



PRESIDENT'S MESSAGE

The Year in Review

by Sarah M. King

As the year winds down, it's time to take stock and recognize the many contributions that our members have made



to Queen's Bench. In 2011, we saw a 21% increase in membership from last year—an impressive feat considering the state of the economy. The increased interest in Queen's Bench is undoubtedly linked to the phenomenal efforts of our many committees and our Board of Directors. The following are just some of the many accomplishments that we have achieved over the course of the year:

Launch of the Queen's Bench Mentorship "Pod" Program

For generations, Queen's Bench members have benefitted from the mentoring that takes place both formally and informally between members. The formal one-on-one mentoring program began in 2000. This year, thanks to the leadership of Mentorship Committee Chair Alison Crane, we launched a new mentoring "pod" program, which matches small groups or "pods" of 8-10 women who share a common interest or career goal. Each pod consists of senior, mid-level and junior attorneys. The structure is designed to encourage relationship-building, and to recognize that women of all experience levels can learn from one another. It is also

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Celebrating the 90th Anniversary of Queen's Bench: 1991-2011

By Sarah M. King

2011 marks the 90th Anniversary of Queen's Bench. In celebration, over the course of the year, we have presented a series of articles chronicling the organization's history and accomplishments.

In her October 1992 President's Message, Maggie Murray Courtney reported on the then-annual Queen's Bench employment survey. Incredibly, the results were almost identical to those revealed in similar surveys today. Maggie reported that 32% of attorneys at San Francisco firms with 15 or more attorneys were women. "More importantly," she wrote, "women are still shockingly unrepresented among partners at 16%." Compare these statistics with the October 2010 *Report of the Fifth Annual National Survey on Retention and Promotion of Women in Law Firms* issued by the National Association of Women Lawyers and The NAWL Foundation, which found that in 2010, just 16% of equity partners at large law firms were women.

As in previous decades, Queen's Bench has worked consistently over the past 20 years to achieve gender equality in the workplace. In 1993, the American Bar Association honored Queen's Bench with its E. Smythe Gambrell Professionalism Award for its production of an instructional film entitled "All In A Day's Work." Queen's Bench, led by Presidents Jill Schlichtmann and Maggie Murray Courtney, Gender Bias Committee Co-Chairperson Julia Mandeville and Director and Producer Abby Ginzberg, developed the video because there were no adequate training materials

dealing with the subject of gender bias in the legal profession. The lack of training materials was particularly critical in California, where the state MCLE requirements included a requirement for training on the elimination of bias in the legal profession. The script for the film was developed on the basis of numerous interviews and upon a review of gender bias reports from various states. Queen's Bench promoted the film to bar associations, law schools and law firms, to enthusiastic response. In addition to the film, Queen's Bench offered patrons a training session by qualified facilitators.

Also in 1993, Queen's Bench members voted to amend the Bylaws to allow Queen's Bench to endorse candidates for nonpartisan political office, i.e., City Attorney, District Attorney,

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President's Message

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hoped that the structure will reduce the importance of personality matches inherent in our traditional one-on-one mentorship pairings, and will allow us to more easily incorporate new members during the course of the year. Currently, we have eight pods in the areas of Judicial Aspirations, Corporate/In House, Family Law, Public Sector, Labor and Employment, Part-Time/Flex Time Attorneys, and Litigation.

The New "Queen's Bench Leadership Series"

In an effort to facilitate the advancement of women to leadership positions, this year saw the launch of our "Queen's Bench Leadership Series." The series consisted of three panel presentations, all of which were enthusiastically received.

The Business Development Committee presented our sold-out Women Rainmakers Panel, which featured women rainmakers from a variety of firms and practices. The panelists shared their personal experiences with developing a book of business, including the psychological barriers they had to overcome to ask for business. The event was spellbinding and received positive media attention, with a write-up in *The Recorder*.

In the Starting Your Own Firm event, Past President Kelly Robbins moderated a panel of four successful, female legal entrepreneurs, including Queen's Bench member Barbara W. Moser. The panelists shared their experiences and practical advice on starting your own firm.

Finally, the Legislative Issues Committee, led by Mary Catherine Wiederhold, presented Running for Office, an event featuring Emerge California and California List, whose representatives discussed the nuts and bolts of running for elected office.

In 2012, we plan to continue the Leadership Series with a panel of in-house counsel who will give tips to lawyers on business development.

Celebrating Our 90th Anniversary

This year marked QB's 90th anniversary. In celebration, we held a women's legal history luncheon featuring Stanford Law School Professor Barbara Babcock, whose biography of California's first woman lawyer, Clara Shortridge Foltz, came out to critical acclaim in 2011. QB past presidents and lifetime achievement award winners Hon. Barbara J.R. Jones, Hon. Ina Levin Gyemant, and Hon. Lee Baxter shared their knowledge of QB history and their fond memories of QB colleagues over the years.

Our new History Committee also hosted a cocktail party to collect documents and photos for our archives and created an historical photo display for our 2011 Judges' Dinner. Undoubtedly, they are planning our 100th anniversary celebration even now!

Finally, we have featured a series of articles in the newsletter this year, chronicling QB's achievements through the decades.

Education

- QB presented six MCLE classes this year, all of which were free to members:
- "Women on Top: Managing Life, Work and Leadership in Your Legal Career"
- "Groundbreaking Advances in Domestic Violence and Asylum Law"
- "Conflicts and Waivers and Rules, Oh My!: Identifying, Avoiding and Managing Conflicts of Interest"
- "Preventing Job Burnout and Building Engagement"
- "Women, Stress and Substance Abuse"
- "Domestic Violence and Technology"

Special thanks to the Domestic Violence Committee, Employment/Work-Life Committee, Amicus Briefs Committee and Education Committee Chairs for organizing these programs.

Public Service

The QB Juvenile Hall Project continued its important twice-monthly programs at the Juvenile Justice Center. The program is focused on reaching out to the pre-teen and teenage girls in "lock-up" at San Francisco Juvenile Hall. Volunteers attempt to "connect" with and mentor the girls as they sit with them doing an arts or crafts project and sharing a snack. Examples of projects include Mexican Day of the Dead sugar skulls decorations, Japanese origami, and Chinese New Year crafts. Each week, the committee attempts to introduce the girls to different types of fruits and vegetables and encourage them to have a healthy diet.

Also this year, the Juvenile Hall Project teamed up with Music National Service to facilitate a drum circle for the girls. Committee Co-Chair Nancy Walter reports that the volunteers "related to the girls with warmth, humor and understanding, and we saw the girls really coming out of their shells with the drum circle. The drumming itself was a lot of fun, and resulted in very impressive music."

The Juvenile Hall Committee is looking for additional volunteers to participate on a regular basis at the meetings at Juvenile Hall. In addition, we need behind-the-scenes support, such as researching opportunities for after-care mentoring, as well as help coming up with ideas for projects.

Scholarships

As in previous years, Queen's Bench awarded scholarships to deserving law students at both USF and Hastings. The Scholarship Committee awarded the Mildred Levin Scholarship in the amount of \$2,225 to Brenda Rosales, a second year law student at Hastings.

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President's Message

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The Agnes O'Brien Smith Scholarship went to Wendy Betts, a first year law student at USF. Wendy received \$5000.

In the process of amending our Bylaws, Queen's Bench re-discovered certain scholarship funds available at Golden Gate University School of Law. Next year's Board will tackle the issue of how best to administer these funds.

Business Development and Networking

The Business Development Committee went all out in 2011, organizing four successful business development and networking events: Cocktails & Couture, the Women Rainmakers' Panel, our annual LEAADD Dinner, and a Speed Networking event facilitated by a professional business development coach.

In addition, the Employment/Work-Life Committee launched a Linked-In group featuring job postings and discussions of interest to members, and hosted the "Women on Top" MCLE event.

Advocacy

Queen's Bench signed on to two important amicus briefs in 2011. In *Ferry v. Schwarzenegger*, Queen's Bench joined other members of the Minority Bar Coalition in successfully arguing that Judge Walker was not required to recuse himself from the same sex marriage cases due to his sexual orientation.

In *In re C-R-F*, Queen's Bench joined the National Immigrant Justice Center in arguing that a Guatemalan woman seeking asylum based on domestic violence that the Guatemalan authorities were unable or unwilling to control. The brief argues that women from societies where sexual violence against women is a documented, systemic type of harm can establish they face persecution because of their gender.

Queen's Bench is also in the process of collaborating with California Women Lawyers and other like-minded organizations in *People v. Beltran*, an appeal of the criminal conviction of a man for the murder of his domestic partner. The brief will address the applicability of the provocation defense in a situation where a man killed his intimate partner after learning that she had an abortion.

Governance

Queen's Bench updated its Bylaws and Articles of Organization this year, for the first time in more than a decade.

Fun

Finally, we had a lot of fun this year. Our annual Past Presidents' Dinner, Judges' Dinner and Holiday Dinner all provided opportunities for friendship and camaraderie.

My most profuse thanks to our 2011 Board of Directors, Pauline Farmer, Lisa Freitas, Vanessa Hierbaum, Rebecca Hooley, Hon. Barbara J.R. Jones, Clarissa Kang, Ameer Mikacich, Annie O'Donnell, Kelly Robbins, Holly Schaitberger, Jaime Touchstone and Mary Catherine Wiederhold. Additional thanks to our 2011 Committee Chairs, including Simona Agnolucci, Sophia Andritsakis, Katie Burke, Andrea S. Carlise, Barbara Harris Chiang, Alison Crane, Tammy Dawson, Janka Dubakova, Michelle Fowler, Heidi Hugo, Courtney LeBouef, Melissa Malone, Pamela Markert, Hon. Adrienne Jacobs Miller, Lisa Rauch, Michelle Siefert, April Rose Sommer, Elizabeth Stone and Nancy Sullivan Walter.

Queen's Bench Awards Hon. Angela Bradstreet Unity Award

The Minority Bar Coalition is made up of 28 organizations that share best practices and resources to advance diversity in the legal profession. Every year, each member organization is given the opportunity to nominate someone for a Unity Award. This year, Queen's Bench's awardee was Queen's Bench 1989 Past President, the Hon. Angela Bradstreet. Judge Bradstreet was presented with her award on November 14 at the Unity Awards at UC-Hastings.



Queen's Bench New Members

Please welcome the following new members who joined between March 30 and April 30, 2009:

- Alisa R. Gilmore
- Emily Kirby
Bostowick Peterson & Mitchell
- Blaire Russell
Nixon Peabody LLP
- Jessica Tipton
Visa
- Vivian Denise Valencia



ABA Journal Article on Survey Draws Criticism of the ABA Journal

By Roni Pomerantz

In recent weeks, women's groups have been engaged in an ongoing effort to obtain an apology and retraction from the ABA Journal, which ran an article in October sensationalizing a survey of female legal secretaries. The article, which was posted online on October 24, 2011, carried the headline "Not One legal Secretary Surveyed Preferred Working with Women Lawyers; Prof Offers Reasons Why." In reality, 47 percent of legal secretaries surveyed had no opinion, and 3 percent preferred working for female associates. There were only 142 legal secretaries, total, in the study.

The ABA Journal soon changed the headline to "Not One Legal Secretary Preferred Working With Women Partners," but the damage had already been done. The legal blog *AboveTheLaw.com* took the headline and ran with its own sensationalist version – "Why Legal Secretaries Hate Women Lawyers." Readers posted comments on the story on an ABA hosted online forum. Those comments included, "It ain't the men, cupcake. . . It's grow-up time, and women just aren't the fantasy super-performers we're constantly told they are," and "Most guys played team sports . . . we can fight and then go drink and be funny. Women suck at that."

The article mischaracterized the study's findings and ran a headline perpetuating the very stereotype the study addressed – that women cannot work with other women. The article failed to credit to the larger purpose or complexity of the underlying study, which itself acknowledged that the responses showed preexisting workplace bias.

The actual survey was conducted by Chicago-Kent College of Law Professor Felice Batlan in 2009, and published in 2010. It was titled, "If you become his second wife, you are a fool: Shifting paradigms of the roles, perceptions, and working conditions of legal secretaries in large law firms." The study contained a nuanced discussion of legal secretaries' changing roles over time and their broader relationship with lawyers, such as whether they were loyal to their law firms and felt respected.

As to the portion that dealt with secretaries' preference for working with male or female attorneys, Batlan wrote that the results were "surprising" and pointed to "deeply complicated gender dynamics." She explained, "although respondents explained their preferences for male attorneys and dislike of female attorneys by blaming the behavior of women attorneys, traditional and institutionalized gender hierarchies may provide a means to understand these results better." She wrote that the results were particularly surprising given that multiple secretaries stated that men were more likely to ask them to do personal work and treat them as second wives.

A few days after the ABA Journal article was published, a group of women lawyers, including the President of California Women Lawyers, Georgia Black Women lawyers, and others had a phone conference with ABA Journal Editor Allen Pusey to explain their problems with the coverage. During the conference Mr. Pusey informed the group that the author of the article hadn't read the study before writing it. He later said that statement was inaccurate, and clarified that the author (whom, he emphasized, was a woman) had carefully reviewed the study prior to publication.

A formal email demanding a retraction and apology followed. The email was written by Teresa Beck, a member of the Board of Directors and Vice President of the Lawyers Club of San Diego, and one of those leading the effort to obtain the retraction. The email identified in detail the problems with the ABA's coverage — namely, the deceptive and sexist coverage of the study ("rather than focusing on [the fact that the data on preference reflect underlying bias in the workplace] the ABA Journal chose to cast the study results in a light suggesting that women can't work well with other women which is one of the oldest and most despicable forms of stereotyping known to women lawyers"); the sexist handling of the article (citing failure to exercise editorial review and exercise good judgment on multiple levels); and failure to acknowledge key parts of the study (the article and headline did not mention that the author herself clearly acknowledged the responses were sexist). The email was also sent to a listserv received by hundreds of women bar leaders throughout the country, many of whom joined the demand.

On November 2nd, *Forbes* writer Victoria Pyncheon wrote a piece about the demand for apology. Later that day, Mary Cranston, Chair of the American Bar Association Commission on Women in the Profession, wrote a formal letter to Chair of the ABA Journal Board of Editors Rew R. Goodenow, stating the coverage was "replete with gender stereotypes" and "perpetuates negative stereotypes of women lawyers."

The ABA Journal's first official response was on Friday, November 4th, when it essentially recovered the story with an article titled "Legal Secretary Study's Findings Spark Controversy, Engender Debate." Although the Journal characterized the rewrite as an attempt to address criticism of its first article, the article mischaracterized the criticism and exacerbated the Journal's already biased treatment. The rewrite's basic premise was that women's groups criticized the Journal because the study itself was controversial, and because the Journal chose to cover it

ABA Journal Article

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at all — not that the Journal had mischaracterized or sensationalized the findings. The article also called the calls for retraction a “hubbub” and a “firestorm.”

The rewrite included (and led with) a discussion of “gender wars,” which, according to UC Hastings Law Professor Joan Williams, cited in the follow up, occur when gender bias against women turns into conflict among women. The article explained that “gender wars” are controversial, but need to be spoken about, and suggested that the criticism the Journal received was simply part of this process. Victoria Pynchon was quoted to suggest the Journal had actually done readers a service, saying, “I think you’ve done us all a service . . . [b]ecause you’ve seen the elephant in the room, and it has aroused anger, which can be used as a reason to talk about something that we don’t allow ourselves to talk about.”

The Journal also compared the calls for retraction to a situation where Professor Williams discussed the “gender wars” pattern at a conference, and was questioned about her research “in front of an audience of several hundred people . . . [by a woman who] demanded a retraction.” Ironically, Professor Williams did not comment on the choice of headline, and actually made it clear that she herself had not read the study. The article did mention that people complained “the headline was sensationalistic and distorted the survey results,” but that point was buried in the middle of the article, in between the larger discussion of the controversial nature of gender wars.

Following the rewrite’s publication, women’s groups initiated a national call to action to effectively object to the ABA’s coverage. The group included leaders from the Women’s Bar Association of Washington, DC, the National Conference of Women’s Bar Associations, the ABA Woman Advocate Committee of the ABA Section of Litigation, the Commission for Women in the Profession, California Women Lawyers, and others. People were asked to call and email the ABA and ABA Committee Chairs with their complaints.

To date, it appears that the call to action worked, at least to some extent. On November 23rd, the Journal published a letter from Board of Editors Chair Rew Goodenow addressing the controversy. The letter began, “In recent weeks, the ABA Journal published a [blog summary](#) and a [follow-up](#) to that blog summary for its website, ABAJournal.com, about a survey of legal secretaries. We have received feedback that caused us to conclude that the way the Journal reported some of the study’s assertions was hurtful to some readers. We are sorry that happened.” The letter went on to state the Journal had reexamined its online editorial process to consider whether its use of language produces unintended consequences, particularly in regard to gender issues, “where inartful coverage can perpetuate negative stereotypes.”

At the time this article was submitted to the Queen’s Bench for publication, the larger response to Goodenow’s letter remains to be seen. Many women’s groups leaders have only recently seen the apology, and another conference call has been set. I was able to speak with Teresa Beck, who said that while she and others appreciate the ABA Journal’s effort, the consensus is that the apology still contained inappropriate gender references (i.e., the suggestion that women’s feelings were hurt) and that “there’s still more work to do to help the ABA Journal really understand [women’s issues].”

But in the short term, a few things are clear. First, the ABA has not yet admitted that its initial decisions were simply bad choices. When the Journal decided to publish and highlight this aspect of the survey at the exclusion of others, it chose poorly. It did not, for example, run the equally problematic heading *Legal Secretaries Say Male Attorneys More Likely to Ask Them to Do Personal Work*, or go with the more nuanced and appropriate, *Prof. Says Survey of Legal Secretaries Indicates Long-Standing Gender Bias*. The ABA also made a choice as to how it covered the study, and it again chose poorly. With almost half the respondents expressing no opinion as to either gender, it was simply a distortion to say that “not one” secretary preferred working for women partners. Perhaps the latter is what Goodenow meant when he said the way the Journal reported the study was hurtful.

Second, it’s clear that the ABA’s efforts have fallen short of meeting its members’ demands. After choosing its coverage so poorly, the Journal should have apologized, and its apology should have been clear and purposeful. Characterizing the retraction efforts as merely an iteration of “gender wars” and implying that women simply could not handle the study is inadequate, not to mention offensive. Apologizing because assertions were “hurtful to some readers” needlessly and stereotypically suggests that this is uniquely a women’s issue and that women are over-sensitive. Simply looking at the online comments that this apology elicited shows the kind of stereotypes it perpetuates — one post states, “[i]t would be awful if those strong, independent female lawyers got their feelings hurt.”

Finally, the apology and efforts leading up to it show the work that still needs to be done, and the ways in which the ABA Journal can help. The ABA is not just another organization — it’s the largest national voice for lawyers, and can set the standard for how all lawyers are treated in the profession. The Journal said in its apology that it has “reexamined its online editorial process” to prevent “inartful coverage [which] can perpetuate stereotypes.” This is a step in the right direction, and all of its members should stay vigilant to make sure the ABA Journal makes good on its commitment.

Past Presidents' Dinner Held November 17

Queen's Bench paid tribute to its past presidents at the annual Past Presidents' Dinner on November 17. This year's dinner was held in the elegant Crystal Ballroom at the Marines' Memorial Club and Hotel. The evening began with a wine reception, and as the guests mingled, past presidents could be easily spotted by the stylish hats they sport to denote their special place in Queen's Bench's past. In celebrating the accomplishments of QB's past presidents, newer members are presented a wonderful opportunity to share in the stories and advice of these remarkable women.

Amid the conviviality, guests bid on art, jewelry, spa passes, even auto racing tickets, among other items, at a silent auction. The proceeds of this fundraising activity benefit the Queen's Bench Foundation, a charitable organization that serves many QB programs, including the Juvenile Hall Project. Through the Juvenile Hall Project, QB members visit with the girls at the San Francisco Juvenile Detention Center and provide opportunities for healthy creative expression and positive interaction with strong female role models.

The purpose of Past Presidents' Dinner is not only to honor QB's past presidents and raise funds for the Queen's Bench Foundation, but also to honor those members who have made outstanding contributions to the organization. Merit awards are presented during the dinner to Queen's Bench members whose work in furthering the interests of women is above and beyond the expected and ordinary. This year two merit award recipients were selected. Queen's Bench Awards Committee Co-Chair, Barbara Harris Chiang, presented the first award to Nancy Walter for her outstanding dedication to the Juvenile Hall Project. Barbara's Co-Chair, Heidi Hugo, gave the second award to Pamela Markert for her tireless work on much needed revisions to QB's bylaws, which have just been approved by QB's membership this past October.

At the conclusion of dinner, the live auction began. This year, the Honorable Ina Levin Gyemant, QB President 1979, and Kelly Robbins, QB President 2008,



led the auction. Symbolically, the first live auction item offered was a lovely cloth napkin set decorated with autumn leaves, which was made for the event by the girls at Juvenile Hall. The auctioneers saved two lovely original drawings by Senator Dianne Feinstein, obtained for Queen's Bench through the efforts of the Honorable



Angela Bradstreet, QB President 1989, for the finale. After a spirited bidding war, Mary Catherine Weiderhold made the winning bid for a beautiful drawing of pink orchids and Patricia Bovan-Campbell obtained a stunning piece entitled "Three Vases" for her growing collection of drawings by Senator Feinstein.

The live and silent auction raised over \$4,500 for the Queen's Bench Juvenile Hall Project and other nonprofit causes supported by the QB Foundation. Many thanks to

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QB 90th Anniversary

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and Public Defender. Queen's Bench conducted a plebiscite pursuant to his amendment in 2011, endorsing Sharmin Bock for the office of San Francisco District Attorney.

Queen's Bench became increasingly vocal on other issues of importance to women, as well. QB submitted amicus briefs addressing questions such as the standing of abortion clinics to seek to enjoin disruptive protests, fetal viability as an element of homicide, the constitutionality of laws requiring parental consent for abortion, and the liability of those who aid and abet non-custodial parents in kidnapping a child. QB also worked for the passage of legislation on issues such as the licensing of lay midwives, gender discrimination by clubs, the availability of emergency domestic violence protective orders, allocation of funds to women's sports in the California State University system, affirmative action, abolishment of the spousal rape exception, and more.

In 1996, in celebration of our 75th anniversary, Queen's Bench undertook to preserve some its unique history through the creation of an oral history video chronicling the careers of QB members who were active in Queen's Bench from the 1940's through the 1960's. At the same time, Queen's Bench moved into the Internet age, creating its own web site in 1997 under the determined leadership of QB Past President Lisa Rauch (then a committee chair).

Queen's Bench launched its mentorship program in 2000, with a reception at which Ida O. Abbott—author of "The Lawyer's Guide to Mentoring" (and keynote speaker at our January 2011 MCLE event), offered advice for developing a successful mentoring relationship. The mentorship program was revamped in 2006. In 2011 Queen's Bench built upon these efforts in launching its new "Mentorship Pod Program," which changed the focus of the program away from one-on-one pairings to groups of women of varying levels of experience.

Past Presidents' Dinner

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those who provided items for the live and silent auction, and to everyone who contributed to making this a fun and inspiring evening. As in the past, the Past Presidents Dinner is a wonderful opportunity to honor the leaders and membership of Queens Bench, to highlight the important and beneficial work of the organization, and to enjoy each other's company. The next year is sure to provide equal reason for the membership to gather once again to celebrate the accomplishments and activities of another productive year.

The issues with which our members grapple most today—achieving leadership positions in the profession and "balancing" increasingly onerous work loads with families and childcare—have been regularly addressed in the QB newsletter and programs for the past 20 years.

In November of this year, a panel of QB past presidents and judges volunteered to meet with a group of international jurists who had been invited to visit the U.S. by the Department of State. QB's distinguished panel was made up of the Hon. Barbara J.R. Jones, the Hon. Kathleen A. Kelly, the Hon. Mary E. Wiss, the Hon. Ruth Astle, and the Hon. Anne Beytin Torkington. Faced with this panel of distinguished women jurists, one visitor asked whether women's bar associations such as Queen's Bench were still necessary in the United States. A review of our archives makes it clear that progress for women in the legal profession has largely stagnated over the past two decades, while the interrelated problem of the unrealistic demands on our time have only intensified. The support and collective action made possible through Queen's Bench and other like-minded organizations remains vitally important to women lawyers today.

QUEEN'S BENCH NEWSLETTER

Published monthly by the Queen's Bench
Bar Association of the San Francisco Bay Area,
a California nonprofit corporation

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CALENDAR OF EVENTS

December

- No Board Meeting
- 7** Juvenile Hall Project
7:00 p.m.
Youth Guidance Center
- 21** Juvenile Hall Project
7:00 p.m.
Youth Guidance Center
- No Business Development Committee Meeting



January

- 3** Board of Directors Meeting
6:00 p.m.
Fenwick and West LLP
- 4** Juvenile Hall Project
7:00 p.m.
Youth Guidance Center
- 18** Juvenile Hall Project
7:00 p.m.
Youth Guidance Center

2012 Queen's Bench Membership Directory

To place an ad in the 2012 Queen's Bench Membership Directory, download the advertising order form [HERE](#) or place the order online at: www.queensbench.org/membership-directory-adverts.html

Deadline to submit ads is **February 10, 2012.**



www.queensbench.org

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Queen's Bench Newsletter

December 2011