

PRESIDENT'S MESSAGE

One Word — "SERVICE"

by Felicia Vallera

At the beginning of this year, our Board of Directors spent a lively half hour discussing the Queen's Bench Mission Statement at our annual board retreat. It has since occurred to me that we could easily have boiled that discussion down to about five minutes. The Queen's Bench mission is all about one simple word: **SERVICE.**

We exist to serve our members, to serve the legal profession, and to serve our community. Sure, we have great fun and make friends in the process, but without this higher purpose to unify us and guide our path, we just wouldn't be Queen's Bench.

The heart and soul of our Queen's Bench service mission is carried out by the hard-working volunteers on our committees. Even though I served on five different Queen's Bench committees before I became President, I didn't really understand how critical our committees are until this year, when I have had opportunity to view our committee work from a completely different perspective.

The Queen's Bench tradition and reputation for member service is about volunteers like **Kristen Pezone** and **Michelle Mandel**, who are leading our **Education Committee** this year. I'm absolutely thrilled about the plans they have been hard at work

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Angela Bradstreet, California's New Labor Commissioner, Receives Margaret Brent Award

by Felicia Vallera

AUTHOR'S NOTE: *This interview was conducted before public announcement that Governor Arnold Schwarzenegger has appointed Ms. Bradstreet as Labor Commissioner for the State of California. We congratulate Commissioner Bradstreet on her appointment!*

Amidst the steady demands of phones ringing, colleagues asking for assistance, client duties, major law firm management responsibilities, and other continuous challenges to solve, Angela Bradstreet puts the rest of the world on hold and takes time out on a busy spring afternoon to be interviewed for a Queen's Bench newsletter article.

It's a very typical act of generosity for a woman who has spent most of her career giving of herself to support others.

Commissioner Bradstreet's stellar accomplishments to promote the equality of women and other diversity candidates in the legal profession in recent years are widely known. She went on from her 1989 presidency of Queen's Bench to become President of California Women Lawyers, and then President of the Bar Association of San Francisco. While President of BASF, she launched her now-infamous "No Glass Ceiling" initiative, a strategic educational and monitoring initiative credited with opening the management ranks of over 100 law firms and corporate law departments to women throughout the San Francisco Bay Area. The awards and commendations for her passionate, active, hands-

on service to our community are too numerous to name, culminating now with her impending receipt of the highly prestigious Margaret Brent Award during the ABA Annual Meeting on August 12.

Rather than repeating the press on her amazing recent accomplishments, our Queen's Bench interview questions focused on a different angle — on the early years of Commissioner Bradstreet's work in the legal profession. Because Queen's Bench is highly

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President's Message

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developing for many months, applying both passion and creativity to address a huge issue impacting the retention of women in the profession: lack of opportunity to learn business development skills. I hope that when you read about their upcoming Women Rainmakers MCLE series, you will be as impressed and grateful as I am for the dedicated volunteer service of Kristen and Michelle and their committee.

The member service tradition continues with other volunteers like **Mary Topliff** and **Leslie Hom**, who are leading our newly reorganized **Work/Life Balance Committee** (formerly the Employment Committee). Unwilling to admit defeat over the dilemma of how to schedule work/life balance support for women whose schedules already ARE the biggest stress factor in their lives, these ladies have brought perseverance and ground-breaking innovation to this difficult topic. Watch for further information about an asynchronous, technology-based work/life balance support forum for Queen's Bench members coming soon!

And we can't discuss the category of member services without mentioning our amazing **Business Development Committee**, led this year by **Sophie Froelich** and **Virginia Sung**. Wow, I am so grateful for the energy and enthusiasm of this committee in designing and producing fun and lively LEAADD events that allow our members to learn business networking skills in a safe environment. And they are hard at work planning plenty more to come!

On the next level, our service to the legal profession is beautifully illustrated by the research and analysis happening right now in our **Judicial Appointments Committee**, led by **Kathryn Schmidt** and **Susan Reed Jerich**. I gave Kathryn and Susan a very difficult task this year, to please assess the judicial appointment process and determine if there is a way Queen's Bench can efficiently resume the important work we used to do in past generations to advance women onto the bench. We look forward to receiving their report at the end of the year. In the same spirit, our **Scholarships Committee**, led by **Adrienne Jacobs Miller**, **Rebecca Hooley**, and **Anne Beytin Torkington**, has already found four very deserving scholarship recipients this year who hopefully will bring diversity and a passion for public interest law to the legal profession when they gain admission to the bar.

But of all of this, I am most proud of the amazing work that dedicated volunteers do to serve our community at large, because I think in the community service portion of our mission we do the most to give something invaluable to others, preserve Queen's Bench tradition, and advance the Queen's Bench reputation. Queen's Bench community service work ranges from reproductive rights and domes-

tic violence education to clothing drives for homeless women to workshops for low-income women microbusiness founders, and later this year will include a Queen's Bench team participating in the annual Making Strides Against Breast Cancer walk. But most important and successful of all is our **Queen's Bench Juvenile Hall Project**.

Even though I have given the Juvenile Hall Project both fundraising and moral support for years, I had never actually visited Juvenile Hall myself until the evening of the 4th of July. I figured that if our incredibly hard-working JHP chair **Patricia Bovan** and her loyally supportive husband **Scott Campbell** could be out there on a holiday night, they deserved a helping hand. I was completely blown away by the experience. We walked into a prison, complete with guard stations, cells, and high security gates... and met little girls who whisper and giggle about boys, complain about not being able to wear lip gloss, and love Care Bears. We tried so hard to give them a few brief moments of non-judgmental support and encouragement while they colored and glued glitter onto their pictures and verbalized dreams about being a lawyer, a nurse, or a teacher some day, amidst the shocking disclosures of the reality of their lives in severely dysfunctional families or on the streets. I left determined to go back as often as I possibly can, and I hope you will do the same.

It's an honor and privilege to give all the support to these committees that I possibly can. I consider it the single most important thing I do as Queen's Bench President. Our Board of Directors has also discussed many times that supporting our committees is one of the most critically important functions of our Board, and we've been having all the committee chairs join us at our Board meetings once a quarter this year to enable and encourage this. I am also grateful to the officers and directors of Queen's Bench who are out there representing our leadership team at committee events or working hard behind the scenes to help our committees grow, thrive, and serve.

If you are one of our many new Queen's Bench members, we welcome you. It's perfectly fine to just drop in on an occasional party to get to know women colleagues over a glass of wine and a nosh. But.... **I promise you that you will enjoy and understand Queen's Bench at a much richer and more rewarding level if you support one of the volunteer committees that serve our members, the legal profession, or our community.** Check out our Queen's Bench website (www.queensbench.org) for the Committee list and committee chair contact information, watch our newsletter for committee meeting information, and drop in on a few different committee meetings until you find one that really grabs you.

And thank you, in advance, for volunteering!

Angela Bradstreet

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focused on the retention of women in the legal profession, and especially on helping women hang on and establish successful law practices during the often difficult first ten years of practice, we were curious about what the entry-level years were like for a woman who has risen to such prestigious stature. What happened when Angela Bradstreet finished her legal education and began her new legal career? Was it all smooth sailing for this woman who has come to symbolize success for women in the legal profession?

"I was put on the reject pile," confided Ms. Bradstreet, with a rueful laugh and a twinkle in her eye. She arrived in the United States from England in 1979 at age 24, forced to leave her home because her parents could not accept her sexual orientation, with all her earthly possessions in a backpack and without knowing a soul at her destination. She enrolled at the University of California Berkeley, where she completed an L.L.M. at Boalt Hall. She encountered her first career obstacle when receiving many rejections while applying for judicial clerkships, because hiring authorities feared that a person raised and educated in England might not have sufficient grounding in United States constitutional law. She persevered, however, and succeeded in obtaining a clerkship with Judge Tom Jenkins, then of San Mateo Superior Court.

The challenges continued when Ms. Bradstreet started applying for jobs at mid-sized law firms, her chosen next step in career path. She laughs again when she recalls that she initially got a reject letter from Carroll Burdick & McDonough, LLP, after her first round of interviews with that firm. It was certainly Carroll Burdick's good fortune that they changed their minds and hired her, because Ms. Bradstreet went on to become the firm's Managing Partner, successfully serving in that capacity for many years. However, at the time of her hire, she was only the third woman attorney at the firm, and the first woman to work as a product liability litigator. She shakes her head when she recalls the steep and rocky learning curve of her first few years working in this field. She was working on automobile product liability cases, and knew nothing about automotive engineering! But she applied herself with determination to develop the expertise she needed to excel, and finally won the confidence of her practice group leader.

What lessons can this woman, who has overcome hard times and significant obstacles to become one of the most powerful female role models in our profession, share with newer Queen's Bench members who are just taking their first professional footsteps?

First, Commissioner Bradstreet credits the influence of powerful mentors for helping her rise above a myriad of early career obstacles. Dean Herma Hill Kay of Boalt

Hall became a mentor and ally, providing a reference that helped Ms. Bradstreet obtain that first hard-won judicial clerkship and continuing with support for many years. Judge Jenkins became a helpful source of advice and counsel as she moved on to the next steps of her career. Her predecessor as Managing Partner of Carroll Burdick, now Judge John Stewart, taught her the ropes of law firm management. Most of all, Commissioner Bradstreet remembers, with deep respect and obvious affection, Carroll Burdick product liability group chair Justs Karlsons, a brilliant and very supportive mentor who shaped her skills as a hard-nosed and insightful civil litigator and law practice manager. Ms. Bradstreet says that the hallmark of a terrific mentor is the ability to really listen, and to help a newer attorney identify what their passion is and go after it with determination. She counts herself very fortunate to have had such wonderful mentors in her own life.

Second, Commissioner Bradstreet believes that many women create their own barriers to success, suggesting that we should not "let our own internal glass ceilings win the day." Now she is grateful for the struggles she encountered in her early years in the legal profession because they gave her the strength of character and determination to overcome both internal and external barriers. She believes that these challenges helped her understand what is really important, and gave rise to her high levels of empathy and compassion for others. And finally, these struggles gave birth to her passion for equality and justice within the legal profession, evidenced by so many years of hard work on behalf of her women colleagues throughout California and the nation.

And third, Commissioner Bradstreet notes that the support of unique and highly valuable lifelong friendships with women peers and colleagues through Queen's Bench has been a positive and inspiring presence in her career. She adds that she is grateful for and honored by the Queen's Bench nomination for her Margaret Brent Award.

In closing, now that her new appointment has been announced, Commissioner Bradstreet advises us not to be afraid of change. "People thought that, after 25 years in a wonderfully supportive environment, I would be there for the rest of my career. But sometimes we must sacrifice comfort for risk, and the familiar for change. And sometimes it takes courage to let go and let the shining stars of a new generation pick up the reins so we can ensure continued progress in fighting for equality for future generations."

Queen's Bench is enormously grateful to Commissioner Bradstreet for her many years of inspirational leadership, mentorship, teaching and positive role modeling, financial support, and more support with her vast network of resources throughout the country on Queen's Bench projects and events than we can possibly list. We look forward with delight to celebrating with her in August!

Work Life Balance Program a Success!

by Michelle Mandel

On June 14, 2007, Queen's Bench presented "Work/Life Balance: A Panel Discussion On Time Norms In Law Firms, Effective Part-Time Programs And Real World Advice From Practitioners." Bingham McCutchen hosted the event.

Most people want a fulfilling life and a challenging career. As a woman lawyer is it possible to have both? Our panel of experienced lawyers discussed the obstacles women face in achieving work-life balance, and how to overcome these obstacles.

Our first speaker, Joan Williams, is the founder of WorkLife Law, a research and advocacy center that seeks to eliminate employment discrimination against caregivers. She is a distinguished professor, a prize winning author and an expert on work/family issues. Her presentation focused on "time norms" (billable hour and attendance expectations) in law firms and how firms can make part-time programs more effective.

Attorney's productivity is often measured by the number of hours they work. The hours that attorneys are expected to bill has increased dramatically over the years from an average of 1300 billable hours in 1963 to an average of 2200 hours today. This heavy workload makes it difficult for women to have a career and also care for young children or an ill family member. One option is to work part-time.

Of large firms, 97% have part-time programs, but participation is very low (3-4%). Why are part-time programs unpopular? Ms. Williams stated that the most common problems with part-time programs are: escalating hours, dead-end assignments, and non-proportional pay i.e. pay and bonuses not reflecting hours worked.

How can law firms make part-time programs more effective? Ms. Williams advocates the use of best-practices for part-time programs, which include: 1) Paying part-time attorneys salaries and bonuses proportional to hours worked, 2) Designating an ombudsman who tracks the hours of part-time attorneys and ensures that schedules are respected, and 3) Including part-time associates for consideration as partner.

Our next speaker, Alice Jensen, is an eighth year associate at Fenwick & West where she practices securities litigation. She shared her experiences as a part-time associate at a large law firm. She has a young child and chose to work part-time after returning from maternity leave. Fenwick & West has an innovative part-time program that incorporates many of Joan Williams's ideas. For example Fenwick & West has adopted a proportional pay system with bonuses based on merits, has appointed an ombudsman, and compensates part-time attorneys for additional hours worked.

Ms. Jensen works 60% time which equates to 1080 billable hours per year (full time =1950) She works a 5 day

week with shorter work days. She emphasized that part-time schedules work best if you are flexible, committed to meeting your deadlines and your superiors respect your boundaries. The key to making part-time work for her has been: having a flexible nanny and spouse who cover for her when she needs to work longer hours or has to travel; and technology support — the firm provides her with a laptop and Treo. Ms. Jensen accepts that she sometimes has to work longer hours than her set schedule. However, she is rewarded by being assigned more interesting work.

Our last speaker, Michele Miller, is the founder of The Miller Law Group in Larkspur, California. She left a large firm eight years ago to set up her own women friendly employment defense firm. Her firm maintains a commitment to "Service, Quality and Work/Life Balance." The Miller Law Group is innovative in its 1600 billable hour requirement and flexible schedules. Ms. Miller allows her employees to work a flexible schedule as long as they bill the required hours and maintain a high quality of work. In addition, she discussed the concept of "life-cycle" in which attorneys are able to work fewer hours when their children are younger, transitioning to a full-time schedule as their children get older.

The program was informative, thought provoking and well-received by everyone who attended. Queens Bench would like to thank the panelists and also Bingham McCutchen who hosted the event and provided refreshments.

Update on Work/Life Balance Roundtable Networking Event

October 18, 2007, 5:30 pm

by Mary L. Topliff, Esq., and Leslie Hom, Esq., Co-Chairs of Employment/Work-Life Balance Committee

The Employment/Work-Life Balance Committee is happy to announce that Morgan, Lewis & Bockius, LLP, will be the major sponsor for the October 18 Work/Life Balance Roundtable Networking Event. It will be held at the firm's San Francisco office at One Market Street, Spear Street Tower from 5:30 to 7:30 p.m.

Participants will engage in informal small group facilitated discussions to share challenges and brainstorm solutions to balancing work and personal lives. Take this opportunity to create a network of mutual support in this important area. Strategies, best practices and resources will be provided to members following this event.

Any members who are interested in helping the Committee are encouraged to contact Mary Topliff, at Topliff@joblaw.com, or Leslie Hom, at leslie@lesliehom.com.

Queen's Bench Listens to Nobel Prize Nominee Guo Jianmei

Something fascinating is happening in China. A brave and visionary young woman attorney, Guo Jianmei, has created China's very first legal aid clinic, and is using it to shape the future of women's legal rights throughout China.

Queen's Bench board members Felicia Vallera and Hon. Anne Beytin Torkington joined dozens of prominent San Francisco attorneys and judges to greet and listen to Guo Jianmei speak about her work on the evening of Thursday, July 12, at a reception and program organized by San Francisco's Legal Aid Society—Employment Law Center at the offices of Hanson Bridgett Marcus Vlahos & Rudy LLP. Ms. Guo is the Founder of the Center for Women's Law Studies and Legal Services of Peking University, a non-profit non-governmental organization devoted to legal aid, public interest litigation and research on women's rights that is the first of its kind in China. Program Moderator Pat Shiu, Vice-President for Programs at the Legal Aid Society—Employment Law Center, has been advising Ms. Guo and her colleagues at Peking University on enforcing anti-discrimination laws in China based on various U.S. models.

Speaking through her interpreter, Ms. Guo conveys passion and sincerity in her animated descriptions of working conditions for women in China, and her clinic's efforts to serve as a catalyst for legal and cultural change by prosecuting some of the first anti-discrimination and sexual harassment cases in China. It is a difficult path, because the legal system in China is very different in rural provincial areas vs. in the major cities, does not include any concept of "stare decisis" so that verdicts of one tribunal are binding on another, and is subject to a great deal of political pressure. Ms. Guo has devised a



Queen's Bench President Felicia Vallera (right) meets Nobel Prize Nominee Guo Jianmei (second from left) and members of her delegation at an event organized by the Legal Aid Society—Employment Law Center hosted by Hanson Bridgett.

segmented plan that uses a relationship-based approach with local government officials in rural areas, while relying heavily on connections with the media to exert public pressure in more sophisticated urban areas. Slowly but steadily, the approach is getting results.

When listening to Ms. Guo speak about the magnitude of the challenges for women in China, it is easy to understand why this modest but brilliant woman was nominated for a Nobel Prize in 2005. One of few women attorneys who face strong gender discrimination within the legal profession in China, Ms. Guo was also nominated for the "Man of the Year 2006 for Public Interests and Protection of Rights" award by a prestigious Chinese magazine! We thank Queen's Bench Past President Nancy Newman of Hanson Bridgett and the staff of the LAS-ELC for giving us the opportunity to participate in this very valuable forum.

Join California Women Lawyers as a Queen's Bench Affiliate Member Now!

Because Queen's Bench is an affiliate of California Women Lawyers (CWL) — a longstanding and important partnership — Queen's Bench members pay only \$100 for membership in CWL (new admittees are free and law students pay only \$25), a substantial discount off the regular membership rate. CWL's affiliate relationships are absolutely essential to maintain an active and politically powerful statewide network to promote the advancement of women lawyers. Your membership in CWL entitles you to discounts on CWL programs, event and services along

with many other benefits available only to CWL members. In order to maintain its affiliate status Queen's Bench must certify that 20% of the total QB membership also belongs to CWL. Please help Queen's Bench maintain its affiliate status with CWL by going to www.cwl.org to join for the first time or to renew your CWL membership now! For more information contact QB Board members, Lisa Rauch, CWL-QB Affiliate Governor at 415-820-0400 or Elizabeth Saviano, CWL District 4 Governor at 415-955-2676.

Eleanor Clift to Speak at CWL Dinner

September 27, 2007: Kim Hubbard to Receive Fay Stender Award and Karen M. Goodman to Be Installed as New CWL President

Eleanor Clift, contributing editor for Newsweek magazine and a regular panelist on the syndicated talk show, "The McLaughlin Group," will deliver the keynote address at California Women Lawyers' 33rd Annual Dinner on Thursday, September 27, 2007, at the Anaheim Marriott Hotel in Anaheim. The CWL Annual Dinner is also the opening night event of the California State Bar Annual Meeting. Clift was the White House correspondent for Newsweek during the Clinton Administration and is a frequent commentator on "Glass Ceiling" issues for women in politics. She has written several books, including *Madame President: Shattering the Last Glass Ceiling* and *Founding Sisters and the Nineteenth Amendment*.



Fay Stender Award

CWL will also present its Fay Stender award to Kim Hubbard. Ms. Hubbard concentrates on elder law and is presently the coordinator for Orange County's Financial Abuse Specialist Team, where she fights against the financial, physical, emotional and mental abuse of the elderly. In 2004, while serving as Orange County Bar Association's President, Ms. Hubbard formed the "Model Program for the Unbefriended Elderly." This program was designed to assist the elderly with medical, personal and financial decisions who do not have relatives available to help with these critical issues. Ms. Hubbard is described as an "ambassador" for the legal profession and reflects

the best attributes of Fay Stender. The Fay Stender is awarded annually for the community activist who demonstrates a commitment to the disadvantaged and who has been a vigorous advocate of women. Ms. Hubbard was nominated by the Orange County Women Lawyers Association.

New CWL Officers

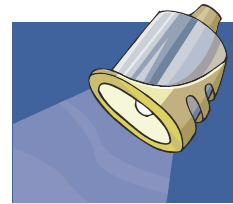
Sacramento Superior Court Judge Emily Vasquez will administer the oath installing CWL's new officers and board and governors. Judge Vasquez was appointed to the Superior Court bench in 2000 after an extensive career as a litigator in the public and private sector. She has previously been received Women Lawyers of Sacramento Frances Newell Carr Award for her leadership on women's rights issues. Karen M. Goodman will be installed as CWL's new president. Goodman is a principal of Goodman & Associates in Sacramento concentrating on professional liability and real estate litigation. Goodman is the first President from the Sacramento area. She has been recognized in 2005-2007 as a Northern California "Super Lawyer" by San Francisco Magazine. She is a 1984 graduate from University of San Francisco School of Law where she was the Managing Editor for Law Review. She is a member of the American Board of Trial Advocates and served previously as president of Women Lawyers of Sacramento.

For further information, please contact: Glenda Haggemaker, Executive Administrator, cwlsac@cwo.com.

Role Model Spotlight

Amee Mikacich

This article is the fifth in an ongoing series profiling Queen's Bench members who serve as positive and inspiring role models for women in the legal profession.



This month's featured role model is Amee Mikacich, who currently serves as the Corporate Secretary of Queen's Bench, and Co-Chairs the Marketing and Communications Committee. This is Amee's fifth year on the Queen's Bench Board. She previously served for several years as a Director at Large, frequently rolling up her sleeves and helping out with many of our successful major events. She also served as our Assistant Secretary-Treasurer and newsletter editor in 2006. Amee is a seasoned and highly successful trial and appellate litigator. Despite a killer complex litigation case load that frequently requires her to travel across the country, Amee is always there as a voice of wisdom and integrity on our Queen's Bench leadership team, often communicating from the trusty Blackberry that allows her to stay plugged in to Queen's Bench wherever she may be.



Amee is a partner in the firm of Filice, Brown, Eassa & McLeod, LLP, in Oakland. We were delighted to celebrate with her when she became the first woman partner in her firm in 1999. Her practice emphasizes automobile liability defense, products liability, premises liability, employ-

ment litigation, civil litigation, Americans with Disabilities Act and civil rights defense, and toxic tort defense. Her impressive client base includes a broad range of small businesses and major corporations. She earned her J.D. from San Francisco Law School in 1989, and her B.A. from the University of California, Berkeley in 1984.

Amee perfectly demonstrates the principal that a true leader always reaches out to teach, mentor, and pull others up the ladder of success along with them. You can easily spot Amee across the room at a crowded Queen's Bench event, because she's the one who is always leading several younger women associates from her law firm, subtly mentoring them in the art of business networking as she goes. We all look up to Amee as a role model of level-headed professionalism; she is known and trusted as one who always take the high road and never says an unkind word about anyone on our team.

In all her spare time, Amee runs, plays golf, enjoys time with friends and family, and recently completed her first marathon! Thank you, Amee, for giving so much of yourself to Queen's Bench members and other women in the legal profession.

Influencing the Legislative Process

On June 21, 2007, the Queen's Bench Legislative Committee presented an MCLE program entitled "Influencing The Legislative Process: You Do Want To Know How Laws Are Made." Elizabeth Saviano, a health care attorney in independent practice, spoke on the topic to an appreciative audience of about 15 people. Ms. Saviano is well qualified to speak on how to affect the legislative process as she has worked for many years on health policy initiatives and legislation, served as Chief of the California Department of Health Services, Office of Women's Health from May 2001-2003 and remains active in several women's health policy and advocacy organizations. Ms. Saviano discussed the creation of a law from its inception to the interpretation of a law by the regulatory agency charged with its administration. Attendees were presented with an insider's view of the lobbying process at both the state and local levels of government and learned how they could more effectively communicate with legislators to accomplish their goals. Among the many helpful tips, Ms. Saviano advised at-

tendees to use contacts with legislative staffers to reach busy legislators and make strategic alliances with others who have similar goals. Another suggestion she provided was for attendees to make use of the media to help bring topics to legislators' attention. Attendees also learned about the timing of the legislative process and how the timing of a bill's proposal can have a significant impact on whether it ultimately succeeds. Even in those instances when the proposed legislation is successfully passed by the legislature, she noted that the lawmaking process is not complete because a regulatory agency is often charged with promulgating rules associated with the legislation that affect how it is carried out. Parties who have an interest in the legislation should actively monitor the regulatory agency's actions and stay closely involved in the process.

Many thanks to Elizabeth Saviano for providing her valuable insight into the legislative process and to Carroll Burdick for graciously hosting this educational program.

NCWBA Summit & 25th Anniversary Celebration in San Francisco August 10, 2007

The National Conference of Women's Bar Associations' (NCWBA) annual women bar leader's summit and a special celebration to commemorate the NCWBA's 25th anniversary are scheduled to be held on **Friday, August 10, 2007** in San Francisco in conjunction with the ABA annual meeting. The Summit will be held from 8:30 a.m. to 4:00 p.m. in the heart of the



financial district, at 425 Market Street, on the eighth floor, and the Anniversary Celebration will be held that evening from 6:00 to 8:00 p.m. on the 26th floor of the same building, at the beautiful offices of Hanson Bridgett Marcus Vlahos Rudy, LLP, thanks to Queen's Bench and NCWBA Past President, Nancy Newman.

This year's summit theme is "Expanding the Impact of Your Women's Bar Association." The morning session, which will be "kicked-off" by a panel of NCWBA past presidents and moderated by current NCWBA president, Lynne Albert, will allow participants to share best practices from their state and local women's bar associations. In past summits, this session has provided an excellent forum for women's bar associations across the country to learn from each other's successes and to prevent us from having to "reinvent the wheel" when it comes to programming and policies.

While attendees are dining on a dim-sum lunch, the NCWBA will present its annual Public Service Award to deserving women's bar associations that will be honored for their innovative programming involving a large percentage of members. This year Queen's Bench will be a recipient of this prestigious award for its "Juvenile Hall Project." A lunch-only attendance option, supporting the NCWBA Foundation, will be offered so that lawyers who are unable to attend the full-day summit can attend the luncheon and hear about the inspirational programming of the award recipients.

In the afternoon, participants will gain insight from three separate panels featuring an array of outstanding speakers. The first panel, moderated by NCWBA Board member (and past Queen's Bench Officer) Andrea Carlise, will provide an update on the progress of glass ceiling initiatives. This panel will be spearheaded by newly ap-

pointed California Labor Commissioner, Angela Bradstreet, who of course is also a former president of Queen's Bench, CWL, and BASF and a 2007 winner of the ABA's Margaret Bent Women Lawyers of Achievement Award. Karen Goodman, CWL President-elect, and Jane Piggot, former President of the Chicago Bar Association's Women's Alliance will discuss Sacramento's and Illinois' initiatives to break

the glass ceiling. The second panel will explore how we, as women lawyers, can exercise our financial and political clout to effect change in both the legal and political arenas. This panel will be moderated by Kellie Johnson, President of Oregon Women Lawyers, and will include, among others, panelist Lauren Rikleen, author of *Ending the Gauntlet: Removing Barriers to Women's Success in the Law* and Executive Director of the Bowditch Institute for Women's Success. The final panel will examine trends for women lawyers relating to work / life balance issues and opting out and back in to the legal profession during our careers. This panel will be moderated by NCWBA Board Member Trudy Halla, from Minneapolis, and will feature a discussion of Heller Ehrman's "Opt-In" initiative to be presented by Heller partner Patricia Gillette.

An evening cocktail reception to celebrate the 25th anniversary of the founding of the NCWBA will be held shortly after the summit ends at the law firm of Hanson Bridgett, conveniently located in the same building where the summit will be held. Present and past NCWBA board members will share their personal histories and recollections of their service on the NCWBA board. The reception will provide an opportunity to reunite with long-time friends and meet new ones. A tribute to NCWBA past presidents will be presented by the Honorable Caryl Privett of Alabama, a longtime board member and supporter of the NCWBA, who will be the Master of Ceremonies for this fun event. The winners of the NCWBA Annual Public Service Award will also receive special recognition at the reception. This event is open to the public so invite all your friends to come celebrate the NCWBA's vibrant past and exciting future! To register, just fax or mail the Registration form enclosed with this newsletter. For more information, contact Andrea Carlise at acarlise@pwc-law.com.

GOT ART?

Queen's Bench Presents "The Art of San Francisco" on August 9!

Please come and join us on Thursday evening, August 9, when Queen's Bench presents "The Art of San Francisco." This fun and lively cultural event starts with a networking reception at the Chandler Gallery, directly next door to SFMOMA, featuring local wine and cuisine of the San Francisco Bay Area. It continues with evening passes to SFMOMA, including an optional docent-led tour.

In addition to creating a fun art gallery event for local Queen's Bench members, we will be welcoming women attorneys who will be visiting San Francisco from all over the country that week to attend the National Conference of Women's Bar Associations Summit and the ABA Annual Meeting. These events are only held in San Francisco once every four years, so it is rare for us to have an opportunity to participate right here in our own city. Are you curious about practicing law in another state? Interested in finding women attorneys from another city for cross-referral opportunities for your practice? Fascinating and impressive women attorneys from all corners of the United States are RSVP'ing to attend this event, so this is the place to meet them!

With great pride and excitement, we will be honoring Queen's Bench Past President and California's new Labor Commissioner Angela Bradstreet, who will receive a 2007 Margaret Brent Award at a special ABA luncheon on Sunday, August 12.

And last, but certainly not least, we will be celebrating because the Queen's Bench Juvenile Hall Project is receiving a Public Service Award at the NCWBA Summit this year. Net proceeds from this Art of San Francisco event will benefit the Juvenile Hall Project.

Many thanks to our event organizing committee of Elizabeth Saviano, Patricia Bovan, and Anee Mikacich. Further thanks to our affiliate sponsors NCWBA and California Women Lawyers, and our corporate sponsors Hemming Morse, Inc. and Merrill Corporation, for making this event possible. A flyer is enclosed with further details. Please make your reservation now, because this event is expected to SELL OUT!!! (See flyer.)



Queen's Bench New Members

Please welcome the following new members who joined between June 1 and July 25, 2007:

- Julie Austin
Sheppard Mullin Richter & Hampton
- Caroline Corum
Silicon Valley Bank
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- Pauline Farmer-Koppenol
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Law Office of Jewell Hargleroad
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Jackson Lewis LLP
- Leora Lubliner
- Diana C. Campbell Miller
Howard Rice Nemerovski Canaday Falk & Rabkin
- Ramona Kaur Tumber
Lafayette & Kumagai LLP
- Dorinda Vassigh
- Ceide Zapparoni
Howard Rice Nemerovski Canady Falk & Rabkin



ANNOUNCEMENTS ...

Cocktail & Couture

The "Cocktail & Couture" LEAADD networking event on June 6 was a great success. Professional women shopped and networked with one another at an unusual venue for a business networking event. Funds from the entry fees will benefit QB's Juvenile Hall Project.

SAVE THE DATES:

September 18, 2007 5:30 p.m. to 8:00 p.m. Annual LEAADD Dinner. *Guest Speaker:* Barbara Adachi, Deloitte & Touche regional leader for human capital consulting practice, responsible for managing operations across the West region. Ms. Adachi, a dynamic speaker and an outstanding, recognized leader in the business community, was named one of the Bay Area's 100 most influential business women in 2006! [see flyer]

November 17, 2007: CWL's So You Want to Be A Judge™ program. Location in the Bay Area TBA.



QUEEN'S BENCH NEWSLETTER

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October — Save the Date

23 Annual Members Meeting
See enclosed flyer

MCLE SERIES: WOMEN MAKING RAIN

Successes and Challenges of Female Attorneys

The Queen's Bench Education Committee is thrilled to announce a series of rainmaking seminars:

September 10, 2007:

What Works: Tips, Techniques and Pitfalls From the Masters

November 11, 2007:

How to Work a Room Without Appearing Unctuous

January 9, 2008:

Client Relationships 101

We kick-off this exciting three-part series with a Q&A session with the masters of rainmaking, discussing benefits and challenges as female attorneys, hosted by Howard Rice on September 10, 2007. Next is a remarkable seminar with renowned Donna Bedford wherein Ms. Bedford shares secrets for effectively working a room and discusses the obstacles facing women in forming business relationships. Ms. Bedford's seminar is hosted by Curiale, Dellaverson, Hirschfeld & Kraemer on November 11, 2007. Finally, now that you have learned to create rain, discover how to control the deluge with Client Relationship 101. This final seminar is on January 9, 2008 at Sonnenschein Nath & Rosenthal LLP.

These fun and informative programs are free to Queen's Bench members and students! Non-members are welcomed with a fee of \$45 per seminar or \$100 (and membership) for the series.

We look forward to seeing you! For further information please contact queensbench@rcn.com or (415) 249-9280.

Juvenile Hall Project Committee News

by Patricia M. Bovan-Campbell, Esq., Chair, Queen's Bench Juvenile Hall Project
Director, Queen's Bench Foundation

Along with our regular Wednesday Arts & Crafts Nights, here are some dates to add to your calendars. Please contact me at patricia_bovan@symantec.com or call me at 415-785-7660 if you would like to participate.

August 9, 2007, 6 p.m. to 8 p.m., Queen's Bench will host a networking event and Juvenile Hall Project fundraiser, "The Art of San Francisco" from 6 p.m. to 8 p.m. at the Chandler Gallery, 170 Minna Street at Third Street in San Francisco. See our flyer included with this issue of the newsletter. We will be honoring 2007



Margaret Brent Award winner Angela Bradstreet, a former President of Queen's Bench and former San Francisco Bar Association President. We are also celebrating the 2007 National Conference of Women's Bar Associations Public Service Award for our Juvenile Hall Project. This is also a chance to meet and greet NCWBA and ABA Convention visitors to San Francisco. Tickets are \$30 and will include an evening pass to SFMOMA. Ticket proceeds go to our Juvenile Hall Project.

August 10, 2007, noon, the NCWBA will present its annual 2007 Public Service Awards to several bar associations, including Queen's Bench, for our innovative public service program, the Juvenile Hall Project. The Honorable (Ret.) Lee Baxter and I will be accepting the Award on behalf of Queen's Bench. The NCWBA Summit and 25th Anniversary celebration will be held at 425 Market Street in San Francisco. Contact Queen's Bench if you wish to purchase tickets for the awards luncheon.

August 15, 2007, 7 p.m. to 9 p.m., the Juvenile Hall Project will be hosting a Wednesday Arts & Crafts Night at Juvenile Hall. The Adler Fellows from the San Francisco Opera Center will be performing a no-charge recital for the Girls Unit. The Adlers are the opera stars of today and the future. My husband, Scott (a recent Queen's Bench member), and I are donating the piano rental/set up. This is our first opportunity to help the incarcerated children express themselves through music as well as art.

October 3, 2007, 7 p.m. to 9 p.m., the Juvenile Hall Project will be hosting a special Wednesday Arts & Crafts Night at Juvenile Hall. Amy X Neuburg will be performing her one-woman show for the Girls Unit. Amy is a renowned avant-garde electronic musician. I saw her on a PBS special and

contacted her. To my delight she agreed to perform. Scott and I are paying her performance fees as a donation to the Queens Bench Foundation. The juvenile girls are looking forward to playing Amy's drum which is silent when struck, and unexpectedly echoes through the computer.

TBA, we will hold an evening exhibit and sale of the artwork the children at Juvenile Hall create during our evening Arts & Crafts Nights. Proceeds of sale will benefit the Juvenile Hall Project and help purchase arts and crafts materials, snack foods, holiday presents and the like. Throughout the year, the boys and girls have been excited to learn that people will be viewing and purchasing their art work. We will provide additional details once we finalize logistics and venue.

Fund Raising: I am preparing an application for a grant from the San Francisco Junior League for up to \$1,500 in arts funding. If you are a member, or know a member, of the Junior League, please let me know. It may be helpful in processing our application. In the event you cannot attend any of the activities noted above, we would be grateful for any in-kind, or cash, tax-deductible donations you may wish to make. Our tax ID is EIN 94-2245901. Thank you for your interest in our Project.

Other Activities:

Mary Topliff, Co-Chair of the Queen's Bench Employment/Work-Life Balance Committee introduced me to Maureen Sedonaen, President and CEO of the Youth Leadership Institute. Mary is a member of the YLI Board. Through her, I met with the Bay Area Vice President and Senior Direction of Prevention & Civic Engagement, Youth Leadership Institute to discuss possible collaboration. I now have an introduction to the Development Director to see what next steps may be possible. I separately spoke with Gisela Bushey, the Executive Director of the Child Advocates of Silicon Valley. She has since introduced me to the Executive Director of the San Francisco chapter, because we are serving the same population of children. Robin Sohnen, Executive Director of Each One Reach One and I will be speaking about how we can work together. EORO and its sister organization, A Dream and a Plan for Tomorrow, (ADAPT), focus on mentoring through use of writing and performing plays, and GED tutoring programs in one of the Boys Units.

CALENDAR OF EVENTS

August

- 1** **Juvenile Hall Project**
7:00 p.m.
Writing story with illustrations
- 7** **Business Development Committee**
6:00 to 7:00 pm
At Nossaman Guthner Knox Elliot LLP
50 California St. 34th Floor, San Francisco
- 9** **"The Art of San Francisco"**
6:00 to 8:00 p.m.
See page 9 and enclosed flyer.
- 10** **NCWBA Annual Summit and 25th Anniversary Celebration**
8:30 a.m. to 4:00 p.m. / 6:00 to 8:00 p.m.
See page 8 and enclosed flyer.
- 12** **Margaret Brent Awards Luncheon**
See article on Angela Bradstreet, page 1.
- 15** **Juvenile Hall Project**
7:00 p.m.
Modeling with clay

September

- 5** **Juvenile Hall Project**
7:00 p.m. (Activity TBD)
- 10** **MCLE Rainmaking Series**
See page 10 and enclosed flyer
- 11** **Special Board of Directors Meeting with Committee Chairs**
6:00 pm
At Nossaman Guthner Knox Elliot LLP
- 12** **QB Education Committee**
6:00 p.m.
Bingham McCutchen, Three Embarcadero Center,
28th Floor, San Francisco
- 13** **QB Business Development Committee**
6:00 to 7:00 pm
At Nossaman Guthner Knox Elliot LLP
- 18** **Annual LEAADD Dinner**
See page 10 and enclosed flyer
- 19** **Juvenile Hall Project**
7:00 p.m. (Beaded bracelets)
- 27** **CWL 33rd Annual Dinner**
See article on page 6



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