrasted with less than half of the sample in 1980. Among married respondents and those "living with someone," 39% said their spouse/friend is a law professional. While only approximately one-third of respondents in 1980 reported having children, that figure had increased to nearly half (45%) by 1989. Almost (two) out of five women responding in 1989 (38%) said they plan to have more children, approximately 36% do not, and another one-quarter (26%) were undecided. Of those who plan on having more children, almost two-thirds (64%) said they plan to return to their career full-time, within approximately three months, on average; one-quarter (23%) said they plan to return part-time, within approximately two months, on average; and 12% were not sure whether they would return part or full-time.

EDUCATION/PROFESSIONAL QUALIFICATIONS

While only 35% received their undergraduate degree from a college in Hawaii, almost half (47%) attended law school in Hawaii. Twenty-three percent reported admission to the Bar in a state other than Hawaii. Twenty-four percent respondents reportedly hold other professional licenses, with real estate and teaching mentioned most frequently.

EMPLOYMENT

The vast majority (97%) are employed outside of the home, and 93% work full time. The most common areas of specialty reported are in real estate, family law, litigation, criminal law, and labor law. Half (51%) were practicing with private law firms (including 10% in solo practice). Another 29% were employed by

government. The most common positions held by respondents in the 1989 survey were "associate" (25%), "partner" (13%), and "owner"/"self-employed" (11%). The average length of time in which respondents had been in their current position was 3.0 years. In 1989, 20% reported longevity of only one year or less in their current employment, by contrast, in 1980, close to 45% reported one year or less in their respective positions. The average number of hours reportedly worked per week was 49 hours. Decrease in the proportion of respondents which reported trying cases in court on behalf of clients. This figure was 80% in 1980. in 1989, only a little over half (51%) reported the same.

PROFESSIONAL ACTIVITIES

On average, the survey respondents in 1989 reported investing 9.5 hours per week in "work-related duties performed outside of normal business hours, including approximately three hours in civic/community functions, nine hours in leisure activities, 10.5 hours in family activities, and 10.3 hours in household activities. Fourteen of those participating in the survey currently hold offices or serve on committees with their respective legal/community organizations.

FORMAL FAMILY LEAVE

Thirty-seven percent said that their current employer has a formal family leave policy. Of those who have a formal leave policy, 17% said the policy provides fully-paid leave, 5% said it is a partially-paid leave policy, 19% indicated that it is unpaid leave. Those whose employers offer unpaid leave reported the longest approved leave time, approximately 6-7 months available. This is contrasted with approximately 2 months of approved leave offered by those who fully or partially pay for family leave. When asked if they are satisfied with the current family leave policy set forth by the employer, 41% said they are satisfied, 35% said the policy is not satisfactory.

HAWAII WOMEN LAWYERS/THE HAWAII WOMEN LAWYERS FOUNDATION

When respondents ranked a specific list of topics which they would like to see addressed at HWL "brown bag meetings", substantive topics such as family and labor law topped the list, followed by legislative bills of interest to women, child care/two career families, alternative work schedules, self-help workshops, judicial selection process, education for children, affirmative action/comparable worth, reproductive rights, business and employment-related topics, sexual harassment, and setting up your own law practice.

Survey participants felt THWLF should be involved with legislative issues concerning reproductive rights, child care, family leave and alternative work schedules, and discrimination in private clubs, as well as community issues involving homeless women/shelters, wife abuse, child care, legal aid for the elderly, and educating women on careers.

HWL MEMBERSHIP

HWL invites you to become a member, or to renew your membership dues, if you have not already done so. (The date on your address label shows the last date your dues are current). Please send the following form to HWL, P.O. Box 2072, Honolulu, Hawaii 96805. Dues are as follows:

Regular members \$25 Out-of-state members \$15 Student members \$5

New admittees (within 1 year of Hawaii admission) \$15

HWL President's Circle: \$100 \$500 \$1000 (circle one)

Name _____ Phone (day) _____ (night) _____

Mailing Address _____

Please indicate if you are interested in information about serving on the HWL Board or Committees

Be _____

Please note any topics or projects in which you are interested in assisting

Moved? Name change? Receiving duplicates? Please send old mailing label with corrections to HWL, P.O. Box 2072, Honolulu, Hawaii 96805. If you have any announcements you wish to submit for the monthly newsletter, please call Ellen Godbey Carson at 524-1212 or send a copy to HWL by the end of every month.

HAWAII WOMEN LAWYERS

P.O. Box 2072
Honolulu, Hawaii 96805

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