

Hawai'i Women Lawyers

May 2000



AMY AGBAYANI

Amy Agbayani: The Judicial Selection Commission's Newest Member

By Hazel Beh

The newest Judicial Selection Commission member, Amefil (Amy) Agbayani, Ph.D., has had an enduring and passionate interest in promoting fairness and inclusion in all of our social and political institutions. "All of my 'grown-up' life has involved working for fairness and inclusion in my personal, professional, and community work."

Amy is the director of Student Equity, Excellence and Diversity (SEED) at the University of Hawaii. She spends her days overseeing programs to promote diversity at the University. Some of these programs encourage traditionally excluded populations to attend college and others provide support services to them once they enroll.

Amy lobbied for the creation of the State Civil Rights Commission and then served as its first chair.

She sees the JSC position as another way to advance her interest in promoting fairness and inclusion. In order to serve, she willingly gave up some important positions in political campaigns and the democratic party. "I felt it was important to serve, because, although it is indirect, the work of judges has a significant and important impact on the social policies and programs I care about. The kind of judges we appoint matters."

Amy acknowledges the political vestiges in the system of judicial selection — and even in her appointment. She also admits that being one of the "non-lawyer" appointees places her at a disadvantage, because she doesn't always know the quality of the candidates' work first hand. On the other hand, the input of non-lawyers is valuable because they reflect what the community needs and wants in judges.

She is just learning the ropes, describing herself as "the new kid on the block." Getting appointed in the middle of the legislative session has been intense. Her first week on the job required 3 days of 8 to 5 meetings on candidates. After the session is over, she hopes to have time to reflect on the process and meet with interested groups about the selection process and improving it.

On May 13 HWL members are needed to sort clothes at the YWCA Clothes Closet. HWL helped launch this successful program to give women a helping hand as they enter the work force. If you can help, call Calleen at 377-3069!

Save these Dates!

May 3-4 Haw. Victims Services Conference
Call Baron 587-1143 See p. 3

May 5 YWCA Leader Luncheon 2000 p. 3

May 6 Habitat for Humanity Work Day
Email April@hicrc.org by Apr. 27

May 15 HWL Election Deadline Fax Ballots
to Hazel 956-5569. See pp. 4-5

May 16 Brown Bag Field Trip to Channel 8.
RSVP Melissa. See p. 1.

May 13 Clothes Closet Work Day. Email
cjc2@lava.net See p. 1

May 19 Brown Bag with Natural Resources
Section. See p. 3.

June 16 Annual Meeting Murphy's Bar &
Grill, Pau Hana, installation of new officers,
No host bar, pupus provided.

The brown bag this month is a trip to Channel 8, KHNL on May 16, at noon. Learn about the news media aspects of lawyering. Anyone with clients who are "in the news" by choice or accident should not miss this event. Tour and meet with a courts reporter. RSVP Melissa Pavlicek by May 5. Meet at 315 Sand Island Rd by noon.

President's Letter: Join Us on May 11, Pay Equity Day!

Dear Members, LAST YEAR, on April 8, we

"celebrated" Pay Equity Day with other representatives of women's organizations, as we symbolized the point in 1999 when a women's wages caught up to men's wages earned in 1998. That's right, women worked a full year and one quarter to earn pay equal to the pay of men in one year.

This year, Pay Equity Day is May 11. You don't have to have a degree in advanced mathematics, or be a high tech wizard, to immediately realize one key point: we are going the **WRONG WAY**. Now women have to work all of 1999 AND almost 5 extra months in 2000 before they have the wages equal to what men earned in 1999.

It may surprise you that women are losing ground! Then again, it may not! It may also surprise you that pay inequality is not just a problem for "other women;" it is a problem for attorneys as well.

In 1997, the HSBA Gender and Other Fairness Committee conducted a research project studying the salaries of male and female salaries. **AFTER ADJUSTING** for years of practice and years in current workplace, the income difference between men and women attorneys was substantial, with males earning an average of \$92,729 and women earning an average of \$77,838. (Unadjusted: male attorneys earned \$92,729 and women earned \$65,886). Attorneys in government averaged approximately \$20,000 less than those in the private sector, but the gender pay gap was virtually identical in the public and private sectors. Additionally, the longer women worked, the greater the disparity became. One reason for the disparity was that even when age and experience were held constant, women attorneys were still less likely to be in positions of authority within the workplace.

The battle for equal pay is not new, it began long ago. However, it is a battle we are currently losing. President John F. Kennedy signed The Equal Pay Act into law over 35 years ago. From then until 1998, the wage gap between male and female workers had grown closer by a mere 15 cents. Incredibly, it is now widening!

Hawaii Women Lawyers, working with the Women's Legislative Coalition, has provided testimony on a bill that aims to narrow this gap. That bill is moving forward, and we will update HWL members on the status of the bill next month, in our legislative report. HWL will continue to work to end pay inequity for attorneys and all women.

On April 14, the House of Representatives held a floor presentation and passed a resolution acknowledging the upcoming May 11 Equal Pay Day and the community members and organizations who have helped to educate and advocate for fair pay in Hawaii. As members, you should be proud to know that HWL was one of the honorees, along with the Hawaii State Commission on the Status of Women and the Business and Professional Women's Club, (represented by Leslie Wilkins), the Women's Coalition (represented by Annelle Amaral, Co-Chair of the Women's Coalition), and the AFL-CIO, represented by Terry Lau (COPE Director of State AFL-CIO). On "Pay Equity" Day, May 11, HWL will join other organizations in a demonstration to highlight the importance of pay equity. You are invited to attend and participate. There will be a press conference, and a forum with Jenny Erwin, a representative of the U. S. Department of Labor. Join us to show your support for this important issue. **Nancye**



HWL members Lora Liss, April Wilson South & Yvonne Lau join with members of the Women's Caucus, the Women's Coalition and other groups on the floor of the House of Representatives to receive a resolution marking Pay Equity Day on May 11.

Att'y Job Share Position

Melissa Lewis is looking for a Job Share partner to share her full time position (5 days/wk, 4 hrs/day) in mental health law (counseling & fed./state litigation). Full benefits, great supervising att'y, nice working environment. Position must be filled by 6/15. Leave message 595-7720 Melissa Lewis.

New to Circuit Court! Judge Karen Ahn

District Court Judge Karen Ahn was recently appointed to the Circuit Court. She is Governor Cayetano's second female judicial appointee during his two gubernatorial terms. Judge Ahn has had a variety of positions as an attorney over her 16 year career. While a district court judge (since 1994), she also served as an acting circuit judge in both civil and criminal divisions. A graduate of Wm. S. Richardson School of Law, she is a former deputy prosecuting attorney and has had private civil and criminal practice experience. Among many activities, she is a member of the Hawaii Supreme Court's Permanent Committee on the Rules of Penal Procedure and treasurer of the Hawaii State Trial Judges Ass'n.



YWCA 2000 Leader Luncheon

The YWCA of Oahu is celebrating 100 years of empowering women by selecting 4 outstanding community leaders to receive honors at its 23rd annual Leader Luncheon on May 5. The honorees are Julia Frohlich, MD (Blood Bank), Sister Francine Gries (St. Francis Hospice), Patti Lyons (Consuelo Zobel Alger Foundation) and Belt Collins (a design firm). Individual tickets (\$60) and tables (\$600-5,000) are available. Contact Gail Miyasaki at 538-7061, ext. 234.

Attention Victim Advocates! The Hawaii Victim Services Conference sponsored by the Crime Victim Compensation Comm'n is on May 3-4 at the Sheraton. Numerous nationally recognized speakers! Topics include post-traumatic stress, elder abuse, domestic, sexual and psych. abuse, immigration, and sex offender registration. Call Baron at 587-1143 to sign up. Scholarships available!

New to District Court! Judge Barbara Richardson



Chief Justice Ronald Moon recently appointed Judge Barbara Piimaile Richardson to District Court. Judge Richardson has been a per diem judge since 1986, while also conducting a private practice. She was a deputy corporation counsel, County of Hawaii in the early 1980s and also practiced in San Francisco, following graduation from Hastings. She received her undergraduate degree at Stanford. In addition to raising two teen-age boys, she has served on the

Committee for Judicial Education of per diem judges, mentored new per diem judges and volunteered with the International Dyslexia Ass'n and the National Kidney Foundation. From 1995 to 1999 she was also a member of the State Board of Taxation Review for Oahu.

May 19 HWL Joins With Others to Hear Robert Andersen

On May 19 at noon, everyone is invited to attend a brown bag luncheon at the Supreme Court conference room to hear Robert Andersen, Chief Counsel of the U.S. Army Corps of Engineers.

Mr. Andersen has extensive environmental law expertise; he once served as Senior U.S. Representative in Antarctica and directed the first environmental audit of military bases on the continent. During his long federal career, he has also worked for EPA. As Chief Counsel to the Corps, he now heads a worldwide organization of more than 450 attorney located in 51 offices in the U.S., Korea, Japan and Germany.

The brown bag lunch is a joint presentation with the HSBA Natural Resources Section. Invitations were also extended to the HSBA Real Property, Government Lawyers, and Corporate Counsel sections, as well as the Federal Bar Association.

The luncheon will take place at the Supreme Court Conference room, 2nd floor.

Experience the Rewards of Building Something!

Our Habitat for Humanity Work Day is May 6 and we need you! Contact April Wilson South by fax or email to volunteer ASAP! Her fax is 586-8655, email April@hicrc..org.

The address is 1521 Pele St. (south of H-1, north of Vineyard, east of Punchbowl).

MEET THE CANDIDATES

Melissa Pavlicek —VP/Pres-Elect



Melissa Teves Pavlicek of Char

Sakamoto Ishii Lum & Ching practices in the area of business transactions and commercial law. She graduated from the UH Wm. S. Richardson School of Law. Melissa is co-chair of the HWL Membership & Publicity Committee, vice chair of the HSBA Business Law Section and chair of the HSBA Gender & Other Fairness Committee. She was Secretary of HSBA. She is a member of

the State Board of Dental Examiners and on the Board of Appleseed Legal Foundation. She volunteers weekly at the Nuuanu YMCA teaching gymnastics to students ages 3 to 13. Prior to becoming an attorney, she was a public relations professional in California and Hawaii.

Lauren Rauschenburg —Treas.

Lauren K. Rauschenburg

practices in the areas of civil litigation, corporate law and labor matters at Tom & Petrus. She graduated from the University of Hawaii with a Bachelor's in Business Administration and worked as a CPA for Nishihama & Kishida, CPAs until 1994. She then attended Pepperdine University School of Law and clerked during the summers for the Honorable Marie N. Milks of the First Circuit Court. After graduation she practiced labor law in California before returning home to Hawaii in 1999. She is a licensed CPA and attorney in both California and Hawaii.



April Wilson South—Secretary

April Wilson-South grew up here and

attended public schools including Hokulani Elem., Jarrett Intermediate, and McKinley and Roosevelt High Schools. She worked for ten years as a furniture and cabinetmaker in a small cabinet shop that she co-owned and operated with her husband. She earned degrees in Liberal Studies and law at UH. While in Law School, she was an Investigator with the Hawaii Civil Rights Commission. After school she was an associate in the Law Office of Clayton Ikei, representing private and federal sector employees pursuing discrimination claims. April has been an Enforcement Attorney with the Hawaii Civil Rights Commission since 1996.



Lora Liss-Returning

Lora Liss has a unique background in law, community relations and government. She holds a BA from Queens College, an MA and Ph.D. from NYU, and a JD from Georgetown.

Although she has worked as an Associate Professor of Sociology and Social Work, most of her professional life has been spent in pursuit of civil and human rights and equal opportunity. In Washington, Lora served as a general attorney for the EEOC, and the Director of Program and Policy Planning on the President's Advisory Committee for Women. A former investigator for the Hawaii Civil Rights Commission, she currently consults in employment discrimination cases.



Hilary Benson Gangnes-Returning

Hilary Benson Gangnes continues as a director, having just completed a term as HWL Treasurer. She has been practicing law since 1984, and is Of Counsel with Bronster, Crabtree & Hoshibata. Her practice concentrates on complex civil litigation with an emphasis on trust law, serious personal injury, and appellate matters. She also serves as a per diem judge in Honolulu district court. She is active in several organizations, and is a member of the board of the American Judicature Society Hawaii chapter, and the Hawaii Board of Bar Examiners. In 1998, Hilary was named Consumer Lawyer of the Year by the Consumer Lawyers of Hawaii.



Joanne Grimes

Joanne L. Grimes of Carlsmith Ball has a bachelor's in Finance, a master's in International Management, a JD from the Wm. S. Richardson School of Law, and is a Certified Financial Planner. She clerked for the Honorable Ronald T.Y. Moon, and spent her first years of practice in Guam. Now back in Honolulu where she grew up, she concentrates in labor and employment, employee benefits and trust law, and appellate matters. Prior to becoming an attorney, she worked in the brokerage industry and was the Asia/Pacific Operations Manager for Merrill Lynch International in Hong Kong. Joanne and her husband Tom have three children.



MEET THE CANDIDATES — Ballot Enclosed — Fax to Hazel at 956-5569

Yvonne Lau



Yvonne Lau was born in Hong Kong, but grew up in Honolulu since infancy. She graduated from Aiea High School, the University of Hawaii College of Business with a degree in Finance. She received her law degree from the Wm. S. Richardson School of Law. Since then, she has worked at the Hawaii Civil Rights Commission as an investigator. She is a member of the Hawaii Women's Coalition, providing legislative testimony in support of Coalition legislation. Her artistic endeavors include watercolor and collage, and she loves to travel as well.

Joy Miyasaki



Joy Miyasaki specializes in tax, estate, and business planning. She practices with the Law Offices of Shuichi Miyasaki. She is also an adjunct professor with the William S. Richardson School of Law, where she is teaching an estate planning workshop. Joy received her B.A. and J.D. from Georgetown University in Washington, D.C. She worked as a trial attorney with the Office of District Counsel, Internal Revenue Service, in Newark, New Jersey.

She was also a partner with Bergman, Horowitz & Reynolds, a tax law firm in New York and Connecticut. She grew up in Hawaii and returned here in 1997.

Michele Sunahara Loudermilk



Michele Sunahara Loudermilk, a partner at Cades Schutte Fleming and Wright, practices in the firm's Finance and Real Estate Department. Raised in Honolulu, she attended Punahou, received her undergraduate degrees in Journalism and Romance Languages at the University of Oregon. She graduated from the William S. Richardson School of Law in 1990 and has been practicing at Cades Schutte since then.

Juggling home life and a full-time career has become an exciting challenge. Michele and her husband have a one year old daughter, and Michele spends much of her free time with them.

Lane Hornfeck



Lane Hornfeck is an associate with the law firm of Goodwill Anderson Quinn & Stifel, practicing primarily in the areas of complex insurance defense, professional liability, real property litigation, foreclosure and collection.

Upon graduating from the William S. Richardson School of Law, Lane clerked for Hawaii Supreme Court Justice Mario R. Ramil. Lane currently serves on the editorial board of the Hawaii Bar Journal and in her personal time enjoys singing jazz.

Juliann Tigert



Juliann Tigert is an associate attorney with Neeley & Anderson, a firm specializing in cooperative, condominium and community association law. She graduated from the University of Arizona with a Bachelor's of Science in Psychology and received her J.D. degree from the William S. Richardson School of Law. She is an active member of Hawai'i Women Lawyers, currently serving on the Membership and Publicity Committee. She also enjoys a variety of community activities, such as the Young Professional Opera Guild.

Calleen & Nancye — return without election

Our new president will be

CALLEEN CHING. Calleen has been on the HWL board since 1997, serving as Projects Co-chair, Secretary, and Vice-president. She has been the coordinator of many of HWL projects on domestic violence. She has been practicing for more than 20 years and counts herself as fortunate that she has been able to work in public interest for all of that time. She is currently a legal consultant and hearings officer.

NANCYE L. BETHUREM continues as immediate past president. Nancye practices environmental law. She has been on the HWL board since 1997, serving on the Membership/Program committee, as Vice-President/President Elect, and currently as President. She loves Hawaii Women Lawyers, and regrets that she has only one life to spend working on its mission!

Hawaii Women Lawyers
P.O Box 2072
Honolulu, HI 96805

BULK RATE
U.S. POSTAGE
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HONOLULU, HI
PERMIT NO. 172

Workplace Violence Brown Bag Offers Employers Great Tips!

On March 23 HPD Major Jeffrey B. Owens met with HWL members to discuss workplace violence. What can be done to reduce the risk of workplace violence? Owens advised employers to create an organizational culture that promotes courtesy, kindness, forgiveness, respect and dignity. The biggest mistake that employers make is to look away or disregard behavior that does not promote such a culture.

Owens says that violence comes from stress -- cumulative stress, unexpected events, and stress from the fear of the unknown -- that overcomes coping ability. By treating employees and co-workers with forgiveness and respect, the chance that a stressful situation will explode into a violent one will be reduced, according to Owens. He promotes the "primary rule of respect" which he describes as "never allowing yourself or anyone under your control to embarrass, humiliate or take away dig-

nity from another person."

The U.S. Dept. of Labor reports that workplace violence is the second leading cause of job-related deaths for all workers and the leading cause for women. Many more employees suffer non-fatal workplace violence: assaults and other behavior creating a fear for personal safety. Accounts of workplace violence include the recent Xerox fatalities as well as many well-publicized national incidents. Workplace violence also spills over from domestic violence.

We lack effective organizational responsiveness to workplace violence. In a recent survey, 43% of respondents reported experiencing some act of workplace violence within the past three years, yet 2/3s of employers had no programs to train managers and employees. Owens offers seminars and consultation on workplace violence. For more information contact him at 544-6973.

Hawai'i Women Lawyers NEWSLETTER

HWL publishes this newsletter ten times a year for its members. Write P.O. Box 2072, Honolulu, HI 96805 for information.

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cjc2@lava.net

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April Wilson-South
April@hicrc.org

Website:
www.hsba.org/sections/hwl/index.html

HAWAII WOMEN LAWYERS

Official Ballot for Officers and Directors for 2000-2001:

All HWL members in good standing are eligible to vote in the annual election to fill vacancies on the Board of Directors and to elect Officers for HWL.

Instructions: Please mark this ballot and fax it back to Hazel Beh, at 956-6559 by May 15, 2000. Ballots must be received no later than 5:00 p.m. to be counted.

The terms of the new Board members and Officers will take effect on July 1, 2000. See reverse side for information regarding the Annual Membership Meeting.

The following persons are running for officer positions:

_____ Melissa Pavlicek, for the office of Vice President/President-Elect (1 year)

_____ April Wilson-South, for the office of Secretary (1 year term)

_____ Lauren Rauschenberg, for the office of Treasurer (1 year term)

Write in: _____ (name) for _____ (office)

Callen Ching will succeed to the office of President, without election. (1 yr.)

Nancye Bethurem will become Immediate Past President, without election. (1 yr)

The following persons are running for positions as members of the board of Directors; you may vote for up to 10 persons.

_____ Lora Liss (1 year term)

_____ Hilary Benson Gangnes (1 year term)

_____ Julianne Tigert (2 year term)

_____ Joy Miyasaki (2 year term)

_____ Michele Loudermilk (2 year term)

_____ Lane Hornfeck (2 year term)

_____ Yvonne Lau (2 year term)

_____ Joanne Grimes (1 year term)

Write in: _____ (name) _____ (term of office)

Write in: _____ (name) _____ (term of office)

Changes to the By-laws of HWL:

At Board meetings in March and April, 2000, the Board of Directors of HWL considered and approved changes to the by-laws of the organization. The most significant changes included adding to the number of board of director positions, from the previous 11 positions to now "no less than 12 and no more than 15 positions." Another change is that the directors will now serve for a two-year term, with approximately ½ of the directors being selected each year. The officers will continue to serve for only a one year term. Other changes included adding the office of immediate past president (by succession, not election) and adding that the President-elect succeeds to the office of President without election. Additionally, the section on membership was simplified. If anyone is interested in receiving a copy of the revised by-laws, please contact Nancye L. Bethurem, at Bethurem@aol.com

Honolulu Habitat for Humanity project
Sign up Sheet for May 6 Work Day
PLEASE SIGN UP BY APRIL 28!

Hawaii Women Lawyers is working with Habitat for Humanity to **help build a duplex for 2 families** in Honolulu. The next workday will be on May 6, 2000 starting at 8:30 a.m. The address is 1521 Pele Street. (South of H-1; north of Vineyard; east of Punchbowl). No experience is necessary! All are welcome!

Your Name: _____

Phone numbers: _____ (work) _____ (home)

e-mail address: _____

I can work on May 6, 2000 at the Honolulu Habitat for Humanity House during the following hours:

_____ 8:30-4:00 p.m.

_____ 8:30-12:00 p.m.

_____ 12:00-4:00 p.m.

If you are able to work on the project, please fill out this form and return to April Wilson-South by April 28, 2000. Please send by fax: 586-8655 or by mail: April Wilson-South, 1916 Umalu Place, Honolulu, HI 96819 or send an e-mail to April@hicrc.org. If you have any questions, please call April Wilson-South at 586-8662 or send her an e-mail.

FINANCIAL contributions are needed as well!

_____ **I am able to work on the project, AND would like to also contribute financially toward the building of this home.** I have enclosed a check in the amount of \$ _____ made payable to Honolulu Habitat for Humanity. You can mail financial contributions to Hawaii Women Lawyers (please add notation that the money is for the Habitat for Humanity project) or mail your financial contribution directly to Honolulu Habitat for Humanity, 2728 Hoapala Street, Honolulu, HI 96822.

_____ **I am unable to work on the project, but would like to contribute financially toward the building of this home.** I have enclosed a check in the amount of \$ _____ made payable to Honolulu Habitat for Humanity. You can mail financial contributions to Hawaii Women Lawyers (please add notation that the money is for the Habitat for Humanity project) or mail your financial contribution directly to Honolulu Habitat for Humanity, 2728 Hoapala Street, Honolulu, HI 96822.

Thank you very much for your support of this worthwhile project!

**NOTICE OF ANNUAL MEMBERSHIP
MEETING OF HWL**



It's Time to Celebrate the Past Year of HWL, and get ready for the New Year!!!

**June 16, 2000 at 5:30 at Murphy's Bar & Grill
2 Merchant Street, Honolulu, HI**

**HWL Annual Membership Meeting and Installation of officers
and board of directors for 2000-2001**

FREE PUPUS

No Host Bar

Door Prizes

FREE to ALL HWL members!

All others: \$20

Door Prizes: All attendees are eligible to win. You must be present to win

HWL MEMBERS: Please copy and give this HWL MEMBERSHIP APPLICATION to all your friends. Sign them up today!

Thanks for your support and assistance.

Hawai'i WOMEN LAWYERS

Post Office Box 2072, Honolulu, Hawaii 96805

Hawai'i Women Lawyers was founded in 1976 as an organization of attorneys dedicated to advancing the professional and community goals of women attorneys in Hawaii. Over the years, HWL has expanded its philosophy and focus. Today, HWL dedicates itself to the support of issues of special concern to all women and children in Hawaii, and the advancement of women attorneys in Hawaii.

HWL is a project-oriented organization, funded by membership dues, with operational support from the Hawaii Women's Legal Foundation.

HWL is working to:

- provide educational resources
- serve as a clearinghouse for professional information
- act as a support group for women in the legal community
- serve as a communications network
- act as an advocacy group on legal and legislative issues

Membership questions?

Contact HWL membership co-chairs
Melissa Teves Pavlicek at 522-5133 and
Charla Murakami at 524-2355.

Join Hawai'i Women Lawyers today:

Name: _____

Firm/Org.: _____

Address: _____

City: _____

State: _____ Zip: _____

Day Phone: _____

Evening Phone: _____

Fax: _____

E-mail: _____

mail: _____

Please check applicable box:

- \$40 professional membership
- \$20 out-of-state or new admittee
- \$10 student membership

Hawai'i Women Lawyers President's

Circle:

- \$500 platinum membership
- \$250 golden membership
- \$100 silver membership

Please indicate if you would be interested in learning more about:

- legislative initiatives
- membership and publicity
- program/speakers' bureau
- projects committee

MAIL completed application with check to:

***Hawai'i Women Lawyers
P. O. Box 2072
Honolulu, Hawaii 96805***