

# State Reporter



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## WWL Mission Statement

The principal purposes of Washington Women Lawyers are to further the full integration of women in the legal profession, and to promote equal rights and opportunities for women and to prevent discrimination against them.

### Annual Event 2013 WWL Celebrates Diversity & Inclusion



WWL members and guests gathered at the Seattle Aquarium on October 11, 2013, for WWL's Annual Event. The theme of this year's Annual Event was Diversity and Inclusion in the Legal Profession. The event featured keynote speaker Mary Snapp, Deputy General Counsel at Microsoft, and a panoply of other inspirational speakers.

### Looking Back on 2013 Reflections from Last Year's Diversity VPs

*By Jeannie Bohlman and Niloufar (Nilly) Park*

During this past year, the nation has experienced a veritable explosion in the conversation regarding women in high-powered positions in the workforce, and a corresponding deluge of advice regarding the expectations and sacrifices that may come along with such positions. Who could miss hearing about Anne-Marie Slaughter's article in the Atlantic, "Why Women Still Can't Have It All,"

(<http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-can't-have-it-all/309020/>) or Sheryl Sandberg's book, *Lean In*, which has sparked the organization of lean-in circles around the country (including in Washington State). This hot topic has been well-timed with the rise of Marissa Mayer to become CEO of Yahoo! (as she almost simultaneously gave birth to her first child). And even the recent images of supermodel Gisele Bundchen (yes, we went there) breastfeeding her infant

*(Continued on page 4)*

# WWL President's Message

*By Naomi Ogan,  
WWL President*

It is my great honor to step into the role of WWL President for the 2013-2014 board year. On behalf of WWL, I'd like to extend a warm welcome to our new and continuing members. With your support, WWL is looking forward with excitement to another productive year as we strive to carry forward the goals set forth in our mission statement:

The principal purposes of Washington Women Lawyers are to further the full integration of women in the legal profession, and to promote equal rights and opportunities for women and to prevent discrimination against them.

Thanks to the efforts of our immediate past president, Jeanne Marie Clavere, and our dedicated 2012-2013 board and committee members, WWL has made great strides in serving its members and the wider legal community with professional development programming, networking opportunities, and preservation of the history of women in the legal profession, just to name a few. Our community continues

to grow in strength and numbers, and I look forward to building upon this strong foundation with WWL's 2013-2014 board and volunteers.

My focus for the upcoming year is expanding our reach, both as an organization and at the individual level. We each have skills and attributes that can, and should, be shared with those around us. With a diverse base of over 600 members, WWL is an ideal platform for supporting other members of our profession and our community at large, and for drawing support from others. Over the course of the year, I plan to develop opportunities for WWL members to:

- Reach forward to mentor and develop new members of the profession, so that others can draw from our experiences
- Reach back for the support of our predecessors, so that we may learn from more seasoned women lawyers
- Reach out to our local communities by offering pro bono services and other volunteer support

I also hope to further develop WWL's geographical reach as an organization by coordinating with the



*WWL President Naomi Ogan  
(photo credit: K&L Gates LLP)*

Washington State Bar Association, the National Conference of Women's Bar Associations, and our fellow minority bar associations within the state of Washington and beyond. Stay tuned for information on joint networking events, CLE offerings, and mentoring opportunities aimed at WWL members in various stages of their careers.

Thank you for joining me on our continuing journey toward professional excellence and community involvement! ☺☺

## Q&A with Tracy Flood, Winner of the 2013 President's Award



*Tracy Flood, courtesy of Tracy Flood*

**Washington Women Lawyers: Describe your proudest accomplishments.**

**Tracy Flood:** Being a mom, running my own office, serving as President of the Kitsap County Chapter of WWL, serving as President of the Pierce County Minority Bar Association, and serving on the Board of Governors for the Washington State Bar Association. Serving as President of WWL Kitsap

and PCMBA allowed me to work collaboratively with many minority attorneys and other MBAs, work with the community at large through Kitsap Legal Services, and raise scholarship funds in Pierce County for the Palmer Minority Scholarship Foundation. Both also provided opportunities for networking and mentoring. I am also the proud mother of Anna

*(Continued on page 3)*

*(Tracy Flood Q&A, continued from page 2)*

Sophia, who is a junior at Crosspoint Academy. She has been an actor in the Performance Company at her school since the 9<sup>th</sup> grade, is an ASB officer, and is in the National Honor Society. I often refer to her as my miracle baby, having been pregnant my first year of law school.

**WWL:** How do you find the time and energy to be so active in the community?

**TF:** Everything I do is because of my passion for those who are underrepresented, our youth who are our future, victims of domestic violence, individuals facing a medical crisis or death of a loved one, and many others who are voiceless. It's my passion that drives me to find time to give to others, and it's my belief that to whom much is given, much is required.

**WWL:** Please describe some of the most memorable challenges you have faced as an attorney.

**TF:** During my years in private practice, I was appointed by the court to act as guardian for a woman of color who had suffered a brain injury from a car accident. What really stood out was the fact that she was the same age as I was, and her whole life had changed in a matter

of seconds. She wanted help from someone who looked like her, and the Attorney General's Office and her defense attorney asked if I was willing to help. For two years, I worked as her guardian and helped place her children with family members. In another case, I was asked to serve as a Court Appointed Special Advocate (CASA) for two little boys whose mother had some mental health issues. I became a CASA because there are very few minorities who fill this volunteer position, but many of the families are minorities or mixed nationalities and cultures. I did several home visits and worked with both mom and dad for the best interest of the children.

**WWL:** Who are some of your most influential mentors?

**TF:** Ron Ward, Past President of WSBA and Founder of the Washington Leadership Institute, for creating a leadership program and giving me the honor of being in the inaugural class; Paula Lustbader, Seattle University School of Law, and Carol Cochran, Dean of Admissions at Seattle University, for playing pivotal roles in my admission and success in law school; Steve Dixon, Superior Court Judge, for giving me my first job as an attorney and continuing to mentor me when I started my solo practice; Hon.

Matthew Williams, King County District Court Judge, my Trial Advocates professor and mentor as a *pro tem* judge; Professor Al Black, Professor Andrea Simpson, and Professor Andrea DiStefano, my professors at the University of Washington who encouraged me not to give up on law school and wrote my letters of reference; and Justice Susan Owens, Washington Leadership Institute Advisor and mentor.

**WWL:** Why does diversity in the legal profession matter?

**TF:** Diversity matters because of the people accessing the courts. Our communities are diverse, and walking into a courthouse where no one in authority, no judge, no prosecutor, and no attorney or law enforcement officer looks like you can be intimidating. As a young person, you want role models who look like you so that you know you can achieve what many believe to be the impossible.

**WWL:** What can the legal community do to increase diversity within its ranks?

**TF:** This is a very broad issue and one that not only speaks to access to justice but access to higher education. The cost of law school continues to rise, and while enrollment of women in law

*(Continued on page 5)*



**Come join us!** **WWL**  
Washington Women Lawyers

## Renew or Join WWL Today

Learn more about the value of membership & renew your membership on-line at:  
[www.wwl.org/Membership](http://www.wwl.org/Membership).



*Niloufar (Nilly) Park [left] & Jeannie Bohlman [right], 2012-13 Diversity VPs, were honored as Board Members of the Year at the 2013 Annual Event*

*(Looking Back on 2013, continued from page 1)*

while getting her nails, hair, and makeup done—all at the same time—have sparked further debate about what it realistically means to be a working woman in the current era.

Bringing the matter closer to home, this year saw the Washington State Bar Association's release of the results of its recent survey regarding practitioners here in our state. According to the study, a historically large percentage of the WSBA's current membership—56 percent—is projected to either retire, otherwise depart the profession, or significantly reduce their practices during the next five years. Overall, the strongest reported factors for job satisfaction (and thus, longevity) among survey respondents included mentoring, spousal support, income, and work/life balance. Among women and racial minorities in the profession, mentoring was cited as particularly important for facilitating positive career trajectories, especially for younger and newer attorneys. And for parents and caregivers, adoption of flexible schedules, billing methods, and better technology were seen as keys to promoting job and career stability. (A more comprehensive review of the WSBA survey and its re-

sults can be found on the WSBA's website, <http://www.wsba.org>)

With significant milestones and concerns for diversity efforts nationwide and in our state, WWL aptly chose to focus this past year on efforts to promote diversity among attorneys. The theme and mission of diversity are particularly appropriate for our organization because the principal and founding purposes of WWL have been to further the full integration of women in the legal profession and to promote equal rights and opportunities for women and to prevent discrimination against them. As an organization, we worked tirelessly toward becoming agents of change, to further the mission of diversity of including, and to prevent discrimination against women.

To promote leadership in our legal community, WWL hosted series of town hall discussions, called "Plugging the Leaky Pipeline," focusing on empowerment of women by exploring practical ways that we can plug the leaky pipeline by changing our lives, our law practices, and our communities. Each session was designed to educate participants about a particular component of women's underrepresentation in the legal profession and empower participants with tools to address the roots of this disparity. These well-attended panels focused on topics of "Networking and Mentorship," "Having Confidence and Taking Credit," and "The Pay Gap." We hope to continue this series in the upcoming year.

We are also proud to have initiated and been actively involved in numerous diversity, mentoring, and networking efforts this past year. Some highlights include:

- Adopting WWL's first ever official Diversity Policy in April 2013;
- Attendance and support for the

Northwest Immigrant Rights Project and its annual banquet;

- Drafting Top Three Recommendations/Best Practices for recruiting and retaining women attorneys in Washington State;
- Participating in WSBA's Diversity Stakeholder Meetings, which have focused this year on the results of WSBA's Membership Survey discussing, in part, the barriers to practice for women in the legal profession in Washington State;
- Participating in the Initiative for Diversity Governing Council (IDGC) meetings;
- Contributing to IDGC's Managing Partners Summit held during the summer, with the generous support of WWL members Abby Daquiz and Kathleen O'Sullivan;
- Participating in the Judicial Institute Planning Committee, which aims to provide training in furtherance of diversity on the bench, with the leadership of WWL members Vicki Mitchell and Becca Glasgow; and
- Contributing to the Statewide Diversity Conference held this fall at Seattle University School of Law with efforts of The Minority Bar Associations Collaboration Project (WAMBAC), which included feature speakers Governor Jay Inslee, Attorney General Bob Ferguson, King County Prosecuting Attorney Dan Satterberg, and U.S. District Court Judge Richard Jones.

In addition to these efforts within our organization, WWL has spearheaded its first ever groundbreaking series of three joint Minority Bar Association networking events in Washington State, which have been a bigger success than we could have possibly imagined, culminating in a final event which drew over 150 guests and was co-hosted by

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*(Looking Back on 2013, continued from page 4)*

eight MBAs, including QLaw, Latino/a Bar Association, Loren Miller Bar Association, Vietnamese American Bar Association of Washington, Korean American Bar Association, Asian Bar Association of Washington, Middle Eastern Legal Association of Washington, and South Asian Bar Association of Washington.

The sheer numbers in which people turned out for these amazing networking events has been a testament to the fact that supporting women and minorities in the profession cannot be accomplished without participation, and that includes members of the bar supporting one another and being part of a dynamic and robust community. WWL looks forward to growing a tradition of hosting these joint networking events for

years to come, with the goal of growing the sense of community and support that we have seen thus far at these networking events.

We finally wrapped up our board year with WWL's annual banquet focusing on the theme of diversity with keynote speaker Mary Snapp, Corporate VP & Deputy General Counsel at Microsoft. She inspired us all by reminding us how far women in the legal profession have come, but at the same time, we have a tremendous amount of work ahead of us to ensure that women continue to secure positions of power and influence across all sectors and fields of work.

We are grateful to our MBA and law firm partners and practitioners for their support, and especially to WWL's 2012-2013 president, Jeanne Marie Clavere, for her leadership and

vision. Under the leadership of Naomi Ogan during the 2013-2014 year, WWL members can expect more great programming and resources to come, opportunities to support one another and contribute to a robust and diverse practice of law in our state. ☺☺

*Jeanne Bohlman is an associate at Michael & Alexander, PLLC, and served as WWL Diversity VP in 2012-13.*

*Niloufar "Nilly" Park is the founder and managing member of Altura Law, PLLC, and continues to serve as WWL Diversity VP.*



*(Tracy Flood Q&A, continued from page 3)*

schools has increased, overall enrollment is down. We need to start mentoring at an earlier age than high school. If we can reach children in middle school, the foundation will be set for the preparation needed to succeed in high school and get into college and then law school. While in private practice, I attended career days at the Cedar Heights Junior High in Port Orchard, and the students were able to talk with me one-on-one and in groups. This form of networking and mentoring provides affirmation in settings in which it may not otherwise be given.

**WWL: Why did you choose to be involved in WWL, and what is the value of this organization to female attorneys today?**

**TF:** WWL was the only legal association that gave me a voice in Kitsap County. It provided monthly meetings with speakers on topics that addressed practicing in Kitsap. In each community,

WWL also increases the level of support to legal clinics and nonprofit organizations. As President, I hosted the annual holiday party in my home twice, and this was one of the highlights of my experience in that it brought attorneys, clerks and judges together to support the YWCA of Kitsap. The value of WWL is great, because it gives you a network of your peers wherever you are in your career.

**WWL: What advice can you offer to members of WWL and to female attorneys in general?**

**TF:** Seek out mentoring relationships, whether you are a new attorney or transitioning attorney, and if you are

in the position to be a mentor, share your knowledge with others. Ask yourself the hard questions in your day-to-day life: whether your career, and what you do the pay the bills brings you 100% satisfaction. Find your passion in life and follow it. Look into volunteering at a legal clinic or on a board. We all have a lot to offer and can help with access to justice in very small ways. ☺☺

*Tracy Flood was the 2013 recipient of the WWL President's Award, as well as the Loren Miller Bar Association 2013 Social Justice Award. Ms. Flood has served as President of the Kitsap County Chapter of WWL, President-Elect of the Kitsap County YWCA, a member of the Family Law Executive Committee for the Family Law Section of the WSBA, President of the Pierce County Minority Bar Association and Chair of the WSBA Civil Rights Committee. She also served on the WSBA Board of Governors as a Governor at Large and continues to serve as the co-chair of the WSBA Mentorship Workgroup. She also serves on the Kitsap County Human Rights Council.*



## A Board Member Reflects on Practicing School Law

*By Lara Hruska  
WWL Publicity VP*

"School law? How interesting! What is that?"

More often than not, when I tell people my practice area, I'm met with puzzled interest. Nobody really considers just how many legal issues take place within schools, until I explain that my practice encompasses nearly countless areas of law: Employment, labor, torts, contract, property, disability, family, municipal, and Constitutional legal issues abound within a school law practice. There is never a dull moment, and my practice is dedicated to promoting an institution that I see as nothing less than the cornerstone of democracy: public education.

Before law school I was a special education teacher and social worker in Harlem, Brooklyn, and post-Katrina New Orleans. I worked exclusively in Title I schools where the vast majority of students were students of color living in urban poverty. My colleagues were the most selfless and dedicated people I have ever encountered and together we worked to navigate students and families through the seemingly endless issues that low-income communities encounter daily.

After five years on those frontlines, I began to experience some very real compassion fatigue and to think strategically about how to transform my career into a more systems-oriented approach to the issues I was seeing in my schools. In my role as a founding special education director for a charter school in New Orleans, I worked closely with an attorney who advised our leadership team on how to handle situations within our school that at first glance seemed insurmountable. Her expert guidance alleviated our intense anxiety and enabled us to focus on the

critical business of teaching and learning. Like her, I wanted to be a problem-solver, freeing educators to do the work that brought them to teaching in the first place.



*WWL Publicity VP Lara Hruska  
(photo credit: Preg O'Donnell & Gillett PLLC)*

I went to law school with a very specific focus in mind: I wanted students, teachers, and schools to remain a central part of my career. At the University of Washington School of Law I met professors who, like me, had come from teaching backgrounds and introduced me to attorneys whose practices supported school districts around the state. As a law student, I worked in-house with general counsel for two districts that face many of the same diversity issues I encountered helping my disenfranchised students find agency in their circumstances. Now I work in a school law practice at a Seattle firm that does exactly the work I came to do and supports school districts around the state. In addition to the litigation side of our legal practice, my firm provides trainings to school districts on issues such as racial disproportionality in student discipline, promoting diversity in the workforce, and ensuring that district

policies and procedures are compliant with state and federal anti-discrimination law related to sex, gender, race, and ability. We work proactively with district general counsel and administrators on risk assessment and pre-litigation matters to prevent issues on the front-end and promote functional and successful schools. I call upon my past experiences nearly every day in order to best advise our clients and feel tremendously grateful to have that continuity in my vocation.

I strongly believe that a school is the most important institution in a community. Even the most polarized stances on education reform stem from the common belief that strong schools are fundamental to a healthy society. I love that my job as a school lawyer is to make sure the schools stay strong so that students from all backgrounds can learn. ♦♦♦

*Lara Hruska is an Associate at Preg O'Donnell & Gillet where she practices school law. Prior to law school she was the founding special education director for two post-Katrina charter schools in New Orleans. She currently serves as the WWL Publicity VP.*

### Save the Date

**2013 Annual Reverend Dr. Martin Luther King, Jr. Luncheon**

Friday, January 17, 2014  
Noon - 1:15pm

Sheraton Seattle Hotel  
[Registration Page](#)

**26th Annual Goldmark Award Luncheon**

February 21st, 2014  
Noon - 1:30PM

Sheraton Seattle Hotel  
[Registration Page](#)

## Mentor or Mentee: You Need Both to Succeed

*By Gloria Ochoa  
WWL Member*

*"A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you."*  
-Bob Proctor

Ask almost anyone in the legal profession and they will likely agree that mentoring is one of the most critical components to a lawyer's success. A mentor can give a lawyer the tools needed to understand how to navigate his or her career, regardless of whether it's in-house, or at a law firm, non-profit or government agency. At nearly every step in an attorney's career, opportunities to engage a wide variety of mentors present themselves.



*Gloria Ochoa  
(photo courtesy of author)*

I graduated from law school 13 years ago with only the idea that I wanted to be a good lawyer, wanted to make a positive difference, and wanted to be successful. I did not have

a clear definition of what that meant or how I was going to go about doing it.

Since then, as I have learned and grown both personally and professionally, I give great credit to the countless mentors I have encountered along the way, who have been and continue to be critical to my professional achievement by giving me their support and encouragement and sharing their knowledge, experience and wisdom.

Successful mentorship comes in multiple forms and is not restricted to the traditional model of mentor and mentee getting together periodically for structured meetings within the confines of a mentorship program. I have had

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## An Update from WWL's Government Affairs VP: WSBA's Governance Task Force

*By Sarah Jordan  
WWL Governmental Affairs VP*

This year I am pleased to serve as the Washington Women Lawyers Governmental Affairs VP. In November I had the opportunity to attend a meeting of the Washington State Bar Association's Governance Task Force, a group of lawyers charged with helping to grow a more modern WSBA. At this meeting, the Task Force asked leaders from minority and specialty bar associations for their input on governance best practices. Ideas and suggestions abounded. This meeting was not the only opportunity to have your voice heard! The Governance Task Force is still accepting input for their final report, due early next year.

The WSBA Governance Task Force convened in July 2012 to undertake an in-depth review of the governance of the WSBA. The Task Force's First Interim Report notes that since the WSBA's origin more than 80 years ago, the gov-



*Sarah Jordan  
(photo credit: Ever Law Firm)*

ernance structure has remained largely unchanged—while the legal profession has changed dramatically. As such, the Task Force is seeking to improve governance of the organization for the benefit of the WSBA membership and the public. The group has been meeting monthly for about 18 months to discuss their research into areas such as the structure of representation, continuity of operations year-to-year, boards and committees, effec-

tive means of reviewing programs and goals, and more. The Task Force is set to publish their Second Interim Report towards the end of 2013, at which time WSBA members and the public will have the opportunity to comment before a final report is produced.

At November's meeting, various representatives from minority bar associations and others, such as the Access to Justice Board, were invited to offer critiques of the current governance system and suggestions for making the WSBA more relevant to the wider WSBA membership. For example, one part of the discussion centered on how to encourage and effect participation in governance from those with diverse viewpoints, backgrounds, skills, and even time commitments. Although the WSBA puts out calls for participation, a concern is that it is not always clear how to serve on the Board of Governors and committees—or even whether that service is really desired or will be used

*(Continued on page 8)*

*(Mentor or Mentee, continued from page 7)*

chance encounters with people who have served as a mentor on a single occasion and who never realized the significant impact they made in my life by sharing a bit of wisdom, imparting a piece of critical advice, or providing that surge of support and encouragement at just the right moment. I have had mentors who have been in my life a short time and mentors I have known for years. There are some mentors with whom I get together on a regular basis and whom I can call on at any time and others with whom I schedule structured times to meet. Each form of mentorship takes a different level of time and commitment, and all of these forms of mentorship are valuable and critical to helping each other succeed.

I believe passionately in the value of both being a mentor and seeking out mentors. Mentoring isn't just for new lawyers. Even the most experienced attorneys have relationships with both peers and subordinates through which they continue to learn new ideas, improve their practices, and advance in their careers. In the past 13 years I have learned how valuable and rewarding it is to serve as a mentor and help others in achieving their goals and succeeding in their careers. And I can't count the number of times I have been helped by someone I have mentored or assisted.

Five Qualities of a Mentor:

1. *Mentors create opportunities and open doors. As a new lawyer, you often don't know where to knock. You aren't familiar with the opportunities out there and don't have the connections. Mentors connect you to the people you need to know that can help you.*
2. *Mentors know your strengths and abilities. They challenge you to go beyond what you think you can do, but they don't have you tackle things you are not ready to handle. A good mentor can know you better than yourself.*

3. *Mentors set an example. Sometimes it's just a matter of watching your mentor in action—how he or she prepares and conducts a trial, takes a deposition, analyzes a case, or tackles a new practice area.*
4. *Mentors want you to succeed and help you learn from your mistakes. They are not in competition with you.*
5. *Mentors want you to become independent. The training you receive, the connections you make,, and the relationships you build, often through your mentor, enable you to eventually function independently, whatever your ultimate career path.*

In order to gain the most value from a mentor, it is important to keep two things in mind. One, regardless of where you are in your career, recognize you still have a lot to learn. And two, be willing to clearly articulate your expectations about what you hope to gain from the relationship. And as a mentor, it is important that if you make a commitment to serve as a mentor, you follow through with the commitment and make it one of the priorities in your scheduling.

The life-long impact of a wonderful mentor never stops. Whether mentoring comes naturally or requires an occasional reference to a checklist, we should strive to bring the next generation of women lawyers up the ladder with us. ☺☺

*Gloria Ochoa is a member of the Spokane Washington Women Lawyers Chapter. She was recently appointed to City of Spokane Mayor Condon's cabinet to serve as the Director of Local Government and Multi-Cultural Affairs. She is also an Adjunct Professor at Gonzaga University School of Law and is the Chair for the Commission on Hispanic Affairs.*

*(WSBA Governance Task Force, continued from page 7)*

effectively. One idea for improvement is a system of sustained personal outreach to individuals in the broader WSBA community who show leadership potential. The meeting left me feeling optimistic; it seemed that proposed ideas, suggestions, and critiques were given due regard and could make a real difference to the way our state bar association functions in the future.

Washington Women Lawyers was invited to be part of this discussion, and I encourage you to spend some time thinking about how WSBA governance can better serve you and other women lawyers. Women lawyers may no longer be a minority group within the legal profession, but as 2013's Plugging the Leaky Pipeline series emphasized, women's participation in positions of leadership is disproportionately low compared with overall bar membership. As you may know, Washington Women Lawyers' mission is "...to further the full integration of women in the legal profession, and to promote equal rights and opportunities for women and to prevent discrimination against them." You can help further this mission by reviewing the Governance Task Force's progress, and offering suggestions for how to make WSBA governance work through and for women—for those who work in the legal profession, and for women in the broader community who seek legal services. Visit the [Task Force's website](#) to access information about its purpose and progress.

The WSBA Governance Task Force welcomes your input now and after its Second Interim Report is published in late December. Contact Chair Rima Alaily directly, or submit your comments to me and I will forward them on along with other comments from WWL members. ☺☺

*Sarah Jordan is the WWL Governmental Affairs VP*



## Annual Event CLE 2013

### *You Can't Say That! - Examining the Ethics of Attorney Communication*



Distinguished panelists share their thoughts on the ethics of attorney communications at a CLE held at K&L Gates on October 11, 2013.

L-R: Jeanne Marie Clavere (panelist), Lucinda Fernald (panelist), Chief Judge Marsha Pechman (panelist), Michele Storms (panelist), Shannon Lawless (moderator), & Pam Jacobson (moderator)

Photo credit: Claire Hawkins



WWL President Naomi Ogan



WWL Board Members Rebecca Glasgow and Amy Robinson



Keynote Speaker Mary Snapp (Deputy General Counsel, Microsoft)



University of Washington School of Law Dean Kellye Testy



Former WWL Events VP Bahareh Samanian



King County Superior Court Judge Mary Yu

## Save the Date

### Association of Corporate Counsel—Washington (ACC-WA) January Initiative for Diversity Kickoff

Wednesday, January 15, 2014  
Noon - 1:00pm

Davis Wright Tremaine, Seattle

*We have been invited to present at this meeting to share our proposal for collaboration and plan moving forward.*

### Brown Bag Informational Session for Lean In Circles

Thursday, January 23, 2014, Noon  
Susman Godfrey  
1201 Third Ave, Ste 3800  
Seattle, WA 98101

RSVP: [Genevieve Vose Wallace](#)

Genevieve Vose Wallace and Sarah Stephens Visbeek, with the support of KCWWL and MAMAs, will be leading a "Lean In Circle" in 2014. If you are interested in joining a Lean In Circle, please attend this informational session.

### Spokane Annual Diversity Luncheon

Friday, February 14, 2014

*The Annual Diversity Luncheon is hosted by the Spokane County Bar Association Diversity Committee. We have two speakers confirmed, Fred Rivera (Perkins Coie) and incoming BOG President Anthony Gipe (Olympic Law Group).*

### Legal Voice Cocktails for a Cause

Thursday, March 27, 2014  
Renaissance Seattle Hotel

### Initiative for Diversity Managing Partners Summit

Wednesday, May 14, 2014

*The theme of this year's Managing Partners Summit is "Learning to lead: meaningful inclusion strategies for your organization."*

2013 ANNUAL EVENT: EVENT SPONSOR

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## Washington Women Lawyers

and we applaud WWL's mission to further the full integration of women in the legal profession and promote equal opportunities for women.

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2013 ANNUAL EVENT: PLATINUM SPONSOR

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We are pleased to be a sponsor of the Washington Women Lawyers organization and applaud their efforts in encouraging, mentoring, and supporting women attorneys in the pursuit of their professional and personal goals.



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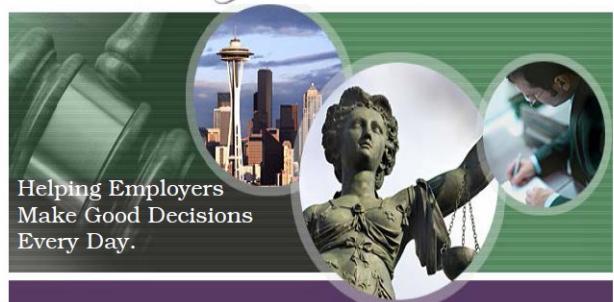
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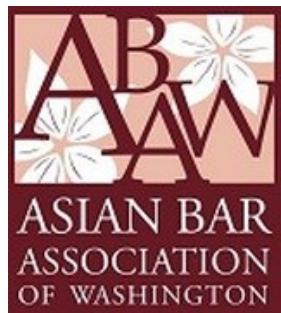
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**Dr. Glen Curda &  
Jeanne Marie Clavere**



## Acknowledgements

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**Seated Left-to-Right:** Niloufar (Nilly) Park, Jeanne Marie Clavere, Naomi Ogan, Shannon Lawless, Erica Franklin

**Not Pictured:** Vicki Mitchell, Rachel Tallon Reynolds, Amy Robinson, Vanessa Waldref, Jacki Badal, Claire Hawkins, Karrin Klotz, Sarah Jordan, Kate Marckworth, Jessie Simanton, & Rachel Schaefer

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### Annual Membership Dues:

- Capitol (Thurston) \$45     Clark/St. Helens \$45     King \$55     Kitsap \$45     Pierce \$50     Snohomish \$50     Spokane \$45
- Whatcom \$45     Other \$45

If there is currently no active chapter in your county, WWL would like to help you start one.

**Check here if you are interested in starting a chapter in your county:** \_\_\_\_\_

### ADDITIONAL CHAPTERS - Indicate below if you would like to become a member of an additional chapter:

- Capitol (Thurston) \$10     Clark/St. Helens \$10     King \$20     Kitsap \$10     Pierce \$15     Snohomish \$15     Spokane \$10     Whatcom \$10

- Judiciary \$30 (please indicate a chapter preference by checking a chapter above)
- Government or Non-Profit Employee (take \$10 off your membership dues)
- Student FREE! (please indicate a chapter preference by checking a chapter above)

**Optional Contribution to WWL Foundation:** \$ \_\_\_\_\_

(WWL Foundation is a qualified 501(c)(3) tax exempt organization and contributions to WWL Foundation are tax deductible)

SUBTOTAL ADDITIONS TO ANNUAL DUES: \$ \_\_\_\_\_

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## AREAS OF PRACTICE:

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**Member Directory:** As a benefit of membership, WWL provides two Member Directories on our website. One directory is visible to the public, and the second is visible to our members only. Your profile, which includes your name, employer, work contact information, and practice areas may be shown in the directories. You may continually update and/or limit information shown about yourself in our Directories by logging into the website, and editing your profile. As an initial step, we will include your profile in both Directories.

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# COME JOIN US!





*Top left: WWL members and guests mingle at the 2013 Annual Event, held at the Seattle Aquarium.*

*Middle: Immediate Past President Jeanne Marie Clavere presents the President's Award to Tracy Flood.*

*Top right: WWL members and guests observe an otter feeding at the Annual Event.*

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