



HAWAI'I WOMEN LAWYERS NEWSLETTER

October 1999

Calendar of Events

Wednesday, October 13th 8:00 am to 4:30 p.m. "Motor Collision Seminar" ABA TIPS Section. For more information call Stacy or Kari in the CLE Department at 537-1868.

Saturday, October 16th 5:30 pm "Entertainment Tonight with Mostly Mayors, Numerous Notables and High Muckety-Mucks" HWLF Fundraiser in the Monarch Room at the Royal Hawaiian. Call Mary Houghton at 396-8506 to make reservations.

Wednesday, October 20th noon "Lawyers in Transition" HSBA Seminar with guest speaker Steve Dixon, Esq. For more information, please contact Evelyn Gomez at 537-9140.

Thursday, October 21st 8:00 a.m. "Real Property Litigation Seminar" presented by HSBA. For more information, please contact Stacy or Kari in the CLE Department at 537-1868.

Friday, October 22nd noon "Shmooze or Lose" See story at the top of this page for details.

Saturday, October 23rd all day "Make a Difference Day Food Drive" See story on page 3 for details.

Thursday, October 28th 7:00 a.m. "Getting & Keeping Corporate Business: An Insider's View" See story to the right.

Friday, October 29th 3:30 pm "Internet for Idiots II (Website Development)" HSBA Practice Management Seminar featuring Andy Winer. Conference Room at Goodsill Anderson Quinn & Stifel (20th floor). Limited to the first 50 people who make reservations by calling Christine at 537-1868. Free.

"Shmooze or Lose" Program, October 22nd

Tips on Rainmaking and Marketing

Shmooze (rhymes with "ooze"); both verb & noun. Yiddish: means "to talk story." Origin is Hebrew: shmooz, meaning "things heard."

The old adage, "nobody likes to do business with strangers" is true throughout the world, but nowhere is it practiced with more fervor than in Hawai'i. Here, where you went to high school is often more important in getting a job or a referral than your law school grade point average. And who you know beats what you know in almost every hand you play.

Some people just seem to have the knack for making "business friends." But for most of us, it's an acquired art form.

Need a little help? HWL's upcoming Brown Bag Luncheon "Shmooze or Lose" may be just the ticket. From noon to 1:00 p.m. on October 22nd, HWL will give you tips on rainmaking and marketing in Hawai'i. Leading the discussion will be Ellen Godbey Carson (Alston Hunt Floyd & Ing), Donna Leong (Cades Schutte Fleming & Wright) and Joyce Yount Neeley (Neeley & Anderson).

HWL Brown Bag Luncheons are free of charge and open to members and non-members alike. No reservation is needed. Just come to the 2nd floor conference room of the Supreme Court Building. Bring your own lunch. We begin promptly at noon.

Getting & Keeping Corporate Business: An Insider's View" to be held October 28th at the Plaza Club

Learn the Top Ten Pet Peeves About Outside Counsel

Here's an opportunity to try out the skills you learned at the "Shmooze or Lose" program. All members of the Hawai'i State Bar Association Corporate Counsel Section have been invited to share breakfast with members of HWL on October 28th from 7:00 a.m. to 8:30 a.m.

Speakers will include Patti Nakaji, Esq. (Kaiser Foundation Health Plan, Inc.) and Susan Li, Esq. (Hawaiian Electric Company). In addition to sharing their top pet peeves about outside counsel, they will provide useful tips on how to get and keep an inside corporate counsel's business.

The breakfast will be held at the Plaza Club. The cost is \$15. Reservations are a must and space will be limited. RSVP to Nancye (438-6720) by noon on October 22nd.

Tickets Still Available for HWLF Fundraiser

"Entertainment Tonight with Mostly Mayors, Numerous Notables, High Muckety-Mucks."

What is your idea of a good time?

- Dress elegantly for dinner & a show?
- Sunset champagne on the beach?
- Catch up with friends & colleagues?
- Snap up bargains on one-of-a-kind silent auction items?
- See high-profile politicians & attorneys dress goofy, talk pidgin, sing, dance and generally make A on stage?
- Help worthwhile projects benefiting women and children?

Have we got a deal for you! You can do all of the above in one excellent evening of food, drink, & entertainment, complete with Elvis sightings and Baywatch Babes.

Tickets for the 9th annual HWLF fundraiser are still available by calling Mary Houghton at 396-8506. The event will be held on October 16th in the Monarch Room at the Royal Hawaiian Hotel. Champagne begins flowing at 5:30 p.m. with sunset shortly thereafter. Call Mary today to reserve your spot!

It Just Doesn't Get Any Better Than This

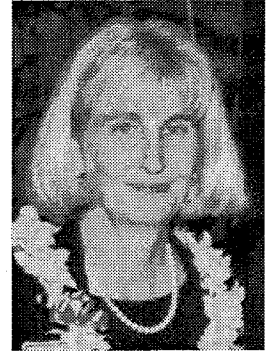


Last year's HWLF Fundraiser included a musical number by Hawaii's own Spice Girls. Shown left to right are: Louise Ing, Cori Lau, Rene Mansho, Rai Saint Chu, Trudy Burns Stone, and Professor John Barkai as The Beaver.

Why Should She Have to Leave?

President's Letter by Nancye L. Bethurem

I walked through the living room at home the other day and the show "Cops!" was playing. This is the show where the TV audience "rides along" with police to observe our nation's finest on the job. In this particular episode, a 50'ish white male police officer was responding to a 911 call from a young African-American woman who had been assaulted by her live-in boyfriend. The young woman wanted the boyfriend arrested for assault, and out of her apartment. I was appalled at the attitude of the responding policeman.



The officer barely listened to the woman, telling her to shut up and quit whining, as she did not look "that hurt," since he could see no obvious bruises, flowing blood or broken bones. He refused to issue a warrant, and advised her to leave if she feared additional beating. "Why should I have to leave my own house and sleep in the cold? Why can't you make him leave?" the woman asked. The officer just turned his back on her and walked away.

This was real life. It was also television. The officer knew he was being filmed, and we must assume that he was on his best behavior, yet he walked away without protecting this young woman. I can only imagine what this officer's behavior is like when there is no camera following him! If the victim had been his daughter or sister, would his response have been the same? If she had been belonged to a different race, or lived in a better neighborhood?

We're lucky in Hawai'i to have a law enforcement policy that does not, supposedly, tolerate such behavior in domestic abuse cases. Nonetheless, much of the difficulty of dealing with domestic violence within the community at large can be summed up in the officer's attitude, "If you don't like the way you are being treated, why don't you just leave?" That question is the one most often asked, and it is wrong in so many different ways. Sometimes a woman's life is at risk *because* she leaves. Her life may continue to be at risk for years, as she is stalked at work or at a new home. Sometimes the woman has no money and cannot take small children to live on the streets. In addition to fear, she must often deal with guilt, lack of self-esteem, and other psychological trauma associated with violent abuse. Sometimes there is just *no way out*. Or so it seems. But the ultimate question of, "Why should she have to leave?" is always there.

We must provide a network of assistance and protection for these victims, involving the police, the judiciary, doctors, friends and relatives. Sometimes even strangers can make a difference. This is where HWL comes in.

Our food drive project during the National Make a Difference Day is aimed at assisting women who have had no option but to leave their homes and past lives. These women have conquered the psychological decision to leave and must now face the pragmatic problems of starting all over again: food, shelter and clothing. Please assist us in the efforts to help women and children who are victims of domestic violence and are trying to save their lives.

On October 23rd, Hawai'i Women Lawyers will be collecting food and donations for shelters housing battered women and their children across Oahu. You can learn more about this project by reading the story on our front page.

Your support on this project will be very much appreciated.

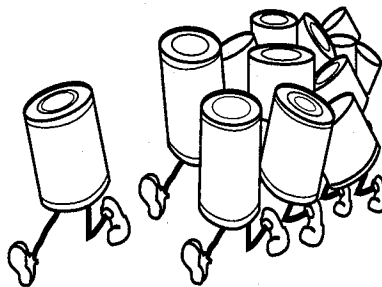
October Food Drive for Women's Shelters

October is *Domestic Violence Awareness Month*, and October 23rd is *National Make a Difference Day*. Over \$2.6 million is expected to be donated across the country.

HWL has joined with Americorp/SAVD (Students and Advocates for Victims of Domestic Violence) to collect non-perishable food items for delivery to various battered women's shelters on Oahu.

Volunteers are needed at various grocery store locations to collect donated food items. This activity will take place on Saturday, October 23rd, from 9:30 a.m. until noon. Then, from 1:00 to 4:00 p.m. we will be sorting the collected items at the YWCA, 1040 Richards Street, in downtown Honolulu for delivery to the shelters.

Your assistance with either (or both) of these activities would be greatly appreciated.



Another excellent way to participate would be to hold a "mini-food-drive" at your work place and bring the goods to the YWCA on the afternoon of October 23rd..

To sign up to collect food at one of the participating grocery stores, or to sort food at the YWCA, please call Nayda Mannle of SAVD and leave a message at 522-0683, or call HWL President Nancye Bethurem at 438-6720 to become part of this worthwhile project.

Notice of Judicial Vacancies

The Judicial Selection Commission has announced two new vacancies in the judiciary:

Judge, Circuit Court of the First Circuit, Eleventh Division.

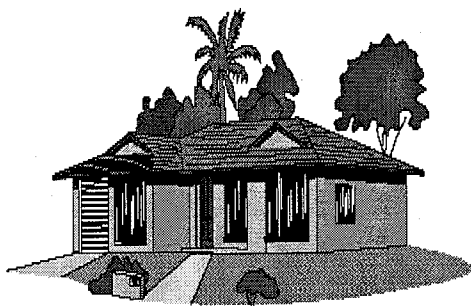
Your application must be delivered by mail by October 22nd.

Judge, Circuit Court of the First Circuit, Sixth Division.

This vacancy will be created by the retirement of The Honorable Wendell K. Huddy on April 6, 2000. Application deadline is October 15th.

These vacancies will be appointed by Governor Ben Cayetano, and require a minimum of ten years of licensed practice in the State of Hawai'i.

Hawai'i Women Lawyers encourages all qualified women and minorities to aggressively pursue these positions. To request an application, call Margie at the JSC at 538-5200.



HWL Joins With Honolulu Habitat for Humanity to Build a House with Love and Labor

Volunteers Sought to Help With Construction on Saturday November 6th

On November 6, 1999, members of HWL will assist Honolulu Habitat for Humanity to begin building a home (duplex) for two local families. A crew of approximately 50 women (mostly), headed by First Lady Vicky Cayetano, will work on the house at 1521 Pele Street. All HWL members are invited to participate. Although skilled construction workers are always welcome, There is plenty of unskilled work to go around and novices are also welcome.

Monetary gifts are being accepted as well; the project needs \$120,000. If you can assist on November 6th, please call Nancye Bethurem at 438-6720. If you wish to donate money, make you check payable to Habitat for Humanity and send it to the HWL office at 76 North King Street, Suite 206, Honolulu, Hawai'i 96817. We will be presenting the checks on November 6th at the construction site.

HWL E-mail Database Now Complete

Thanks to the efforts of Board member Lea Hong, we now have compiled an e-mail list, using the listings in the new HWL Directory.

The ability to impart "instant information" to the membership will be particularly helpful during the next legislative session. We will use it to notify members of "late breaking" news, items of special interest, or as reminders of upcoming events.

If you have not already received an e-mail notice regarding this database, then we've somehow missed you. Please send an e-mail to our HWL President at Bethurem@aol.com and you will be added to the list.

The Problem of Gender Bias

by Susan Hippensteele, Ph.D.
Sex Equity Specialist-UH
Law Student
HWL Member

Most people believe they treat women and men equally. Studies consistently show that conscious attitudes are increasingly egalitarian and fewer people are willing to openly express biased attitudes toward women. Because prejudice and stereotypes are socially undesirable, educated people are particularly likely to hold conscious gender beliefs that are egalitarian. Unfortunately, conscious and unconscious gender beliefs typically do not match when attention is not focused directly on the issue of gender, unconscious beliefs and stereotypes guide perceptions, inferences, memories and behavior. The result is that differential treatment of women and men remains a persistent force.

When differential treatment takes a form that disadvantages or denigrates women, we call it "gender bias." However, the term is something of a misnomer. "Gender" actually refers to a composite of learned behaviors culturally associated with being female or male, i.e., feminine or masculine traits and characteristics. Typical masculine traits include competence, independence, decisiveness, self-confidence, and intelligence. Typical "feminine" traits include empathy, sensitivity, dependence, warmth, and deference. In general, individuals are rewarded for gender consistent behavior and sanctioned for gender inconsistent behavior. For example, research has shown that most people would rather work with competent men and

incompetent women than with competent women.

Within the legal profession, gender bias has a disparate impact on judge and jury attitudes toward women advocates and credibility assessments of women as witnesses. Gender bias informs definitions of harm and/or injury--particularly in areas considered of particular concern to women such as domestic violence, sexual assault and harassment, as well as sex discrimination in employment. Gender bias affects the career paths of women attorneys and the areas of law in which they choose to practice.

Confronting gender bias is difficult and even exhausting. Because the notion that most people act on gender biases is so hard to accept, many instead conclude that gender bias is not a contemporary issue but rather a problem of the past--a uniquely inviolate conclusion in some instances. The most powerful tool to combat gender bias is simple--women's presence. No single factor has proven more significant in changing gender bias in institutions and organizations in the U.S. As women gain entry into social, political and legal institutions, even those that remain only symbolically integrated are affected by the ideas and behaviors women bring. Many social problems now considered serious were invisible thirty years ago. The problems are not new, but the social perception and the *insistence* that society confront them is.

We have a long way to go before gender bias is truly a problem of the past. To eliminate gender bias, we must continue to vigorously advocate the promotion of women into positions of influence and decision-making at all levels of our social, political and legal institutions.

Aloha from Evelyn Lance, Volunteering in Macedonia



Retired Judge Evelyn Lance is spending a year at an ABA/CEELI post. She writes to many of her friends in HWL, and one of them has shared part of her latest letter with us.

My predecessor here, ABA/CEELI liaison Terry Rogers, worked last year with a very well-organized group entitled the Humanitarian Association for the Emancipation, Security and Equality of Women (known as "ESE"). The group worked many weekends and came up with a proposal to amend four separate codes -- Criminal, Criminal Procedure, Civil Procedure, and Family. These would establish a crime of domestic violence (based on the Model Code promulgated by the National Council of Juvenile and Family Court Judges), describe penalties, and create procedures for civil protective orders. CEELI then sent these amendments to U.S. experts for assessment.

The assessments have now been completed. ESE scheduled a public hearing last week, and after a description of the proposed laws by the head of the drafting committee, I was asked to comment on the CEELI assessment, and ended up on Macedonian TV.

They have no statistics on domestic violence here because, despite constitutional equal rights provisions, they have never had an arrest or prosecution!

It will probably take about a year to get this through Parliament. Chances are good, because the present Minister of Justice is supportive. Then training will have to begin.

Aloha,
Evelyn

Chop Sui Generis

Congratulations to HWL member **Paul Alston, Hawaii's first Certified Civil Trial Specialist**. On July 1, 1999, the Hawai'i Supreme Court adopted Rule 1.13 of the Rules of the Supreme Court of Hawai'i, allowing attorneys in good standing to become certified as specialists after successfully completing a specialty program accredited by the ABA. Paul can be reached at Alston Hunt Floyd & Ing (524-1800).

T. Lynn Wasson is relocating to the Seattle area. Her office space in the Dillingham Transportation Building is available for rent with nicely renovated reception area and lots of storage. Lynn would prefer to rent just her office, however the entire three-office suite could be made available if necessary. As an incentive, she'll even throw in her furniture. Call her at 545-2681.

While Lynn is moving, her excellent legal secretary, Mihala Lee, is not. She's looking for a new job. Mihala has paralegal training through Kapiolani Community College and is well-versed in family law and family court procedures. Call her at 545-2681.

HWL Directory Now Available

Distribution Happening Across the State & Mainland

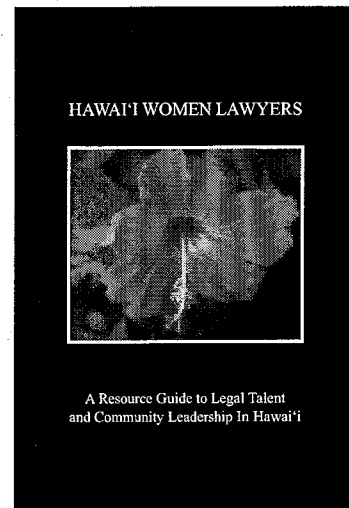
On September 13th, phase one of the HWL Directory distribution process was completed. All current members in good standing should now have their copies of the new Directory.

The Directory contains current information as supplied by each member. Members who failed to return the bio sheets are still included, but in a slightly shorter form. A special feature is the cross-referencing section, breaking out areas of legal speciality, geographic location, and states admitted to practice. This will help prospective clients find legal counsel.

Phase two of the process has now begun. Copies of the Directory have already been placed in the law library of each large law firm in Honolulu. They are also being distributed free of charge to public libraries, social organizations, community groups and non-legal professional associations across Hawai'i. Phase three will include major law firms on the west coast, as well as professional associations across the mainland, through HWL's national network of sister organizations.

We hope to complete our internet link by November 1st, so that potential clients and co-counsel can access the Directory via the web.

Ten days after taking delivery from the printer, the HWL office had already sent directories to three individuals who wanted to be able to reference attorneys by their areas of legal speciality and experience.



Can You Identify These Anniversary Party Speakers?



(left to right) Ellen Godbey Carson & Lorraine Akiba

Obviously our Newsletter layout person can't, since the captions on these two pictures were accidentally switched in last month's Newsletter.

Additionally, Rebecca Hommon's name was misspelled.

We regret any inconvenience that these mistakes may have caused.

Just for the record, **Rai Saint Chu** is pictured here on the right and Lorraine Akiba is in the picture on the left. But then you already knew that, didn't you.



HWL Founding President Rai Saint Chu

**HAWAI'I WOMEN LAWYERS
NEWSLETTER**

This newsletter is published ten times a year by Hawai'i Women Lawyers, P.O. Box 2072, Honolulu, Hawai'i 96805. Subscriptions are available only to dues-paying members.

Letters, articles and other contributions are always welcome. Fax your submissions to Kay Lorraine at (808) 545-8636. We reserve the right to edit for space and content.

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Hawai'i Lawyers Care Makes Name Change

As of October 1st, Hawai'i Lawyers Care has officially changed its name to Volunteer Legal Services Hawai'i. In addition to the new name, they have moved from their old offices in the YWCA.

Volunteer Legal Services Hawai'i is now located at 545 Queen Street, Suite 100 in downtown Honolulu.

In addition to the clinics that are regularly provided for residents in homeless transitional housing throughout O'ahu, VLSH has been asked to extend service to residents in recovery at two shelters, Fresh Start in Waipahu and Ho'omau Ke Ola in Wai'anae. This will require finding employment attorneys who are willing to volunteer for this program.

Call Bettie Wallace, Homeless Project Coordinator, at 528-7050 for details.

Program Committee Looking for Speakers

While HWL's legislative and community outreach programs are important, the core of HWL's mission statement has always centered around "dedication to the advancement of the professional goals of women attorneys in Hawai'i."

To that end, you will notice that we have recently increased our emphasis on professional programs. This month we have two seminars devoted to different aspects of rain-making and marketing.

Our program committee is always looking for volunteers to speak on a topic of interest to our membership.

If you are interested in being a speaker, or if you have a topic that you would like to have us explore, please contact Lea Hong (524-1800), Cheryl Okuma-Sepe (527-5559), or Sara Harvey (524-0325) with your suggestions.

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