

Hawai'i Women Lawyers

April 2001

You can also find us at: <http://www.hsba.org/sections/HWL/hwl.html>

Upcoming Events

WHAT: Brown Bag Lunch: Idea Work shop—Pizzazzing Up Your Presentations
WHO: Don Sepe, Leader's Edge, Inc.
WHEN: Monday, April 30, 2001
12 noon to 1 p.m.
WHERE: Cades Shutte Fleming & Wright; Main Conference Room; 1000 Bishop Street, 12th Floor
WHY: Do you ever conduct meetings? Make presentations? Try to sell your ideas? If you do any of these things, this workshop is for you. With a little guidance from Don, you'll be using interactive exercises, contests, and maybe even a few magic tricks to get your audience completely involved, engaged and interested!

Mark Your Calendars!!!

Sunday, April 29, 2001

Hawaii Women's Legal Foundation's Mad Hatter Tea Party

Honoring this year's recipient of the Rhoda Lewis Award for public service.

For information, call
Mary Houghton at 396-8506.

"Smart Women Finish Rich™"

Saturday, May 12, 2001

9:30 a.m. – 11:00 a.m.

Sheraton Waikiki Wailua Room

Join Cindi John of Edward Jones and learn the seven steps to help you achieve financial security and fund your dreams. Learn to 1) put your money where your values are; 2) figure out where you stand financially; 3) discover the power of the Latte factor; and 4) build financial baskets for your retirement, social security, and dreams. Bring your questions! RSVP 591-8757

Women's Work / Men's Work



by Coralie Matayoshi, Esq.

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I shouldn't complain. My husband helps out a lot around the house. If I'm baking cookies and forget the eggs, he'll drive to the store to get some, without complaint. But who has to worry about what to cook for dinner every night, or whether we're running out of toilet paper, or labeling the kids' school supplies? In the majority of households, women bear that burden.

That's because society expects us to. Back in the dark ages when the men were out hunting, the women were tidying the cave and cooking the meals. More recently, Ozzie brought home the bread, while Harriet stayed home to bake it. Nowadays with two income households, both Ozzie and Harriet have to worry

about bringing home the bread, but only Harriet has to stay up late to bake it.

Even though managing a house full of kids is a full-time job, most men view their role in the household as mere "helpers." Would a man settle for the position as "helper" at his workplace? No way. Yet, off the job, he is perceived by society as a hero, just for being a helper. For example, if a father coaches his son's baseball team, everyone thinks "what a great dad!" When a mother does the laundry or dishes, does anyone think "what a great mom!" (Hey, I'd trade a toilet brush for a baseball glove, any day.)

Just as it is easy for men to earn stripes for coaching their kid's baseball team, it is easy for women to earn demerits for failing to perform tasks that society deems as their responsibility. So when the house is messy and someone drops by, who is embarrassed? Women, because they are expected to keep the house clean. Men only have to "help" in order to shine. Women have to do everything expected, just to keep from looking bad.

(Continued on page 4)

New Additions to the Board of Directors

Helen Zeldes, a 2000 graduate of the William S. Richardson School of Law, serves as a law clerk at the Intermediate Court of Appeals for Judge Daniel Foley. She has volunteered with the Hawaii Applesed Legal Foundation, the Sunset Beach Community Association, and Haleiwa Main Street. A longtime Hawaii resident, Helen is the owner of a gallery in Haleiwa. She will serve as co-chair of HWL's project committee.

Emi Morita is a law student at the William S. Richardson School of Law and will be working as a summer clerk at Watanabe Ing & Kawashima. She recently returned from the National Native American Moot Court Competition, where the University of Hawaii team won first place. She has served as an intern at the White House, and has helped to spearhead HWL's student membership drive this year. Emi will serve as co-chair of HWL's project committee.

President's Message: Lunch Break: Connecting With HWL's Student Members



Hungry for "straight talk" about life in the legal profession, more than 40 law students signed up to meet with members of Hawaii Women Lawyers at the William S. Richardson School of Law. The students' idea was to chat informally over lunch with HWL members, judges and attorneys practicing in private firms, government jobs, and non-profit agencies.

The real story about what it feels like to juggle work and family, advance in a sometimes inhospitable career, and face the daily challenges of being a problem-solver, is difficult to reveal in a few short minutes over a sandwich. But the lunch is a start. By meeting informally, and frequently, students and their future friends and mentors will hopefully begin relationships that last a lifetime.

The Hawaii legal community often feels like a small town, where news travels fast and gossip even faster. Sometimes the "truth" about working in a particular type of practice, firm, or agency feels like gossip - and it's not always easy to share, knowing that the person with whom you're talking could very well wind up working at the place you're talking about. Other times the "truth" is in the eye of the beholder, with different women attorneys experiencing the same thing in the same firm, but viewing its effect on their lives very differently.

But by building relationships -- and one way to do so is by working side-by-side in professional organizations like HWL -- students and attorneys can, in time, establish the rapport necessary for frank discussion about some of the gender-related issues confronted by attorneys today. Issues such as work environment, pay, advancement, client development, mentoring, and hours.

Law students Liann Ebesugawa, Emi Morita, Devon Ishii and others have been leaders in HWL's student membership, coordinating the informal lunch meeting with HWL Publicity Committee members Jodi Shin Yamamoto and chair Michele Loudermilk. HWL is certain to benefit greatly by the recent addition of Emi Morita, and recent U.H. graduate Helen Zeldes, a law clerk for Intermediate Court of Appeals Judge Dan Foley, to the board of directors.

By getting to know each other, the student members of HWL and the practicing attorneys can help satisfy the desire to know that what lies ahead, and what we each experience, has certain common denominators for all of us. And that there are attorneys, friends and mentors close at hand to lend support when the "story" about life in the law becomes reality.

—Melissa T. Pavlicek



An Invitation to Attend the Leader Luncheon on May 11, 2001

by Nancye L. Bethurem

This year I have the privilege of serving as a Vice Chair for the YWCA of O'ahu's LeaderLuncheon, the largest event in Hawaii honoring individual women and organizations for their personal and professional advancement of women. Individual women are chosen for their leadership, professional and /or volunteer achievement, excellence as role models and contributions to the community. Organizations are honored that have demonstrated exemplary service to women and promoted organizational and employment policies and initiatives that have enhanced the lives of their women employees and their families. This year, the YWCA will honor:

Alice Flanders Guild (a pioneer in the local business world and an exemplary volunteer and community member for over 45 years);

Clarice Cornett (a business owner who has demonstrated her commitment to improving the lives of women and girls through her work as a Contractor employing and training women in the "non-traditional" field of construction) (Clarice was nominated for this honor by Hawaii Women Lawyers);

Marivic Dar (a business woman with outstanding public relations and fundraising skills who is deeply committed to the advancement of her fellow businesswomen); and

Group 70 International, Inc. (an award-winning design firm providing architecture, asset management, urban planning, and environmental and interior design services with a long history of community involvement and a sensitivity to family and personal needs of its employees.)

The LeaderLuncheon is the YWCA's major fundraising event of the year. The YWCA draws together members who strive to create opportunities for women's growth, leadership, and power in order to obtain a common vision: peace, justice, freedom and dignity for all people. Please accept my personal invitation to be among the over 1,400 other community leaders and their guests to honor these exceptional women and organizations. You may purchase a table (price range from \$10,000 to \$600), or individual seats for \$60. The LeaderLuncheon will take place on May 11, 2001 at the Hilton Hawaiian Village, Coral Ballroom at 11:30. I hope you will support LeaderLuncheon and help the YWCA raise the funds to continue its programs and activities that enrich and empower the lives of women and families. R.S.V.P by April 12, 2001 by calling Nancye L. Bethurem at 441-6124 or sending an e-mail to NBethurem@ahfi.com.



Winona LaDuke: "In the End, We All Have to Drink the Water"

by Emi L. Morita, William S. Richardson School of Law, Class of 2002

On Monday, March 12, 2001, Hawaii Women Lawyers, along with many other student organizations, helped co-sponsor Winona LaDuke's visit to speak to the students of the William S. Richardson School of Law. LaDuke, who introduces herself as a rural development economist, is a well-known Native American and environmental activist. She is Anishinabe from the Makwa Dodaem (Bear Clan) of the Mississippi Band of the White Earth reservation in northern Minnesota. She is also author of *All Our Relations* (1999), *Last Standing Woman* (1997), *Like Tributaries to a River* (1996), and *Recovering the Land* (1993). Among her many accomplishments, LaDuke was the 2000 vice presidential running candidate to Ralph Nader. LaDuke presently teaches Native Environmentalism courses at the University of Minnesota and is very active with the White Earth Land Recovery Project.

A charismatic speaker, LaDuke wove light humor into her very serious discussion about the effect of colonialism on both the Native American and Native Hawaiian people. In her discussion with the law students, LaDuke, who is not an attorney herself, detailed her involvement with the Navajo uranium mining crisis. In the '70s and early '80s, nuclear power companies negotiated ("poorly-written") leases for uranium-rich Navajo reservation lands. The mining, however, not only exploited reservation resources, but also caused wide-spread fatalities due to radiation emission. Radiation affected the mine workers, the majority of whom were Navajo, and the Navajo on reservation, as radiation found its way into the water that was used on a daily basis. Finally, in 1982, the last of the mines was closed.

Although LaDuke focused on the detrimental effect that the nuclear power industry had on reservations, she also spoke about the responsibility we all have to watch out for "The Seventh Generation." ("The Seventh Generation" is a term that is used to remind us to think about how our actions today will affect generations to come.) LaDuke's discussion was enlightening, even for people who do not consider themselves environmentalists or indigenous activists. She reminded us that we all have responsibility for creating and maintaining a healthy environment because, as she stated, "In the end, we all have to drink the water."



Swamped Beyond Belief? Learning How HSBA Projects Benefit You, Your Career

A client is calling to complain about your bill, your secretary's on vacation, a pleading is due, your child is being sent home from school with a fever, computer is crashing, car is in the shop. You're barely keeping afloat and you don't have the time, energy or inclination to volunteer for one (expletive-deleted) activity.

Even on the best of days, most women attorneys are stretched thin. But foregoing involvement in the Hawaii State Bar Association can be costly career sacrifice. Many of the HSBA's projects, committees, and leadership responsibilities take a small amount of time in relation to the many personal and career rewards they yield. If you've never volunteered with HSBA before, you may not know what you're missing.

"Volunteering is a great way to network," HSBA Executive Director Coralie Matayoshi told HWL members at the February brown bag lunch meeting. Many successful and well known attorneys and judges have served on the HSBA Young Lawyers Division board of directors or as YLD president, she said. "Volunteering is the best and fastest way to gain leadership and managerial skills and experience," according to Matayoshi. Few attorneys regularly build budgeting, personnel, and other management skills in their practice, especially new graduates, she said. But non-profit organization involvement can give attorneys that experience.

HSBA President David Louie added that the amount of time is well worth the investment. Whether it's through one of the HSBA standing committees, a section that emphasizes the areas of law in which you practice, or a special project, HSBA can give busy attorneys valuable substantive experience that will benefit their careers, and is personally rewarding. For more information, contact the HSBA at 537-1868 or visit the HSBA website at [HTTP://www.HSBA.org](http://www.HSBA.org).

The Law Coalition for the Hawaii Foodbank

Are you interested in changing your community and assisting Hawaii's hungry?

Donating food or money, and encouraging others to donate is an excellent way to provide **kokua** for:

The 12th Annual Food Drive

April 14, 2001

Please **KOKUA!** Did you know that the **Top Five Most Wanted Foods** are: Canned tuna and meat products Canned spaghetti/chili/corned beef hash Canned soups; Canned vegetables and fruits; Pork and beans/canned beans. **If you need a place to store your food or money until April 14, 2001**, or if you have any questions, e-mail Terry O'Toole at totoole@starnlaw.com or Lane Hornfeck at lhornfeck@starnlaw.com, or contact them by phone at 537-6100. Just make sure your contributions are marked with the name of your law firm and the title "The Law Coalition." **If you want to volunteer at a donation drop-off site** on April 14, 2001, call Polly at the Foodbank at 836-3600 x226.

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Women's Work/Men's Work (Continued from page 1)

Unfortunately, this unfairness translates into lower pay for women in the workplace. Women still make only 74 cents to every dollar that men make in the same job. Some of this is attributable to outright discrimination. Other factors are more subtle. Like the reality that women are the ones who have babies, and the pressure society exerts on us to be good mothers.

In order to have a child, women have to endure pregnancy and take off from their careers to care for the baby. Men can become fathers without changing their figure or taking so much as a side step off of their career path. Most companies make women choose. So as not to be bad wives or mothers, women will forgo after hour mixers, weekend over time, or high powered positions that require a lot of travel. As a consequence, women tend to choose career paths that lead to less pay. (Ever wonder why so many teachers are women? Summers off with the kids).

In the "having it all" eighties, yuppie women stopped at one child and started to climb the corporate ladder. After bumping the glass ceiling, many of them chose the "mommy track" instead. Some of them tucked their law or medical school diplomas away completely, so they could tuck their kids in at night instead.

While workplaces are becoming more friendly towards women, there is still almost a complete lack of recognition that equality in the workplace begins at home. As long as society expects women to carry the burden of full-time jobs at home, we will not be able to choose careers at the highest levels without running the risk of being viewed as a bad wife or mother.

Men need to shoulder more of the worries of running the household, and society needs to expect it.

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