

PRESIDENT'S LETTER

I am honored and privileged to serve as the President of Black Women Lawyers Association of Los Angeles, Inc. during the 2018-2019 board year. The theme this year is *Securing Our Foundation, To Ensure Our Future*. The foundation of BWL is strong; and the members, past presidents, and supporters of the organization are committed to ensuring its future is enduring. I am proud of our board's accomplishments and am excited to see initiatives we began this year, come to fruition in the future.



Hon. Tara Canady Doss, 2018-2019 President

We kicked off the year, in September 2018, with our Annual Installation and Awards Dinner, where we installed the 2018-2019 officers and committee chairs; and honored three exemplary women in the legal profession: Inga Dyer (Revolt TV), Cynthia Patton (Amgen), and the Hon. Irma Brown (Los Angeles Superior Court). In October 2018, we held our first general membership meeting, where professional make-up artists pampered attendees and a photographer provided flawless headshots. These events energized us for the work that lay ahead in planning the rest of the programming throughout the year.

BWL's legislation committee partnered with other local organizations to educate

the community about California ballot measures, as well as candidates for local, state, and federal offices. Leading up to the November 2018 election, BWL hosted voter registration training, registration drives, and community information sessions. Through the committee's efforts, we increased the number of African American registered voters in Los Angeles County, and the number of African American voters at the polls.

During the holiday season, BWL combined its commitment to community service and social engagement, with our Annual Thanksgiving Eve Cocktail Sip and Fundraiser, Thanksgiving Food Drive, and Holiday Party and Toy Drive. Through these

events, BWL gained new members and increased its profile in the community. Additionally, the proceeds raised went towards funding our support of community organizations, such as, Prototypes and St. Margaret's Center, both of whom, are committed to improving the lives of women and children in the Los Angeles community.

We also engaged and educated our members and the community through film and thoughtprovoking discussions. We hosted screenings of three films that addressed issues relevant to the African American community. We partnered with the Urban League Young Professionals and the Alpha Kappa Alpha Sorority to screen The Hate U Give to local youth and their

CONTINUES ON PG 2 ►

2	Q & A with Areva Martin	7	Jay-Z's Problem is Our Problem Lenton Aikins, Ph.D., J.D., Mediator	8	2018-2019 at a Glance
4	Prenups: Why You Need One; How It Can Benefit You Karen Clark, SVP, City National Bank	10	Kidsave Weekend Miracles Paula Swift, Program Manager, KidSave International	14	2018-2019 Officers
5	Do You! Tamara Steele, Attorney, Author & Professional Life Coach	11	One Pot Pasta Dish Portia Gorman, Blogger	15	Past Presidents
6	Why Is Your Heart Health So Important? Renee Poole, M.D.	12	Young Lawyers Committee Corner LaKeshia Dorsey & Uche Anene	15	Lifetime Members

PRESIDENT'S MESSAGE

Continued.

parents. This film showed the complicated relationship between African American youth and law enforcement. Following the screening, local criminal and civil rights attorneys educated the audience about their legal rights. We partnered with the John M. Langston Bar Association and others, to screen Skid Row Marathon, a documentary that follows Los Angeles Superior Court Judge Craig Mitchell's passion to uplift the Los Angeles homeless population through longdistance running. After the film, Judge Mitchell, the filmmaker, and cast members inspired the audience with their journey. Finally, we screened Crown Heights, based on the true story of a man who worked for decades to free his best friend from incarceration, after the friend was wrongfully convicted of murder. The audience enjoyed remarks from the filmmaker, and a restorative justice expert, who discussed how the African American community can begin to heal from a history of unequal and unjust treatment in the legal system.

BWL's Young Lawyers Committee actively engaged new lawyers and law students with exciting events throughout the year. Events included a mentorship brunch for aspiring lawyers awaiting bar results, a workshop that imparted strategies on how to eliminate student loan debt, a wine safari that raised funds for undergraduate students who experienced foster care, and the highly anticipated young professionals' summer soiree. Through the committee's efforts, BWL gained new members, and strengthened our relationship with Black Law Student Associations at local law schools.

Partnership with other organizations was at the heart of our most impactful programs this year. We partnered with California Women Lawyers, California Association of Black Lawyers, Association of African American California Judicial Officers, Los Angeles County Bar Association, John M. Langston Bar Association, Women



Q & A WITH AREVA MARTIN

arevamartin.com

Areva Martin is an author, award-winning civil rights attorney, talk show host, commentator, and go-to expert on compelling legal, political, women's, children's and celebrity issues.

Areva is one of the nation's leading voices in the media, and an audience favorite on a long list of shows from Dr. Phil, The Doctors to World News Tonight. A cohost on the daytime syndicated talk show on CBS, Face the Truth, Areva brings her no holds bar brand of advocacy to daytime talk. Areva is also a CNN Legal Analyst whose television credits include regular appearances on Good Morning America, Daily Mail TV and talk and news shows across CNN and HLN. BWL is excited to catch up with the critically acclaimed powerhouse and community leader.

1. Your name invokes many words, such as boldness, advocacy and justice. What three words would you use to describe yourself, and why?

Real—I grew up in a housing project in North St. Louis with my disabled grandmother and Godmother who worked as a janitor. We survived in part on my grandmother's disability check and food stamps. I helped my Godmother clean offices. Those experiences helped to shape who I am. Even though my life has taken me thousands of miles from that housing project, I am just as comfortable going back to my old neighborhood as I am going to the most exclusive community in Los Angeles. My life has changed dramatically, but at heart, I am still a homegirl from the Midwest.

Fearless—Very few things frighten me. I watched my grandmother and Godmother overcome so many obstacles and do so much with so little, I learned at an early age not to complain, just do. If there is something I want to do, I don't let the inherent challenges associated with accomplishing it intimidate me. In some ways, I am at my best when I am accomplishing the impossible.

Outspoken—If I have an opinion, I speak it. I had a negative experience in college that caused me to become selectively mute. After overcoming that experience, I vowed to never allow anyone to silence my voice.

2. You recently wrote the bestseller "Make It Rain: How to Use the Media to Revolutionize Your Business & Brand." Your book is very relevant in light of many professionals using social media as a platform to self-brand. What are a few highlights of the advice you shared in the book?

1. Your personal brand should convey who you are and what you represent as an individual and leader.
2. Define your brand as clearly as possible but realize it's a work in progress.
3. Commit to doing three things a day to establish and amplify your brand.
4. The one thing that you have that nobody else has is you. Your voice, your mind, your story, and your vision are unique to you. Embrace it.

3. What are some of the challenges that women of color in the media continue to face?

Terrorist, exotic, threatening, and dangerous are some of the stereotypes of women of color in the media. We are also often portrayed as sexually available, wild and even animalistic. Our skin color, hair and body types are also constantly compared to Western standards of beauty. Women like Viola Davis, Octavia Spencer and Angela Bassett are starting to break down barriers and change the way women of color in the media are perceived. They are making great strides, but more work needs to be done to eradicate the negative stereotypes.

4. You've been a visible supporter of the #metoo movement. How has the movement empowered women across industries, and how do you see it further mobilizing change in the next few years?

The movement has given women and young girls the power and courage to talk openly about sexual assault and harassment in ways inconceivable just 10 years ago. For the first time in my lifetime, women who tell their stories expect to be believed rather than humiliated and

shamed. I see this awakening impacting public policy and social interactions between men and women in every aspect of society, especially the workplace. I can imagine a world where NDA are completely eliminated and women who filed sexual harassment lawsuits are not silenced by having to sign nondisclosure agreements. I can also imagine the day when women are paid equal to men and have the same career advancements as men. There is lots of work to be done in order for women to achieve full equity in the workplace, but the #metoo movement is a giant step forward in that journey.

5. "White privilege" is a concept that many professionals in the African American community encounter and discuss. How do you define white privilege?

I had the opportunity to meet and join Dr. Peggy McIntosh with a panel of experts on Dr. Phil. She is the foremost expert on the subject. Her groundbreaking article "White Privilege: Unpacking the Invisible Knapsack" provides the framework for understanding the interplay of race, class and gender. She describes White Privilege as unearned advantage based on race, which can be observed both systematically and individually. She uses a metaphor of the knapsack to describe all the special provisions, tools, guides, codes, etc. that White people have just by virtue of being White.

6. What's notable about you is that with all of your professional accolades, you are equally known for your philanthropy and advocacy for women, as well as children with special needs. What upcoming events can our readers look forward to and support?

On May 19, 2019, my nonprofit, Special Needs Network hosted its 11th Annual Pink Pump Gala at the Beverly Hills Hotel. This event celebrates powerful women while raising money for our free summer camp for kids with special needs and their typical peers. The event includes a fashion show, tea, awards ceremony and live auction. Its one of the most anticipated Spring events in LA.

7. Health and wellness are an increasing focus for professional women as they juggle the pressures of family, profession and other commitments. What are a few of your self-care tips that you would recommend to other women?

My biggest self-care tip is learning to say NO. To often as women, mothers, sisters

and daughters, we fall into the trap of trying to please everyone at the expense of own wellbeing. We convince ourselves that things will fall apart without our involvement and sometimes we fear not being liked or popular. For whatever reason, women owe it to themselves to set boundaries and make their own health and wellbeing a priority.

Another tip that helps me is finding that which you love to do and do it often. Whether its travel, cooking, gardening or knitting—it is important to have hobbies and interests that give you satisfaction. One of my interest is running and exercising. Somedays I spend two hours in the gym. I listen to uplifting music, lift weights and generally invest in my health.

8. Do you have a mentor and/or a sponsor?

Yes. Everyone needs a mentor or two. They are essential in your professional life and career growth. It's a good idea to have different mentors for different aspects of your life. I have lawyers who I rely on for things related to my law practice. When I became more involved in the entertainment industry, I sought out additional mentors that could help me navigate that industry. I have a mentor that I turn to for inspiration and support with my running and exercise. I also mentor both young women and men.

9. Do you believe it is important for professionals to have a mentor? Why or why not?

Yes. I think it's critical to have a mentor. But I think of a mentor-mentee relationship as being mutually beneficial. The person that mentors you, should also feel like they are benefitting from the relationship. In today's busy world, you can also connect with mentors online even if you never get to meet in person.

10. What are you most excited about at the moment?

I'm super excited about how my career is evolving. I am working with a new team of creatives who inspire and challenge me. I started developing content for various media platforms. I am looking forward to selling some of my projects and adding to my list of titles-creator and executive producer.

PRESIDENT'S MESSAGE

Continued.

Lawyers Association of Los Angeles, Asian Pacific American Women Lawyers Alliance, Latina Lawyers Bar Association, LGBT Bar Association of Los Angeles, and several other organizations, to host events addressing topics such as public speaking, the importance of African American professional organizations, court etiquette, sexual harassment and assault, pro bono legal assistance, and judicial appointments. We value our relationship with these organizations and look forward to collaborating with them in the future.

In June 2019, we collaborated with our most important partner, the Black Women Lawyers Association of Los Angeles Foundation, to host our Annual Scholarship and Awards Luncheon. Through our joint fundraising efforts, we provided scholarships to phenomenal second and third year law students. BWL was proud to fund the Justice Vaino Spencer Scholarship, established by our co-founder. We also honored two women and one organization, each advocating for equality for diverse populations: Kristen Clarke (Lawyers' Committee for Civil Rights), Vernā Myers (Netflix), and the Downtown Women's Center.

As we begin to wrap up another fulfilling year, I would like to thank the entire 2018-2019 BWL board, who made being President a true delight. I would also like to thank our sponsors and supporters, who made this year's programming a success. Lastly, thank you to the BWL membership, whose contributions have allowed the organization to flourish for over 40 years.



PRENUPS: WHY YOU NEED ONE, HOW IT CAN BENEFIT BOTH OF YOU

Karen A Clark
SVP Multicultural Strategy Manager, City National Bank
www.cnb.com

While prenups may seem contrary to the very notion of true love, more couples are opting for the contract. Good prenups do not have to be one-sided.

According to a survey of the American Academy of Matrimonial Lawyers (AAML), fifty-one percent of attorneys who responded cited an increase in the number of millennials requesting prenups.

Sixty-two percent said they have seen an increase over the past three years in the total number of clients who are seeking prenups. According to the survey, the most commonly covered terms in the marriage contracts include:

- protection of separate property, i.e. businesses, family heirlooms, real estate;
- alimony and spousal maintenance;
- division of property.

"Talking about this kind of contract can be a fantastic way to start an open, honest and healthy dialogue about money and financial goals,"

Jason Niell, National Trust Administration Manager for City National Bank Trust and Estates.

It gives couples a chance to see what assets they will collectively own as well as what debts they have. Rather than being a negative way to start your life together, a prenup can help you and your partner form a contract that allows both of you to feel confident and secure from the beginning.

PROTECTING SEPARATE PROPERTY

Younger couples are opting to protect the wealth they built or inherited prior to getting married — known as separate property — while sharing other assets that they will accumulate during the marriage.

"A lot of people think of someone's wealth as their income or their invested assets, but it's much more than that. That's where an expert comes in to help you protect things like a family business, an interest in another business, or intellectual property," said Niell.

"People are inheriting wealth through different means and different avenues. It's vital to evaluate which of them you'd like to protect in the event of divorce."

A prenup is not just about protecting assets. It can also be a useful way to shield a prospective spouse from winding up responsible for something undesirable, such as debt.

"A prenuptial contract can ensure that the spouse who didn't incur the debt before the marriage isn't responsible for taking it on in a divorce," he said.

Patricia D. Hausknost, Senior Wealth Planner for City National, added that there may be sentimental assets... "A family heirloom like art, summer home or grandmother's wedding ring are things people can protect in a prenup."

SPOUSAL MAINTENANCE

"Prenuptial contracts can be a healthy thing for the spouse not bringing a lot financially into the relationship. It's a safety net in a financially unbalanced situation to know that if things don't work out, they can sustain their lifestyle," Niell said.

CHOOSING HOW TO DIVIDE ASSETS

Having a prenup in place before things go wrong ensures that the couple, not the court, decides what happens in the event of a divorce. It's important to note that what can go into a prenup varies by state, which is

why it's essential to rely on an expert familiar with state law to draw up any agreement.

"Contracts like prenups are in place for when things go wrong. Nobody likes to believe something will go wrong - but it can. A prenuptial agreement can help things go more smoothly for both parties if there's a divorce," said Hausknost.

No couple wants to think about divorce, but better to plan now when you're happy, focused on the best interests of your partner, rather than at the time of divorce, if one should occur, when tensions are running high.

Identifying which assets and debts should be part of a prenup, and drafting an agreement that both partners are comfortable with, requires professional guidance. City National's wealth planners can work with you throughout the process.

To learn more, call Karen A. Clark, SVP, Multicultural Strategies Manager for a referral at 213.673.9124.

This article is for general information and education only. It is provided as a courtesy to the clients and friends of City National Bank (City National). City National does not warrant that it is accurate or complete. Opinions expressed and estimates or projections given are those of the authors or persons quoted as of the date of the article with no obligation to update or notify of inaccuracy or change. This article may not be reproduced, distributed or further published by any person without the written consent of City National. Please cite source when quoting. City National, as a matter of policy, does not give tax, accounting, regulatory or legal advice. Rules in the areas of law, tax, and accounting are subject to change and open to varying interpretations. You should consult with your other advisors on the tax, accounting and legal implications of actions you may take based on any strategies presented, taking into account your own particular circumstances.



DO YOU!

Tamara Steele
Professional Life Coach
tamarasteele.com

Have you ever asked yourself, "Why am I here? Is there something more to my life? What is my life's purpose?" If you answered yes to any one of these questions, you are not alone.

Over fifteen years ago, I began a journey of searching for "more" in my life. I was over 10 years into my practice as an attorney, and I enjoyed the practice of law, but something else was tugging in my spirit. I began reading books and attending workshops in search of the "more". Ultimately, I was led to pursue my passion, coaching, coupled with ministry. As a result of exploring and clearly defining my purpose, I have now coached hundreds of women and assisted them in finding clarity and balance in their lives, while discovering their God-given calling.

I recall coaching a trial attorney who indicated how miserable she was at her place of work. She stated the daily grind was "too much"; thus, not sustainable over a long period of time. We explored the root cause of her discomfort, and what other skill sets she possessed. We also spent a significant amount of time looking at her personal values and assessing whether they were aligned with her work and career goals. Through this coaching journey, she discovered that she was not operating in alignment with her true nature, her values. There was a bigger purpose for her life. And while she did not leave the practice of law, she chose to reposition herself in the law and accepted a less adversarial position that was in alignment with her values.

After successfully coaching several other similarly situated professionals, while also on my own personal journey, I decided to launch the Do You Retreat in 2012. I was passionate about creating a safe space for women to explore and discover their life's purpose in this lifetime. I developed a sense of urgency, as I realized that so many women, including myself, had approached the second half of their lives to discover there was more to their life. I committed myself to being the catalyst to help women gain the clarity needed to pursue, discover, and answer the call on their lives.

What does the "Do You Retreat" offer?

The Do You Retreat is a unique opportunity for women to explore the "uncharted territory" within. This retreat allows women to experience the power of discovering your purpose, who you really are, so you can operate from an authentic space within. Women are

allowed to become vulnerable and transparent, in a confidential, supportive environment, so transformation can occur.

A significant amount of time is spent clearing the internal noise of "negative" self-talk. The self-talk that can block the clarity one needs when seeking to discover their true calling. There are introspection exercises that are centered on releasing thoughts, emotions or childhood traumas that are embedded in our subconscious mind, and thus restrict our ability to move forward in life.

We also facilitate re-birthing exercises, centered on birthing newness into your life. There are gifts, skills and talents just waiting to come forth. We assist you with delivering those gifts, skills and talents to the world.

Our final exercise is called the awakening, wherein participants voluntarily share the awakening that has occurred as a result of their breakthrough. One of my favorite testimonials was from a veteran corporate executive. She stated: "I felt like I had been operated on, and all the parts that did not serve my higher good were removed. I am fulfilled when I hear breakthrough testimonials of participants. Our most recent retreat was held in March of 2019 in Northern California at the Lafayette Park Hotel and Spa. We are scheduled to launch the first Southern California retreat in October of 2019.

The benefits retreat participants receive are as follows:

- Clarity regarding one's purpose in life.
- Identify the barriers to pursuing one's purpose, and how to effectively remove those barriers.
- Identify at least one goal towards pursuit of one's purpose, along with a next step of action.
- Increase one's self-confidence level.

The ultimate goal of the Do You Retreat is for participants to leave energized because they have reset, rejuvenated and recharged their life. My motto for participants is: "There is no other person like you. You are an original hand-crafted by God. Your life and others will change, when you decide to Do You."



Tamara Steele has over twenty-five years of combined experience as an accomplished executive/life coach, author, professional speaker, licensed minister and attorney at law. She holds a Juris Doctorate degree from the University of California, Hastings College of the Law, a Bachelor of Science degree in Business Administration from the University of San Francisco, a Bachelor of Arts degree in Biblical Studies from Northern California Bible College (NCBC), and a Ministerial license from Jezreel School of Theology. Ms. Steele received her certification as an Executive/Life Coach from the Institute for Professional Excellence in Coaching (IPEC).

Contact: tamara@tamarasteele.com or visit tamarasteele.com



WHY IS YOUR HEART HEALTH SO IMPORTANT?

Renee Poole MD

Clinical Assistant Professor of Family Medicine (Clinician Educator)
USC Keck School of Medicine

Heart disease is a major concern in the African American community. Due to the increased risk of heart disease in the African American community, more education and advocacy is needed to reduce early morbidity and mortality.

Heart disease is the #1 killer of all Americans and stroke is the #1 cause of death.

Fortunately, there are ways to reduce your risk and improve your overall health outcomes. First, I always encourage the knowledge of your family history. If there is a history of heart disease, stroke, hypertension and diabetes in the family, there are things you can do now to reduce your own personal risks.

Know your numbers!

1. Blood pressure

Maintaining a healthy blood pressure below 140/90 is extremely important. Elevated blood pressure (hypertension) is an indicator of how hard your heart is working. The higher the blood pressure, the more damage occurring to the vascular system and the heart itself. Often, high blood pressure manifests itself without any symptoms being regarded as the "silent killer." African Americans have the highest

prevalence of HTN and have an earlier onset. Control the blood pressure by reducing your sodium intake. It is recommended to limit the sodium consume to more than 1,500 to 1,800 mg per day. Control your blood pressure by not smoking. Smoking is the #1 controllable risk factor to heart disease and many other health problems. Maintain an active lifestyle and control your blood pressure by maintaining a healthy well-balanced diet, which should include five servings of fruits and vegetables.

2. Lipids

Aim to have a high HDL which reduces your risk of cardiovascular disease and a low LDL. LDL, the bad cholesterol, deposits in the blood vessels creating potential blockages and hardening of the arteries. Improve your cholesterol numbers for having a diet high in fruits, vegetables, fiber and antioxidants. Improve your cholesterol by reducing your fatty food intake and by maintaining a healthy weight and active lifestyle.

3. Blood sugar

Diabetes increases the risk of heart disease since it adversely affects the vascular system. One of the few ways to screen for diabetes is a blood test, Hemoglobin A1C, which provides an average range of blood sugars over a 3-month

period. This value should be under 5.6%. If the Hemoglobin A1C is elevated, further intervention is needed with lifestyle changes and medications to better control the blood sugars. African Americans are twice as likely to develop diabetes and have higher rates of complications.

4. BMI

The Body Mass Index is a value created by your individual height and weight. The higher the BMI, the higher the risk of heart disease and other obesity related conditions. African Americans are disproportionately affected by obesity, specifically, extra weight in the mid-section (truncal obesity). Maintaining a healthy weight can be a challenge for some but reducing your weight by 10% can make a huge difference in reducing your overall risks for medical problems.

Being aware of your own risk factors, including family history, allows you the opportunity to intervene by having regular screenings by your health care professional and implement lifestyle changes. We must increase our awareness and bring more attention to a chronic medical condition that disproportionately impacts the African American community.



JAY-Z'S PROBLEM IS OUR PROBLEM

Lenton Aikins, Ph.D., J.D., Mediator
www.aikinsmediation.com

In November 2018, Jay-Z successfully halted the arbitration process in a contractual dispute over his clothing line, on the grounds that there were an insufficient number of African American arbitrators available to preside over his case. When Jay-Z's legal team shared the business mogul's concerns with the American Arbitration Association, they came up with three eligible African American arbitrators out of the 200 on their roster. One of the three had a conflict, which left only two eligible to hear the case. Because of this case, the legal and alternative dispute resolution communities were put on notice, yet again, of the overwhelming need to diversify the pool of neutrals.

The Jay-Z dust up led me to research the availability of African American mediators in the Los Angeles market. I wrote a 1001-word article based on my research, pointing out the lack of African American representation within the Big Four alternative dispute resolution agencies: JAMS, ADR Services, Inc., Judicate West, and ARC Centers. I submitted the article to The Daily Journal, but they declined to publish it.

Interestingly, The Daily Journal had recently published some misleading statements by at least two of the Big Four agencies in reference to African American mediators on their roster. My article pointed out how diversity now trends towards primarily white women. Minorities, particularly African Americans, must be vigilant in guarding against the distorted use of diversity as an excuse, if not an excuse, to provide equal access to these agencies for all of people of color. These agencies must make African American mediators and arbitrators available to serve all litigants, including, but not limited to, African Americans and other people of color.

A cursory look at the websites of the Big Four agencies confirms my point. Among the Big Four agencies, there is only one African American female employment mediator (she does not handle personal injury cases) and effectively, zero African American males, in the Los Angeles market.

Here are the facts:

JAMS

JAMS has 11 offices in California, two of which are located in Los Angeles County. In total, JAMS has 395 neutrals in 27 offices, located in 13 U.S. states, the District of Columbia, Canada, and the United Kingdom. It has one female African American neutral in the Los Angeles market that handles employment law, but none for personal injury cases. One African American neutral is not a choice at all, when considering African Americans make up approximately 9% of the Los Angeles County population. Over four in 10 of the civil cases filed in California are filed in Los Angeles County. JAMS has zero male African American neutrals in the Los Angeles market who handle employment and/or personal injury cases.

ADR SERVICES, INC.

ADR Services, Inc. has seven offices in California, two of which are located in Los Angeles County. Its website lists 151 neutrals. It has one male African American neutral, although, it is not clear whether he is currently active. Assuming he is active, one African American neutral does not provide African American litigants with a choice. ADR Services, Inc. lists its neutrals by specialty. The number of African American mediators in employment and/or personal injury is zero. Interestingly, ADR Services, Inc. is quoted in the Jay-Z Daily Journal article as having 16 neutrals of color. However, none of these neutrals are African American.

JUDICATE WEST

Judicate West has six offices in California, two of which are located in Los Angeles County. On its website, Judicate West lists 92 neutrals. It has one Asian American and zero African American neutrals in the Los Angeles market. It has one male African American neutral in the San Diego market.

ARC CENTERS

ARC Centers has three offices in California, two of which are in Los Angeles County, and the other in Ventura County. Its website lists 70 neutrals. It has one male African American neutral. A former judge, he is 95 years old and no longer mediates. Like ADR Services, Inc., ARC Centers lists neutrals by specialty. It has zero African American neutrals that handle employment and/or personal injury cases, or any other type of specialty area.

The Big Four agencies wield an enormous amount of economic power. While these agencies undoubtedly serve an important purpose, more should be done to ensure a more diverse pool of neutrals. The question must be raised whether we need a legislative fix to this issue. For example, Senate Bill 954 signed in September 2018 and effective as of January 2019, requires attorneys to disclose the confidentiality restrictions related to mediation to their clients. The following should be added to the new law: "Each attorney mediating a case shall inform his or her client that he or she has the choice to select a diverse mediator."

If you have access to a California state legislator, consider bringing these facts to his or her attention and request relief.

Lenton Aikins is a full-time mediator. He mediates employment and personal injury cases, and writes a monthly review of important employment and personal injury cases. If you would like to receive emails of his monthly reviews, send him a personal request at lamediate40@gmail.com, or visit his website at www.aikinsmediation.com for more information.



2018-2019 AT A GLANCE





KIDSAVE WEEKEND MIRACLES

Paula Swift, Program Manager, KidSave International



Did you know Los Angeles county has the largest child welfare system in the United States, with over 35,000 children being serviced by Los Angeles County Department of Children and Family Services (DCFS)? Of that number, there are roughly 18,000 living in out-of-home care. Half are living with relatives other than their biological parents and the other half are living in either foster home, group homes, or short-term residential treatment facilities.

About 500 youth in Los Angeles are waiting to be adopted and LA County has no identified families for them. Because many families are so eager to adopt infants and toddlers, the waiting children over the age of 9 often go unnoticed and approximately 1,000 age out of the foster care system with no stable adult in their lives.

What are the outcomes?

- Less than 50% will graduate high school
- Half will remain unemployed by the age of 21
- 40% of the homeless population consists of former foster youth
- Former foster youth are 10 times more likely to be imprisoned than their peers or become CSEC victims (Commercial Sexual Exploitation of Children)

Research indicates that a connected, caring relationship with an adult is the most important factor in preventing these outcomes for foster youth.

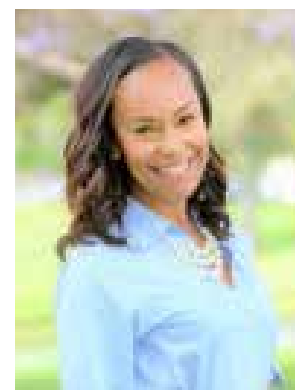
Kidsave International's Weekend Miracles program was designed because many are unaware of the number of older children waiting to be adopted and age out of foster care long before they are prepared to live on their own. Kidsave has partnered with DCFS to deliver an innovative approach to helping older children, ages 9-17, connect with caring adults who are interested in adopting or remaining in a permanent, stable relationship with them.

Kidsave connects these youth with a host family who commits to spending at least two days a month with them for a minimum of one year. Host families become involved in every aspect of the youth's life from celebrating graduations, to attending school meetings, and accompanying the youth during court visits. The host family introduces the youth to their network, which includes their places of faith, family, friends, and colleagues to broaden their world view and to provide exposure to opportunities they otherwise would not have access to. Kidsave hosts advocate to find the youth a permanent family of their own. Finally, Kidsave hosts are often instrumental in helping youth develop essential life skills to prepare them for emancipation, should they not choose adoption for themselves.

Who Can Host:

- 24 years and older
- Couples
- Singles
- Families with other children

Please visit our website at www.kidsave.org for more information and photos of our Weekend Miracle kids who are available to host. Feel free to contact me for more information at paulas@kidsave.org or at (310) 241-3116



EASY, ONE-POT PASTA DISH

Portia Gorman

Blogger - Inspired Chick, as seen in Good Housekeeping and social media sites of Essence, Real Simple, Martha Stewart and Southern Living magazine inspiredchickblog.com

In our home, dinner-time can be somewhat chaotic. The kids almost never want to stop playing to eat dinner unless I order a pizza, LOL. Weeknights with my husband's long commute from El Segundo to the Valley can mean it's difficult to coordinate a time when we are all eating at the same time. So, for me, dinner-time is an opportunity to reset the mood in my home. A time when over a yummy meal, I am listening to everyone's day, venting about my own and spending some quality-time with the one's I love most. We try to turn the television off, put the cell phones aside and really engage.



My goal is to make meals my kids will actually eat on their own that are still healthy and that don't take too long to prepare. And while the meals need to be kid-friendly, they also need to be grown-up enough for my husband to enjoy and close his eyes in a moment of savory fulfillment while he takes his first bite as a nod of approval. These are delicate nuances I tell you - LOL! But in our home, it's the only way!



That's why I just had to share this EASY, delicious, and relatively healthy one-pot pasta dish that everyone will love - even a picky toddler!

I literally throw some spaghetti noodles, vegetables, herbs and a little olive oil to boil in a medium skillet for about 20 minutes and dinner is served! I have a vegetable and herb garden in the backyard where I grow cherry tomatoes and basil- so this is the perfect meal to make all summer long when I have a ton of fresh produce.



It's such a simple sauce made from herbs and vegetables which is so much healthier than store-bought spaghetti sauce that oftentimes is packed with sodium and sugar.



Here's the recipe:

PREP TIME: 20 minutes

COOK TIME: 25 minutes

INGREDIENTS

- 1 pack of spaghetti noodles (***) You could also swap out the pasta for zucchini noodles for a no-carb option)
- At least 30 cherry tomato's sliced in half
- At least 3 handfuls of basil (leave them whole - the more the better)
- 1/4 of a small white onion thinly sliced.
- 4 garlic cloves thinly sliced
- 1 teaspoon of red pepper flakes
- 2 tablespoons of garlic salt
- 2 tablespoons of Italian Seasoning
- 2 tablespoons of olive oil
- 1 cup of small broccoli florets
- 1/2 cup of baby spinach



DIRECTIONS

- In a medium or large saucepan add the first 9 ingredients. Fill the sauce pan up 3/4 of the way with water. Turn on the heat to high until water has come to boil. After about 5 minutes reduce the heat to medium tossing the pasta

and all the ingredients until they're thoroughly combined.

- After 15 minutes of the pasta cooking add in the broccoli florets. The pasta should cook altogether for 20-25 minutes or until spaghetti noodles are soft and the water has reduced into a light sauce.
- Once the spaghetti is ready add in the spinach and toss the pasta once more. We add in the broccoli and spinach last because there's nothing worse than soggy vegetables- we want the broccoli to still have some firmness to it.
- Serve with parmesan cheese.
- You could also add 1/4 cup of low sodium spaghetti sauce to children's plates if needed.



Portia Gorman is a wife and stay-at-home mother to two toddler boys in Southern California. She shares her mom-adventure on food, family and faith through her Inspired Chick blog. Before starting a family of her own, Portia enjoyed a career as a marriage and family therapist working with children, teenagers and their families. She has a Bachelor of Arts degree in Communication and Broadcast Journalism, as well as a Master's Degree in Clinical Psychology. Portia's favorite hobby is baking and her desserts have been featured in Good Housekeeping Magazine and on the social media accounts for Essence, Real Simple, Martha Stewart and Southern Living magazine. Portia and her husband are expecting a baby girl this summer.

YOUNG LAWYERS COMMITTEE CORNER

Uche Unene & Lakeisha Dorsey
Co-Chairs, Young Lawyers Committee

BWL's Young Lawyers Committee had a wide array of events during the 2018-2019 Bar Year and is excited to highlight a few of those events in the summer newsletter.

Post Bar + Future Esquires: Brunch for Recent Bar Takers

On Saturday, October 27, 2018, the Young Lawyers Committee (BWL YLC) hosted a brunch at Perch LA for recent bar takers who sat for the July 2018 CA Bar Exam. The purpose of the brunch was to provide recent bar takers with the opportunity to meet other bar takers, who like themselves, were anxiously awaiting bar results and in need of support and comradery. With bar results set to be released online on November 16th, one can easily imagine how tempting it must have been to remain at home, under self-imposed house arrest, wrapped in a ball of nerves, activating and deactivating Facebook, hoping and praying that the sword of Damocles (bar results) hanging above your neck, does not come crashing down at any moment.



As fun as that might seem, we were overjoyed and delighted to see so many smiling faces, radiating joy, optimism and inspiration. Roughly seventeen (17) recent bar takers showed up to have brunch. Meaning each of them decided to get up, get dressed, get into their car and drive, some from as far as the Inland Empire, to come and have brunch with BWL YLC and other like-minded individuals in Downtown LA. We made sure that these recent bar takers had nothing but the best, including a complimentary brunch menu customized to include an encouraging quote, three pitchers of sangria and a beautiful open view of Downtown LA bringing in a fresh warm breeze.

During the brunch, the recent bar takers had the opportunity to share a bit about themselves and their legal interests in a close and intimate setting with BWL's President Tara Doss and BWL President-Elect Rosezetta Upshaw. Attendees gained more insight into BWL and our leaders' journey to become an

attorney. Most importantly, BWL YLC learned how we could create a better pipeline to serve the needs of bar takers, so that they stay motivated and encouraged. As co-chairs of the BWL YLC committee, it was important for us to reach out to these future attorneys and let them know that we are there for them and are invested in their futures from start to finish. Based on all the smiles and laughter we shared throughout our time together and as we said our goodbyes, we seemed to have accomplished our mission.



We could not have made this happen without generous sponsors like the Law Offices of Stephenson, Acquisto & Colman (SAC) and Epiq. We would like to give a special thanks to Karlene Rogers-Aberman, a partner at SAC, who stopped by to greet the recent bar takers and brought some wonderful goodie bags. The brunch for recent bar takers is something that is fairly new, proved to be extremely successful so we hope that the brunch for recent bar takers is an event that continues on next year.

Women + Career + Black Girl Magic: Fireside Chat

In the last decade and in the more recent "Me too" era, women in the legal profession have become increasingly more visible—demanding a seat at the table with their male counterparts. Despite some clear advances for women lawyers as a whole, minority women—particularly black women experience fewer inroads into partnership and leadership roles than their white female colleagues and other minority women. The most recent data examining over one hundred thousand lawyers from over 232 law firms across the nation, indicates that black women are underrepresented as law firm leaders and partners and leave law firms at a higher rate than other women lawyers.¹ At the end of 2018, women made up 23.26% of all partners.² Minority women made up 3.37% of all partners.³ The disparity was also prevalent amongst associates. Women as a whole made up 46.22% of all associates at law firms.⁴ Of that 46.22%, 32.25% were white women and 2.63% were black women.⁵

Alarmed by these statistics, BWL's YLC hosted a "fireside chat" on February 6, 2019 entitled: "Career Perspectives from Women of Color: Overcoming Racial and Gender Bias as you Navigate your Legal Career". There wasn't nearly enough time to grapple with all of the questions and issues that came up during the intimate panel discussion with panelists Shawn Holley, Demetria Graves, Karlene Rogers-Aberman, Ofunne Edoziem, Courtney Collins and Yemi Adegbonmire. The panel, led by Jamilla Harris—a managing attorney at Michael Sullivan



and Associates LLP, was comprised of two law firm partners, corporate counsel, a solo practitioner, a rising associate, entertainment attorneys and a public interest attorney—talk about black girl magic! Panelist spoke candidly about the challenges they face as black women lawyers in the profession and provided valuable insight into managing work and family, dealing with racial and gender politics, seeking mentors and sponsors, excelling within the legal career, becoming partner and creating other opportunities for upward growth and mobility within the legal profession. There was also a great deal of discussion about the need for more inclusiveness versus mere diversity within the legal profession.



After the panel discussion, audience members (comprised of young and seasoned attorneys, as well as law students), had the opportunity to seek advice from panelists during the Q&A portion of the program. There was an outpouring of energy and excitement in the room that spilled into deeper discussion and networking opportunities. Additionally, in an effort to promote and foster mentorship opportunities amongst black women attorneys, attendees were entered into a raffle and seven attendees were selected to have a one-on-one informal mentoring lunch with each of the panelists, including our moderator, Jamilla Harris. BWL YLC wants to give a special thanks to Squire Patton Boggs for hosting this important and timely conversation, and EPIQ, who has graciously sponsored each and every event hosted by our committee this year! Also, many thanks to Signature Resolution and Lynn Odrick for your generous sponsorship!

¹2018-Vault-MCCA-Law-Firm-Diversity-Survey-Report.pdf, pg. 19
²2018-Vault-MCCA-Law-Firm-Diversity-Survey-Report.pdf, pg. 21-23
³2018-Vault-MCCA-Law-Firm-Diversity-Survey-Report.pdf, pg. 21-23
⁴2018-Vault-MCCA-Law-Firm-Diversity-Survey-Report.pdf, pg. 21-23
⁵2018-Vault-MCCA-Law-Firm-Diversity-Survey-Report.pdf, pg. 21-23

Student Loan Debt + Finances: Student Loan Workshop

On March 7, 2019, BWL YLC hosted an informative Student Loan Workshop entitled "Key Strategies for Managing Student Loan Debt & Its Impact on Your Legal Career" at Los Angeles office of Sheppard



Mullin. Jay Fleischman, one of the nation's leading student loan lawyers and creator of the podcast "The Student Loan Show," was our keynote speaker. He shared a wealth of knowledge from over two decades of experience helping borrowers dealing with various consumer issues from bankruptcy, debt collection and student loans. From the moment Jay began speaking, he captured the audience's attention as he spent the first hour methodically dissecting the various repayment options for private loans, federal loans and the various government loan forgiveness programs.



After his presentation, Jay was joined on a panel by Kate Antonini, Director of Business Development at SoFi, Alison Norris, a Financial Advisor at SoFi, and Devon Hein, and Ashley Turner, both successful young attorneys who managed to pay down a significant portion of their student loans. On the panel, Kate and Alison shared some of the services SoFi provides, including financial advisement, career coaching, mortgage loans and loan consolidation and refinancing. Also, using her expertise as a financial advisor, Alison addressed questions from the audience about how they could still manage to invest or buy a home even with student loan debt. SoFi also offered BWL members in attendance a special discount for loan refinancing.

Also, the audience was given the opportunity to ask the panel of experts and young lawyers questions about their student loans and its impact on their career paths. To end the night, we raffled off Amazon gift cards from SoFi, and a half-hour financial advisement session with a SoFi representative. Attendees walked away with a wealth of knowledge and empowered to tackle their student loan debt. We are grateful to Sheppard Mullin's Los Angeles Office for sponsoring the workshop.

Fun + Education + Giving Back: Malibu Wine Safari

Do you recall navigating the process of getting into college? I literally get a surge of anxiety every time I think back to studying for and awaiting my SAT results, filling out college applications, writing my personal statement, securing letters of recommendation, securing my official transcripts and filing out my FAFSA for college. Imagine being unable to think of one adult in your life who knows you well enough to write an impactful and meaningful letter of recommendation.

Unfortunately, this is the reality for many youth who grow up in the foster care system. Consequently, research shows that while over 90% of youth in the foster care system express a desire to go to college, only 10% of youth in foster care in California are reported to go to college. Of that 10% less than 3% graduate.



BWL YLC had the opportunity to interview past BWL scholarship recipient and newly minted attorney, Ashley Williams, who managed to navigate the difficult process of getting into college despite having lived in 36 different foster homes and attending 26 different schools before going to Dorsey High School. In the face of educational and housing instability, Ashley had the fortitude and tenacity to graduate from Dorsey High, earn her bachelor's degree from UCLA and attend Southwestern Law School where she graduated in the top 1/3 of her class. Check out a snippet of her interview below:

YLC: What was the hardest challenge/obstacle you faced when transitioning from high school to undergrad?

Homelessness. My foster mother packed up all of my clothing and personal belongings and put them out on her porch with no notice because she was no longer able to receive a check for me once I aged out of the foster care system. As a result, I lived between one of my mentor's home and my God parent's home until I was able to officially move into the dorms at UCLA. Additionally, I had to figure out a way to get enough money to pay for my housing because although I was receiving assistance for college through a grant which assists youth in the foster care system, the grant did not cover my housing fees.



YLC: Did you face any other financial challenges in undergrad that threatened your ability to graduate from college?

I did not have the same financial resources that many of my peers had access to. It not like I could call a parent... like a mom or dad to help me out. Ya know? Instead of having the luxury of focusing exclusively on my academics in undergrad, I worked while I was in school in order to support myself. I was also fortunate to apply for and receive several institutional and outside scholarships which helped me to stay afloat financially.

YLC: Did you participate in the Guardian Scholars program at UCLA? Are you familiar with it?

Haha. Yes! The Bruin Guardian Scholars program. I actually am one of the co-founders of the program.

YLC: Oh wow! I've known you for all of these years and had no idea! Tell us a little bit about the program and how you benefited from it.

It okay Keshia. I co-founded the program after speaking to other former foster youth who were attending UCLA at the time and seeing a gap that needed to be filled in order to support us emotionally, academically and financially on campus. The program provided support for me in a few different ways. For example, all scholars were given additional academic and financial support including a textbook lending library to help students who were not able to afford the high cost of textbooks.

More importantly, we were able to secure a grant for former foster youth to stay on campus in the dorms during holidays and spring breaks. Many foster youth have no family to go home to when everyone else goes home for breaks so we were able to host a Thanksgiving and Christmas dinner and pair our students with the Parent Center and other faculty and staff so that our students could join their families on holidays if they wanted.

YLC: That's awesome Ashley! Yeah, holidays and extended breaks is a big one. What advice would you give to a student who has experienced foster care and is in college now to help them succeed and graduate?

I would definitely encourage them to get connected to the "Guardian Scholars" equivalent on their respective campuses. That program was extremely instrumental to my success in college. In the absence of "family" the staff, peers and volunteers that made up the "Guardian Scholars" community definitely became my family. I would also say seek as many mentors as possible. Mentors have been my life line. Also, despite the backgrounds that many of us have had to endure remember that you belong there... there meaning college. Haha. You have everything inside you to succeed!

Ashley is a great example of what hard work, determination and resiliency looks like. As she mentioned in the interview, Ashley attributes her success in large part to the community who surrounded and supported her through college.

BWL YLC hosted "Malibu Wine Safari—Tasting for a Cause" in an effort to help students like Ashley. We wanted to create a platform for young lawyers to have fun while reaching back to help others get into the legal pipeline. We did just that! On Saturday, May 18th, forty young lawyers from Black Women Lawyers Association of Los Angeles, The Langston Bar Association and the Thurgood Marshall Bar Association came together, packed into a party bus and rode down to Malibu Wine Safari in Malibu. Not only did we have an amazing time wine tasting, networking and seeing wildlife native to the Los Angeles area, we also raised over \$1,600 to provide book scholarships to pre-law students participating in "Guardian Scholars" programs throughout colleges and universities here in Southern California. BWL YLC would like to give a special thanks to Manhattan West Asset Management, COR Community Development Corporation, EPIQ, The Dorsey Group, the Langston Bar Association and the Thurgood Marshall Bar Association for serving as sponsors for this event. We could not have pulled off this event without you!

2018-2019 BWL OFFICERS



Tara C. Doss
President



Rosezetta Upshaw
President-Elect



Michelle Kazadi
Vice President



Lisa McLean
Treasurer



Jasmine Horton
Financial Secretary



Devon Hein
Corresponding Secretary



Uche Anene
Recording Secretary



Sherry Patterson
Parliamentarian



Sharde Thomas Skahan
Historian



Barbra Diallo
Newsletter Editor



Bethanie Barnes
Member-at-Large



Tiffanie Spivey
Member-at-Large

PAST PRESIDENTS

Sandra L. Carter
Hon. Irma J. Brown
Shirley A. Henderson
Hon. Veronica S. McBeth
Katherine L. Vaughns*
Hon. Beverly E. Mosely
Mablean Ephriam
Joan Whiteside Green*
Diane Spencer Shaw
Hermia Shegog-Whitlock
Carla Durham Pittman
Hon. Glenda Veasey
Belinda D. Stith
Vera Brown-Curtis*
E. Jean Gary

Hon. Brenda Johns Penny
Hon. Patricia J. Titus
Hon. Barbara R. Johnson
Patricia Shade
Hon. Carol D. Codrington
Hon. Marguerite D. Downing
Patsy J. Cobb
Eulanda Lynn Matthews
Katessa Charles Davis
Adrienne M. Byers
Nedra E. Austin
Brenda J. Logan
Adrienne Konigar-Macklin
Nedra Jenkins
Sharon K. Hall

Linda R. Rosborough
Syna N. Dennis
Audrea J. Golding
Hon. Yvette D. Roland
Tangela D. Terry
Sherri L. Cunningham
Samantha C. Grant
Camille Y. Townsend Granville
Tami Warren
Shannon Y. Humphrey
Nicole Hancock Husband
Amber Finch
Demetria Graves

*Deceased

2018-2019 LIFETIME MEMBERS

Michele B. Anderson
Sandra Jones Anderson
Nedra Austin
Hon. Althea Baker
Renee Becker
Wanda Belle
Tamara Benefield
Janis Bucknor
Alisha Burgin
Adrienne Byers
Kristen Byrdsong
Renee Campbell
Sandra Carter
Luci-Ellen Chun
Hon. Carol Codrington
Dawn Collins
Hon. Audry B. Collins
Michelle Cooke
Alexis Crump
Katessa Davis
Anita DeFrantz
Barbra Diallo
Tara Doss
Hon. Marguerite Downing
Hon. Mablean Ephriam
Gary Eto

Hon. Kelvin D. Filer
Amber Finch
Jennifer Fisher
Carla Ford
Ernestine Forrest
Avis Frazier-Thomas
Alan H. Friedenthal
Maryann Gallagher
Lisa Gilford
Samantha Grant
Demetria Graves
Jacqueline Harding
Shirley Henderson
Nicole Hancock Husband
Hon. Barbara Johnson
Lynette Jones
Michelle Kazadi
Victoria King
Adrienne Konigar-Macklin
Lauren Lofton
Brenda J. Logan
Eulanda Lynn Matthews
Veronica McBeth
Deborah McClain
Byron McLain
Lisa McLean

Ronnivashti Whitehead Otieno
Gail Peterson
Wilma Pinder
Carla Durham Pittman
Rhonda Reeves
Hon. Yvette Roland
Trina Saunders
Ibieri Seck
Patricia Shade
Diane Spencer Shaw
Dominique Shelton
Hon. Erithe Smith
Elizabeth Stewart
Belinda Stith
Hon. Sandra Thompson
Hon. Bobbi Tillmon
Hon. Patricia J. Titus
Camille Townsend
Charlene Usher
Andrea Van Leesten
Sandra Williams
Christine Wood
Sherri Woods
Lowynn Young
D. Zeke Zeidler

2018-2019 SPONSORS & SUPPORTERS

BWL is thankful for the support of all of our 2018-2019 sponsors & supporters

Alder Law, PC

Alston & Bird LLP

Amgen

Asian Pacific American Women

Association of African American California
Judicial Officers

Association of Southern California

Audrey Schmedes

The Barnes Family

Benefield & Faulk LLP

Black Women Lawyers Association of Los
Angeles Foundation

Brian Regan

California Association of Black Lawyers

California Women Lawyers

City National Bank

COR Community Development Corporation

Defense Counsel

DLA Piper LLP

Downs Dental Corporation

Epiq

Fox Rothschild LLP

Greenberg Traurig LLP

Hinshaw & Culbertson LLP

Holman United Methodist Church

I AM FOUNDATION

John M. Langston Bar Association

Judy Gordon

KAPLAN

Karen A. Clark

Karlene J. Robers-Aberman

Kirkland & Ellis LLP

Latina Lawyers Bar Association

Law Office of Michelle Kazadi

Law Offices of Stephenson, Acquisto & Colman

Lawyers Alliance

LGBT Bar Association of Los Angeles

Littler Mendelson PC

Los Angeles County Bar Association

Loyola Law School

Manhattan West Asset Management

Mary Basick

Merrill Lynch

Morrison & Foerster LLP

Munger, Tolles & Olson LLP

Nelson Mullins

Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

Palmer's Barbershop

Perkins Coie LLP

Reed Smith LLP

Rosezetta Upshaw

Sheppard Mullin LLP

Silverlake Wine

Skadden, Arps, Slate, Meagher & Flom LLP

SoFi

Southwestern School of Law

Square Patton Boggs LLP

SuitKits by Sierra E

The Dorsey Group

The Edison

The Graves Law Firm

Thurgood Marshall Bar Association

TM Professionals

Viva La Diva Spa

Warner Bros.

Women Lawyers Association of Los Angeles



P.O. Box 8179

Los Angeles, CA 90008

(213) 488-4411

join@blackwomenlawyersla.org

www.blackwomenlawyersla.org