

Hawai'i Women Lawyers

August 2003

Upcoming Events

HWL SEPTEMBER AND OCTOBER LUNCH TIME SPEAKERS

When: September 5, 2003 at 12:00 noon
Who: **Mary Zanakis** will be speaking about her recent pregnancy discrimination lawsuit.

What: Lunch presentation will be held at
Where: the Carlsmith Ball Conference Room, located on the 22nd floor of the American Savings Tower, at 1001 Bishop Street.

Cost: Lunch is \$8.00 per person.
RSVP: By August 27, 2003. Send your check payable to Hawaii Women Lawyers to Zale Okazaki, 2500 Pauahi Tower, 1001 Bishop St., Hon. 96813, 537-6119, zokazaki@hotmail.com

When: October 23, 2003 at 12:00 noon
Who: **Marty Gilles**, refinery manager for the Chevron refinery in Hawai'i

What: Lunch presentation will be held in the
Where: the Carlsmith Ball Conference Room located on the 22nd floor of the American Savings Tower, at 1001 Bishop St.

Cost: Lunch is \$8.00 per person.
RSVP: By October 17, 2003. Send your check payable to Hawaii Women Lawyers to Zale Okazaki, 2500 Pauahi Tower, 1001 Bishop St., Hon. 96813, 537-6119, zokazaki@hotmail.com

TWIST AND SHOUT on OCTOBER 4th!

HWL is organizing tables for HWLF's annual fundraiser on October 4th, Hilton Hawaiian Village, Tapa Ballroom. Tickets are \$125/seat or \$1,000/table of 10. Come to the fundraiser and catch up with old friends and meet new ones at the HWL Tables!

This year's fundraiser, called "TWIST AND SHOUT with THE LEADER OF THE PACK and other WILD ONES," will throw guests back in time to the '50s, '60s and '70s. Dress for the prom or sock hop...in a Dior, mini-skirt, or Summer '69 Love bell-bottoms...or in elegant attire. Anything goes, 'cause it'll be rock and roll!

For more information and to make reservations for the HWL Tables, contact Joy Miyasaki at jmm@miyasaki.com or 521-3255.



AVIAM SOIFER: WSR's New Dean

by Hazel Beh, WSR Professor and former HWL Board Member

Great news for UH and the Hawai'i legal community! The William S. Richardson School of Law welcomes its new dean, Aviam Soifer, to Hawai'i. Avi is an accomplished and productive constitutional law scholar and legal historian, a great teacher and a proven

dean. After a yearlong visit in 1999–2000, Avi and his wife, award-winning filmmaker Marlene Booth, knew that Hawai'i was meant to be their home. Son Rafael (Yale) and Amira (UC Santa Cruz) wholeheartedly agreed. Avi was not "in the market" to be dean at any law school – he appreciated what he saw at WSRSL and is enthusiastic about its potential. A student of life, he loves the island's diversity of people and cultures.

Energetic, witty, and warm may be your initial impression of him, but that's just the first course. Ever a teacher, engage him in conversation and he may challenge you to consider what the word "full" means in the context of "full and equal" or "protection" in the context of "equal protection." He believes that making these words real can add a contextual and humane dimension to the law. A discussion with Avi will leave you renewed and excited about our profession.

Dean Soifer earned his JD along with a Masters of Urban Studies from Yale in 1972 and has been a professor at Boston College, Boston University, and the University of Connecticut. Just last year he received BC's university-wide Distinguished Senior Research Award. He is a much-published constitutional law scholar and legal historian, writing in recent years primarily in the areas of religious freedom, equality, disability rights, and first amendment law. Internationally respected, he was recently awarded a U.S. Speaker and Specialist Grant by the U.S. Department of State, delivering three lectures on "Marbury v. Madison 200 Years Later" in Barcelona this summer. His book, *Law and the Company We Keep*, examined the role of group associations, culture, and community in American law, and won the triennial Alpha Sigma Nu National Jesuit Book Prize in professional studies in 1998.

Avi's also a tested dean with vision and passion for legal education. When he was the Dean of Boston College (1993-98) he helped raise the law school's position within the top 25 schools in the nation, increased gender and racial diversity in the faculty and student body, and oversaw the construction of a new law library. As if this was not enough, during his tenure at BC law school, the law school enjoyed its two best fundraising years.

President's Column

Joy Miyasaki, HWL President



Which HWL board member is from Toronto, Canada? Which board member was a professional musician with her own band? Which board member went on a July road trip all over California, with her

husband and two sons, ages 8 and 5? On the last Saturday in July, at the annual board retreat, HWL board members enjoyed getting to know more about each other and made plans for HWL's 2003-04 year.

During the 2003 session, HWL's Legislative Committee worked to support a family leave bill (HB 389 HD2) which became one of the 8% of bills introduced that passed. The committee will continue to work with the Hawaii Women's Coalition and will focus its attention on bills that become active during the next session. The committee needs help sorting through bills at the beginning of the session.

The Programs Committee will continue its monthly lunches. Former KHON-TV Reporter Mary Zanakis, who was awarded \$87,000 by a federal jury in an employment suit against her former employer, will speak on September 5th. Chevron Refinery Manager Marty Gilles, one of a few female refinery managers, will speak on October 23rd.

The Projects Committee will continue its After-Holiday Goodies Drive and Mothers' Day Gift Project. It plans to add a Children's Clothing Drive this fall. Two major projects

are in the works. One is a mentorship project to assist newer women attorneys. This project has been in the planning stage for awhile now, and we hope it will be ready to go by the end of this HWL year.

The other is a survey on alternative work arrangements. The committee initially considered a survey of employers about their family leave policies, but decided that a survey of women lawyers might yield more information. Women lawyers will be surveyed to find out what alternative work arrangements were available to them and what arrangements actually worked for them. We hope the results will provide information that can be used by employers to create attractive work options for women and to reduce the rate of women leaving the profession.

The Judicial Equity Committee is working on a number of projects. Among them: compiling a packet of information for applicants for judgeships and gathering data on appointment and retention of women judges.

The Amicus Committee is working to publicize that it is available to provide support via amicus briefs.

Other projects in the works: a new website, a new membership brochure, and a series of lunch time seminars for the public in September which will be part of "Women's Health Month 2003 – The Total Well-Being of a Woman." With all of these plans for the upcoming year, we could use your help!

– Joy Miyasaki

Answers: (a) Anna Friend, (b) Shawna Sodersten, (c) Lynne McGivern.

Who are our WSR Student Representatives?



Lori K. Amano

Lori is a 3L at the William S. Richardson School of Law. She received her Bachelors degrees in

Biology and Chemistry at the University of Hawaii. During the summer, Lori worked at Kelley Drye, an international law firm based in New York. Lori is a production editor on the Law Review. After graduation, Lori Will be clerking for Judge Lim at the Intermediate Court of Appeals.



Tricia Nakamatsu

Tricia was born in Honolulu, Hawaii and is a graduate of Punahou School. She received her B.A. from Claremont McKenna College, with a dual degree in

Political Science and International Relations. She interned with the Claremont Dispute Resolution Center for one year, and was one mediation away from receiving her California mediator certification (before she had to return home from college). Tricia is a third year law student at WSRSL, but is uncertain what type of law she will pursue after law school. She works part-time as a research assistant for Professor David Callies, and as a law clerk at the law offices of Wong & Oshima

American Bar Association Honors District Court Judge Hayashi

Judge Leslie Ann Hayashi, District Court Judge of the First Judicial Circuit (O'ahu), will receive the 2003 Franklin N. Flaschner Judicial Award at the annual American Bar Association meeting in San Francisco in August 2003. The ABA Judicial Division National Conference of Specialized Court Judges gives the annual award to recognize an outstanding judge service in a court of limited or special jurisdiction.

Hawai'i Women Lawyers congratulates Judge Hayashi
on this most momentous occasion!

The Goddess Speaks

*Originally printed in the Honolulu Star Bulletin
by Coralie Matayoshi*

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.

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.

Volunteer? What's In It For Me??

*By Don Sepe: LearnMeister of WizardWorks Consulting
& SOA (Spouse of attorney) for HWL newsletter*

Volunteer? I don't have time for that. Besides, someone else will do it. I need to focus on my career (family, kids, boss's demands, boyfriend...). Actually, there's a theory in town that all the boards, committees, panels, councils or associations are run by the same 20 people. That's because most people won't offer to help so the same ones are asked over and over again. The interesting thing about that is, busy people seem capable of getting everything done, regardless of the tasking.

My first year in the Army (yes, there were numbers back then) as a junior officer was filled with every kind of job imaginable. I can still hear the unit commander: "OK, listen up! We need someone to fill the assistant maintenance officer's position. It's an extra duty (our primary duty was helicopter pilot but that didn't take up enough of our time) and comes with a lot of responsibility." Right then everyone broke eye contact and quickly started forming excuses. "Well, ya' see, I got this really important thing going on right now and I'm pretty busy..." or, "I may be getting surgery soon and..." so it went. Of course, they could appoint you anyway but they would ask just in case someone really wanted to do it. If we only knew back then...

The list of things we had as "extra duties" was huge. Can you imagine: mail officer, supply officer, donut procurement officer (I am not making this up), motor pool (truck repair) officer, chemical training (gas mask) officer, Officer's club membership officer, flight scheduling officer, P.O.L. (gas) officer, bowling league officer, Christmas party officer, mess hall (where they feed you) officer, and a lot more that escape me (senior moment) right now.

When my wife first started with City Cor-

poration Counsel, she was willing to take on any kind of work that others might have rejected (kind of like a junior officer in the Army). She took over as the attorney for Wastewater Management where a lawsuit had been filed against the City for discharges. She learned to speak "engineer-ese," got involved in the organization, knew so much about it, and did such a fantastic job that she was offered the position as deputy director which she held for four years. A narrow-focused attorney would not have been offered that position.

One of the greatest values that volunteerism offers is that you get a whole lot of experience in working with all the different types of people out there. When I teach teambuilding workshops, one point I make is that roughly 90% of life's success relates directly to how well you get along with others. You could be the absolute best attorney in the state, but if you can't relate to the client, or can't understand someone's behavior, you're going to have a lot of free time on your hands. Want something that will really hone your people skills? How about mediating for the Mediation Center of the Pacific? They have an extensive training program and you get to mediate all kinds of cases. This is great stuff for an attorney. Wow to that!

To summarize, you can build quite a resume based on what interesting things you do as a volunteer. Handling a budget, editing a newsletter, holding meetings or planning events are things good employers look for in their people. Don't pass on an opportunity to do things for an organization. It very well may be an opportunity to learn something that may help to move you to a new level in your career. So, have you seen enough Star Trek re-runs yet?

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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 HawaiiWomenLawyers@hotmail.com*

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