

UPCOMING EVENTS

HWL ANNUAL MEMBERSHIP MEETING AND INSTALLATION OF OFFICERS AND DIRECTORS

Come and meet your fellow members at this annual event!

Food, fun and door prizes, too!

When: Friday, June 25th, 5:15 pm, if you are arriving after 6 pm, please call 547-5444 or 547-5422 to enter the building.

Where: Case Bigelow & Lombardi conference room Pacific Guardian Center, Mauka Tower; 737 Bishop St., Suite 2600

Cost: Free to all HWL members, all others \$20

RSVP: By June 23 to Dawn Makaula 521-3255 or dm@miyasaki.com

HWL BREAKFAST

Who: Karen Narasaki and Mari Matsuda (see article above)

What: On Being American: Earned Citizenship & Patriotism, co-sponsored with WSRSL

When: Wednesday, July 7th
7:30 to 9 a.m.

Where: First Hawaiian Bankers Club
First Hawaiian Center
999 Bishop St., 30th Floor

Cost: \$15 per person, includes breakfast and parking at First Hawaiian Center

RSVP: Ruth Oh at 539-8700 or rko@ksglaw.com Pls. send a check payable to HawaiiWomen Lawyers to her by June 28, at 999 Bishop St., Ste. 2600, Hon. 96813

Hawai'i Women Lawyers and the William S. Richardson School of Law cordially invites you to join us for a breakfast talk:

(details at the lower left)

On Being American:

Earned Citizenship & Patriotism

Karen Narasaki and Mari Matsuda



Karen Narasaki is the President and Executive Director of the National Asian Pacific American Legal Consortium (NAPALC) based in Washington, D.C. Founded in 1991, NAPALC works to advance the human and civil rights of Asian Americans through advocacy, public policy, public education, and litigation. NAPALC is one of the nation's

leading experts on issues of importance to the Asian American community, including: affirmative action, anti-American violence prevention/race relations, census, immigration rights, language access, and voting rights. Ms. Narasaki is a graduate, magna cum laude, of Yale University and Order of the Coif, of the UCLA School of Law. She also serves on the Executive Committee of the Leadership Conference on Civil Rights and is the Chairperson of the National Council of Asian Pacific Americans. She appears frequently on national television and has been quoted by the *New York Times*, the *Washington Post*, the *Wall Street Journal*, and *USA Today*. In 2001, she was recognized among *Washingtonian Magazine's* "100 Most Powerful Women".



Mari Matsuda is a Professor of Law at Georgetown University Law Center. For the past year, she has been on the visiting faculty of WSR School of Law, as the Johnson Professor of Law. She grew up in California and Hawaii. She received her B.A. from Arizona State University, J.D. from the University of Hawaii, and LL.M.

HWL'S 2003-04 REPORT

Dear Members of Hawaii Women Lawyers:

Your support, by your time, talent, and membership dues, together with the generous funding from Hawaii Women's Legal Foundation, has enabled HWL to accomplish so much. Here's what HWL has done this year.

Presented the following lunch speakers for HWL members and guests: Judicial Selection Commission Members Sidney Ayabe, Rosemary Fazio, and Melvin Chiba on the judicial selection process; Justice James Duffy, Judge Colleen Hirai, and Judge Faye Koyanagi on arbitration, mediation and settlement; Mary Zanakis, former KHON morning anchor, on her pregnancy discrimination lawsuit; Marty Gilles, refinery manager for Chevron refinery in Hawaii, one of a few, if not the only, female refinery managers in the U.S., on career tips; and Anita Weld, professional make-up artist, on make up tips

- Sponsored an orientation breakfast for 1Ls at WSR School of Law
- Participated in an interview skills workshop for 2Ls and 3Ls at WSR School of Law
- Co-sponsored the premiere of "Biography Hawaii: Harriet Bouslog"
- Co-sponsored "Summit II: Practical Tips for Keeping Women on the Success Track," at the American Bar Association 2003 annual meeting in San Francisco
- Presented a series of brown bag lunch presentations for the general public on the following topics as part of Women's Health Month: Hawaii's Pregnancy and Victims' Leave Laws; Do I Need A Will?; Voluntary Establishment of Paternity; and Family Law
- Participated in Congresswoman Patsy T. Mink's induction into the National Women's Hall of Fame
- Participated as amicus curiae in RGIS Inventory Specialist v. Hawaii Civil Rights Commission, before the Hawaii Supreme Court, supporting reversal of the circuit court's ruling that evidence of discrimination due to being transgendered does not constitute evidence of sex discrimination under Chapter 378, Part I, Hawaii Revised Statutes
- Co-sponsored lunch with Mark Curriden, lawyer and award-winning journalist
- Supported HWLF's annual fundraiser, including assisting with table sales, silent auction, and publicity and sponsoring student volunteers from WSR School of Law
- Participated in the American Society of Women Accountants, Honolulu Chapter, 45th Anniversary/Public Relations Dinner
- Held a children's clothing drive and collected 46 boxes of new and used clothing, accessories, and other items for the Children & Family Welfare Service's Domestic Violence Shelters, Children's Alliance program for foster children, and Institute for Human Services
- Held HWL's second annual after-holiday goodies drive and collected 350 pounds of goodies and other foodstuff for the Hawaii Foodbank
- Helped at the Friends of Foster Kids' Christmas party for over 2,400 foster children and family members
- Collected donations of new women's clothing for the Sex Abuse Treatment Center
- Supported the HSBA's annual fundraiser which benefitted the Children's Alliance of Hawaii and the HSBA Public Services Fund
- Held a breakfast with Honorable Nancy Gertner, Judge of the U.S. District Court for the District of Massachusetts
- Held a dinner with women members (from Germany, Ukraine, and the Philippines) of WSR School of Law's first LLM class
- Supported YWCA's "Bungee Boost: Women Challenging Limits," a series of lunch time presentations by some of Hawaii's top professional trainers
- Supported the Domestic Violence Clearinghouse & Legal Hotline's annual fundraiser
- Supported Breakthroughs for Youth at Risk program for at-risk teens

- Hosted a legislative breakfast and press conference for the Hawaii Women's Coalition and HWL's 2004 legislative package and continued to support legislation on issues relating to economic equity, justice, domestic violence, health and reproductive health
- Participated in Lawyers For Red Cross bake extravaganza, part of the Hats Off To The American Red Cross community event sponsored by the American Red Cross
- Held HWL's 2003 Annual Awards and Reception
- Helped Legal Aid Society of Hawaii recruit volunteer attorneys to serve as guardians ad litem
- Co-sponsored reception and showing of "Biography Hawaii: Harriet Bouslog," at WSR School of Law as part of Women's History Month
- Held HWL's fourth annual Mothers' Day Gift Drive and distributed 1,804 gift bags of new toiletries and cosmetics through the Domestic Violence Clearinghouse & Legal Hotline, the Department of Human Services, the volunteer guardian ad litem program, the Windward Shelter, and the Foster Parents' Association
- Held HWL's fourth annual Balancing Family & Work Lunch at WSR School of Law
- Nominated HWL Board Member Shawna Sodersten for HWLF's 2004 Rhoda Lewis Award, which she received, for her advocacy on behalf of domestic violence victims, both before the legislature and in court
- Helped with the high school competition, "We the People: The Citizen and the Constitution," which tests students' knowledge of the U.S. Constitution
- Provided speakers on legislative issues for a meeting of the Honolulu Association of Insurance Women
- Presented a showing of "Raindance: Rainmaking Tips for Women Lawyers," a CLE video produced by the Woman Advocate Committee of the ABA Section of Litigation
- Continued to improve the newsletter and to increase membership and improve membership benefits.
- Continued the campaign to advance judicial selection equity by supporting the selection and retention of qualified women judges.
- Developing a new website
- Developing a survey of lawyers on family leave and alternative work arrangements

We hope you will join us to celebrate the accomplishments of this past year at the annual membership meeting and installation of the new officers and directors on June 25th.

Mahalo for your support!

Joy Miyasaki, President	Emi Kaimuloa, Director
Lane Hornfeck, Vice-President and President-Elect	Yvonne Lau, Director
Patsy Kirio, Secretary	Lynne McGivern, Director
Lauren Sharkey, Treasurer	Ruth Oh, Director
Danielle Conway-Jones, Director	Zale Okazaki, Director
Stacey Djou, Director	Shawna Sodersten, Director
Anna Friend, Director	Tricia Nakamatsu, WSR Student Rep.
Joanne Grimes, Director	Lori Amano, WSR Student Rep.

A note from outgoing President Joy Miyasaki:

Here's a simple test, attributed to Richard Bach, to find out if your mission on earth is finished: If you're alive, it isn't. On a serious note, thank you to all of you who support HWL and its activities as part of your mission. I continue to be amazed at what a relatively small group of women are able to accomplish. It was truly my privilege to get to know you, and work with you, over the past year. And it was fun!

— Joy Miyasaki

Continued from page 1: Mari Matsuda

from Harvard University. Her books include: *Where is Your Body and Other Essays on Race, Gender and the Law*; *Words That Wound: Critical Race Theory, Assaultive Speech, and the First Amendment*; and *We Won't Go Back: Making the Case for Affirmative Action*. She edited *Called From Within: Early Women Lawyers of Hawaii* and is the recipient of HWL's 2003 Outstanding Lawyer of the Year Award. Professor Matsuda also serves on NAPALC's National Advisory Council.

Meet our new William S. Richardson School of Law
Student Representatives



Larissa N. Schwartz

Larissa is currently a 2L at WSRSL, where she is also a member of P.A.L.S.O. and secretary of A.P.I.L. She was born and raised in the San Francisco Bay Area, and graduated from Castilleja School. She attended Middlebury College in Vermont, where she studied Chinese Language and Literature and Hispanic History. She went on to earn masters degrees in East Asian Studies and Chinese History. Prior to enrolling at WSRSL, Larissa worked at the Honolulu office of the Legal Aid Society of Hawaii.



Sarah Bazzi

Aloha. My name is Sarah Bazzi. I am a rising 2L and one of the Richardson-Hawaii Women Lawyers student representatives. I received my undergraduate degree from Colorado College. I taught E.S.L., Spanish, and writing for several years I came to Hawaii from the Washington D.C. area four years ago to get my master's degree in Second Language Studies at UHM. During my first year of law school I was active in HWL, APIL (Advocates for Public Interest Law), Phi Theta Phi International Legal Fraternity, and volunteered at the Hawaii State Bar Association. I am currently an APIL grantee at Na Loio Immigrant Rights and Public Interest Legal Center.

At HWL's May lunch, HWL members watched *Raindance: Rainmaking Tips for Women Lawyers*, a 60-minute video produced by the Woman Advocate Committee of the ABA Section of Litigation. In the video, ten law firm partners firms shared their ideas on rainmaking. Six in-house lawyers shared their perspective as clients on what works and what doesn't. They gave the following tips.

Start early. All lawyers, whether in practice for 20 years or 6 years, wish they had started earlier. Business development is about "developing relationships" and "helping others solve their problems." You can do this in your firm or outside your firm – in bar association activities and community activities.

Build your reputation. Be open to specialization. Find ways to "credential yourself," by looking for speaking or writing opportunities. Write practical articles for trade publications or magazines directed at in-house counsel. Do a CLE program for in-house attorneys, and have it at their place, not your law firm. In-house attorneys are just as eager for exposure as outside attorneys. Write a joint article or put on a joint CLE program with an in-house attorney.

Find mentors and role models. You may have different mentors for different purposes, one inside your firm and one in civic activities. If you can't find a mentor or don't want one, look for a role model.

Get help from your firm. Take advantage of your firm's resources. Write an article. Use your firm's mailing list, and send the article to selected clients. These opportunities are "low-hanging fruit." The obstacle to developing business for all lawyers, regardless of ethnicity or gender, is time.

Add value. Business clients want a lawyer with significant practice expertise and an understanding of their company – who the company is, how it operates, who the people in the company are. Other important qualities: a lawyer who is very responsive, a lawyer who has access to regulators in the client's industry, a lawyer who has both "good nuts-and-bolts thinking and creativity."

Target your market. "Marketing and rainmaking with your own clients" may be your most valuable time spent. Analyze where your business is likely to come from and who your referral sources are likely to be. Develop a good referral network, so that you can refer your clients to other lawyers you respect and trust, and they will do the same.

Build your network. Get out of your office. Go out to lunch at least once a week. Become active in a bar association committee, a business organization such as a chamber of commerce, or a community organization. Work with in-house attorneys on pro bono projects. For associates in larger firms, think about ways to work with lawyers in your firm beyond those whom you get assignments from, perhaps through practice group activities or management initiatives.

Follow up. Send follow up notes and thank you notes. Send articles to clients in areas of interest, legal or non-legal, to them. To be a good rainmaker, you have to be able to "close the deal." One element to closing the deal: you have to be able to tell the client, with confidence, what they should do. Another element is pricing: you have to be able to ask the client for what you're worth, without waffling.

Face the challenges. Don't make excuses. Don't assume a potential client wants a male lawyer. Rainmaking isn't easy for men or women. If rainmaking weren't difficult, it wouldn't be rewarded so well.

HWLF NEEDS YOUR HELP!

The Hawaii Women's Legal Foundation annual fundraiser will be on October 16, 2004, at the Sheraton Waikiki Ballrooms.

The silent auction will showcase entertainment packages, original arts and crafts, and other items donated by Hawaii's attorneys. HWLF seeks your generous donation for the silent auction of:

- wine from your cellar
- dinner at your home
- a children's party
- homemade baked goods
- or other silent auction items
- tickets to a sports event
- a stay at your beach house
- original art or craft work
- jewelry

Perhaps you have clients who will donate gift certificates for hotel stays, dining, golf rounds, wine or other gifts.

To donate silent auction items, please contact any one of the following: Gail Cosgrove at 523-0451 or cosgrove@objectionsustained.com, Cori Lau at 524-1800 or clau@ahfi.com, Joy Miyasaki at 521-3255 or jmm@miyasaki.com, Ruth Oh at 539-8700 or roh@ksglaw.com, or Zale Okazaki at 537-6119 or zokazaki@hotmail.com.

The last day for silent auction donations will be August 18!

Tips for Making a Part-time Law Schedule Work for You, Your Clients and Your Boss

by Melissa Teves Pavlicek

Experienced attorneys who knew I wanted to both enter private law practice and start a family advised me to seek job opportunities at firms that had:

- Manageable billable hour requirements
- A culture that supported alternative work arrangements (for example, flexible hours or work from home)
- Attorneys with young children
- Women attorneys (on the theory that, in families that choose to have children, women still generally shoulder more child-rearing responsibilities)
- Written and unwritten policies permitting flexibility in vacation, sick leave, billable hours

- Partners who drive old cars (on the theory that those who drive expensive new cars might be more likely to revere profits over family time).

Lots of attorneys continue working full-time once they start a family. I decided, for reasons related to my then-newborn's health, to work less.

After having worked a very satisfying schedule for two years, I believe that there is only one element essential to making a part-time schedule work: the will of those who make the firm profitable. It's no surprise or secret that private law firms must make a profit to survive and that those who favorably contribute to the firm's finances have clout. That means having your own clients or working for a partner who will be receptive to your work/family lifestyle choices. If the firm's key rainmakers don't want to make the firm friendly to part-time attorneys, it's not going to happen.

The "advice" I was given was a good attempt to identify external indicators of the will of the those in a firm with the authority to make life heaven or hell for newer attorneys. But those indicators alone can be misleading. A firm where all the partners drive clunkers might be too financially strapped to permit anything other than maximum billing hours by all. And a firm with many women attorneys might be inflexible.

Many firms purport to be family-oriented and some say they permit part-time hours, but how do you determine whether such claims are a reality?

1) Ask about the range of hours worked by attorneys at the firm.

Support for part-time work might not be immediately evident in a firm's total number or average number of attorneys' billable hours. But a closer look at the range of hours attorneys work at a firm might demonstrate an accommodation for many different models of law practice, whether attorneys choose to work 800 hours a year or 2,800.

2) Find out whether any partners worked reduced prior to becoming a partner.

One indicator of support for part-time work is how many current partners in the firm previously or currently worked a modified schedule. Has the path been traveled or will it take a new attorney to push forward with requests for flexibility and/or alternative scheduling? Do you relish being the first to challenge conventional thinking at a firm without such policies? The answer may be yes, if the firm has other desirable characteristics (such as a practice area that excites you) or you may prefer a firm where others have succeeded with children before you.

3) Inquire about the firm's non-client activities and objectives.

Firms open to non-traditional (24-hour-7-days-a-week) schedules for attorneys are, I believe, more likely to support a wide variety of non-traditional, unbillable activity whether it be volunteer community service or pro bono legal services. That doesn't mean that a firm committed to community service will automatically support a part-time schedule and, in fact, may not have the resources to permit attorneys to truly drop their revenue generating hours. But I believe that innovative, flexible, entrepreneurial attorneys more

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often see the benefit in supporting efforts that don't directly or immediately increase the firm's bottom line.

Once you've found a job that supports the kind of attorney — and kind of person — you aspire to be and the kind of schedule you wish to work, there are inevitably ways you can make yourself more effective and more successful. For part-time attorneys there are a few added challenges simply because less time is spent lawyering.

Here are a few suggestions:

- 1) Make time to socialize with your co-workers. It's easy to cut back on chat time, but getting to know your peers and their getting to know you is important and facilitates good communication. Make time to go to lunch or have coffee with your co-workers, clip articles that you notice might interest them, keep in touch through email and telephone.
- 2) Be clear about the times you are unavailable.
- 3) Use technology to remain current with your email, fax and phone messages. Use a cell phone.
- 4) Ask for and be open to feedback — positive and negative.
- 5) Find a secretary, paralegal or other attorney who's schedule is different from yours who is willing and able to overlap your efforts on certain assignments or has some understanding of your clients, cases and projects.
- 6) Be patient with yourself and others. Don't assume that your part-time status is the cause of problems, but resolve problems as quickly as possible when they arise. Many women (and men) lawyers choose to leave the profession when the demands of raising children collide with the practice of law.
- 7) Ask for help and accept it graciously. This can be tough for many attorneys who pride themselves on independence and self sufficiency.
- 8) Keep a sense of humor and perspective.
- 9) Continue to improve your skills through continuing legal education classes.

The rewards of remaining in the profession, albeit on a reduced schedule, can be well worth the extra effort.

Melissa Teves Pavlicek is an attorney at Alston Hunt Floyd & Ing where her practice emphasizes business transactions and government affairs. She is a past president of Hawaii Women Lawyers.