

Upcoming Events HWLF Silent Auction Traveling Jewelry Show

Come, view and buy jewelry handcrafted by Hisaka Goto Yoshida Cosgrove & Ching to benefit the Hawaii Women's Legal Foundation. Jewelry will be on sale at the HWLF Fundraiser Silent Auction to be held on October 16, 2004 at the Sheraton Waikiki and during a presale at the following locations and times:

11:30 a.m. - 1:30 p.m.

October 4 and 5, 2004

at Cades Schutte, LLLC

12th Floor Conference Room

Cades Schutte Building

1000 Bishop Street

11:30 a.m. - 1:30 p.m.

October 6, 7, and 8, 2004

at Hisaka Goto Yoshida

Cosgrove & Ching

Pacific Guardian Center,

Mauka Tower

737 Bishop Street, Suite 3000

Please support this worthwhile event. If you need further information, contact Lauren Sharkey at Case, Bigelow & Lombardi at 547-5400.

HWLF FUNDRAISER

"Tony & Tacky, the Musical"

When: October 16, 2004

Where: Sheraton Waikiki Ballroom

If interested in attending, please contact Lane Hornfeck McKay at Starn O'Toole Marcus & Fisher at 537-6100.

Danielle Conway-Jones awarded 2004 Regents' Medal for Excellence in Teaching

The University of Hawai'i has honored Professor Danielle Conway-Jones with the 2004 Regents' Medal for Excellence in Teaching. The Board of Regents of



the University of Hawai'i awards the Regents' Medal for Excellence in Teaching as tribute to faculty members who exhibit an extraordinary level of subject mastery and scholarship, teaching effectiveness and creativity and personal values that benefit students. The Board of Regents, university colleagues, and students were particularly complimentary of Professor Conway-Jones's efforts to bring program growth and curricular expansion to the William S. Richardson School of

Law as well as to the University. Professor Conway-

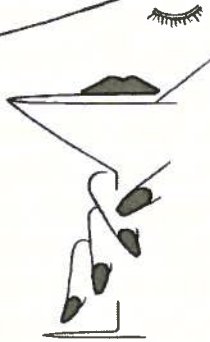
Jones has been successful in establishing the Hawai'i Procurement Institute at the law school; as well, she has augmented the law school curriculum by teaching courses and publishing articles dealing with the New Economy.

Professor Conway-Jones joined the law faculty in 2000. She teaches Intellectual Property, Government Contract Law, International Intellectual Property, and Internet Law and Policy. She also served as the Interim Director of the Law and Methods Program for 2002-03. Formerly, Professor Conway-Jones was on the faculties of The University of Memphis, Cecil C. Humphreys School of Law, teaching Torts, Toxic Tort Litigation, and Government Contract Law, and Georgetown University Law Center, teaching Legal Research and Writing and Legal Writing for Foreign Lawyers. Professor Conway-Jones graduated from New York University, Stern School of Business with degrees in Finance and International Business and a United States Army Commission. She attended the Howard University School of Law, where she served on both the Howard Law Journal and the National Moot Court Board. After attaining her law degree and bar memberships, she fulfilled her military commitment by graduating from the Judge Advocate General's School in Charlottesville, VA and receiving an appointment to the Chief Counsel's Honors Program, United States Army Corps of Engineers, in Washington, D.C. Professor Conway-Jones primarily practiced in the procurement law section, representing the United States Government in complex bid protest litigation. While on active duty, she earned a dual Master of Laws degree in Environmental Law and Government Procurement Law. Currently Professor Conway-Jones is a Major in the United States Army Reserve assigned as a Professor at The Judge Advocate General's School in Charlottesville, VA. She is also Of Counsel at Alston Hunt Floyd & Ing. Her LL.M. thesis and other writings appear in the Howard Law Journal, the

Non-profit Activities

Downtown Decadence at the YWCA

*Downtown
Decadence 2004*



Looking for an affordable evening out on the town with the girls or friends from work? The YWCA's Downtown Decadence - an evening of food, fun and festivity - is just what you're looking for!

Lyle Fujioka of Fujioka's Wine Merchants and Formaggio has partnered with the YWCA to create a delightful evening of pampering and glamour. Downtown Decadence will feature champagne and martini bars where you can order a "Cosmo," a chocolate martini, or another fabulous option. Non-alcoholic beverages will also be available. Guests will be able to partake in mini-manicures and facials, massages, color consultations and other treats for free throughout the evening, while dining on assorted fine appetizers from the YWCA's own Café Laniakea. Guests will also be able to bid on tantalizing dessert creations and gift packages from Honolulu's best restaurants, salons, day spas, and cosmetic boutiques.

Tickets are \$50, which includes two drink tickets. Proceeds will be used to support the YWCA's leadership and self-sufficiency initiatives for women of all ages.

Date: Thursday, October 21, 2004
Time: 5:00 p.m. - 8:00 p.m.
Location: Café Laniakea at the historic downtown Laniakea YWCA
1040 Richards Street

To purchase tickets, contact the YWCA of Oahu at 538-7061 x 234, or e-mail kbleth@ywcaoahu.org or ggallardo@lanakilahawaii.org. A portion of the ticket price is tax deductible.

Lanakila's 31st Annual Holiday Gift Fair & Open House

Find something special for the holidays as Lanakila launches a new line of quality handcrafted table settings, kitchen accessories, pillows, gifts, and decorations. Enjoy home-baked goodies, a country store with fresh fruits and vegetables and delicious food from the food booths. A grand prize drawing will also be featured. There is no entry fee and parking will be provided.

All proceeds benefit Lanakila's programs and services for seniors and people with disabilities. Founded in 1939, Lanakila has been serving Oahu's families for more than 65 years. Today it serves more than 2,000 Meals on Wheels a day to seniors island wide, and trains more than 400 people with disabilities each year.

Date and Time: Friday, November 12, 2004 (11:00 a.m. - 9:00 p.m.)
Saturday, November 13, 2004 (9:00 a.m. - 6:00 p.m.)

Location: 1809 Bachelot Street, Honolulu
(corner of Kuakini and Bachelot Streets)

For more information or to volunteer, contact Carina Gallardo at 356-8532, e-mail cgallardo@lanakilahawaii.org, or visit www.lanakilahawaii.org.

The 2005 Candidates for the HSBA Board

Candidates were asked how they would support the mission of HWL and here is what some of them had to say:

Vice-President/President-elect

WAYNE D. PARSONS



In the 70's I saw an interview with Tom Hayden, a civil rights activist, one of the Chicago 7 and husband of Jane Fonda. He was asked how he and Jane got along on the subject of women's rights. He said that gender was harder for him than race or politics. He sensed deeply ingrained bias that he couldn't recognize in himself. As an example, he observed that men talk to women

differently than they talk to men. He thought that, maybe, men should talk to men the same way they talk to women, but he sensed that the difference was the tip of a large iceberg.

What doesn't work: speeches, declarations and promises.

What does work: smart inclusive consensus-building work like that of Hawaii Women Lawyers for 28 years. Real work on real problems by committed women and men.

As a member of the HSBA Board (4 terms, 8 years, under 8 Presidents since 1990), and as founder and first President of the Consumer Lawyers of Hawaii, I have spent my life knocking down barriers, encouraging diversity and building inclusive organizations.

Leaders must reach out, listen and encourage those who care to be involved. I will reach out to HWL and listen to what you think HSBA can do to help with your Mission. Speeches and newsletter articles are important to spread the word, but for me "reaching out" has always meant a personal call, or sitting across the table with people and then doing something. Together we can be better and stronger.

I would like to have an HWL representative at every HSBA Board meeting to advise the Board. Issues often come up on short notice. Although an HWL member is usually on the Board they may feel conflicted during a Board discussion. Because gender is such an important issue, an advisory non-voting representative of HWL will provide needed input. I would like to see the Judiciary similarly represented.

The legal profession must set an example of how others should conduct themselves. Fair opportunity for our diverse membership, and respect for each other, is the minimum that we should demand of ourselves. I always start with a hard look at myself. HSBA must do the same.

The treatment of women judges is in the public arena. A number women judges were not retained: Why not? The answer is not easy but we must be introspective as we continue the search for the answer. HSBA should be proactive on this issue and not wait for the media to call as our motivation. As a Board member I voted to prioritize the work that the Diversity Committee is doing to understand the issue so we can fix it if necessary.

Each generation has to fight for their own freedom. This is our time and despite great advancements for women, we must be vigilant to continue the progress and not to lose what we have accomplished to the subtle and complex problems of gender and diversity that will continue to arise.

MELISSA TEVES PAVLICEK



Mentoring, Educating and Promoting Women in the Profession

The status of women in the legal profession is a classic case of good news, bad news. The bad news is that male and female attorneys in Hawaii have different perceptions regarding how job responsibilities are assigned, how they are evaluated and the presence of gender bias in the workplace, according to an

HSBA survey. Overall, women attorneys earn significantly less than men (male partners averaging \$110,760, female partners \$94,988) and the differences increase with the number of years of practice, according to the survey. Of 56 HSBA presidents, only 2 have been women.

When released, the results of the HSBA survey were met with a media and public silence. The poorly attended panel discussion about its results was titled "Disparity without Complaint." Why weren't more attorneys publicly outraged by the results?

As a then member of the HSBA Diversity Committee, and now it's co-chair for five years, I believe the answer is that the survey merely confirmed what many already know in the real world.

The good news is that the status of women in the profession is improving and I believe HWL is the key to bettering the work environment, including pay and opportunities, of women attorneys and to promoting equal opportunities for all people.

I am deeply and actively committed to furthering HWL's mission to improve the lives and careers of women in all aspects of the legal profession, influence the future of

the legal profession and enhance the status of women and promote equal opportunities for all people. I participated in the HWL board retreat, then serving as HWL president, when that mission statement was adopted. Here are a few of the things that I am doing and will do if elected HSBA president-elect:

1) Ensure that funding requests for HSBA diversity projects are given consideration equal to that of other projects. Typically, bar members rate "diversity" low compared to other bar projects, so funding is prioritized accordingly. But projects that promote diversity need to be done because they are the right, not necessarily popular, things to do.

HSBA Diversity Committee projects that I currently support include a study on gender and ethnic differences in judicial nominees' evaluations and retention, Lawline telephone messages in various languages, a legal brochure project in 8 languages, and a "profiles in courage" project to promote women attorneys and attorneys of different ethnic backgrounds.

2) Promote mentor projects at the law school and HWL. I have served as a mentor at the law school and annually in the Girl Scout Council of Hawaii's Teaming for Tomorrow program. I was honored to receive an award from the Girl Scout Council of Hawaii for initiating a profile project called "If You Can See It, You Can Be It."

3) Advocate the advancement of opportunities for all people regardless of gender, race, ethnicity or disability, through the HWL legislative committee.

4) Highlight the opportunities in law to Hawaii students, particularly girls.

5) Support CLE programs of HSBA and HWL that advance women attorneys.

Secretary

PATRICIA DEVLIN

I am running for the position of secretary of the Hawaii State Bar Association and would like to ask the members of Hawaii Women Lawyers for their support. I have been with the Carlsmith Ball law firm in Honolulu since 1977 when I moved to Hawaii after attending Hastings College of the Law in San Francisco. I chose to come to Hawaii after graduation because, as a single mother, I thought Hawaii the best possible place for raising my son. Knowing that I would be working long hours, I wanted a community with good values and supportive of working mothers, and I have always felt that I made the right decision. Over the years, I have enjoyed watching women grow in our profession, both in numbers and influence. I have served as managing partner for my law firm and am now the head of our firm wide real property section; I am encouraged to see other women lawyers moving into management positions in law firms, government and business. I would like the opportunity to influence our profession further by serving as secretary of the Hawaii State Bar Association.

Treasurer

MARGARET K. MASUNAGA



Ms. Masunaga received her bachelor's degree from the University of California at Berkeley, and juris doctor degree from the University of the Pacific, McGeorge School of Law.

She is a government attorney with the Kona Branch of the Office of the Corporation Counsel, County of Hawaii. Prior to her position in the public sector, she was an associate with

Goodsill Anderson Quinn & Stifel.

Her primary responsibility as HSBA treasurer will be to make sure that bar dues are spent to benefit all HSBA members. She is familiar with the Keller restriction, limiting spending which is "germane to the practice of law." Ms. Masunaga has been involved with the HSBA since 1987. She has reviewed, analyzed, and modified budget requests, first, as a Young Lawyers Division board member and officer, then as HSBA board member, and now as West Hawaii Bar Association Co-President.

Margaret Masunaga shares the HWL's goals and mission statement in improving the careers of women in the legal profession. Currently, she is a Commissioner on the Hawaii State Commission on the Status of Women. She is a contributor in the ABA publication, Dear Sisters, Dear Daughters: Words of Wisdom from Multicultural Women Attorneys Who've Been There and Done That.

She serves on the ABA Steering Committee on the Unmet Legal Needs of Children and is on the Teen Dating Violence Prevention subcommittee. In February 2005, she will organize a mentor project for 255 young women at Konaewaena Middle School and 255 corporate volunteers.

Internationally, Ms. Masunaga has addressed the Hiroshima Women's Education Center and Hiroshima City Citizen & Community Network Foundation in Hiroshima, Japan, on domestic violence in America. She has been the guest lecturer at UHH in Women's Studies and UH Manoa on Japanese-American Women in Hawaii, and spoke at the BPW's conference on the Women's Self Sufficiency Standard.

In 2003, Margaret Masunaga was the recipient of the Women Helping Women award given by the Soroptomist International of Kona.

Please vote for Margaret K. Masunaga for HSBA Treasurer.

Director: East Hawaii

GERALDINE N. HASEGAWA

As a current board member of the HSBA and as a proud member of the Hawaii Women Lawyers seeking another term on the HSBA Board of Directors, I will continue to promote the legal profession and support the promotion

of equal opportunities for all people. I am a past board member of the Hilo YWCA, and past co-chair and board member of the American Cancer Society, Hilo Division. I have also served as a member of the Disciplinary Board and have previously served as President, Vice-President and Secretary of the Hawaii County Bar Association.

As an attorney for the past 27 years, I have been working to improve the lives of families. Since the 1980's, I have drafted numerous family law legislation that have been enacted into law and have worked with Linda Martell and others in obtaining the passage of the Welfare Reform Act of 1996 requirements. Since 1997 to the present, I have worked with Rosemary McShane, Deborah McNulty and others in establishing the Voluntary Establishment of Paternity program in Hawaii, an administrative method of establishing paternity. I am a past member of the Child Support Guidelines Committee and currently am a member of the Permanent Committee on Family Court Rules and the Region IX/X Interstate Committee.

Additionally, I have been a speaker for Women's History Month and have done presentations to the participants of the Baby S.A.F.E. Pregnant & Early Post-Partum Women's Program in Hilo. I have also given presentations to the East Hawaii Schools' Pregnant Teens program participants.

I am a recreational tennis player and currently am the captain of a 3.0 Ekolu team consisting of men and women.

ANDREW P. WILSON

I attended law school from 1969 to 1972, in what might be described as the "dark ages" for women in the law. We had four women in our class who were continually and critically singled out challenging their decision to be in law school instead of being homemakers. Such comments included, "I think you would be better off rearing children," "What are you doing in this class taking the place of a man," and other similar comments. I was dumb struck by these comments, and in hindsight, should have done more to correct the obvious prejudice. Since those "dark ages," I have committed to taking necessary steps to correct stereotypical comments based on gender when I hear them.

Women lawyers have made great strides since the early 1970s in the legal profession; however, there is still a concern about the quality of life and balancing the demands of a legal profession with those women who choose to have a family. My own daughter, upon graduation from college, asked if she chose a career in teaching or a career in law, what would give her the greatest amount of time to spend with her children. I had to honestly answer teaching. That answer would have been the same had my son asked the same question. I believe that there are ways to support those women and men attorneys who choose to have families and a legal career to balance their goals by encouraging firms to allow flex time and part-time positions for those who would like that option. It is obviously a personal decision for those choosing a solo practice.

Locally, I submitted written testimony and provided

oral testimony in support of the nomination of Judge Barbara Takase for the Third Circuit Court District Judge position. I supported the selection and then the failed retention of Judge Sandra Song for the same position. Judge Song was our partner for many years prior her becoming a judge. I also personally testified before the Judicial Retention Committee on behalf of Judge Riki May Amano for the failed retention of her Third Circuit Court judgeship.

Again, thank you for the opportunity to share with your members my position in support of women in the legal profession. Your members can be assured that if I am elected to represent East Hawaii on the Hawaii State Bar Association Board of Directors, I will be fair and unbiased in all decisions I am asked to make, with a background sensitive to those issues in your goals and mission statement.

Director: Oahu

HUGH R. JONES



I am running for another term on the HSBA Board, having come off the board after an unsuccessful run for the position of president-elect. I am fully committed to improving the lives and careers of Hawaii's women lawyers as I am married to a woman who has practiced law in Hawaii for 16 years and have observed first hand the challenges and barriers faced by many women in the legal profession. Our family has had to juggle the dual responsibilities of dual careers and raising a family. I have annually supported the activities of the Hawaii Women's Legal Foundation and my wife has served on its board.

I believe that I can provide additional diversity to the HSBA board and bring the perspective of government lawyers to the governance of the HSBA. I also have a proven track record of service to the HSBA, including the following:

- Founding member, and past president, Government Lawyers Section
- Member Benefits and Services Committee Chairperson (1993-2001)
- HSBA representative to Hawaii Elections Advisory Council (1996-1998)
- HSBA representative on Supreme Court Nominating Committee (2002-03)
- HSBA Nominating Committee
- Steering Committee regarding comprehensive member survey (2001)
- Judicial Administration Committee (2003)
- Executive Director Search Committee (2003)
- HSBA Director (2002-04)
- Developed solid working relationships with the HSBA executive staff.

I would be honored to serve the HSBA once again and to receive your vote, and encourage you to share your ideas for making the HSBA more responsive directly with

RONETTE M. KAWAKAMI

It is my position as a past and present Board member to always consider the concerns of the Bar as a whole, and not concentrate or give special attention to one specific group. However, in the case of the HWL, their goals and mission as stated in your letter, benefits the entire bar community and therefore, does not conflict with my commitment to serve the entire bar membership.

I am Ronette (Ronnie) M. Kawakami, a 1985 graduate of the William S. Richardson School of Law, former law clerk for the Honorable Marie N. Milks, and a 17-year Deputy Public Defender. I am a mother of three children, and I sometimes coach and also volunteer with the KAC basketball program. I also teach as an adjunct professor, the Defense Clinic during the fall semester at WSRSL. I have been a Director of the HSBA since January 2000.

As a board member I support the goals and mission statement of the HWL and will support it in the future if I am re-elected for a third term.

First, it is important to be aware of how we as a Board evaluate judicial nominees and other critical positions, and that none of our recommendations are biased for or against a particular gender. More discussion is needed regarding these issues and it is my understanding that the Board will be exploring these issues in the coming year.

Second, that we give assistance as allowed by Keller, to programs that help women and families in our community.

Third, support those proposals and programs that enhance both the image and the substance of the legal profession, and keeping in mind the needs and interests of the various types of law and law firms that we have currently practicing. I think that this approach "promot [es] equal opportunities for all people."

And last of all that we get involved, participate and work hard!

CORIANNE W. LAU



I am running for re-election to the HSBA board of directors. I served for many years as a board member and officer of both HWL and HWLF and I am a past president of each organization. Since my admission to the bar in 1985, I have seen gradual changes in the status and needs of women lawyers in Hawaii. I have also detected a change in how women lawyers are regarded in the legal community and the community at large. I applaud HWL for evolving to meet the needs of women lawyers and I commend it for addressing issues concerning the treatment of women and children in the legal system.

As a board member of HSBA, I will continue to support gender equity in all facets of the legal profession,

including the recruitment and appointment of women to the bench. I support the efforts of HSBA's Diversity and Equality Committee to address potential bias in the judicial appointment and retention process, particularly as to HSBA's own processes and actions to provide input on new appointees to the bench and judges up for retention.

As for HSBA's controversial vetting of judicial appointees and judges up for retention: there are many checks and balances that need to be put in place. Despite the recent criticism of the process, I believe HSBA can serve a critical function in giving a voice to attorneys who would otherwise be chilled from speaking out about sitting and potential judges. I serve on an HSBA subcommittee working to fashion a policy that strikes the right balance between ensuring accuracy and transparency and preventing reprisal.

I currently chair HSBA's Continuing Legal Education Committee. Our committee supports HSBA staffmembers who work hard to develop CLE programs serving the particular needs of Hawaii attorneys. Teaching and taking CLE programs are a great way for attorneys to increase the competency of the legal profession. Women lawyers need to participate more as faculty for CLE programs to enhance their professional reputations.

I hope to continue to serve on the HSBA board in part, to be able to provide strong support for women in the bar. I will continue to welcome input from all HSBA members on the board's actions and activities.

HOWARD K.K. LUKE

My belief is that diversity in gender, ethnicity, demographics (including our neighbor islands), and, in the number of years of experience practicing law, are paramount in achieving a truly representative Bar Association.

Here are some of my views and efforts in attempting to put my beliefs into action:

1. Since 1947 there have been only two women who have been president of the HSBA. This means that only two women lawyers have been president as opposed to fifty-four men. The disparity can be partially attributed to the fact that in the early years of the Bar, there were few women practicing law. But this does not account for the continuing disproportionality considering the parity in numbers of both genders in recent decades. Both women who served as president did so with distinction. Both did much to improve the HSBA.

I have now served as a director under seven or eight HSBA presidents, and all were male. Over the years, I have encouraged several female attorneys to consider running for president. I will continue to ask and support qualified women to seek the highest office of our HSBA.

2. When I taught in the KCC paralegal program approximately twenty years ago, I encouraged several women students to pursue, if they so chose, entry into law school. Today, several of my former students are successful practicing attorneys in private law firms as well as in government agencies.

3. I would like to think that as a former adjunct professor of trial practice at the UH law school, I had some

part in instilling confidence in many students, particularly females, who did not truly appreciate their abilities and the potential that resided within them. Many of those students are now excellent criminal and civil litigators.

4. As a faculty member with the Legal Aid Society's NITA-style litigation workshop, which included numerous participants from various Pacific Island nations, I encouraged professional women in the program to believe in the possibility of integrating their professional skills with their traditional culture without sacrificing the integrity of either.

5. I have supported the Domestic Violence Clearinghouse and Legal Hotline, and I received a certificate of appreciation for participation as one of the featured speakers in the Na Wahine Statewide Team Year 2000 Conference Healthcare Response to Domestic Violence: Guidelines for Practice.

6. I am a member of the Board of Directors of St. Francis School, a private all-female secondary school run by the Sisters of St. Francis, where I have served for approximately ten years. I believe the experience has helped me to be more sensitive to the needs and aspirations of the young women who will someday make their own contributions to our society.

7. I support and participate in the Legal Aid Society of Hawaii, Na Loio, and Na Keiki Malama.

In summary, I strongly encourage the enhancement of the status of not only all participants in the legal profession, but of those whom we serve.

CARRIE K. S. OKINAGA



My husband and I have been blessed with two precious daughters, Lauren (3 and ½) and Jamie (5 months). Throughout their lives, we will do everything within our power to make sure they have access to as many opportunities in life as possible. It is equally important to us, however, that they grow up feeling responsible for trying to

help others to attain the same access, and we hope to lead them, at least in part, by example.

What drew me to the legal profession in the first place is that it offers so many opportunities for improving the profession and the lives of others, including women and minorities, and I have never stopped taking advantage of those opportunities; from working as Multicultural Theme House Coordinator, Asian Law Students Association Co-Chair, and Women of Color in the Law Conference committee member, at Stanford Law School (1989-92), through HSBA YLD community service activities (Board member, 1994-99), through service as vice-chair of the Minorities in the Profession Committee of the ABA YLD (1997-99), co-editor of the Minority Trial Lawyer (publication of the ABA Section of Litigation) (present), and liaison for the Women Advocates Committee of the ABA Section of Litigation (present), and through representing women whose rights have been

violated in the workplace. As an HSBA Board member, I will continue to work on promoting equal opportunities for all people.

One concrete proposal I have should be a no-brainer in this day and age: require diversity on every panel, committee, and task force. This may require reaching out to new members or members of the Bar who are less active, but nonetheless willing to serve their profession and/or the community at large. I bring with me, not only experience in working on diversity issues, but a firm that is and can be proud of its diversity, McCorriston Miller Mukai MacKinnon. As Hiring Partner, I am always proud to say to applicants who ask that more than ¼ of our attorneys are women, and in my department of 17 litigators, 9 are women, with 6 of them being partners, some of whom are active in HWL. Diversity is important to me, in theory and in practice.

When my girls are adults, my hope is actually that they choose a less demanding career than being a lawyer. If they should so choose law practice, however, I want them to have access to even more opportunities than I have had, and I will continue to work to improve those opportunities for them and for others.

SUSAN TIUS

The HSBA should substantially increase its involvement with matters relating to Hawaii's federal courts, in my opinion. In particular, issues to be addressed include:

1. Establishing a fair and thorough policy and implementation procedure to determine whether a federal judicial nominee is qualified or not qualified. There is a vacant federal judgeship for which a nominee will be selected. HSBA must take a position on his or her qualification for the appointment.

2. Establish a broad and credible procedure to form a position on anticipated legislation to split the Ninth Circuit Court of Appeals. This year, the HSBA did not take a position when a Congressional Committee requested input. The Committee anticipates that the issue will continue to be raised in Congress.

The HSBA, I believe, should encourage quality, value conscious continuing legal education programs outside of the HSBA-CLE umbrella. This includes section-only sponsored seminars and workshops, as well as national conferences in Hawaii by non-profit legal organizations.

My concerns are based, among other things, on experiences during my 24 years of law practice in Hawaii with Rush Moore Craven Sutton Morry & Beh, involvement with the Bankruptcy Law Section of the HSBA, participation in numerous continuing legal education programs sponsored by HSBA, HSBA sections and national organizations, and my experiences as a member and current President of the Hawaii Chapter of the Federal Bar Association. I believe my efforts to support and improve the federal judicial system which has been a leading forum for redressing and advancing civil and constitutional rights, furthers HWL's goals and mission.

Good Luck To All Candidates

Making the Case for Part-Time Lawyering

by Melissa Teves Pavlicek



“We disagree,” a lawyer friend told me recently, “We don’t think women lawyers are ‘entitled’ to reduce their schedules simply because they have children.”

Actually, I agree that reduced workloads are not a matter of right for women lawyers. Instead, law firms and lawyers -- men and women -- can benefit from accommodating part-time schedules and that there is a strong economic case to be made for the flexibility. Likewise, clients can benefit from the skills part-time lawyers bring to their clients’ service. The issue of part-time schedules affects both men and women lawyers, with women who face greater childrearing obligations more readily and visibly butting against the conventional wisdom that the law is an all-or-nothing proposition.

Law firms have many needs. Hiring lawyers who need or want to reduce their schedules for some period during their careers serves many of those (interrelated) needs: getting and keeping good clients, getting and keeping good lawyers, keeping costs down and making money.

Let’s address the economics issue first. Like, James J. Sandman, writing in the *Women Lawyers Journal* in 2003, I’ve often heard it said that part-time lawyers require the same overhead expenditures as full-time lawyers but generate less revenue than full-time lawyers. Sandman quoted a 2001 survey of law firm economics that put average occupancy cost per lawyer in a large law firm at \$41,000 and the average malpractice premium per lawyer at \$4,000. He estimated occupancy costs for a part-time lawyer at \$10,000 and malpractice at \$1,000. He further estimated that a lawyer working a 75 percent schedule would on average generate \$400,000 in revenue.

I believe his cost estimates are low and revenue estimates high. Yet, even if you double the cost numbers (say \$20,000 for occupancy and \$2,000 for malpractice insurance), and halve the revenue numbers (say to \$200,000), the economics are far from a losing proposition. I’d like to see a similar study done of Hawaii law firm economics. But here is my observation: good lawyers add to their law firms more than just the value of their billable hours.

If lawyers have clients or an area of expertise that is valuable to clients (and therefore the firm), then it is worth making an allowance for desired reduced schedules, rather than lose the lawyer to another firm (or see that lawyer leave the practice of law). I believe that hiring lawyers of diverse backgrounds, some of whom may sometime need to reduce their schedules, increases the likelihood that the law firm will have the talent pool to serve current and future clients whose needs, as of yet, may not be fully identified.

Getting and keeping good clients means a law firm needs to attract and retain good, talented lawyers. The more varied the talents, experiences and expertise of those lawyers, the more likely a new client with differing needs are likely to be attracted and served well by the firm. Further, reducing lawyer turnover for a law firm helps reduce costs.

It is true that a full-time lawyer may generate more revenue than a part-time lawyer, during the time when the part-time lawyer works a reduced schedule. But I believe that, over the career-span of both a full-time lawyer and one who reduces their schedule for a few years, the part-time lawyer may come out equal or better, if the full-time lawyer ends up burning out or choosing to leave the profession early.

It surprises me that, in 2004, more law firms haven’t formalized the option of reduced workload. Recently, I learned of written part-time policy adopted by Cades Schutte, possibly the first of a large law firm in Honolulu. Alston Hunt Floyd & Ing has made part-time work available not only for its current staff, but for new lawyers it hires on occasion. Other firms, large and small, must certainly grapple with the issues of work/life balance. Some have policies that sound good in theory, but lack the moral support of the firm’s decision-makers. Others have no formal policy, but are flexible and accommodating, when a current attorney of the firm has a special need.

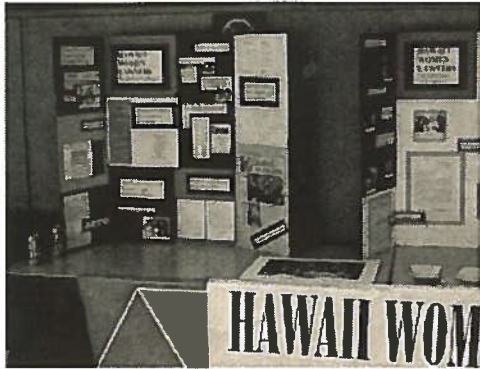
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Hawaii Women Lawyers is considering undertaking a survey on this important issue and the more information that can be collected, analyzed and disseminated, I believe, the more likely that law firm decision-makers will conclude that offering an array of work arrangements will benefit their firms.

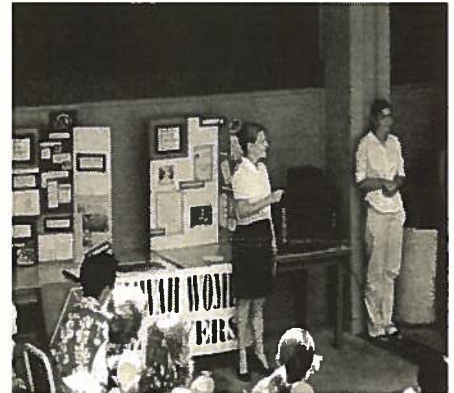
Melissa Teves Pavlicek is an attorney at Alston Hunt Floyd & Ing and is a past president of Hawaii Women Lawyers. She is co-chair of the HSBA Committee on Diversity, Equality & the Law.

1L Orientation Lunch at UH Sponsored by HWL



Every year during orientation week, HWL hosts a breakfast at the William S. Richardson law school for incoming 1Ls. This year, due to construction at the law school and consequent changes in the orientation week schedule, HWL hosted a lunch for the incoming 1Ls. On August 19, 2004, HWL provided 125 lunches, graciously catered by Lanakila Rehabilitation Center, to 125 hungry students and staff members at UH. Many of the students were extremely appreciative, having just come from a long morning of touring downtown Honolulu. After a great

introduction to HWL given by current President Lane Hornfeck McKay and past student representative Tricia Nakamatsu, a record number of 40 students signed up to become HWL members. The next day, at the law school's student organization event, many other 1Ls and 2Ls also signed up to become HWL members thanks to HWL's current student reps, Larissa Schwartz and Sarah Bazzi. Thank you to all who assisted in making this event possible. Also, please help us welcome these new members.



HWL will be hosting a booth at the annual HSBA Bar Convention, to be held this year on October 14-15 at the Sheraton Waikiki Hotel. Please stop by and check out HWL's new brochures, pictures from this past year, and other display items. If you would like to assist with the booth, please contact HWL at hawaiiwomenlawyers@hotmail.com.

Continued from page 1: Conway-Jones

University of Richmond Law Review, the Santa Clara Law Review, the Asian-Pacific Law and Policy Journal, the Washington University Global Studies Law Review, and the Michigan Journal of Race and Law. She has spoken and presented at various conferences in the United States, China, Micronesia, and Mongolia on topics including Globalization, Distance Education, Intellectual Property, E-Commerce, and Indigenous Peoples Rights in Traditional Knowledge.

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