Despite promises and policy changes, experienced women attorneys are still leaving private practice at a far higher rate than men. The questions of why and what can be done about it are explored in Walking Out the Door: The Fact, Figures, and Future of Experienced Women Lawyers in Private Practice, a report recently published by The American Bar Association and ALM Intelligence. The ABA and ALM Intelligence report that “[a]mong the top reasons female lawyers gave for leaving the practice of law included: caretaking commitments, the level of stress at work, the emphasis on marketing or originating business and number of billable hours.”[1] The report also found that senior women attorneys leave large law firms because they are not given the same opportunities to succeed. More striking was the different perceptions women and men had about the progress their firms were making toward gender equality and the advancement of women. Although firm leaders and male partners believe their firms are making strides in these areas, women at those firms feel otherwise. In addition, while women and men are similarly satisfied with the work they do, they did not feel the same sense of satisfaction when it came to receiving recognition, compensation, advancement opportunities and their firms commitment to gender diversity.[2] The findings are similar to those included in the 2019
National Association of Women Lawyers Survey on Retention and Promotion of Women in Law Firms, which concluded:

To view the rest of the President's Message, please CLICK HERE.

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**Photo Gallery**

WLALA's Hot Topics In Employment Law on November 13, 2019. To view more photos, please CLICK HERE.

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**Of Interest**

Law.com's Briganti v. Chow | The Recorder, *Observations in appellate brief about trial judge's physical appearance demean both trial judge and appellate court* published on November 25, 2019. Must have membership to law.com to view full article.

Law.com's *Death by a Thousand Cuts*: Why Are Women Leaving Big Law, published on November 14, 2019. The original version of this story was published on The American Lawyer.

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**Upcoming WLALA Events**
WLALA SCGA Golf Club
Sun. Dec. 8, 2019 • Coyote Hills Golf Course
1440 E. Bastanchury Rd. Fullerton, CA 92835

Practice Range at 8:15 a.m.
Check in no later than 8:45 a.m.
Everyone at carts at 9:00 a.m.
Tee times start at 9:20 a.m.
19th hole in the restaurant

Coyote Hills Golf Course is an award-winning 18-hole, par 70 golf course designed by Cal Olson and Payne Stewart. Register online at www.WLALA.org by Dec. 2 to ensure a player spot. This is an opportunity to bring a client or friend to an exciting course. $110 includes green fees, cart, range balls and contest prizes.

WLALA SCGA members play their own ball and record scores. Intermediate and advanced beginners have a basic understanding of swinging a club, taken golf lessons, and at least played 9-hole rounds of golf. If a true beginner, please join our WLALA Golf League and Golf Clinic first to master the basics. If you have questions about ready golf, come early to get answers, stretch and be ready!

SCGA Advocating Women Lawyers Golf Club aka WLALA SCGA Golf Club. Members of our SCGA Club are Women in the Legal Field – lawyers, judges, law students, expert witnesses, jury consultants, court reporters, law firm administrators, etc. Many began golfing through the Women Lawyers Association of Los Angeles (WLALA) Golf League. Join us if you fit our Club’s criteria (legal related) and want to have fun playing more golf, as we as we rotate through 9-hole and 18-hole courses in the greater Los Angeles area. Men are welcome to join us. Contact Cynthia Cohen, Ph.D. at ccohen@verdictsuccess.com for SCGA club membership questions. Annual dues are $50 (payable to SCGA).
WLALA Holiday Reception

Join us Thursday, the 12th of December from 6:00 pm to 9:00 pm

Jonathan Club
545 South Figueroa Street
Los Angeles, CA 90071

WLALA invites you to join us at the Jonathan Club in Downtown Los Angeles as we celebrate recently appointed and elected members of the Los Angeles judiciary and WLALA’s new Life Members.

Keynote Speaker
Hon. Connie R. Quinones

Elegant customized gifts by global activist Rachel Miriam will be available. To view her website, please CLICK HERE.

Cost: $50 for WLALA Members, $70 for Non-Members; $40 for Government/Non-Profit/Solo & Small Firm WLALA Members; and Complimentary Admission for Life Members & Active Sitting Judges.

Hors d’oeuvres & dessert will be served.
Cash bar.

For the JC parking and dress code information, please CLICK HERE.
Valet parking is $12/car, payable by credit card only.

RSVP is required. Register online at www.wlala.org.

For sponsorship opportunities or questions, please call the WLALA Office at (213) 892-8982.

Mail checks to WLALA, 634 South Spring Street, Suite 617, Los Angeles, CA 90014
Credit Card payment may be faxed to (213) 892-8948
Online registration at www.wlala.org

72-hour cancellation notice needed for refund. — For questions please call (213) 892-8982 or email info@wlala.org
WLALA Boxing Event
Save the Date!

January 11, 2019
Sanctuary Fitness
718 Jackson St.
Los Angeles, CA 90012

Women Lawyers Association of Los Angeles Diversity Committee presents

SAVE THE DATE
How Allies Can Support All Women in the Law: An All Perspectives Discussion on Upping the Ante on Diversity
Report on the 2019 Conference of California Bar Associations in Monterey

When: Wednesday, January 29, 2020
Time: 6:30 p.m. reception
7:00 – 8:00 p.m. program

Location: Conference Center (Concourse Level) at 2049 Century Park East, Los Angeles, CA 90067

Remote participation will also be available to attendees

Cost:
WLALA and CEB Members: $25
Non-Members: $35
Law Student WLALA Member: $10

Parking: $3 for the first 1.5 hours at Century City mall
($1 for each additional 15 minutes); otherwise, $25 in the building

The Women Lawyers Association of Los Angeles is a California State Bar approved MCLE provider. This program has been approved for 1 hour of Elimination of Bias credit.

Speakers

Haielyn Chen
Partner and Co-Managing Partner at Munger, Tolles & Olson LLP

Nicole Diaz
Senior Counsel of Litigation and Compliance at Snap Inc.

Jenine Hinkle
Counsel at American Honda Motor Company, Inc.

Roman Silberfeld
Partner and National Trial Chair at Robins Kaplan LLP

Moderator: Jeannine Taylor
Senior Healthcare Counsel at Keck Medicine of USC

RSVP HERE

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CALIFORNIA MINORITY COUNSEL PROGRAM

72 hour cancellation notice needed for refund.
For questions please call (213) 892-8982 or email info@wlala.org
Have you ever thought “this law should be changed or amended,” or “it should not exist at all?” Have you ever thought “there ought to be a law about this” but when you researched the applicable legal authorities, you found no law existed that addressed the topic you researched? Do you enjoy debating policy and the law as well as meeting interesting people from across the state? Are you passionate about the State of California and improving its laws? Well, you're not alone.

**How CCBA makes your thoughts become laws!**

Every year, delegates from local, specialty and minority bar associations throughout the state gather together to discuss how to improve California law at the Conference of California Bar Associations (the "CCBA" or "Conference"), which is held in a different location each year. This year, the Conference was held from October 11-13, 2019, in Monterey, and WLALA sent two delegates - Shaun Dabby Jacobs and Meg Lodise. The Conference also offered MCLE classes where WLALA's Honorable Laura Siegle was a panelist on a class about Best Practices for Trial Presentation from the Judge's Perspective and Shaun Dabby Jacobs was a panelist on a class about Protecting the Record for Appeal While Still in the Trial Court.

To read the rest of this article, please [CLICK HERE](#).

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**WLALA Foundation's Domestic Violence Project**

The Women Lawyers Association of Los Angeles Domestic Violence Project (DV Project) is chaired by Jill Piano. The DV Project sponsors a weekly drop-in legal clinic each Monday from 6-7 p.m. in conjunction with Sojourn, a domestic violence service provider in Santa Monica.

At the legal clinic, clients - all of whom are referred by Sojourn - are provided with assistance on a variety of legal issues, including restraining orders, divorce/separation, child custody, child/spousal support, criminal proceedings as well as civil law issues. These clients represent every socio-economic and ethnic background, from executives at large entertainment industry corporations to recent immigrants who speak limited English. Some of these women are still with their batterer and being abused, while others have left their batterers and are seeking guidance on their legal rights and next steps.

The legal clinic is staffed entirely by Carol Tantau, Sojourn Support Services Coordinator, Minty Msiu-Kootnikoff, Legal Services Director, Sojourn, and WLALA volunteer attorneys who answer legal questions, explain the legal process, inform victims of their rights and make referrals as necessary. Through the legal clinic, attorneys provide legal advice, guidance and support to these women, and clients are welcome to return as often as necessary until their legal issues are resolved. Each client consultation is brief, about 10-15 minutes depending on the number of clients waiting for assistance. The legal clinic does not provide representation of clients in court and does not assist in completing legal forms. However, attorneys are available to review forms completed by clients and to prepare clients to testify and present their case in court. Repeat clients often work on reestablishing their lives and working towards other positive goals for themselves and/or their children.

Volunteer Opportunities:
Volunteers may help in two various ways: 1) volunteering directly for the legal clinic itself; 2) assisting the co-chairs in organizing with training materials, programs and meetings, or 3) may choose to offer pro bono representation to a client if the volunteer so desires, with mentorship from Sojourn's Legal Services Director. There is no expectation that a volunteer take a case for representation. We welcome all volunteer attorneys and law students regardless of background or training in domestic violence or family law issues.

For more information:
Please contact our chair Jill Piano at jillpianoesq@aol.com.

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**Continuing to Celebrate WLALA's 100th Year**

WLALA’s History Project records, archives, and preserves significant events in women’s legal history in Los Angeles. As part of this effort, the History Project captures oral histories through interviews of former WLALA presidents, key figures in WLALA and notable women in the legal history of Los Angeles.

These interviews started as only audio recordings, and are now video recordings. The History Project has over 70 such videos in its collection. These include interviews with the first woman to be a US Attorney for the Central District of California, to be president of the California State Bar, to be the Chief Judge of the Ninth Circuit, to be the Secretary of Education, among many other notable firsts and many other exceptional women.

The History Project’s 100th Year Celebration Video, which WLALA presented at the 2019 Installation Dinner, is available online: [https://www.youtube.com/watch?v=ibhbSWX84Hw&feature=youtu.be](https://www.youtube.com/watch?v=ibhbSWX84Hw&feature=youtu.be). This video features clips from just a small, small fraction of the stories from the History Project archives.

To continue the celebration of WLALA’s 100th year, the History Project will be presenting additional clips in this and upcoming newsletters. We could not think of a better person to start with than Rosalyn Zakheim, who founded the History Project in 1983. Rosalyn, a former WLALA president and prior recipient of WLALA’s Distinguished Service Award, also has the significant distinction of being WLALA’s first life member.

Please enjoy this short excerpt from Rosalyn’s 1995 interview and we look forward to sharing additional clips with you throughout this celebratory year.
THE HOLIDAYS ARE ABOUT GIVING

Make your contribution to the WLALA Foundation Annual Giving Campaign today and support Fran Kandel Public Interest Fellows who do good in the community. This year we awarded three Fran Kandel Fellowships thanks to your generosity. Look for an email blast later this month about this year’s Fellows and the Campaign that makes it all possible.

CLICK HERE TO GIVE
MANY THANKS AND HAPPY HOLIDAYS!

CALLING ALL 1Ls

NAWL is pleased to partner with Prudential Financial, Inc. to provide a meaningful summer internship opportunity for highly-motivated first-year law students.

Learn more at nawl.org/1LInternship

Request for Attorney Mentors for WLALA Law Student Mentor Program

Over 100 mentorship opportunities now available! Has a mentor impacted your career?
Now is the time to pay it forward! WLALA has over 100 women law students seeking a mentor like you. CLICK HERE to show your interest and share how much time you’d be willing to commit, no amount is too small and the rewards are unlimited!

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**Member News**

WLALA Board Member Julie Gerchik was a speaker on a panel at the Women, Diversity, & Change conference at the Millennium Biltmore Hotel. She was also a speaker on a panel at the 41st Annual Conference of the ABA Forum on the Entertainment & Sports Industries. Congrats, Julie!

If you are a member of WLALA and would like to share some news, please email info@wlala.org.

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**Upcoming Local Bar Events and News**

Straus Institute presents: Women’s Negotiation Academy on December 5-6, 2019, in West Los Angeles. This interactive workshop is designed to present specific tools and techniques to increase your effectiveness as a negotiator. To register and for WLALA members additional $100 discount, please go to: Women’s Negotiation Academy. Select General Admission rate and at the end of registration, type wna-wlala in the Discount Code box and click Apply.

Glaser Weil’s ‘Substance Abuse and Attorney Competence Under California’s New Rules of Professional Conduct’ webinar is on December 17, 2019. For more information, please CLICK HERE.

As part of Pepperdine Law’s "A Time of Giving," Pepperdine WLA is hosting a baby goods drive to benefit the Foothills Pregnancy Resource Center. The center provides medical care, counseling services, and baby goods to families in need. The center is in need of diapers (particularly sizes 2-6), baby washes or shampoos, new clothing (boy or girl, all sizes, however, 18 months to 2T are in particular need), and gift cards (with Christmas around the corner, the Center gifts families in need). Pepperdine is collecting goods on campus, but if you would like to start your own collection at your law firm, please email Catherine Urbanek at catherine.urbanek@pepperdine.edu. Items need to be collected by the 20th of December.

Western Region of the National Black Law Students Association is hosting this year’s regional qualifications for the national tournament, January 9-11, at USC Gould School of Law and Southwestern Law School. They need your help! They are requesting that any attorneys interested in playing the role of judge sign up to volunteer during the competitions. For more information, please CLICK HERE.

Judges needed for UCI Mock Trial Tournament on January 11-12, 2020! For more information and to sign up, please CLICK HERE.

The John M. Langston Bar Association ("Langston") is having their 44th Annual Installation and Awards Gala on February 7, 2020. For more information, please CLICK HERE. To register, please CLICK HERE.

Mount Saint Mary’s University’s "Report on the Status of Women and Girls in California" is on March 26, 2020. For more information, please CLICK HERE.
Law students may apply for the judicial extern positions with the Los Angeles Superior Court. For more information, please [CLICK HERE](#).

To view the rest of the local bar events and news, please [CLICK HERE](#).

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**New Members**

Lyndsi Allsop, Elizabeth Bell, Jenna Bernard, Carolyn C. Brice, Sharon Brown, Maggie Chou, Chara L. Crane, Jerusha Dsouza, Judith J. Escobar (Ramos), Ying J. Fan, Molly Flynn, Martina Fouquet, Demetria Graves, Nikka Harounian, Raija Horstman, Alexis E. Ixtlahuac, Leslie Joya (Montes), Chaitrali Kale, Michelle Kazadi, Lana S. Kim, Meghan Lewis, Maria Lyutskanova, Lauren P. Manso, Shahane A. Martirosyan, Karina M. McNamara (Sanchez), Vicky Ourfalian, Kimberlee Parkins, Carlisa Reed, Laura Robbins, Anna Romanova, Linda Rosborough, Dimiana Saad, Madeleine Sharp, Ali G. Spina, Rebecca Stadtner, Madison S. Stern, Ruobing Sun, Lindsay Szymanski, Monika Thull, Steen Velkei, Candace Yamanishi, Jessica Yang, Andrea Yang, Abigail Zeimis.

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**WLALA Job Bank**

Did you know that your WLALA membership allows you to access the WLALA Job Bank? The Job Bank has employment opportunities from different non-profit organizations and law firms.

Clark Hill is currently seeking to fill several litigation positions. For more information, please [CLICK HERE](#).

Kutak Rock LLP, a national law firm, is looking for a litigation associate with 1-3 years’ experience respectively for its Los Angeles office with substantial experience in environmental, toxic tort and product liability litigation. For more information, please [CLICK HERE](#).

Fox Rothschild LLP has an opening in their Los Angeles office for a non-partnership track litigation associate. For more information, please [CLICK HERE](#).

The Los Angeles office of Manatt, Phelps & Phillips, LLP, is seeking a highly qualified staff attorney with at least four to seven years of relevant experience to join our high-profile and fast-paced IP protection and enforcement practice. For more information, please [CLICK HERE](#).

Dandre Law, a mid-size statewide workers’ compensation defense law firm, has an immediate need for full-time associate attorney in their Santa Ana office. For more information, please [CLICK HERE](#).

Manatt, Phelps & Phillips, LLP is seeking a highly qualified associate with two to three years of experience to join their nationally recognized healthcare regulatory practice to work on medical device regulatory matters in their San Francisco, New York, or Washington DC, office. For more information, please [CLICK HERE](#).

Beverly Hills white collar criminal defense law firm is seeking a paralegal skilled in managing, reviewing and organizing large amounts of electronic data. For more information, please [CLICK HERE](#).
UCLA School of Law’s Emmett Institute on Climate Change and the Environment is now accepting applications for the UCLA Emmett/Frankel Fellowship in Environmental Law and Policy for the academic years 2020-2022. For more information, please CLICK HERE.

Haight Brown & Bonesteel’s Los Angeles office is seeking a highly motivated associate with a minimum of two years of experience for their Professional Liability practice group. For more information, please CLICK HERE.

UCLA School of Law is seeking an Executive Director with entrepreneurial vision and significant experience in academic program development to launch and oversee a newly-developed Master of Legal Studies (M.L.S.) degree program. For more information, please CLICK HERE.

The United States Attorney’s Office for the Central District of California seeks to hire exceptionally talented attorneys from diverse backgrounds who wish to serve the public and the cause of justice by becoming Assistant United States Attorneys. For more information, please CLICK HERE.

The Los Angeles – Downtown office of McGuireWoods seeks an Associate for the Government Investigations and White Collar Litigation Department. For more information, please CLICK HERE.

The Hartford is hiring for a Staff Attorney/Sr. Staff Attorney, Workers’ Compensation. For more information, please CLICK HERE.

The Hartford is hiring for an Associate Staff Attorney, Workers’ Compensation. For more information, please CLICK HERE.

The Center for Women in Law (“CWIL”) seeks an experienced and strategic leader with a passionate concern and calling for its mission of furthering the success of women in the law. For more information, please CLICK HERE.

Abbott currently has openings for Commercial-Counsel, Division Counsel Patent & IP and Senior Paralegal. For more information, please CLICK HERE.

The United States District Court, Central District of California, is accepting application for the position of Law Clerk to a U. S. Magistrate Judge Designee. Three positions are available. For more information, please CLICK HERE.

The Superior Court of California, County of San Bernardino is hiring for a Self Help Managing Attorney. For more information, please CLICK HERE.

Clark Hill PLC currently has openings in their health care unit. If you are interested in applying and have litigation experience, please email Noelle at nnatoli@clarkhill.com and send a copy of your resume.

You must be a current member and logged into the website to view job postings. If you need help obtaining your username and password, please email info@wlala.org. To view the WLALA Job Bank, please CLICK HERE and click on the Search Openings link in the upper left corner of the page.
The Women Lawyers Association of Los Angeles ("WLALA") promotes the full participation in the legal profession of women lawyers and judges from diverse perspectives and racial and ethnic backgrounds, maintains the integrity of our legal system by advocating principles of fairness and equality, and improves the status of women by supporting their exercise of equal rights, equal representation, and reproductive choice.

- WLALA Mission Statement

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