

# Hawai'i Women Lawyers

June 2003

## Upcoming Events

### HWL JUNE LUNCH

Topic: Legislative Update  
Speakers: Allicyn Hikida Tasaka and Annelle Amaral will give an overview of how women's issues fared this past session and what the hot areas are likely to be next session. Included in the discussion will be HWL's successful involvement in the passage of unpaid leave for victims of domestic violence, sex assault and stalking and the uncertain fate of the Hawaii State Commission on the Status of Women.

When: Friday, June 27  
noon to 1 pm

Where: Carlsmith Ball  
Conference Room  
American Savings Bank Tower  
1001 Bishop Street, 22nd Floor

Cost: \$10, includes lunch  
VP: Erin Uyeda at eu@miyasaki.com  
or call her at 521-3255. Please send a check payable to Hawai'i Women Lawyers to her by June 25, at the Law Offices of Shuichi Miyasaki, American Savings Bank Tower, 1001 Bishop St., Ste. 1030, Hon., HI 96813.



*The start of a new tradition: HWL's present, past and future board members gather to renew their relationships and plan for the future.*

## Congratulations to the New HWL Board Members for 2003-2004

The results of HWL's annual elections are in!  
Welcome your new Board of Directors and Officers for 2003-2004:

Joy Miyasaki	President
Lane Hornfeck	Vice President
Anne Lopez	Secretary
Lauren Sharkey	Treasurer
Danielle Conway-Jones	Director
Stacey Djou	Director
Anna Friend	Director
Joanne Grimes	Director
Patsy Kirio	Director
Yvonne Lau	Director
Emi Morita	Director
Lynne McGivern	Director
Shawna Sodersten	Director
Zale Okazaki	Director
WSRSL Student Representatives:	
Tricia Nakamatsu and Lori Amano	

## DON'T FORGET!

### HWL Annual

### Membership meeting!

Friday, June 20th, 5:30 PM

at Murphy's Bar & Grill

Food, Fun, and

Door Prizes too!!!

Hawai'i Women's Legal Foundation annual fundraiser is on October 4, 2003, Hilton Hawaiian Village, Tapa Ballroom. HWLF seeks your generous donation of attorney showcase items for the silent auction. Here are more ideas! art; jewelry; photography; music; perhaps a singing telegram; jewelry; children's parties; floral arrangements; gift baskets; surfing or other sports lessons. Please contact one of the silent auction co-chairs, Karen Char at 533-2951 or kc@johnchild.com, Joy Miyasaki at 521-3255 or jmm@miyasaki.com, or Charla Ota at 524-2355 or cj\_ota@hotmail.com, to donate silent auction items. The last day for silent auction donations will be August 7th!

# President's Column

Joy Miyasaki, HWL President



The HWL board has from time to time discussed getting together with past board members and other supporters to strengthen HWL's institutional memory, to get to know past board members, and to get feedback and ideas from others who have thought about many of the same issues before. This discussion led to the Friends of HWL Breakfast at the Plaza Club on May 30th, attended by 40 current

and past board members and other supporters.

It was a great opportunity for newer members to meet and hear from long-time members. HWL Committee Chairs reported on what HWL has been and will be doing. Past board members and other supporters shared their thoughts. Many issues remain the same, for example, support for working lawyer-mothers, rainmaking, and judicial selection and retention.

Past HWL and HWLF President Cori Lau suggested that HWL could be a good support network for working lawyer-mothers. It could provide advice on structuring part-time work arrangements and encourage law firms to develop alternative work arrangements.

She recalled her "Mommy, Esq." column which provided tips for working mothers in the HWL newsletter.

Past HWL board member and current HWLF President Irene

Anzai suggested that HWL consider doing a survey on Hawaii law firms' maternity leave policies. It would help young women attorneys "who are not in a position to ask the question at an interview."

HSBA Executive Director Coralie Chun Matayoshi gave us good organizational tips: work on getting new blood; pay for administrative support; don't burn out your volunteers; partner with the HSBA on projects. When recruiting volunteers, she reminded us to point out "what's in it for them." Young lawyers can gain experience running projects and doing budgets that they would never get as associates in law firms. As you probably know, Coralie will be leaving the HSBA to be the CEO of the American Red Cross, Hawaii Chapter.

Beadie Dawson, a past HWL board member, encouraged us to speak up to the Judicial Selection Commission to support good judges, but more important, to let them know if we believe a judge is performing poorly. We also need to make it known if we believe women judges are being held to a different standard from male judges. Beadie Dawson and Melissa Pavlicek are co-chairs of the HSBA's Judicial Administration Committee.

Mahalo to all of you who helped with and attended the breakfast! I only wish we had more time. HWL and its members are fortunate to have the continued support of many remarkable women!

— Joy Miyasaki

## HWL 2003-2004 Officers and Board of Directors

Joy Miyasaki	President	<a href="mailto:j.miyasaki@verizon.net">j.miyasaki@verizon.net</a>
Lane Hornfeck	Vice President	<a href="mailto:lhornfeck@starnlaw.com">lhornfeck@starnlaw.com</a>
Anne Lopez	Secretary	<a href="mailto:lopezan@hawaii.rr.com">lopezan@hawaii.rr.com</a>
Lauren Sharkey	Treasurer	<a href="mailto:lsharkey@casebigelow.com">lsharkey@casebigelow.com</a>
Danielle Conway-Jones	Director	<a href="mailto:dcjones@hawaii.edu">dcjones@hawaii.edu</a>
Stacey Djou	Director	<a href="mailto:sdjou@cades.com">sdjou@cades.com</a>
Anna Friend	Director	<a href="mailto:anfrien@lashaw.org">anfrien@lashaw.org</a>
Joanne Grimes	Director	<a href="mailto:jgrimes@carlsmith.com">jgrimes@carlsmith.com</a>
Patsy Kirio	Director	<a href="mailto:pkirio@wik.com">pkirio@wik.com</a>
Yvonne Lau	Director	<a href="mailto:ylau@hawaii.rr.com">ylau@hawaii.rr.com</a>
Emi Morita	Director	<a href="mailto:emorita@hawaii.rr.com">emorita@hawaii.rr.com</a>
Lynne McGivern	Director	<a href="mailto:lmcgivern@awlaw.com">lmcgivern@awlaw.com</a>
Shawna Sodersten	Director	<a href="mailto:shawnas@stoptheviolence.org">shawnas@stoptheviolence.org</a>
Zale Okazaki	Director	<a href="mailto:zale.okazaki@hawadvocate.com">zale.okazaki@hawadvocate.com</a>
Tricia Nakamatsu	WSR Student Rep.	<a href="mailto:Tnakamatsu01@mckenna.edu">Tnakamatsu01@mckenna.edu</a>
Lori Amano	WSR Student Rep.	<a href="mailto:loriamano@yahoo.com">loriamano@yahoo.com</a>

*HWL is a non-profit organization of men and women, founded in 1976, committed to improving the lives and careers of women in all aspects of the legal profession, influencing the future of the legal profession, and enhancing the status of women and promoting equal opportunities for all people.*

Write to HWL at P.O. Box 2072; Honolulu, Hawai'i 96805 or e-mail questions or submissions for the newsletter to [ylau@hawaii.rr.com](mailto:ylau@hawaii.rr.com)

# Are Women Judges Being Held to A Different Standard?

by Lane Hornfeck

I am a feminist by default. Along with my five brothers and sisters, I was raised by a single father who worked rotating shifts in a steel mill and who did not have time to teach me or my sisters about the way young women should or should not act. With moderate success, he focused on making sure we were clothed, fed, in school, and out of trouble.

Consequently, throughout my life and short legal career, I have assumed that I have something to say. Rightly or wrongly, or perhaps naively, I have assumed that I have a right to sit at the table, because no one told me otherwise. I have assumed that we all have a right to sit at the table. I have assumed that we (men and women) are judged by the same standards. I have assumed that, if we work hard and do a good job, we will be rewarded and honored for our efforts.

Naiveté. It's a funny thing.

As you may know, in an effort to eliminate nepotism and political back-scratching, Hawaii established the Judicial Selection Commission ("JSC") via the 1978 State Constitution. The nine (9) JSC members are appointed by the governor (2), the Senate president (2), the House speaker (2), and the chief justice (1), and elected by the Hawaii State Bar Association ("HSBA") (2).

Until quite recently, the JSC never had a female attorney. The HSBA elected Rosemary Fazio, Esq. to replace James Kawashima, Esq. The term of Amy Agbayani (the former JSC chair who was appointed by Governor Cayetano), expired in April 2003, and has been filled by Philip Hellreich (recently appointed by Governor Lingle). The remaining members include: Thomas Fujikawa (recently appointed by the House Speaker); Arthur Park (appointed by Governor Cayetano); John Edmunds (appointed by the Senate President); Lionel Tokioka (appointed by the House Speaker); Sydney Ayabe (elected by the HSBA); Lois Suzawa (appointed by Chief Justice Moon); and Melvin Chiba (appointed by the Senate President). Therefore, out of nine members, two (2) are female.

Hawaii Women Lawyers ("HWL") is in a very privileged and much-appreciated position with the JSC. The JSC seeks comments from HWL, among several other organizations and individuals,

regarding new candidates for judicial appointment and sitting judges who are seeking retention. In a Judicial Selection Program held on December 3, 1999, JSC members expressed the qualities they value in judicial candidates, including wisdom, a sense of fairness, and judicial temperament. The JSC members generally view arrogance, or the "black robe syndrome", as undesirable in a Hawaii State Court judge. It is the opinion and impression of HWL (through our current representative who communicates with the JSC, Mei Nakamoto, Esq.) that the JSC is gender-blind and is very interested in judicial demeanor, approach to law, and ability to handle counsel, pro se parties and the like.

In order to gain opinions or views on judicial candidates and existing judges, however, the JSC must rely upon the comments of others, including members of the bar and general Hawaii community. Hence, the inherent flaw in the process. No matter how diligent and shrewd the JSC members may be, their decisions can only be as complete and correct as the comments they receive.

Within the last year, two female judges were not retained by the JSC. I am certain that the JSC received positive and negative comments about them, but what tipped the scale in favor of not retaining them? Do we have safety valves to protect judges from sexist, racist or even vindictive comments that should have no bearing on judicial candidacy or retention? Can we?

Recently, I was in First Circuit Court arguing before Judge Sabrina McKenna. I lost. Afterward I thought, "well, at least she sees the big picture." I may wish she ruled in my client's favor, but I understand why she ruled the way she did. With enough distance from a loss (whether personal or legal), most people have the ability to be objective. Unfortunately, not everyone has that capacity, and many take things personally. Now, in my opinion, Judge McKenna is one of several qualified, hard-working female judges on the bench. But, how can we insure that members of the bar are providing objective comments to the JSC about our female judges? How can we insure that our female judges are not being held to a higher standard? How can we insure that individuals who hold sexist or racist beliefs are not guiding the JSC in decisions on selection or retention? If I had a nickel for every question I had, I could probably retire from this rat race.

The JSC must be ever watchful and diligent in its receipt of comments from the bar and Hawaii

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# Are Women Judges Held to A Different Standard?

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community at large. With particular regard to judicial retention, the JSC must be careful not to rely on the comments of attorneys or individuals who are "out to get" certain judges who have ruled against them - male or female judges. The JSC must be certain to filter comments and protect judges from vindictive individuals, while scrutinizing our judges and judicial candidates by the same standards.

HWL members, members of the bar, and members of the Hawaii community must also avoid apathy and participate in this process fairly and objectively. HWL members, in particular, must provide comments to HWL when solicited through our newsletter and email, or provide comments directly to the JSC, the Chief Justice, the Governor, the Senate President and the House

Speaker - before and after selection and retention. They need to know we are watching and we are paying attention to what they are doing and not doing. More participation by individuals who care will insure that the JSC is getting enough comments to make a complete and correct assessment of our judges - male and female. Furthermore, more qualified female judges need to apply for judgeships. The JSC cannot provide the appointing people with a list of predominantly qualified female judges if few or no qualified female judges are applying. Talk and blame are easy; fixing the problem is difficult and demands personal sacrifice.

Mark my words: if we do not take responsibility and assist the JSC in its job, Hawaii will return to the time where purely political favors comprised the bench, and the bench did not reflect the gender and ethnic diversity of Hawaii's community.

*The HWL July lunch, on July 21, from 12-1pm, at Carlsmith Conference Room, will feature 3 members of the Judicial Selection Commission: Sidney Ayabe, Rosemary Fazio, and one of the non-attorney members. RSVP by July 10 to Zale T. Okazaki, at [zale.okazaki@hawaiiadvocate.com](mailto:zale.okazaki@hawaiiadvocate.com) Lunch can be reserved for \$8.00.*

## Who's Who on the Judicial Selection Commission?

- John Edmunds, Term: 4/2/99 - 4/1/05, appointed by the Senate President  
Partner, Edmunds Verga & Thorn, University of Southern California Law School, J.D. 1967, Stanford University, A.B. 1964.
- Arthur Park, Term 4/2/99 - 4/1/05, appointed by the Governor  
Partner, Park Park Yu & Remillard, University of California at Davis, J.D. 1974, University of Hawaii, B.A. 1963.
- Lionel Tokioka, Term: 4/2/99 - 4/1/05, appointed by the House Speaker  
Chairman of the Board, CB Bancshares, Inc. and City Bank.
- Sidney Ayabe, Term: 4/2/01 - 4/1/07, elected by the Bar  
Partner Ayabe Chong Nishimoto Sia & Nakamura, University of Iowa, J.D. 1970, Lawrence University, B.A. 1967.
- Lois Suzawa, Term: 4/2/02 - 4/1/07, appointed by the Chief Justice  
Assistant Vice-President, Island Insurance Company.
- Melvin Chiba, Term: 4/2/02 - 4/1/08, appointed by Senate President  
President & CEO, Kauai Community Federal Credit Union, Emporia Kansas State University, M.S. Business Administration 1974, Kansas State Teachers College, B.S. 1972.
- Rosemary Fazio, Term: 4/2/03 - 4/1/09, elected by the Bar  
Partner, Ashford & Wriston, Wm. S. Richardson School of Law, J.D., University of Hawaii, M.S.W., University of Toronto, M.A. Philosophy, Fordham University, B.A.
- Thomas Fujikawa, Term: 4/2/03 - 4/1/09, appointed by the House Speaker  
Local Union 1186 International Brotherhood of Electrical Workers (IBEW), 1967-2003.
- Philip Hellreich, M.D., 4/2/03 - 4/1/09, appointed by the Governor  
Kailua Dermatology Associates, American Board of Dermatology, Specialty Certification 1971, Columbia University Presbyterian Hospital Medical Center, Fellowship 1969-70, U.S. Public Health Service Hospital, Residency 1967-69, Internship 1966-67, State University of New York, Upstate Medical Center, M.D. 1966, Hamilton College, B.A. 1962.

# Firm's holistic view validates lawyer-moms

by Melissa Pavlicek

*This article was originally run in the Honolulu Star Bulletin Column: The Goddess Speaks on April 8, 2003*

The University of Hawaii's law school admitted women from the day it opened in 1973. Soon after, women comprised about half the law students, besting the 50 percent mark today. Yet women account for less than a third of Hawaii's practicing attorneys. Why? One reason is that the profession remains largely inhospitable to a sizable group of women lawyers: mothers. Consider this bleak pronouncement from a prominent partner in a Bishop Street law firm and mother of five years: "Once pregnant, a woman can never be as good a lawyer as she once was." Or this from a managing partner at one of the state's largest firms: "No part-time work arrangement will be approved on my watch" (despite that firm's claims to be "family friendly").

The demands of childrearing are too distracting and time-consuming to support peak professional performance, this line of thinking goes. Their views are held by many.

Yes, raising a child — or more than one — is difficult at times. But those who choose to do it and choose to do it with thoughtful, caring attention can be deeply enriched, both personally and professionally. Highly organized, more "other" focused, with a wider world view and more grounded in practicality, mothers — and fathers who care for their children, too — can bring new skills and a fresh commitment to lawyering. Witness a detail-oriented group of type-A "mommy lawyers" who meet monthly for lunch: Name tags are color coded to indicate ages and gender of children; and there are agendas, guest speakers, minutes and e-mail chats. These women are not on cruise control.

It's not the distractions that vitiate a mother's professional career, but a the lack of foresight and flexibility by people who employ lawyers. Inflexible minimum required billable hours, "face" time at the firm and in one's office, a pervasive perception that a "mommy" lawyer is less serious (despite all evidence to the contrary), contribute to many women lawyers leaving the profession once they have children. The specific demands of the profession only add to the general difficulty of finding suitable childcare and the ever-present expectation that mothers more than fathers are responsible for the kids.

IT DOESN'T HAVE to be this way. At Alston Hunt Floyd & Ing, a 38-person Honolulu law firm with significant litigation, environmental and business practices, the partners take a more holistic view of their lawyers' careers. At any

given time, as many as half a dozen of the firm's attorneys may work part-time hours. They do it for any number of reasons: teaching a course at the law school, working to get a fledgling nonprofit corporation off the ground, taking on a complex pro bono case, caring for elderly parents or new babies.

Though temporarily off partner track, no stigma, no "mommy track" label is attached. At the same time, an equal number of lawyers are likely to have their best year — the most hours, new clients, successful resolution of client matters. And in time, given the firm's support during tough times, the part-time lawyers frequently come back strong.

The firm takes an equally holistic view of each attorney's day, making it easy and efficient to get work done whether at home, in the office or on the road with a firm-paid home computer purchase program, a printer on every attorney's desk and round-the-clock computer support. Do these extras improve the quality and the quantity of work produced? You bet.

My career has benefited from these supports. While working part time during my son's first year, I brought to the firm a significant client and several smaller ones, established a new practice area and serviced many of the firm's existing clients. I am at least as prolific and profitable as an attorney as I've ever been. Other lawyers with children in the firm have chosen to continue hard-charging, high-volume schedules. The point is that there are choices. And the bottom line is that the firm's bottom line hasn't suffered.

Certainly there are jobs outside the legal field that are equally inhospitable to motherhood. But for a profession premised on fairness, justice and equality, it seems ironic that a "one size fits all" approach to work load, time pressures and balancing a home life prevails.

In thinking about mothering and lawyering, an old adage comes to mind: "When you need something done, ask someone busy." Law firms and governmental agencies seeking lawyers who can solve complex legal problems, efficiently and seemingly effortlessly, shouldn't overlook accommodating the schedule of a lawyer who is a mom. Solving problems is her stock in trade. If she was a good attorney before becoming a parent, don't be surprised if she is an excellent lawyer now.

*Melissa Pavlicek is an attorney at [Alston Hunt Floyd & Ing](#). Her practice emphasizes business transactions and government affairs. She is co-chair of the Hawaii State Bar Association's Committee on Diversity, Equality and the Law and a former president of Hawaii Women Lawyers.*



# ADR TECHNIQUES YOU CAN USE EVERYDAY

*Joy Miyasaki's notes from the April Lunch Speaker*

One of the greatest benefits mediators reap is that they learn to apply their dispute resolution skills in their personal lives, according to Tracey Wiltgen, Executive Director of the Mediation Center of the Pacific and HWL's April lunch speaker. But, it's important to recognize that it doesn't happen overnight, Wiltgen said. When training new mediators, "we like to say you go from "conscious incompetence to unconscious competence."

What are the basic skills? Effective listening, patience and flexibility, and effective negotiation, Wiltgen said. Everyone has these skills, she said, "it's a matter of refining them and reminding yourself to use them."

Effective listening is a powerful tool, especially for lawyers, said Wiltgen who is also a lawyer. Lawyers tend to listen only until they think they know the answer. "They don't hear anything else after that." Sound familiar? Surveys have repeatedly shown that clients look for more than technical proficiency in a lawyer, she said. They want to know that the lawyer hears and cares about their problems.

To listen effectively, ask "powerful questions" to get the

whole story. Then, "summarize and rephrase to feed back what you've heard" so the other person "knows that you are listening and that you've got it." When you're confronted with a dispute, "remember that everyone needs a good listening to." Studies have shown that, when we listen to people, their blood pressure goes down, Wiltgen said. She suggested some dos and don'ts for effective listening (see box).

Patience and flexibility are important to the process. Some people need to vent. It may take up your immediate time, but it can save time and a relationship in the long run, she said. How long do you let them vent? It often depends on how skilled you are, for example, at summarizing and feeding back.

Keys to effective negotiation are recognizing interests and brainstorming. Whether you're in conflict with someone else or helping others resolve their conflicts, it is difficult to move forward unless you understand "what is really important" to each person.

Brainstorming is a way to come up with a solution. The key here is to look at as many options as possible. You can do this for yourself, too. "When I'm frustrated with a situation in my life, I brainstorm with myself," Wiltgen said. "I force myself to recognize that there are options and that I do have choices."

## DOS AND DON'TS FOR EFFECTIVE LISTENING from Tracey Wiltgen

### DON'T:

- Stop as soon as you think you have the answer.
- Think about all of the other things you need to do that day.
- Listen only with your ears.
- Listen only from your perspective.

### DO:

- Stop talking.
- Allow the room to be silent.
- Limit distractions.
- Listen with the intention of understanding instead of replying.
- Be aware of the message your body and face are sending to the speaker.
- Listen for meaning in a variety of cues, in words, body language, or in what the speaker is not saying.
- Tell yourself that nothing matters at the moment, except what the speaker is trying to tell you.

# Women Helping Women Help Themselves

by Yvonne W.M. Lau

Earlier this year, Lorraine Robinson, Executive Director of Matlock Hale, asked me if I could help with her organization's fundraiser. I had met Lorraine a few years ago when we were in the Women's Coalition lobbying for legislation that affected women and children. While at the Women's Coalition meetings, I heard about the efforts to get parity for women offenders while they were in prison. I had heard about the programs that the male offenders were receiving while in prison, but consistently heard that women were not provided with the same opportunities. Years of lobbying for parity often went down the drain when those bills didn't make it

It was with this understanding of the inherent unfairness that existed that I gladly agreed to help. Having met weekly with the Fundraising Committee at Matlock Hale, I was able to see, meet and interact with the women that I was actively trying to assist. It was my first such interaction, and I must say that I wouldn't have known that any of them were offenders. Every woman I met there seemed happy, well adjusted and enthusiastic. A friend of mine who was a Public Defender told me that many of the women at the Women's Community Correctional Facility, longed to get to Matlock because it was the only program out there that actively and effectively assisted women in transitioning out of prison.

Each week, I met with the Fundraising Committee and each week I got to see the same faces and learned a little more about their stories. One woman I met is so talented and motivated. I couldn't believe that she came from such a troubled past. She is currently working in the Food Service Industry and has a definite flair for food. She prepared many of the snacks that Matlock

provided for our fundraising meetings. She would proudly display some of the dishes she worked on, because she loved to cook! But I was truly impressed when she showed us the model double hull canoe that she built to auction off at the silent auction. I couldn't believe she made an entire replica of a double-hulled canoe, complete with sails and paddles out of recycled materials. It was explained to me that she did this while she was in prison and constructed it out of toilet paper rolls, shoe polish and other found materials. The time and patience it took for her to build it impressed me even more. So much talent!

The fundraiser's theme, I BELIEVE I CAN FLY, was created by one of the residents because it reflects the Matlock Hale residents' heartfelt determination to succeed and change.

The funds raised from this year's event will go toward implementing a new curriculum for the residents, called Seeking Safety created by Lisa M. Najavits, PhD. It's a ground-breaking approach to treatment that addresses trauma issues as they relate to addiction.

On the night of the Fundraiser, we had a silent auction, with Sonny's canoe proudly displayed, and a unique and dynamic dessert auction. But the highlight of the night, was hearing the women themselves tell us their story:



Emcees: Mazie Hirono and Serena Camara, Executive Director, Lorraine Robinson, and Honorary Chair, Haunani Apoliona

*Aloha my name is Lisa and I like to think of myself as a successful former resident of T.J. Mahoney's. After and incarceration period of 33 months, I was given the privilege to go to T.J.'s with a background of minimal, positive, community interaction, I was ready to take on the challenge and become a productive, involved member of the community. I was guided, corrected, instructed, corrected, rewarded, corrected. During my stay, I re-enrolled in Med-Assist School of Hawaii, graduated and landed a full-time position as a Medical Assistant. Currently, I am still employed with the same employer. And I am forever grateful for the skills and structure I learned at T.J.'S. It is also where our roots of a positive environment emerge. Friendships and relationships that develop at T.J.'s become the basis of our strength and independence which helps launch us into productive and sober lifestyles.*

*I believe in transition. I know that without the opportunity to merge slowly back into the community; my chances of succeeding would be slim. It is necessary and should be mandatory. . . .*

Louella Timas shared her experience :

*In February of 2001, I was told that I would be released from the Women's facility in Kailua. All the fears I thought I laid to rest surfaced with a vengeance. Where was I going to go? Who was going to take me in that I had not hurt by my bad choices? How was I going to get money? What am I going to do? -I asked myself. T.J. Mahoney provided the answers. They promised to transition me back into society, a mature and responsible female. The*

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# Women Helping Women Help Themselves

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*director provided me a safe place to grow. The case manager listened to all my woes and answered all my whys. The employment counselor provided me with an agenda and workshops to gain employment, and the security team kept me accountable for my every action and whereabouts. While a resident there, I used to say things like, "Why can't I do this now? How come I cannot do it this way?" On July 24, I was able to answer those questions for myself. T.J.'s hired me on as part of the security team. Two days after I started work there, I wanted to send personal letters of apology to all the staff members for having been at any time, a headache or a problem. Now that I was on the other side of the desk, I saw with such clarity the burden of the job and the rich rewards that come with it. For any resident who can understand and fully appreciate the concept and objective of T.J.'s, the work is rewarding.*

*T.J.'s helped me reach my goals to go to school, obtain employment and to reunite with my children. Today I am in my fifth semester in college. I take every opportunity to be a mother every day and am greeted with shouts of "Gramma Timas! Gramma Timas!" and huge smiles from my grand children. Any one who knows me knows that that is my greatest joy. . . .*

T.J. Mahoney & Associates, Matlock Hale, held it's 2nd ever fundraiser on May 20<sup>th</sup> at the Hilton Hawaiian Village. 288 people attended, up from 200 2 years ago. It was a heartwarming event, which illustrated the reality that female offenders re-entering our community can turn their lives around if given the right environment, skills, and tools.

The program's approach towards women exiting prison is that if given a structured and safe environment designed to meet the unique needs of female offenders, the women are able to set and achieve goals and become productive community members. The goal of the fundraiser was not only to raise money, but also to raise awareness about the importance of this issue. Helping female offenders transition successfully back into the community not only helps them, but impacts systems such as human services, education, the judiciary, and health services for the women, their children and families. Society benefits from reduced recidivism and the prevention of future generations from entering our criminal justice system.

In 1972, Hawaii's female offender population was 1. Today it is over 500. Women comprise 11% of offenders in Hawaii, while the national average is 6%. Female offenders are generally non-violent and do not pose a threat to public safety. They can benefit from community based programs where they can learn to redirect their lives, make positive changes, become employed learn to manage their lives in a pro-social manner. Their pathway to criminality is generally through addiction to substances, which is usually a response to trauma.

For more information on TJ Mahoney & Associates, Matlock Hale, check out their website: <http://www.matlockhale.org>.

**Hawai`i Women Lawyers**

**P.O. Box 2072**

**Honolulu, Hawai`i 96805**

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