



PRESIDENT'S MESSAGE

Great Events and Great Resources Within Queen's Bench

by Kelly Robbins

Our fall season's calendar kicks off with a LEAADD dinner on September 24. That's excellent timing to follow up on the popularly attended LEAADD mixer that our Business Development Committee hosted at Weston Wear Clothing Store on July 31. (See article). Let's each schedule now to honor Sophie's Froelich's Business Development Committee with brimming attendance to match their initiatives. We all know that "Showing Up is Half the Challenge." They already did the first half for us. Now let's fill the Marines Memorial Club. Bring a guest to join the fun!



On October 10, Queen's Bench proudly nominates our own past president Judge Charlene Padovani Mitchell (1986) as the Minority Bar Coalition "Unity Award" candidate. When considering our options for a nominee, we were thrilled to see the many qualified members of Queen's Bench who strive to make diversity a reality in our legal system. Judge Mitchell stood out for her long standing and ongoing efforts to help all members of our great communities feel that they have an audience and the opportunity to resolve all disputes in a peaceful manner. Please join us in

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Children and Domestic Violence: Breaking the Cycle

by Kara S. Holtz, Domestic Violence Committee Member

Across the United States, October 1 kicks off Domestic Violence Awareness Month. As this important date approaches, we can enhance our existing awareness by learning what's happening locally in the Domestic Violence field.

Domestic violence advocates throughout the Bay Area are pioneering strategies to break the legacy of domestic violence. This article spotlights some of these collaboration and education efforts.

Recent studies emphasize that a child's exposure to a father abusing a mother is the strongest risk factor for transmitting violent behavior from one generation to the next. Boys who witness domestic violence are twice as likely to abuse their own partners as sons of nonviolent parents. However, studies also indicate that when properly addressed, the effects of domestic violence on children can be mitigated.

The Family Violence Law Center ("FVLC"), based in Alameda, adopts education combined with collaboration to create positive change for youth. In 1996, FVLC integrated the RAP ("Relationship Abuse Prevention") Program into its core services. RAP is based on the theory that violence can be prevented if youth are given the tools they need to lead healthy lifestyles. RAP's goal is to develop "systemic environments that are intolerant of violence."

"The RAP Program is unique in the way in which it is integrated into

the community, and thus the lives of youth," explained Educational Outreach and Program Supervisor Tatiana Colon. FVLC RAP advocates, including Ms. Colon, teach dating violence and youth leadership to middle school and high school students throughout the Bay Area. Ms. Colon emphasized that "the focus is on what is healthy. It's about positive community modeling: parents and teachers. It's important to model important behaviors such as caring, so that youth know that it is possible."

Today, RAP is integrated into the curriculum of three Oakland high schools as an elective course. Students can enroll in the class each year of high school. During the first year, students are taught about healthy relationships. During the second year, students become project managers who receive business cards

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Mentoring Female Associates Helps the Bottom Line

By Eliza M. Rodrigues, Director and Past President (2003)

I would not be where I am today, the Director of Risk Management at Thelen Reid Brown Raysman & Steiner LLP, running a major law firm department and supervising a staff of twelve, and serving on the boards of three distinguished bar associations, Queen's Bench, California Women Lawyers and Bar Association of San Francisco, if it were not for the mentoring I received during my career. Unfortunately, not enough women lawyers have mentors to guide and help them, which is partly why law firms have trouble retaining women, especially those approaching partnership.



firms. According to the Project for Attorney Retention, it costs firms an estimated \$200,000 to replace a second-year associate; that cost is certainly greater when the associate has been practicing for many years.

Mentoring by itself will not stem the outflow of talented women from law firms and the profession, but it is an important tool for helping women become more comfortable and successful.

Why Women Need Mentors

There are several reasons women lawyers need mentors. One is that the legal profession, at least at the upper level, is still dominated by men. Consequently, most women lawyers often have few female partner role models to help them find their way professionally. (Minorities face a similar dilemma, which is why mentoring is important for them, too.)

Women lawyers also face challenges particular to their gender. One is that, despite advances by law firms in hiring women and making them partners, much of the legal profession remains an Old Boys' Network. Male partners tend to bond with male associates, hand clients down to them and otherwise facilitate their advancement. In our society parenting duties also still fall heavily on women. When a sick child needs to be taken to a doctor or a parent needs to attend a school event, it is usually the woman who takes time off from work to do it. Fulfilling parental responsibilities while meeting billable hour requirements can be problematic for women attorneys.

Faced with these challenges many women associates, including highly talented ones, often leave law firms after a few years. As noted by the Project for Attorney Retention, an initiative at the Center for WorkLife Law at the Hastings College of Law, the loss of these talented lawyers frustrates clients that have invested substantial time and energy in educating women lawyers about their business and developing a working relationship with them. This turnover hurts a law firm by weakening the bonds between client and firm. Increasingly, clients look for firms with high retention rates that provide stable representation.

Losing women lawyers hurts law firms in other ways. Corporate clients are interested in hiring firms with diversity in their legal staff. Firms that cannot retain their women lawyers have trouble demonstrating their diversity.

Retention problems have a bottom line impact on

How Mentoring Helped Me

I have been fortunate enough to have had male and female mentors at every law firm where I have practiced. (That's right, a woman's mentor does not have to be a woman.) My mentors in law firms have given me lots of responsibility on projects and direct contact with clients. They helped me become involved in firm committees important to me like the diversity, pro bono and hiring committees. My mentors made sure I had trial experience and helped me convince the firm's management to support my decision to become involved in the leadership of local and statewide bar associations.

Formal and Informal Mentoring

Some law firms have a formal mentoring program. Under the program at a firm where I practiced, each junior associate is assigned a coach and a mentor, with one of these individuals being in the associate's practice area. As a mentor in this program, I checked in periodically with the new female associate I mentored and answered her questions about the firm, including questions about the firm's pro bono policy, lawyer evaluations, and how she could obtain more work. I also saw that she was invited to attend events organized by local and statewide bar associations, such as networking receptions and educational seminars.

Informal mentoring could involve the same type of activities. A mentor should take the initiative, such as inviting the new attorney out for coffee for lunch. And a mentor should always be available to answer questions, whether in person, by phone or via email. Being a mentor is not time consuming. Under a typical firm's mentoring program, mentoring activities may only take three hours a month.

Rewards of Mentoring

Some senior lawyers believe associates need to struggle and find their own way in the profession, just like they did. My approach is different: I want to serve as

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Mentoring

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a guide for junior associates. Helping a new associate solve career issues is for me one of the prime rewards of being a mentor.

There are other satisfactions like learning more about the next generation of lawyers. This learning can help a law firm devise personnel policies that foster retention of new lawyers. If you are in a law firm and your mentoring helps the firm retain a talented associate, you have the satisfaction of knowing you have saved your firm \$200,000 or more.

My experience as a mentor also includes mentoring two female law students through a formal program at my alma mater, the University Of San Francisco School Of Law. Each of them has expressed to me what my mentoring has meant to them.

Linda Kim is the Associate Director at the Public Interest Clearinghouse in San Francisco. She reminded me that I was the first experienced lawyer she knew well and that our relationship gave her "a window into a specific legal world and helped [her] see a broader picture of the legal profession." She also said I helped her cope with the fear that all of us experience at one time or another that we do not know what we are doing. "You put in perspective that there's no possible way you can be an absolute expert who knows absolutely everything."

Victoria Aniko Reierstad is with the Kern County Public Defender's Office. For her, the most important part of the mentoring process was that I treated her like a lawyer. "The first year of law school feels foreign. You helped me get through this and made everything seem possible."

Knowing I can make a difference in the lives of women like Linda and Victoria is the reason I am so passionate about mentoring.

How to Become a Mentor

There are many ways to become a mentor. If your firm has a mentoring program, you have a ready-made opportunity to become a mentor. If your firm does not have a program, it still is easy to become a mentor. Simply pick a new associate you would like to mentor and invite him or her out to lunch or to join you at an event organized by your local bar association. No associate would turn down the invitation.

There are also opportunities to be a mentor through the formal mentoring program organized by Queen's Bench. This mentoring program provides members with an opportunity to be mentored by female attorneys who are not associated with their firm and who can provide valuable insight into other practice areas or alternative legal careers.

When I became a mentor first to Linda Kim and later to Victoria Aniko Reierstad, I made a point of taking them to lunch and inviting them to events like the Annual Judges' Dinner organized by Queen's Bench. One year, when Victoria joined me at my firm's sponsor table at the Judges' Dinner, we were very fortunate to sit with San Francisco Superior Court Judge Patrick Mahoney. Our dinner conversation included a discussion about the Queen's Bench Juvenile Hall Project volunteer committee at the San Francisco Youth Guidance Center. Judge Mahoney extended an invitation to Victoria to observe the proceedings in his courtroom involving juveniles. Victoria was a volunteer with the Juvenile Hall Project which meets twice a month with the girls incarcerated at the Youth Guidance Center. Victoria and all of the volunteers serve as mentors to the young women between the ages of 12-17. It is very exciting for a law student to have dinner with a judge and to later observe court proceedings and visit the judge's chambers. I was thrilled that I could create that opportunity for Victoria by serving as her mentor.

Every young lawyer should be mentored. It the right thing to do, it is the business-savvy thing to do. Because of the unique challenges that women lawyers face, mentoring is even more critical for them. I encourage all senior lawyers, both men and women, to become mentors and to begin with law students. You will help those being mentored, you will help the profession, and you will feel an incredible sense of satisfaction.

For more information about Queen's Bench mentoring opportunities, please contact the Queen's Bench Mentorship Committee Co-Chairs, Alison Crane at acrane@bledsoelaw.com or Joanna Frazier at jfrazier@sheppardmullin.com.

Juvenile Hall Project Updates

By Patricia M. Bovan-Campbell, Esq. and Kate Kalstein, Chairs, Queen's Bench Juvenile Hall Project

Several weeks ago, we — along with Kelly Robbins, Maria Schopp, Hon. Adrienne Jacobs Miller, and Lisa Rauch — had the opportunity to meet with Judges Donna Hitchens, Newton Lam, Lillian Sing, and Commissioner Abby Abinanti at the San Francisco Youth Guidance Center. Our goal was to share ideas about our programming at the San Francisco Juvenile Hall Girls' Unit.

The meeting was very productive. We came away with new ideas and a refreshed sense of purpose. The Judges and Commissioner commended our innovative programming and encouraged us to explore issues of diversity and race relations, and how to avoid abusive relationships.

Our esteemed Past President, Hon. Ina Gyemant (Ret.), introduced us to the San Francisco Youth Treatment and Education Center (YTEC). Dominique, a graduate from YTEC, joined our evening program. She read a chilling poem she had written about being incarcerated and surrounded by walls. She spoke of her struggles with substance abuse and crime. Dominique had been given a choice of joining YTEC or being sent to the California Youth Authority. She is now a college student in Texas, raising a child as a single mother. YTEC serves much the same population of children as the Juvenile Hall Project -- disproportionately African-American, from fragmented and low income families, the subject of neglect or violence, and with a history of substance abuse. Dominique represents a wonderful success story for YTEC and showed the girls and young women that there are other paths they can take.

We have a number of very special programs heading into the fall. Watch for dates and details in the newsletter. This August, the Women's Community Clinic will be joining us to discuss Body Image, Nutrition, and Healthy relationships. Sometimes it is difficult for the young women, once released from YGC, to find tools supporting a healthy life style. So the Women's Community Clinic will also offer information about accessing healthcare in San Francisco.



In September, Lynn Taffin will conduct a private harp recital for the girls with pieces from around the world. Lynn will describe the history of the harp, and will let the girls experiment and play a smaller harp. In October, three San Francisco Ballet School dancers will join us in the Girls Unit to discuss their dreams of dancing and the planning and efforts to work to achieve their dreams.

October 15th, Regina Louise will put on her one-woman performance of "Somebody's Someone." Her book of the same title is a poignant memoir of growing up in the foster care system while living in over 30 group homes and foster homes. Many in the Girls Unit are in and out of foster care. It seems clear that unsuccessful dependency placements are tied to juvenile delinquency.

Our heartfelt thanks to the San Francisco Junior League for a huge box of art supplies, beads, stickers, markers, construction paper and more treasures. The Junior League was so impressed by our programming that it voted to purchase and donate art supplies to support our Juvenile Hall evening programs.

This year has been a tremendous success. We have been partnering with Center for Young Women's Development, City Youth Now, Each One Reach One, Hunter's Point Family/Girls 2000, YTEC, and other community-based organizations. Our programming ranges from an evening of singing and motivation with Dr. Mable John of the Raelettes, life skills training to ballet to healthful eating to harp renditions of the tango — all leading to offering positive role models and sharing heart to heart discussions with the youth in Juvenile Hall. We will be ending this year with an annual holiday party for the girls. The Juvenile Hall Committee welcomes all persons 18 and over to join us for our Arts & Crafts evenings and to devote themselves to these young women for a couple of hours. Please contact us at patricia_bovan@symantec.com or katekalstein@yahoo.com.

President's Message

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honoring all the Unity Award candidates, on 10/10 from 5:30 to 7:30; location details to follow.

On October 15, Katie Burke and Vanessa Hierbaum's Domestic Violence Committee will present an MCLE panel event (see flyer). Their commitment to advancing awareness promotes family and civic-spirited values with a human contribution that honors us all.

Our annual Members' Meeting follows on October 22. Our Nominating Committee's announcement of candidates for the 2009 QB Board heralds exciting progression into our 88th year. This year's Nominating Committee is privileged to have the leadership of the Honorable Ruth Astle, Queen's Bench president in 1984.

Continuing impressive contributions of our past presidents merits special recognition this year. Beyond Judge Padovani Mitchell and Judge Astle, we are fortunate to have Lisa Rauch (2002) and Eliza Rodrigues (2003) step up to fill board positions with their experience and prestige. Eliza was QB president when I first came on the board, and Lisa the immediate past president. These two graciously agreed to return to the board, and have helped balance us with the institutional knowledge helpful to all.

For the past three years, the QB board has been fortunate to have as a member the Hon. Adrienne Jacobs Miller (1987). She and Catherine Duggan (1985) were the dynamic duo of past presidents on the board during Joanna Fraizer's presidency (2006). That was one of the years when the board was so much fun that we could have forgotten that we were also accomplishing many great things. Joanna continues to be available for guidance on any issue. I call a past president at least once a week!

Carol Salvagione (2004 and current President of the Queen's Bench Foundation) is always good for direct and practical advice. If Carol is not available then Maria Schopp (2005) is another go-to past president. Or, if I just want to relax and keep things in perspective, there's nothing like a lunch with Heidi Hugo (1999)!

By extension, I have also received extraordinary help and guidance from the Honorable Lee Baxter (1981), Jill Schlichtman (1993), Moria Buxbaum (1991) and Maggie Murray Courtney (1992). In so many ways, observing strong yet graceful guidance can teach as much as heart-felt advice on the phone. For today, I want to call and set up lunch with Patricia Rosenberg (2001). I cannot stress enough my gratitude for the generous support our board has received from prior QB presidents. But right now, I'd better call Barbara Harris Chiang, my first vice president, to keep us on track.

Children and Domestic Violence

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and whose job it is to teach their peers about healthy relationships and dating violence. To date, RAP has taught over 12,000 Alameda students about domestic and dating violence.

A recent Bay Area collaborative study surveyed students and found that only 24% identified themselves as being victims of domestic violence. A similar number identified themselves as perpetrators of relationship abuse. However, after learning about the elements of relationship abuse, 44% said that they were victims of relationship abuse.

The Family Violence Prevention Fund ("FVPPF") - based in San Francisco - focuses on preventing the insidious impact of domestic violence on youth, through community collaboration. FVPPF integrates the expertise of advocates, child welfare experts, family courts, community leaders, and residents in breaking the cycle. FVPPF's goal is to create synergy by providing families with better support and engaging neighborhoods in developing responses that keep families safe and communities healthy.

Community support makes an immeasurable difference in the lives of young people.

Related Statistics

- Between 3.3 and 10 million children witness domestic violence each year.
- Children in homes where domestic violence occurs are physically abused or seriously neglected at a rate of 1500% higher than the national average in the general population.
- Children are present in 41-55% of homes where police intervene in domestic violence calls.
- Domestic violence may be the single major precursor to child abuse and neglect fatalities in the United States

MEMBER PROFILE

Please Welcome Our Newest QB Board Member: Pamela Markert

Pamela Markert has been a Queen's Bench member since 2000. Her roles in Queen's Bench have included chair of the Amicus Brief Committee, co-chair of the Mentorship Committee, Juvenile Hall project volunteer, and an active participant on the 2007 Judges' Dinner Committee. Also, having started as a mentee in the early days of the mentorship committee, this year Pamela gives back and now serves Queen's Bench as a mentor.

Pamela holds a B.S. in Business Administration, Finance, from California State University, Northridge, and a J.D. from Santa Clara University School of Law. She was an Articles Editor of the Santa Clara Law Review and her comment was published.

Since 2006, Pamela has been with the law firm Gold Bennett Cera & Sidener LLP. Her practice focuses on se-

curities fraud and antitrust class action litigation. Prior to her work at Gold Bennett, she worked for more than five years at a large law firm. She represented clients ranging from individuals, partnerships, and closely-held corporations to multinational companies in business, consumer and general liability matters. Prior to her career in law, Pamela worked at SunGard Financial Systems, Inc. providing technical direction to clients for a comprehensive investment accounting and portfolio management system for client portfolios totaling more than \$27 billion. While at SunGard, Pamela spent a year in Washington D.C. providing on-site client support for the capital markets division of the Resolution Trust Corporation.

Queen's Bench Featured in Upcoming Recorder Roundtable

Each year in October the Recorder newspaper has featured a special insert devoted to Women in the Law. The publication features prominent women in our legal community at a roundtable discussion of current issues impacting women in the legal profession. This year, the Recorder has invited Queen's Bench to participate in the roundtable discussion, and we are pleased to do so! Topics this year include retention of women, special strengths women bring to the legal profession and how the current economy impacts these issues. Keep an eye out for the October special insert, and see below regarding the Recorder's special offer for Queen's Bench members.

WomanEsq: Profiles of Exceptional Female Lawyers

The Recorder's annual Women in the Profession special contains an advertising section devoted to exceptional female attorneys. Called WomanEsq, this feature highlights the careers of women who have built successful law practices in the private, not-for-profit, corporate, and public arenas. Each profile contains the attorney's photograph,

as well as her answers to specific questions. These profiles are an ideal expression for the woman who has worked hard to achieve her career goals, as well as for the manager who wants to recognize such a subordinate.

These profiles are available to Queen's Bench members at a 25% discount — \$ 575 for ¼ page color. The Report is distributed to over 8,000 readers including bonus distribution to Corporate Counsel. Reservation deadline is October 10.

Contact Paula Ryplewski: 415.749.5410 or paula.ryplewski@incisivemedia.com.



Deposition MCLE Program a Success!

On June 17, 2008, Queen's Bench presented "Taking and Defending Depositions: Keys to Winning your Case."

Two top litigators, Barbara Ann Caulfield and Susan Bluer shared their deposition techniques and strategies with attendees. Barbara Ann Caulfield is senior counsel at Gordon & Rees. She has extensive litigation experience and her current practice focuses on product liability cases for various industries. In addition, she is a past president of Queen's Bench. Susan Bluer is a partner at Bluer & Bluer L.L.P. She specializes in representing plaintiffs in employment cases. Prior to starting her own law firm, she spent 15 years at leading Los Angeles and San Francisco law firms, litigating a variety of civil cases.

The program focused on the plaintiff's and defendant's deposition. Ms. Caulfield presented a defense attorney's perspective and Ms. Bluer provided a plaintiff attorney's perspective. Topics covered included: preparing to take a deposition, defending a deposition, admonitions, protecting your client, handling objections, dealing with difficult opposing counsel and avoiding common mistakes that lawyers make.

The discussion was lively, informative and interactive and well-received by everyone who attended. Queen's Bench would like to thank the panelists and also Gordon & Rees LLP who hosted the event and provided refreshments.

Meditation on the 34th Floor

On May 13, 2008, USF Law Professor Rhonda MacGee shared with Queens' Bench members a discussion entitled, "The Mindful Lawyer and the Challenges of Diversity: The Benefits of Mindfulness in Differently Diverse Practice Settings." Professor MacGee shared with those in attendance her reflections on how mindfulness can enhance our ability to be more effective attorneys as well as more compassionate individuals. Professor MacGee also led a brief session of guided meditation. Those who attended left the event with a greater curiosity about mindful meditation and how the practice of meditation can enhance our lives as a vehicle for stress reduction and a greater sense of self awareness. A special thank you to Nossaman, LLP for hosting this event.

Queen's Bench New Members

Please welcome the following new members who joined between June 11 and August 19, 2008:

- Brenda Balzon
- Deborah Cote
McKenna Long & Aldridge, LLP
- Pamela Epstein
- Shannon Fagan
Edgcomb Law Group
- Ruth Isaacson
- Alexis Krieg
- Barbara McAllister
- Amber Montano
Angela M. Bean & Associates
- Stephanie L. Parks
- Holly Schaitberger
Bledsoe Cathcart, Diestel, Pederson & Treppa LLP
- Amy K. Skryja
Seyfath Shaw LLP
- Kendra L. Tanacea
Law Offices of K. Tanacea
- Sandra Zuniga
Bingham McCutchen



ANNOUNCEMENTS ...

Honorable Ruth Astle Selected as Fulbright Specialist Candidate

Queen's Bench Past President, Hon. Ruth Astle, was selected as a Fulbright Specialists candidate in August this year. The Council for International Exchange of Scholars contacts Fulbright Specialists candidates to ascertain their availability for consideration of a specific grant opportunity. Judge Astle is hoping to be matched with a program request from an overseas academic institution and is excited about the prospect of traveling to another country to work on an academic project. We wish Judge Astle sincere congratulations and best of luck!!

Violence Against Women: Perspectives on Perpetuation

The Domestic Violence Committee of Queen's Bench presents a panel discussion about the political, legal and media influences that adversely affect change with respect to violence against women. The event will be held on **Wednesday, October 15, 2008** from 6:00–8:00 p.m. in San Francisco. For further information and registration, please contact Katie Burke at kburke@burkefamilylaw.net or Vanessa Hierbaum at vhierbaum@kayemoser.com. See flyer.

BASF Town Hall Meeting Bridging the Gap: The Right to a Lawyer

BASF presents a Town Hall Meeting on **Tuesday, October 28, 2008** from 2:00–5:00 p.m. at the BASF Conference Center, 301 Battery Street, 3rd Floor. Topics of discussion at the meeting will include a general overview of the need for representation, an assessment of the justice gap and consideration of solutions and practical considerations. Phil Bronstein — editor-at-large for the Hearst Newspaper Division and the San Francisco Chronicle — will serve as moderator for this event. Please rsvp to Barbara Fanning at bfanning@sfbar.org. See flyer.

Work/Life Balance and Employment Committee Column

The Queen's Bench Work/Life Balance and Employment Committee announces an exciting new column about YOU, our members. Starting in September, we will be responding to career questions and profiling our members. If you have a career question, please let us know. Please contact Leslie Hom at leslie@lesliehom.com.

Cocktails & Couture / LEAADD Dinner

On July 31, 2008, Queens Bench's Business Development Committee held its second annual Cocktails & Couture networking mixer. Once again, the mixer was one of the Committee's most successful events, drawing over 80 people from the legal, consulting, architecture, and medical professions. Wine and food, donated by Nossaman, LLP, rounded out the evening of shopping and networking.

Thank you for your attendance, and we look forward to seeing you at the **LEAADD Dinner on September 24, 2008**. See flyer.



QUEEN'S BENCH NEWSLETTER

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EMPLOYMENT OPPORTUNITY

Boston Properties (owner of the Embarcadero Center, among other buildings) is looking for a mid-level associate with 5-7 years of transactional real estate experience for an associate counsel position in their San Francisco office. The position is 40 hours a week.

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CALENDAR OF EVENTS

August

16 **Juvenile Hall Project**
Youth Guidance Center, San Francisco
7:00 p.m.

20 **Juvenile Hall Project**
7:00 p.m.

September

3 **Juvenile Hall Project**
7:00 p.m.

16 **Board of Directors Meeting**
6:00 p.m.
Thelen, Reid, Brown, Raysman & Steiner
101 Second Street, 18th Floor, San Francisco

17 **Women Referring Women**
5:00-7:30 p.m.
Sens Restaurant, 4 Embarcadero, San Francisco

17 **Juvenile Hall Project**
7:00 p.m.

24 **LEAADD Dinner**
5:30 p.m.
Marines' Memorial Club
609 Sutter Street, San Francisco
[See flyer](#)



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