

# HAWAII Women LAWYERS

September 2007

## Upcoming Events

### HWLF's 25th Anniversary Gala Fundraiser

#### Hawaii's Dream Girls

When: Saturday, October 13, 2007

Where: Hilton Hawaiian Village Resort  
and Spa, Tapa Ballroom

Time: 5:00 p.m.

This year's theme, "Hawaii Dream Girls," celebrates this history-making year for women in politics by featuring three of Hawaii's outstanding female leaders, Hawaii's very own *Dream Girls* -- Governor Linda Lingle, Congresswoman Mazie Hirono and Senate President Colleen Hanabusa -- in an original rollicking Motown production.

Join the glitz and glamour by dressing as your favorite Supreme or Temptation and come prepared to sway your hips, snap your fingers and dance the night away to that sweet yet soulful Motown sound!

#### Patsy T. Mink PAC's "First Monday in October"

When: Monday October 8, 2007

Where: Matters of Taste (located at the  
Gentry Pacific Design Center -  
560 N. Nimitz Highway)

Time: 5:00 p.m. - 7:00 p.m.

Congresswoman Mazie Hirono, and founding member, State Senator Jill Tokuda will be honored this year.  
(Contributions \$100, Student \$25)

### 1L Orientation Lunch at WSRSL

On August 14, 2007, HWL kicked off the academic year at the William S. Richardson School of Law, welcoming the incoming class of 2010. HWL hosted lunch for the incoming first year students, and had the opportunity to speak to the students about HWL and encourage them to join. HWL was represented by immediate past President Lynne Jenkins McGivern, President Lauren Sharkey, and Natalie Wilson.

Lauren spoke to the new class about HWL's mission and the various avenues by which we promote and improve the position of women in the law. Natalie, as a recent graduate and former student representative, spoke about the benefits of membership for students, including networking opportunities and community service projects. While everyone enjoyed lunch, Lynne, Lauren, and Natalie spoke to individual students in greater detail about what it means to be a member of HWL. At the end of the hour, approximately 60 new students had signed up to receive more information about HWL.

Student members volunteer at HWL and HWLF events, notably the annual HWLF fundraiser and the annual HWL awards ceremony; participate in community service projects such as the Mother's Day drive; and gain insight into the practice of law at the annual Balancing Work and Family Luncheon.

### Scholarships for Immigrant Women to Attend Domestic Violence Training Workshops

The Hawaii State Coalition Against Domestic Violence (HSCADV) is collecting financial contributions to provide scholarships to two immigrant women to attend the Office on Violence Against Women Grantee Training Workshops: Working with Immigrant Victims, November 12-13, 2007, at the Hyatt Regency Hotel in Lexington, Kentucky. The conference is presented by The U.S. Department of Justice Office on Violence Against Women in partnership with Legal Momentum.

### HSBA Essential Leadership Skills for Women Lawyers Seminar

The distinguished panel will discuss essential leadership skills for women attorneys.

**Brand "You": Developing Your Identity as a Lawyer and Cultivating Your Reputation**  
Barbra Pleadwell, a principal in Hastings & Pleadwell, A Communications Company

**Making Sense Out of Financial Reports to Lawyers: Financial Matters Matter!**  
Valerie Shintaku and Melanie King of the Hawaii Society of Certified Public Accountants

**Finding and Keeping Great Employees**  
Shawn Carbrey, SPHR Director at Altres

**Team Building and Consensus: How to Form It and Do You Need It?**  
Marilyn Moniz Kaho'ohanohano, Assistant Athletics Director/ Senior Woman Administrator of Intercollegiate Athletics at the University of Hawaii at Manoa

**Clear Communications: How to Lead a Meeting Effectively**  
Melissa Pavlicek and Jennifer Rose, Co-Chairs, HSBA Diversity, Equality and the Law Committee

Date: September 12, 2007 Location: Sheraton Waikiki Time: 2 p.m. to 5:00 p.m. Cost: \$25

\*\*\*There may be a few changes made to the speakers\*\*\*

# The 2008 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

### RAI SAINT CHU



Rai Saint Chu was admitted to the Hawaii Bar in 1972, starting in the Legal Aid and Public Defenders' Office, then in practice with various small firms for the last 30 years. While there were not many women lawyers in Courtrooms around the state, Hawaii was a great place to learn the ropes, because of the aloha spirit and the coziness of the small community of Judges, Court Clerks and lawyers.

Rai started the Hawaii Women Lawyers in 1976, when the Richardson School of Law graduated its first class. Involved in the formation of Hawaii Women's Legal Foundation, and as its President in 1991, the first annual fundraiser was held, to increase our visibility and to better fund the legal needs of women and children in Hawaii. Rai is committed to recruit and promote women lawyers for leadership positions in the Judiciary, the HSBA, government and other entities in whatever way possible. She served on joint committees of HWL and HWLF in the 1990's to systematically identify candidates, meet with decision makers and promote the candidates through "the system."

She chaired the Family Court's first child support guidelines committee and was struck by findings that after divorce men experience an increase in their economic condition while women experience a decline. She then initiated a study on the "Economic Impact of Divorce" which she lobbied for and obtained \$50,000 in legislative funding for the study. Rai also initiated and raised funds for a documentary by Tom Coffman about the 1970 legislation which made Hawaii the first state to decriminalize abortion.

Rai has been elected numerous terms to the Young Lawyers Board in 1970s and the HSBA Boards in the 1990s, the Board of Consumer Lawyers of Hawaii and Chairing various committees and events. She has been involved in the ABA, appearing on various panels and organizing meetings. Rai has also been Chair or Officer of non profits, such as The Girl Scout Council, Junior League of Honolulu, Punahou School / Carnival and Planned Parenthood of Hawaii.

Elected to the 1978 State Constitutional Convention, she was involved with the creation of the constitutional amendments establishing the Judicial Selection Commission and the Intermediate Court of Appeals. Rai was elected delegate to several national political conventions, has worked as a lobbyist, attorney for the State House, served on the Honolulu Reapportionment Commission, other governmental commissions.

Rai Saint Chu will do all that is possible to:

- 1) recruit and promote women and more lawyers to participate in HSBA and other entities,
- 2) create programs of interest to women in the legal profession,
- 3) help entities mentor members and provide legal information to aid the practice of law,
- 4) dialog and alliances with the community, businesses, decision makers to promote lawyers, and
- 5) network with Asian Pacific legal community.

### GREGORY MARKHAM



I am a father of a 20 year old woman who is now a junior in College. The question of how I would support the goals and mission statement of HWL is not only pertinent as a candidate for President-elect but personal. Upon my daughter's graduation in 2009 I want her to have equal access to jobs, benefits, further education, pay and the same opportunity in the pursuit of happiness as a man. Last summer she was on a boat

overloaded with school children on a river in China. There were no life preservers and no life boats. She was told that all the girls needed to go down below and all the boys needed to be on deck. She asked why? She was told it would be safer for the girls to be below deck. While the Chinese girls dutifully obeyed, she understood the command. In case the boat rolls over the boys can escape from the deck while the girls will drown. She refused the order. Obviously our country is not like China and certainly our state is one of the most progressive.

When I teach my students at KCC that it took a constitutional amendment, passed less than 100 years ago, to make it legal for women to vote they are astonished. Just think, my great-grandmothers (two of whom I knew) could not vote when they turned 21, and although I never asked them, they probably voted for who their husbands told them to, at least for awhile. While we have come a long way we still have a ways to go.

I suggest the Bar conduct a survey to gather information on the status of their female partners, associates, secretaries and paralegals regarding their salaries, benefits and tenure, among other things, so the level of equality can be measured. This way issues can be identified by means of awareness education. Similar surveys have been conducted in the past and a lot has been learned from them. A 'report card' can be issued on the status of women in the legal profession to be compared with the results from other states.

As for my personal role in "enhancing the status of women", I can proudly tell you that Chee & Markham has two very bright and hard working female attorneys who work part-time (one primarily from home) to allow them to take care of their families which include young children. Our flexibility made it possible to achieve this win-win situation. I supported and encouraged my wife to get her second degree at the UH School of Architecture. Now that she is working for a Kailua architect her responsibilities to our children, her elderly parents and her job makes me fully aware of the challenges women have today.

Therefore, the goals of HWL are personal to me and worthy of my support. In supporting those goals I support the women in my life that I hold so dear.

## Treasurer

### DOUGLAS MOORE



My goal is to encourage and foster civility, professionalism and courtesy in our Bar as I did as past Chair of our Bar's Labor & Employment Law Sect. and as past President of the Federal Bar Assn., HI Chapt.

My goal is to foster the image of our profession and foster civic service in our

# The 2008 Candidates for the HSBA Board

communities.

My goal is to foster law office technology that effectively and efficiently interfaces with our Courts.

If you agree with such goals, please vote for me.

## Director

### NATHAN AIPA



As I have mentioned in the past, I whole-heartedly support the improvement of the lives and careers of women in general and in the legal profession in particular, as well as in all aspects of their daily lives. In my legal and administrative career over the past twenty-seven years, I have had the opportunity to hire and work side-by-side with many outstanding women as professional lawyers and as professional assistants and staff. Frankly, in my career, I usually have looked at the competency and compassion of the individual rather than gender. My focus on the board of the HSBA will continue to be on pursuing diversity within the bar and a strategic direction that will be meaningful to its members. In the ensuing months, the HSBA Board will be launching a strategic planning process that may ultimately have significant impacts on our unified bar. I will continue to encourage the Board of Directors to reach out to the bar members for their input in this process. The strategic issue for the bar at this juncture is "relevance" to its members. HWL and its members are key stakeholders in this process and determining this strategic issue.

### JAMES DANDAR

I shortly will be entering my 34th year of practice and HWL will be entering its 33rd year of improving the status of women in the legal professions and we have witnessed many changes to our Bar. Without doubt the most pleasing change has been the ever increasing number of women members, Bar leaders and Judges. I recall that Judge Betty Vitousek was the only member of the Judiciary when I was admitted to the Bar in 1974.

Although much has been done to increase the number of women members of the Bar, the number of women Judges and the number of Bar leaders, more must be done to advance the number of qualified women in positions of leadership in the Bar, the Judiciary, and the community at large. In this regard, I will support efforts to appoint women to Bar committees and boards. I will also continue to support efforts to have qualified women appointed to judgeships and elected Bar leaders.

Additionally, more needs to be done to increase the number, the quality and the value of the programs, seminars and benefits provided by the Bar to its membership. Are we getting a commensurate value of our annual dues that in many cases are approaching \$600.00 annually?

Obviously, the most significant organizational change was the creation of the unified Bar and the requirement of mandatory membership and mandatory dues. As we know, the issue of a unified Bar is and will remain a hot topic for the Bar leaders. As a Director, I would look forward to the input and comments of the Hawaii Women Lawyers and its members with regard to this pressing issue, and all issues confronting the members of the Bar.

Thank you for this opportunity to offer my positions with regard to some of the issues I expect to confront next year as a Director of your Bar.

## ABA/HSBA Delegate

### JAMES KAWACHIKA



Thank you for this opportunity to address the Hawai'i Women Lawyers. It has been an honor to serve as the HSBA Delegate to the ABA House of Delegates for the past 6 years. The House of Delegates is the policy-making arm of the ABA and Hawai'i is represented in that body by two delegates, one of whom is elected by the HSBA membership. I respectfully ask for your vote to continue as your representative

in that vital body.

The ABA is the world's largest voluntary professional association with over 350,000 lawyer members. Today, female lawyers comprise 30.2% of the more than one million lawyers in the United States and 31.5% of the membership of the ABA. While the overall trend from 1991 to the present in the percentage of women holding ABA leadership positions is upward, the rate of increase has slowed in recent years. Since 1995, 3 out of 17 (17.6%) presidents of the ABA were women and three out of nine chairs of the House of Delegates (33.3%) within the past 16 years have been women. More directly, in the area of presidential appointments to the ABA's standing and special committees, where much of the important and substantive work of the ABA is conducted by its lawyer members, the percentage of women appointed to those committees from 1991 to the present have fluctuated from a low of 25% to an all-time high of 39.4% this past year by President Karen J. Mathis.

The ABA has adopted Goal IX as one of its association goals. Goal IX supports the "full and equal participation in the legal profession by minorities, women and persons with disabilities" and requires the ABA to "develop and encourage initiatives that will ensure full and equal participation of minorities, women and persons with disabilities in bar activities." I fully subscribe to the objectives of Goal IX and will continue to support efforts to have more of our Hawai'i lawyers, especially women and minorities, appointed to committees and commissions in order to be a full and vital participant in the policies and work of the ABA.

Like it or not, the ABA influences our lives as lawyers. In more recent years, for example, the ABA has significantly revised the Model Rules of Professional Conduct, after which Hawai'i's Rules of Professional Conduct are patterned. It has likewise amended the Model Code of Judicial Conduct, upon which Hawai'i's Code of Judicial Conduct is based. The Hawai'i Supreme Court is now looking at the need to amend our codes in light of what the ABA has done. Hawai'i's lawyers therefore have a vested interest in taking active part in the discussion and debate of the ABA's business. I therefore wholeheartedly support the involvement of Hawai'i's lawyers in the ABA.

*\*\*\*All candidates were given the opportunity to provide a written submission. These were the only submissions received by the deadline.\*\*\**

## READY TO LEARN BACK TO SCHOOL DRIVE

Thank you to all Hawaii Women Lawyer members and friends that supported our school supplies drive this summer. This year Ready to Learn assisted 8,288 deserving children on Oahu and several thousand children on neighbor islands by providing school supplies to equip them for school. Fifty-nine social service agencies partnered with Ready to Learn to identify and reach those children. Ready to Learn's sister program, the Community Clearinghouse, provided an additional one hundred children with school supplies.

A special, handwritten thank you note was sent to Zale Okazaki by a special young girl who received a special basket filled with Tinkerbell School Supplies. Hawaii Women Lawyers collected boxes of school supplies and cash donations to purchase additional supplies for this project. Hawaiian Electric Company, Inc. once again provided a generous supply toward our effort.



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