



HAWAII WOMEN LAWYERS NEWSLETTER

November/December 1999

In This Issue...

1999 HWL Award Winners

Winners are announced and reception date of January 28th is selected.

Dues Payment Made Easier

Pay through HSBA and write one check covering everything!

"Law & Disorder" Adds Matinee

Bar Association centennial review on December 4th adds an extra show.

HWL to Hold Legislative Retreat

HWL Members invited to help shape our legislative agenda for this session.

Calendar of Events

Monday, November 29th noon
Supreme Court Conference Room
"Title IX Update" with Jill Nunokawa.

Thursday, December 3rd 2:00 pm
Wiamea Room, Sheraton Waikiki
"Everything You Ever Wanted to Know About the Judicial Selection Process, But Were Afraid to Ask"

Saturday, December 11th 10:00 am
Legislative Retreat at 1800 Pacific Tower, 1001 Bishop Street.

Thursday, January 13th 4:00 pm
HWL State Legislator's Reception (See page 4 for details)

Friday, December 17th noon
Supreme Court Conference Room
"Since You Can't Take It With You..." a financial planning seminar by Joy Miyasaki. Free.

Friday, January 28th 5:00 pm
HWL Annual Awards Ceremony and Reception at the Plaza Club. Details in the January newsletter.

Everything You Ever Wanted to Know About the Judicial Selection Process, But Were Afraid to Ask

HWL Presents Program at HSBA Convention, December 3rd

On December 3rd, from 2:00 to 3:30 p.m. in the Sheraton Waikiki Wiamea Room, Hawaii Women Lawyers will present a panel discussion on how to pursue a judicial appointment. The program will be part of this year's annual HSBA Convention, and is aimed at demystifying the process of judicial selection in the hope of encouraging qualified candidates to step forward.

In July, HWL's Judicial Selection Issues Committee members met with Governor Cayetano, Chief Justice Ron Moon, and members of the Judicial Selection Commission to voice our concerns about the growing gender gap within the state's judiciary. During those meetings, HWL was told that the number of female applicants was down and everyone concerned agreed that a program giving more information on the process could be useful.

Federal Judge Helen Gillmor has agreed to moderate the panel, which will include Judicial Selection Commission members Dave Fairbanks and Max Sword, Chief Justice Ronald Moon, and First Deputy Attorney General Thomas Keller (in the Governor's absence).

Even if you are not interested in pursuing a judicial appointment, all women attorneys are encouraged to attend this illuminating program.



HWL Member Nayda Mannle (center) boxing up food at YWCA.

HWL Members Help to Collect Over 2000 lbs. of Food for Domestic Violence Shelters

Successful Food Drive Helps Women and Children

On October 23rd, HWL members made a difference! On National Make a Difference Day, we collected and sorted food for three domestic violence shelters on Oahu. Over two thousand pounds was collected and distributed with the help of HWL in conjunction with Americorps/SAVD and the Junior League of Honolulu. HWL President Nancy Bethurem observed, "I saw very little rice that day, unlike the typical food drive. I suspect the impending dock strike was the culprit. But the Spam box was full to the brim!" Thanks to all who helped!

Chop Sui Generis

Clare Hanusz has taken a position as a Staff Attorney at Na Loio - Immigrant Rights and Public Interest Legal Services. She is also on the Advocates for Public Interest Law (APIL) Community Board as well as Outreach Coordinator of the Hawai'i Chapter of the National Lawyers Guild. Clare graduated from Richardson School of Law in May.

Former HWL Board Member **Na'u Kamali'i** has a new e-mail address. As of November 1st, she can now be reached at nkamalii@Qhealth.org. Her phone number at Queens Health Management remains unchanged at 522-7598.

Deepest condolences to **Norrie Thompson**, whose mother died following a car accident in France early this summer. Norrie has traveled to France twice since then to handle the details. Now back home, Norrie can be reached at 536-2110.

Congratulations to **Shelby Floyd** on the Loio Ku Kahi Award (Outstanding Lawyer) from the ACLU. The Award was established in 1991 to honor and recognize exceptional contributions by an attorney in the pursuit of justice and equality. Shelby Floyd, along with Eric Seitz, was selected for her role as lead counsel in the Felix case. This class action litigation compels the state of Hawai'i to provide mental health services, programs and placements for children eligible under the Individuals With Disabilities Education Act and Rehabilitation Act of 1973. Shelby has been with Alston Hunt Floyd and Ing since 1991.

Just Doing It All (With A Little Sherpa Help)

President's Letter by Nancye L. Bethurem

Thousands of teeth faced me. The head was a big as mine, and I was amazed at the length of his body. 50 feet under water, the largest species of eel in Hawaiian waters was checking me out. I was diving at Sharks Cove. It was such a beautiful experience, I never wanted to surface. I owed this great Saturday morning to my husband. I recently hurt my shoulder and my doctor said, "no lifting - especially heavy scuba tanks - for at least 6 months." But my husband came to my rescue. He got up before dawn to drive me to the North Shore, hauled my tank, helped put the equipment on me, and when my dive was over, he carried it all back up the cliff, cleaned it and hauled it home. He was my "dive sherpa." (Thank you Ellen Godbey Carson for that exceptional new phrase.) He did all this despite the fact that a medical problem is temporarily preventing him from diving himself. My husband is my "life sherpa." He helps carry all the heavy loads in our life together. I think I can do it all, but I know that I can't do it all alone. Nobody does. If not for the support of parents, friends, spouses, educators, mentors, colleagues and all of the other people that support, advise and assist us, we could not be the superwomen (or supermen) that we strive to be. We depend on each other, and people depend on us.



A person's ability to "do it all" may also be a question of definition. Much like Clinton's definition of "sex," "doing it all" can be defined in many different ways. If "doing it all" means being PTA president, homeroom mother, Girl Scout troop leader, Rainbow Girls Advisor, Red Cross helper, library volunteer, community service project leader (my mother's life), while simultaneously working seven days a week and participating in numerous business and professional organizations (my father's life), the goal would simply be impossible. On the other hand, if a person tries to do some of both of these lives, in different portions at different times, then it is very possible to do it all. Organization, persistence, and help from others is what allows us to achieve Superperson status.

This is one of the reasons that I joined Hawai'i Women Lawyers. I want to do it all. I want to improve as a lawyer. I want to educate the public on their rights and responsibilities within our legal system. I want to help victims of domestic violence, correct inequity within the judicial system, defend the rights of women and children, learn how to make more money and invest it more wisely, expand my knowledge, form meaningful relationships with my peers, celebrate the accomplishments of others, feed children in shelters, help shape the laws of the state, etc., etc. And I want to have fun while I'm doing it, too. Hawai'i Women Lawyers is currently working to do every one of those things. Between our special projects, committees, numerous publications, awards ceremony, rain-making programs, educational seminars, and legislative efforts each member of HWL is making a difference every day, whether it's by volunteering time and effort or just by paying the dues that support our year-long activities.

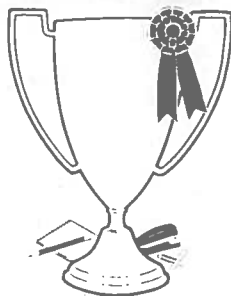
HWL is a support system, an "organization sherpa" for its members. Is this a membership pitch? You bet! We want to help you carry those heavy loads in life, and celebrate the ascents to the top of the mountain. Keep climbing! Keep diving! And keep up those relationships in your life, including your participation and involvement with Hawai'i women Lawyers. Just do it!

HWL Announces 1999 Award Winners

The Board of Directors of HWL has released the names of the 1999 HWL Award Winners:

Ah Quon McElrath, has been selected to receive the **Lifetime Achievement Award**. This Award was created to recognize a lawyer who, over the course of years, has contributed significantly to the goals and ideals that HWL was founded to support. It is truly unusual to select a person for this award who is not an attorney, but Ms. McElrath's efforts on behalf of advancing the legal system and improving the rights of all people make her truly worthy of this exceptional selection.

Susan M. Ichinose, Past President of Hawai'i Women Lawyers as well as current Chair of the HWL Legislative Committee, has been selected as **1999 Lawyer of the Year** based upon her outstanding reputation in the legal community and her strong leadership on legislative issues, most recently her successful efforts in obtaining the passage of changes to Rule 412, Hawai'i Rules of Evidence.



Diane Chang, Honolulu Star-Bulletin Editor, has been selected to receive the **Distinguished Service Award**, based on her outstanding accomplishments in the area of community service.

Casey Jarman, UH Professor, Environmental Law, has been selected to receive the **President's Award**, based on her dedication to the goals of HWL, her outstanding leadership and her mentorship of girls and young women in the community.

The annual Award Ceremony to honor these outstanding women will be held January 28th, from 5:00 to 7:30 p.m. at the Plaza Club. Details about the winners and the Awards Reception will be published in the January newsletter. For now, keep that date open on your calendars.

December 11th Legislative Retreat

On December 11th, all HWL members are invited to a morning retreat to discuss and determine the legislative agenda for the year 2000 legislative session.

Members who are interested in joining the legislative committee, assisting the committee, or who simply want to help in setting the legislative priorities for the upcoming legislative session are welcome to attend.

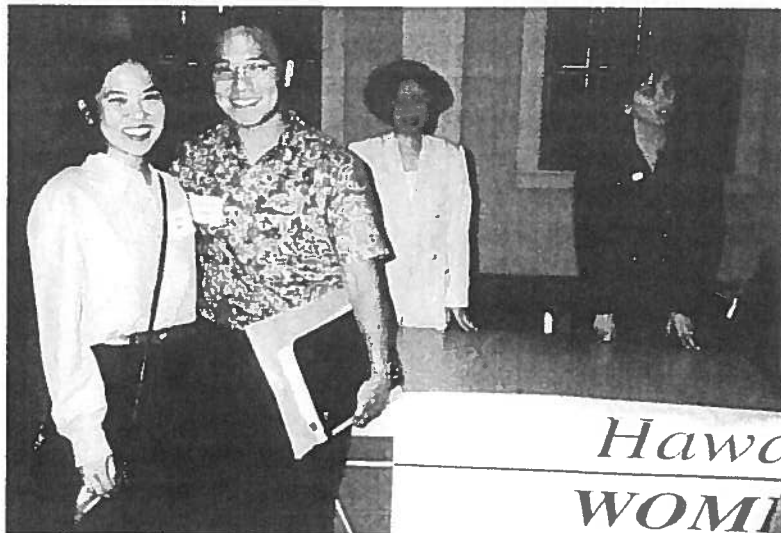
The retreat will be held at the law office of Alston Hunt Floyd and Ing, 1001 Bishop Street, Pacific Tower, Suite 1800 in downtown Honolulu. The retreat will begin at 10:00 a.m. and will continue to noon.

Wayne Matsuo In Memorium

HWL mourns the passing of Judicial Selection Commissioner Wayne Matsuo. In meeting with HWL's Judicial Selection Issues Committee this past summer, Matsuo was very forthright and committed to gender equity on the bench. He expressed genuine concern that the selection process both be fair and be perceived as fair. He indicated that he was his own person, and independent thinker. HWL was excited by the prospect of working with him and we are deeply saddened by the loss of this friend on the Commission.

Wayne Matsuo served the State of Hawai'i for many years in many roles, and we are the better for his service. HWL extends heartfelt condolences to his family and friends.

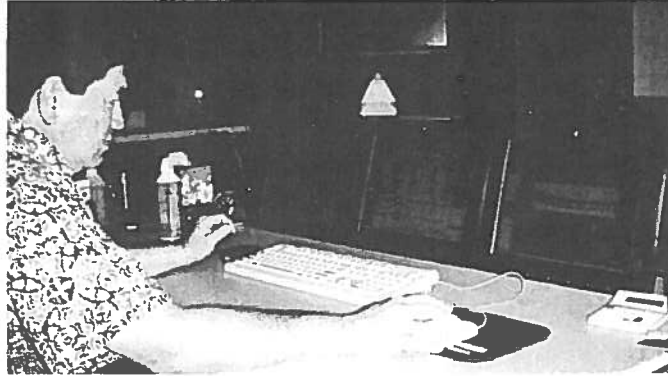
Congratulations to Newly Admitted 1999 Bar Members



New Bar Admittees Franklin & Clarissa Kang are greeted by HWL Membership Co-Chairs Melissa Pavlicek and Charla Murakami at October 18th Reception.

"Mayors' Dinner" Audio Expert Helps Lawyers With Sound Evidence

You have a tape recording that proves your case beyond a doubt. But the quality is not the best and you're concerned that the jury won't have the patience or the ability to listen past the hum and the static to hear the evidence. Who do you call?



Dunbar Wakayama in his Kakaako studio

The FBI calls Audio-Media. So does the U.S. Attorney's office, the City Prosecutor and numerous law firms across the state. You see, Dunbar Wakayama has something of a reputation in the area of audio restoration. In fact, his company has an entire division called Advanced Audio Restoration which specializes in making the unitelligible clear. Dunbar can take a poorly recorded tape, remove the hum, reduce the hiss and enhance the voice, turning it into a usable piece of evidence.

The only problem is--he can't talk about it. "When you're dealing with legal clients and law enforcement personnel, confidentiality is mandatory," says Wakayama. "The secrecy is so complete, that even internally, jobs are referred to only by number. And I take the really sensitive ones home, where I can work on them in complete privacy. Part of what my clients are buying is my expertise, and part of it is my trust."

Another reason they come to Wakayama is his equipment. He is the only specialist in the entire state with a "cedar" system. That stands for Computer Enhanced Digital Audio Restoration, a sophisticated little toy that allows him to handle audio restoration from virtually any source.

Audio-Media has a strong commitment to women within the legal community. For the past two years the facility has provided,

revisions and fix the stuff that the producers have discovered didn't time out during the rehearsal." Over \$5,000 worth of services and raw stock has been donated by the company each year. And they don't even ask for a credit in the program!

pro bono, all of the audio needs for the Hawai'i Women's Legal Foundation annual fundraiser. The studio creates the music and sound effects for the show, bringing in professional singers to record the song parodies and voice-over pros for the announcer tracks.

"We're happy to do it," says Wakayama. "I really respect the work that Hawai'i Women Lawyers is doing in the areas of domestic violence, legal education to the public and legislation affecting children. The organization seems tireless in its efforts to make the community a better, safer place for my kids to raise my grandchildren. So when HWL asked us to help the Foundation, we naturally said yes."

This year's show contained five full-blown musical numbers and 43 separate special effects, some of which took up to an hour each to individually create.

Until next year's show, the legal division of Audio-Media is back to assisting lawyers on cases involving everything from divorces to homicides. What do they work on most often? "Extortion," Wakayama reports. "I'm amazed at the amount of extortion going on out there. I swear, I've heard it all."

"My staff and I work off and on for about three weeks creating the audio," reports Wakayama. "We generally record the musical numbers first so that the performers have time to practice at home. We then create the effects. And each year we have to open the studio on the Saturday morning of the show in order to make

An interesting pun from an audio specialist.

Audio-Media at a Glance

Corporate: Founded in 1976; Dunbar Wakayama, President

Location: Main Studios, 1232-C Waimanu Street, Kakaako
ADR Facility, Diamond Head Studios

Capabilities: Restoration of historical audio materials
creation of personal CDs as Christmas gifts and keepsakes
complete radio and TV commercial production
ADR specialists for Baywatch Hawai'i
film & television programs
political campaigns
legal evidence

Phone Number: 591-2007



FUN COUPLES - PART I
Minnesota Governor Steve "The Body" Alm and Phantom Menace Queen Margidala Bronster.



"Does Muffy, I mean Mufi know about this?" Mayor James "Kimo" Apana of Maui



Representative Dennis Arakaki IS Elvis!



"Eh, Romeo, Romeo, wea you stay, Romeo?" Louise Ing



Partygoers snatched up beautiful silent auction items from top stores!



"You might be a red-neck Jedi if... you have ever used The Force in conjunction with bowling or fishing." Charlotte Carter-Yamauchi

HWLF 1999 FUNDRAISER IS A HIT!

Buff Baywatch Babes, Pigin Shakespeare, Dancing Lawyers, Star Wars stuff and Jessie Ventura wrestling Mufi Hanneman; no wonder they called it "Entertainment Tonight,"



FUN COUPLES - PART II
"Baywatch Babes" Councilperson Rene Mansho (left) and David Louie (right).

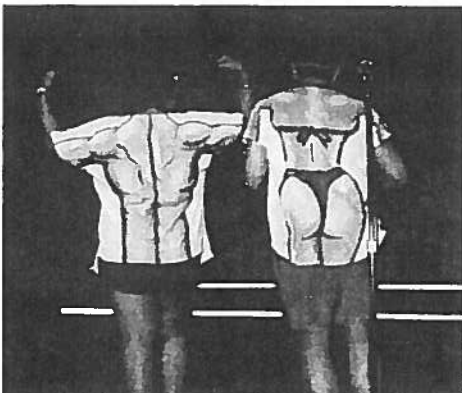


Her Royal Highness, Kauai Mayor MaryAnne Kusaka decreed that Bruddah William Shaka-speea was Hawaiian.

**They Sing!
They Dance!
They Plea Bargain!**



Left to right: Susan A. Li, Phillip A. Li, Carole R. Richelieu, David Fisher, Lorraine Akiba, and Gary L. Wixom.



FUN COUPLES - PART III
Councilperson Rene Mansho (left) and David Louie (right).



WORDS FAIL! Big Island Mayor Steve Yamashiro, forever plaid.



"Auwe, poor Earl... I knew da bugga well." Clarence Bacarro



Former Maui Mayor Linda Lingle critiques the show

Tips on Boards and Commissions

About 350 vacancies on State boards and commissions are filled by appointment each year, Celia Suzuki, of the governor's office, told members of HWL and the public at a brown-bag lunch meeting on September 28th. The boards, ranging from the Board of Public Accountancy to the Western Interstate Commission for Higher Education, consist largely of volunteer members who are selected by the Governor from applications collected each fall. Some appointments are required by statute to be confirmed by the State Senate. Applications for the openings are presently being accepted through December 31st, Suzuki said.

Law Professor Casey Jarman, a member of the State Land Use Commission, said that applicants can increase their chances of appointment by submitting letters of recommendation from groups involved in the board or commission for which the applicant is applying, state legislators or other prominent community members. Jarman said that being active in the political party of the governor could be a "plus" in gaining appointment. She recommended that applicants ask about the time commitment involved in serving on a board, stating that the Land Use Commission requires about four full days of meeting time, plus reading and preparation time, each month.

Jarman said that some boards and commissions appear to have seats unofficially designated for appointment, citing her reputation as an environmentalist as being a factor in serving as the "enviro" representative on the Land Use Commission. The best way to find out about such unwritten "rules," according to Jarman, is to ask community members who regularly attend meetings of the board in which an applicant is interested, or to contact a board member directly.

Women make up about 45 percent of all members of state boards and commissions, Suzuki said. Board members are generally limited to eight years of service on any particular board and may not serve on more than one board at a time.

HWL President Nancye Bethurem encouraged women lawyers to apply for vacancies on boards of their interest, and Jarman encouraged HWL to support women applicants with letters and discussions with the Governor.

Special thanks to Lea Hong for coordinating the brown-bag lunch programs. For a copy of the list of potential openings on boards and commissions, contact Melilssa Pavlicek at 522-5133.

Opportunities

Law Clerk for Judge Gillmor

U.S. District Judge Helen Gillmor has a law clerk position available for a one-year term commencing January 1, 2000. For info call Kat Koshi at 541-3502.

Public Defender's Office in American Samoa

Positions for two attorneys are available almost immediately in the Public Defender's Office of the American Samoa Government. Criminal defense experience is preferred but not necessary. Salary between \$30,-34,000 plus moving costs, medical, dental, transportation costs and housing supplement.

Must be a member of any state bar association and a graduate from a ABA accredited law school. There is no bar exam in Samoa! Contact Mr. Tautai Fa'alevao via fax at 011-684-633-4745, e-mail at aviata@hotmail.com or telephone at 011-684-633-1286.

Shmooze or Lose: Tips from the Experts



Left to right: speakers Joyce Neely, Ellen Godbey Carson & Donna Leong.

Uncomfortable with the thought of hard-selling to friends and strangers, most women attorneys dislike the thought of "shmoozing," Ellen Godbey Carson told the lawyers attending the October HWL brownbag seminar on marketing yourself. But, whether the word is "shmooze" or "network," building friends and building relationships is really what marketing - and life - is all about, Godbey Carson said.

Godbey Carson, a partner in the medium sized law firm of Alston Hunt Floyd & Ing, was joined by Donna Leong, a partner in one of Hawaii's largest private firms, Cades Schutte

Fleming & Wright, and Joyce Neely, a partner in a small firm specializing in condominium and home owner association law. These women presented a wide spectrum of marketing tips for attorneys. Leong suggested that new attorneys focus on relationship marketing, keeping in touch with friends and colleagues by telephone, e-mail, lunches and dinners. Godbey Carson pointed out that law school classmates have a bond of trust and understanding that can lead to long-term professional friendships.

Simply joining professional organizations is not enough to promote relationships that last, or create future business, Godbey Carson said. To reap the full benefit of joining groups such as Hawai'i Women Lawyers, attorneys should seek an active, or even a leadership role, joining committees and participating in meetings and seminars.

Please Donate a Gift for a Child

HWL Special Community Service Project for Christmas

As a Christmas project, the HWL Board has "adopted" eleven children within five families to receive holiday gifts of toys and clothing. The children are part of Child and Family Service's Transitional Apartment Program. These families are not quite homeless, but are in transition for a variety of reasons and may not be included in donations from other holiday programs.

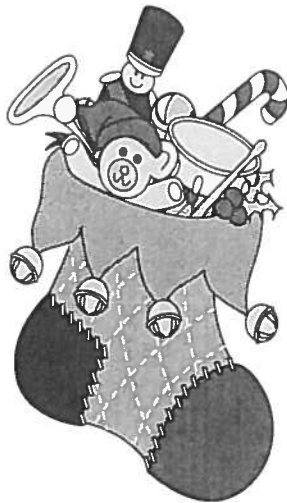
HWL is looking for gifts for three boys, ages 2 to 3 years old, and eight girls in a wide range of ages. The youngest girl is 18 months; three are 4 to 5 years old; one is 8 and another is almost 13; the teenagers are 14 and 15. The gifts need not be gift wrapped.

Additionally, the five families each have a wish list that is available from the HWL office at 545-8055.

Financial contributions are also sought. The money will be used to buy gifts, new clothing and other items needed by the children.

HWL's Executive Director has offered to pick up donations from any reasonable location (please fax Kay a legible map at 545-8636, for locations other than downtown Honolulu). Checks can be mailed to the HWL office at 76 North King Street, Suite 206, Honolulu, HI 96817. Donations may be dropped off at this office as well.

The holiday season can be a tough time for children in unstable and/or transitional circumstances. Your generosity will be greatly appreciated!



Getting & Keeping Corporate Representation

While real estate is "location, location, location," a outside counsel's job is "communication, communication, communication!" So say the speakers at HWL's October 28th breakfast program with corporate counsel Patti Nakaji (Kaiser Foundation Health Plan), Susan Li (Hawaiian Electric Company) and Valerie Ito (Bank of Hawai'i).

While passing on tips for getting and keeping corporate business, they emphasized the importance of providing frequent status reports, respecting the authority of in-house counsel, and working effectively with non-lawyers in the corporation as keys to success.

The communication issue is important in the area of finances as well. Bills must provide sufficient detail that the client can easily keep track of what is being done and the time spent on each aspect of the work. Developing inventive approaches to the fee scale may help initially to gain the representation. And once a billing agreement has been reached, it is important that both parties adhere to it faithfully.

What can you do to set yourself apart from your competition? Special expertise in a particular area that the corporation requires will often give you an advantage. Creative problem-solving is another. If you can suggest a novel or creative solution to a recurring issue, you will immediately distinguish yourself from the crowd.

Law firms that want to keep their corporate clients happy need to be responsive to the corporation's diverse needs, provide quality legal advice, and keep the lines of communication open.

What do corporations hate? Surprises. Whenever surprises occur, somebody has not been effectively communicating. (And we all know how important that is!)

Two HWL Programs Scheduled for Nov/Dec

The **November 29th** brown bag luncheon will feature **Jill Nunokawa**, an advocate for gender equity in sports in Hawai'i. She will provide the latest updates on the Title IX compliance issue, a "hot topic" for women in our community.

December's brown bag luncheon will be held on **December 17th**. The speaker will be **Joy Miyasaki**. She is a private practice tax and estate-planning lawyer. Prior to coming to Hawai'i, Miyasaki worked on the mainland as a trial attorney for the IRS, as well as an associate and partner in a tax boutique firm.

The title of Joy's presentation is, "Since You Can't Take It With You..." She will be talking about what to consider in the various stages of estate planning—accumulation, preservation, and transfer. This information is especially appropriate for end-of-the-year financial planning.

Both events will be held in the 2nd floor conference room of the Supreme Court at 417 South King Street in downtown Honolulu, from noon to 1:00 p.m. Both programs are open to members and non-members alike. **There is no charge and no reservations are required.**

**HAWAII 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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Now Paying Your HWL Dues is Easier Than Ever!

Your membership dues are so very important to Hawai'i Women Lawyers. Without them, the organization simply could not function. The many projects, programs, legislative initiatives, and work on issues of concern to women and children could not continue without your support.

Membership dues for the year 2000 are due on January 1st. The vast majority of members of Hawai'i women Lawyers currently pay their dues on a calendar year basis. In December, the Hawai'i State Bar Association (HSBA) will allow for the payment of HWL membership dues through the HSBA renewal invoice. All current attorney members of HWL who are also HSBA members will receive a single invoice which includes dues payment for both organizations.

Attorneys who are not current members of HWL will be able to add HWL to their current HSBA dues statement by checking a simple box and writing one check for both.

A few of our members have renewal dates other than January 1st. It is HWL's intention to convert those memberships to the "calendar year" payment system. We ask that you pay for the 2000 calendar year with the HSBA system. You may then apply for a pro rata refund by writing to HWL or sending an e-mail specifying the amount sought.

HWL membership costs \$40 per year. If you would like to continue to be or become a members of the President's Club at the Silver Membership level (\$100), Gold Membership level (\$250), or Platinum Membership level (\$500), please send the additional amount directly to HWL as you have in the past. President's Club members provide significant support for HWL projects.

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