



HAWAII WOMEN LAWYERS NEWSLETTER

September 1993

1993

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WOMEN'S FORUM

DATE: September 24, 1993

TIME: 11:45 a.m. - 1:00 p.m.

PLACE: Plaza Club (20th Floor), 900 Fort Street Mall

SPEAKER: Patricia Saiki

(als)

Patricia Saiki will be our next guest speaker. Ms. Saiki's career has grown from teaching school, to being a member of the United States House of Representatives, to heading the Small Business Association. She is now a gubernatorial candidate and could be Hawaii's first woman governor. Ms. Saiki is a role model of what women may achieve and strive for. Please come listen and talk with Ms. Saiki this month.

Please call Mary Houghton for reservations at 395-9743. \$10.00 members, \$12.00 non-members and \$16.00 for walk-ins.

Our final speaker of the year will be the Reverend Pamela Vessels. She will speak about establishing a half-way house for prostitutes seeking a new beginning and her general work in the community. Reverend Vessels is dedicated to help to women in Hawaii, particularly the women who are often overlooked. If you are interested in hearing more about her projects and in ways you can help, schedule to come to the last forum of the year on October 29, 1993.

HWL 1994 OFFICER/BOARD ELECTIONS

Deviating from the usual practice of running a "slate" of officers and board members, HWL is soliciting interested HWL members to run for its 1994 board of directors, serving under the able leadership of President-Elect Laura Thielen. Officers and directors are elected for 1 year terms. Vacancies to be filled are: Vice-President/President-Elect; Secretary; Treasurer (must be a CPA); and 5 additional board members. You may nominate yourself or others for any position by writing to current HWL President Cori Lau (designate the office of interest, if any), P.O. Box 2072, Honolulu, HI 96805, by October 15, 1993. Ballots will be included with the November newsletter.

SHERRY P. BRODER RECEIVES SOLE PRACTITIONER OF THE YEAR AWARD

Sherry P. Broder received the Solo Practitioner of the Year Award for 1993 at the American Bar Association convention in New York City. The 15,000 member General Practice Section of the American Bar Association presents this annual award to a sole practitioner in recognition of outstanding service as a solo practitioner to the legal profession and the organized bar and for upholding the ideals and traditions of the profession.

Ms. Broder is currently President of the Hawaii State Bar Association ("HSBA") and is the first woman President in 92 years. She has served as President of the Hawaii Women Lawyers, President of the Hawaii Women's Legal Foundation, and Vice President of the Hawaii Academy of Plaintiffs' attorneys. She has served on the boards of the Hawaii Bar Foundation, Hawaii Lawyers Care and Hawaii Public Television.

Ms. Broder has achieved tremendous success in litigation over the years. She won a multi-million dollar settlement in a class-action suit on behalf of consumers on the island of Oahu who had been exposed to the heptachlor pesticide in milk. Ms. Broder is currently representing thousands of people who were the victims of torture, summary execution and disappearance during the martial law dictatorship of Ferdinand E. Marcos in the Philippines. Ms. Broder has a multi-million dollar judgment for one of the victims of summary execution against Imee Marcos-Manotoc, the daughter of Ferdinand E. Marcos.

Ms. Broder was also a panelist at the ABA Convention on a Presidential Showcase Program. The program was entitled: A Legacy of Neglect—The Failure to Diagnose Breast Cancer and Other Female Cancers. Legal issues relating to breast cancer was one of the major issues discussed at the 1993 ABA Convention.

Sherry P. Broder shares this year's honor with Cameron C. Gamble of New Orleans, Louisiana.

LAST CALL FOR DINNER WITH OUR MAYORS

Hurry, hurry, hurry! Only a few tables remain for the September 10th "A Conversation With Our Mayors: Triumphant Over Tough Times" at the Hawaii Prince Hotel. We expect another stimulating and fun evening.

In addition to hearing from our mayors, come enhance your leisure time by bidding on one of HWLF's Third Annual "Quality of Life" silent auction items. Want to be served by one of your colleagues? Bid on these:

- gourmet treats made to order from Cori Lau, Trudy Burns, Sara Harvey, Ellen Carson, Susan Jaworowski, Gail Robertson, Louise Ing, Paul Alston, Mary Martin, Mei Nakamoto, Elizabeth Kent and James Dandar.
 - a week-end at Sherry Broder's beach house.
-

- a karaoke/costume party at Janice Wolf's.
- a progressive dinner at Janis Akuna's and Louise Ing's, cooked by Richard Ekimoto.

For information and reservations, call Mary Houghton, Consultant, at 395-9743.

MORE THANK YOUS

In addition to our generous donors to the mayors' dinner who will be acknowledged at the event, we want to acknowledge these additional donors to our 1993 annual solicitation campaign:

SUSTAINER (\$100-249)

June Russell
Patricia and Arthur Park
Jan Tamura

DONOR (up to \$50)

Denise Balanay
Mei Nakamoto
Cecelia Sierra

Thank you for your support!

CIRCUIT COURT OPENINGS

The Judicial Selection Commission has announced 2 openings for First Circuit Court Judges (Associate Justice Nakayama's former position and retiring Judge Takao's position) and 1 opening in Third Circuit Court (retiring Judge Kimura's position). Names

of qualified persons should be submitted to the Judicial Selection Commission, P.O. Box 2560, Honolulu, HI 96804 by September 14, 1993.

WOMEN ARBITRATORS SOUGHT

According to the *Arbitration Times*, a publication of the national American Arbitration Association (AAA), there are only about 3,000 women, or 6% of the total number of panelists who sit on AAA's various panels. To remedy this situation, AAA is asking for recommendations of women who would be appropriate arbitrators in their communities and areas of activity. Needed are experienced business women and professionals in areas where arbitration and mediation are used to resolve disputes, as well as women lawyers who have practiced more than 10 years in business, construction, property, tort, insurance, employment or international law. Litigation experience is also helpful. For information call Keith Hunter at the Honolulu AAA office, ph. 531-0541.

VOLUNTEERS SOUGHT FOR YLD TO DRUGS AND KIDS PROGRAM

The Young Lawyers Division of the Hawaii State Bar Association is seeking attorneys and judges to team up with physicians for visits to 4th grade classrooms across the state during the Drugs and Kids program the week of October 25 - 29. In order to dissuade kids from using drugs, the team will give a brief presentation and answer kids' legal and medical questions about drug usage. Last year there were many more doctor volunteers than

lawyers. A training program to prepare you for what to expect will take place Saturday, October 9 so don't let lack of criminal law experience prevent you from participating (also, both young and not-so-young lawyers are needed!). Call Paulette Suwa at HSBA, 537-1868 for more information and to sign up.

HWL MEMBERSHIP: SORRY FOR CONFUSION OVER DUES INVOICE!

Please President Cori Lau conveys her apologies for the confusing dues invoice that was recently mailed out. In addition to switching to a calendar year, we are attempting to computerize our membership data base, so your patience is appreciated. Although it is not an excuse: please be reminded that board administrative duties, including membership list maintenance, are volunteer efforts! Anyway, here is the revised and clarified dues payment policy: if your membership expired in June, 1993 or prior to that time, we will extend your membership to December, 1994, if you can submit the annual dues payment (see rates below) by September 30, 1993. If your expiration is June 1994 because you checked off HWL dues payment when paying your HSBA dues, we will extend your expiration date to December, 1994 but are asking for a voluntary payment of 1/2 the dues amount. We are depending on dues payments to help us bring this membership data system into the 20th century! Again, membership questions can be gently directed to Cori Lau at 956-6551. Please send the form on the back of this newsletter and payment to HWL, P.O. Box 2072, Honolulu, HI 96805.

WOMEN AND RAINMAKING

[The following is a compilation of excerpts from articles published in the CWL News, Vol. 17, No. 4, July/August 1993¹ with permission from the California Women Lawyers.]

Today, almost fifty percent of law school graduates are women. Yet women hold less than ten percent of firm partnerships and less than two percent of firm management positions.

Men and women communicate differently, which can hinder women in their efforts to become rainmakers. Women tend to be less direct about soliciting business than men. Women need to be straightforward in their discussions and use proven business generation techniques in their rainmaking efforts.

From one corporate general counsel's experience, men usually take a team approach in soliciting business, often arranging for face-to-face meetings and bringing along several attorneys from the firm to demonstrate the diversity of the firm's practice areas or of the attorneys themselves and, to get acquainted on a personal level. In contrast, the women with whom the general counsel met, showed up for meetings alone; giving the appearance that they did not have the support of their firms. Male attorneys often described their own experience and that of their firm expansively and enthusiastically, while women tend to be modest and uncomfortable about bragging about their expertise. Without sufficient information, it thus becomes difficult to evaluate if there is a possible fit for the company and the particular individual and her law firm. The general counsel is left to seek out qualified women attorneys based on their reputation and the experiences of colleagues in working with them.

The following are tips on how to improve rainmaking skills:

-Take Control. Women must stop believing that connection is all-important and focus on being able to dominate a particular communication. One-on-one connections is but one step in the process. If a potential is a man, he is expecting to hear why you have the competitive edge over all the other lawyers who have bought him expensive lunches.

-Find a Supportive Firm. Without a supportive firm, women will be undercut from the start in business generation efforts. If a woman goes out on a limb and seeks business from in-house counsel and executives without the firm behind her, the lack of firm cohesiveness will reflect badly on the firm and the prospects will likely send their business elsewhere.

-Find a Woman Mentor; Networking. Just as men have their old boys' networks that serve as networking and referral outlets, women need to establish an equivalent network that can produce business. Because of the imbalance of women to men at the top of firm hierarchies, women too often feel threatened by other women in their competition for the few slots available to them. And, while men often discuss difficulties with other men without incident, women must battle the stereotype that they are weak if they share their problems. Mentors and proteges must set aside these feelings if women are to establish successful mentoring and networking systems.

-Promote Areas of Expertise. Women must develop areas of expertise and actively promote them within their firms.

-Newsletters. Newsletters of good quality

addressing practical and topical issues in one area of law should be regularly sent to the corporate general counsel in industries for which the newsletter's information is relevant.

-Seminars. Extend invitations to corporate general counsel and executives of target companies to firm-sponsored seminars on current popular topics (e.g., American with Disabilities Act, sexual harassment, manager liability, and product liability).

-Referrals and Contacts. Generate referrals from other professionals you have worked with, such as accounting firms, financial planners, architects and bankers. Consider joint marketing efforts on particular topics that would be of interest to your respective clients as well as potential new clients for both.

-Topical Papers. Convert opinion letters, points and authorities and briefs into timely "white papers" for general audiences. The firm might regularly circulate a bibliography of available white papers to general counsel and appropriate executives, who would then select the papers they would like to read.

-Formal Presentations. It is important to understand the business of the company and its business needs, and suggest possible fits for your services. Be sure to obtain closure at the end of the meeting (e.g., agree to send a proposal, provide a legal opinion, or submit a proposal for services).

¹"Women and Rainmaking: A General Counsel's View" by Judith Epstein, General Counsel, Valent USA and "Women and Rainmaking: A Partner's View" by Angela Bradstreet, Partner, Carroll, Burdick & McDonough and President, California Women Lawyers.

HWL MEMBERSHIP

HWL invites you to become a member, or to renew your membership dues, if you have not already done so. Please send the following form to P.O. Box 2072, Honolulu, Hawaii 96805. Dues are as follows:

Regular member \$40 Out-of-state members \$20 Student members \$10
New admittees (within 1 year of Hawaii admission) \$20

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

Please note any topics or projects in which you would be 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 Rhonda Nishimura at 537-6119 or Kathy Young at 537-4541, or send a copy to HWL by the end of the month.

HAWAII WOMEN LAWYERS

P.O. Box 2072
Honolulu, Hawaii 96805

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