

NEWSLETTER



BACK TO OUR ROOTS:

Engaging Our Communities to Inspire Change and Chart the Path Forward

PRESIDENT'S LETTER

Energizing, inspiring, sisterhood – a few of the words that describe the past year. Last September, I was installed as the 48th President of the Black Women Lawyers Association of Los Angeles, Inc. (“BWL”), and announced this year’s theme: **Back to Our Roots: Engaging our Communities to Inspire Change and Chart the Path Forward**. As we emerged from two years of pandemic isolation, we leaned into our founder’s blueprint for confronting challenges and being social engineers for change. I am thrilled that the 2022-2023 Officers and Committee Chairs rose to the occasion and worked tirelessly to elevate BWL’s footprint! It has been my great honor to serve as BWL President and I’m forever grateful to have served with the 26 women who made this bar year a tremendous success! This year we committed to three priorities: (1) increasing member engagement, (2) forging new relationships within our community, and (3) expanding our educational and student outreach.



Jasmine S. Horton
2022-2023 President

MEMBER ENGAGEMENT. Our membership engagement started with the triumphant, full-scale return of the **Annual Thanksgiving Eve Cocktail Sip** (Chairs: Holly Parker and Heather Horn). We raised over \$30,000 at this year’s Harlem Nights theme party, which funded first-class member programming, community events, and charitable contributions. Our Membership Committee (Chair: Shardé Skahan) curated events focused on cultivating relationships and promoting wellness. Members basked in sunshine and sisterhood during our **Spring Yoga Flow & Connect**, and the **Inaugural 5K Run/Walk** brought people of all ages to stroll (or run) the historic Leimert Park Corridor.

We hope our programming inspires members to develop wellness routines that keep them refreshed and nourished. The Young Lawyers Committee (Chair: Paige Poupart) focused on programming to attract law students and new lawyers, including a **Mixer at Bowlero** and an **Interview Skills Workshop**. As a result of these combined efforts, we have more than 300 active (dues-paying) members for the first time in two years!

COMMUNITY RELATIONSHIPS. BWL has long recognized its duty to be a resource to the Los Angeles community. Our Community Action Chair, Latrice Hemphill coordinated multiple **Drives**, providing much needed resources (food, toys, gift cards, toiletries, and clothing) to community-based organizations

serving Los Angelenos in need. Pro Bono Committee Chair Sherry Patterson forged a meaningful relationship with F.A.M.E Renaissance Center that significantly increased our pro bono efforts. By the end of September, BWL will have hosted five **Pro Bono legal clinics with F.A.M.E!** Another highlight was our collaboration with Ignited Light for the **MLK Day of Service** in Baldwin Hills, where we provided legal advice and referrals and connected with other community organizations to brainstorm service opportunities.

EDUCATIONAL OUTREACH. Connecting with students was a focal point this year! Board members participated in the **Pepperdine Law School Mentor Jet program**, spoke to undergraduate students in **USC’s Women Society in the Law**, and supported **UCLA BLSA’s Solidarity Gala**. Our Education Committee continued providing law students the tools needed to pass the bar exam with a three-part bar preparation series.

The committee also began laying the groundwork for a program that introduces high school students to our profession. Finally, with the support of our Foundation we awarded over \$40,000 to eight deserving law students at the Annual Scholarship Fundraiser & Luncheon. Investing in and developing the pipeline of diverse lawyers is critical and I’m proud that BWL continues to place students at the center of its mission.

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In addition to executing on our top three priorities, we held monthly general body meetings, starting with our October annual meeting at the Historic Wilfandel House. Our three-part financial series hosted by City National Bank gave members the tools needed to secure and build generational wealth. We also continued our annual joint sister bar event for Women's History Month.

This year was particularly special as we collectively highlighted the work of Black Women for Wellness and gave a combined donation. We had a special final meeting at Justice HQ in the historic LA Times building, where we heard from Los Angeles Superior Court Presiding Judge Samantha Jessner and held a pinning ceremony honoring new lifetime members. Thank you to President-Elect Ronni Whitehead Otieno for making our monthly meetings a beautiful time of learning and fellowship.

THE IMPACT. This year we saw the effects of "Engaging our Communities" and reaped the rewards. We were invited to be a partner of the National Black Women Lawyers Summit hosted by BWLA of Greater Chicago. We were featured in USC's Daily Trojan newspaper for our discussion on diversity and intersectionality in the law with the USC Society of Women in Law. And I was personally humbled to accept the Affiliate Chapter of the Year Award on behalf of BWL at the California Association of Black Lawyers 47th Annual Conference.

I cannot thank the Board enough for their hard work, late night texts, and numerous zoom planning calls. BWL is thriving because of dedicated members, volunteers, and sponsors. As we approach our 50th Anniversary, I look forward to seeing how far we continue to soar!



NEWSLETTER
EDITOR

Alisha C. Burgin
Partner
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Three Requirements for Inclusive Leadership

by **Chalak Richards**
Dean of Students, Diversity and Belonging,
Pepperdine University Caruso School of Law

As we chart a path forward as Black women lawyers, it is essential that we develop and model inclusive leadership. Inclusive leadership has been defined as "leaders who are aware of their own biases and preferences, actively seek out and consider different views and perspectives to inform better decision making." I would add to this definition: inclusive leaders use their power and influence to strategically advocate for change and better positionality for others. As lawyers, we have a duty to do this for those we mentor and support.

In what is likely a reiteration and not a revelation: leadership is not just about your title. Titles are important and as an inclusive leader, I cannot diminish what it means for Black people, women, immigrants, first-generation students, and everyone that I represent, to see me with a title. Titles—and who is viewed as a "formal" leader—matter. But leadership is so much more. As Dr. Artika Tyner shares in her book, *The Inclusive Leader*, the exercise of inclusive leadership requires looking beyond a title and developing a practice of introspection, commitment to community, and intentionality.

First, being an inclusive leader requires deep introspection. You must be aware of your own tendencies, preferences, and yes, biases. Authenticity requires being fully yourself, but introspection for an inclusive leader also means vulnerability. It is essential that you – within appropriate boundaries – show vulnerability to those around you. Deep introspection also includes humility. People, particularly those you are asking to follow you, will be much more willing to accept your influence if they see you are willing to grapple with your shortcomings, apologize, and admit your wrongs. Embracing (appropriate) vulnerability and humility creates an environment where people are willing to share differing viewpoints because they see that you are open to engaging.



Next, inclusive leaders are committed to community. You have to be committed to the deep work that comes with bringing people from different backgrounds, experiences, and viewpoints together. This includes a willingness to confront the barriers and obstacles to the presence of various groups in your room, and continuously developing emotional intelligence.

Finally, inclusive leadership requires intentionality. None of this happens by happenstance. You have to be incredibly strategic, clear eyed, and even methodical, to be a successfully inclusive leader. Inclusive leadership is a journey, not a destination, and intentionality is a commitment to the long term. Once you have started down the path of being an inclusive leader, there is no turning back. Indeed, as we develop future lawyers to be inclusive leaders, we can reshape the legal profession into one that is more just and equitable for all.



Black is Beautiful (IRL and Virtually): The Opportunity and Challenges of Virtual Try On Technology for Black People

by **Akua Asare-Konadu**
Associate (Technology, Transactions & Privacy Law), Perkins Coie LLP

Artificial intelligence (AI) has become increasingly popular in recent years due to its ability to perform tasks that typically require human intelligence, such as pattern recognition, natural language processing, and decision-making. One application of AI that has gained attention is virtual try on technology, which allows users to try on clothing or makeup virtually before making a purchase. As with any technology, however, there are potential harms that must be considered, particularly for marginalized communities such as Black people.

Virtual try on technology relies on machine learning algorithms to analyze images of a user and apply virtual clothing or makeup to create a realistic and personalized virtual try on experience. While this technology has the potential to revolutionize the retail industry and provide convenience for shoppers, there are concerns about how it may harm Black people.

One of the main issues is the potential for bias in the algorithms used to create the virtual try on experience. Studies have shown that AI algorithms can perpetuate and even amplify existing biases in data, leading to discriminatory outcomes. For example, a study by Joy Buolamwini and Timnit Gebru found that facial recognition algorithms had higher error rates for darker-skinned individuals and women, indicating bias in the data used to train the algorithm. Similarly, if the data used to train virtual try on algorithms is biased towards lighter skin tones and Eurocentric features, Black people may have a harder time finding accurate virtual try on experiences.

Another concern is the potential for virtual try on technology to reinforce harmful beauty standards. Black people have historically been subjected to discriminatory beauty standards that privilege Eurocentric features, such as lighter skin and straight hair. By relying on algorithms that prioritize these features, virtual try on technology may contribute to the normalization of these standards and further marginalize Black people who do not fit within them. Additionally, virtual try on technology may perpetuate harmful stereotypes and microaggressions towards Black people. For example, a virtual try on app may offer a limited selection of clothing options for Black people, or may suggest certain styles or colors based on racial stereotypes. These microaggressions can be damaging and contribute to a larger culture of discrimination towards Black people.

To address these concerns, it is important for companies developing virtual try on technology to prioritize diversity and inclusion in their algorithms and data sets. This includes ensuring that data used to train the algorithms is diverse and representative of all skin tones and features, as well as involving a diverse group of experts in the development process. Additionally, companies should actively work to address and dismantle harmful beauty standards and racial stereotypes in their technology. As consumers and trusted advisors to some of these companies, Black women lawyers can help move the needle on this work by being a squeaky wheel: if a tool is not inclusive, point that out to the company, and insist that they do better. Better yet – flex your consumer muscle by patronizing companies with tools that are inclusive.

Virtual try on technology has the potential to provide convenience and enhance the shopping experience for consumers. However, it is crucial that companies developing this technology consider the potential harms it may cause, particularly for marginalized communities such as Black people. By prioritizing diversity and inclusion in their algorithms and data sets, companies can help mitigate these harms and create a more equitable and inclusive virtual try on experience for all users.





Drink Water and Mind Your Business: A Quick Guide to Your Privacy Rights and Choices

by **Naa Kai Koppoe**
Associate (Privacy & Data Security), Perkins Coie LLP

Have you ever felt like companies know too much about you? From the ads you see online to the products recommended to you, it can feel like businesses know everything about you. Companies have realized the power of minding (and monetizing) your business, but if you live in California you have the tools to take control over your personal information and protect your privacy! So, what exactly are your rights as a consumer and how can you exercise them? Let's dive in.



The Right to Know: You have the right to know what personal information businesses collect about you, where it's collected from, how it's used, and why it's shared with or sold to others.

The Right to Delete: You can request that a business delete any personal information they have collected about you. Want any personal information associated with an old dating app profile or social media account deleted? Submit the request! The business must delete your data from their records and tell any third parties they have shared your data with to do the same. Unsurprisingly, there's a caveat: a business is not required to comply with your deletion request if your personal information is needed for a business purpose (e.g., fulfilling your order).

The Right to Opt-Out: You have the right to opt-out of the sale of your personal information. Don't want your streaming service to share your viewing habits (e.g., your latest reality TV obsession and duration of your most recent binge session) with advertisers? If a business sells or shares your personal information, it must include a "Do Not Sell My Personal Information" link on their website. Use that link to opt-out!

The Right to Correction: You can request that a business correct any inaccurate personal information they have

collected about you. Perhaps you're tired of seeing your name misspelled on packages, or you've recently moved. Simply submit a correction request to that business for peace of mind and to ensure the business keeps accurate records.

Additional Rights: You have the right to request a copy of your personal information in a portable and readily usable format. You can tell a business to limit the use of any sensitive information (e.g., social security number, location, race) it has collected about you to specific purposes, i.e., providing you with the service you requested. A business cannot discriminate against you for exercising your rights. This means they cannot charge you different prices or provide you with different services because you've chosen to exercise your rights.

How to Exercise Your Rights: Start with the business. Either contact the business directly or take a look at their privacy policy for more information. If the business does not respond to your request in 45 days or otherwise does not follow through on your request, you can escalate by submitting a complaint with the California Attorney General.

This article is intended to be for informational purposes only and does not constitute legal advice.



Parenting Like a Lawyer: How to Nurture Your Kids Using Legal Principles that Instill Grit & Grace

by **Kimberlina McKinney**
VP of Business and Legal Affairs at Fremantle | IG: @Kimberlina_Law · TikTok: @Law-ish

As an entertainment attorney and a mama, I've found my legal skills frequently apply to many aspects of parenting.

Negotiation and Reasoning. Negotiation, reasoning, persuasion, and compromise are all essential skills for a successful attorney, and, in my experience, invaluable tools for raising a child. And my view is supported by science: a study published in the Journal of Family Psychology found parents that negotiate and reason with their children have better relationships with them and are more successful in resolving conflicts. In my day-to-day life as a lawyer, I negotiate deals, haggle over complex contract language, and find solutions for my client. I also use reasoning and persuasion to convince opposing parties to agree to terms amicably. Instead of ruling with an iron fist (like my parents), I've opted to use the tools that make me so successful at work at home - I've learned to negotiate and reason with my child. I've found it helps her understand why certain rules and boundaries are in place and find solutions that work for both of us.

For example, my 7-year-old daughter did not perform well on her last diagnostic test and was relegated to no TV during the school week. But I did not just say, "You did bad in school, so no iPad. Why? Because I said so!" I explained the rationale for the consequence, just like I would to a client. I told her that her performance made me believe that her iPad and TV were a distraction from schoolwork. And my precocious child promptly set about seeking a compromise that would allow her to keep her iPad on deck. We worked out a solution. I enrolled her in tutoring twice a week, and she could watch TV during the school week, "provided she attended tutoring and completed 30 minutes of homework everyday prior to watching such TV". The lawyer in me added the final provision for good measure! But since she was a vital part of creating the solution (and knew the consequences if she did not comply), my daughter followed the rule without complaint. By teaching her how to negotiate effectively, I am helping her develop critical communication and problem-solving skills that will serve her well in the future.

Grit and Self-Determination. A study in the Journal of Positive Psychology concludes parents who encourage their children to develop grit and self-determination are more likely to raise resilient, successful individuals. Lawyers are particularly well-positioned to help instill these qualities. In my ten years of practice, I've learned that the same techniques I use with clients can be used to foster grit and grace in my kid—**set clear goals**, be **persistent**, develop **autonomy** (no lawyer likes to be micromanaged), use **storytelling** as a tool for problem-solving, and foster a **growth mindset**. My daughter is a budding gymnast who had set her sights on learning how to do the splits. So we made a vision board and hung it up in her room. We worked out a plan that involved stretching every day (watching fun YouTube videos) and taking gymnastics classes twice a week. She was discouraged the first few days because she wanted immediate results like she saw in the videos. During one stretching session, I attempted to show her how to do a split. I'm pretty sure my lack of flexibility made her realize she was doing far better in three days than I had with 37 years of yoga. I know this because my daughter burst into laughter at my puny attempt.

After a month of hard work, she accomplished her goal. She gained the confidence to expand her skills, eventually choosing to take karate and jiu jitsu too. As lawyers, we value autonomy and independence. Similarly, parents can encourage their children to take ownership of their goals and activities, and to make their own decisions whenever appropriate. This can help children develop a sense of responsibility and independence, which can foster intrinsic motivation. Instead of forcing simple choices upon them, give them 2-3 safe choices (like you would a client) that encourage your children to take ownership of their goals and activities, but still within your expertise as the parent.

Grit is the ability to keep going even when things get tough. We lawyers regularly overcome challenges by setting achievable goals, providing support and resources, and seeing the value in sticking with difficult tasks. One of the easiest ways to teach your child about grit is to model it yourself and use storytelling. I talk to my daughter about some problems I face and share stories of my personal growth and resilience. She celebrates my accomplishments with me, which helps her see the value of perseverance and hard work. And of course, I help her identify and overcome challenges. Every week I ask her if she has any stressors (she usually says homework) and we address them by brainstorming multiple solutions, evaluating the pros and cons of each, and choosing the best option—just like any good lawyer would with a client.

But your child is not the only beneficiary of your efforts; parenting can help make you a better lawyer. A study published in the American Bar Association Journal found that lawyers who were also parents tended to have better time-management and delegation skills, as well as the ability to prioritize and manage multiple tasks simultaneously. While there is no clear-cut evidence that being a parent makes you a better lawyer, there are certainly skills and experiences that overlap between the two roles. By leveraging parenting skills in our legal practice and vice versa, lawyers may be able to improve their effectiveness and better serve their clients and their children.





Opportunity is Booming!

by **Rosezetta Upshaw**
Principal, Law Office of Rosezetta Upshaw

A friend recently told me a story about her Uncle James. For over 40 years, Uncle James owned a plumbing business: he grossed about \$2 million annually and employed a small team of six. Uncle James worked hard, but he lived comfortably, even sending his two kids to college to get professional degrees (his son became an engineer and his daughter became a lawyer). When he was ready to retire, he paid to dissolve the business and didn't think much of it. His children were successful in their chosen professions and had not expressed interest in the plumbing business.

A friend recently told me a story about her Uncle James. For over 40 years, Uncle James owned a plumbing business: he grossed about \$2 million annually and employed a small team of six. Uncle James worked hard, but he lived comfortably, even sending his two kids to college to get professional degrees (his son became an engineer and his daughter became a lawyer). When he was ready to retire, he paid to dissolve the business and didn't think much of it. His children were successful in their chosen professions and had not expressed interest in the plumbing business.

Uncle James' story may not sound like much but it highlights a HUGE MISSED OPPORTUNITY! According to Forbes, the baby boomer generation, born between 1946 and 1964, owns 2.3 million small businesses in the United States, cumulatively employing 25 million people and accounting for close to 20% of the national workforce. As baby boomers retire, they will likely exit their small businesses. Over 80% of small businesses never sell, in large part because owners did not realize selling was an option or could not find a buyer. After all, mergers and acquisitions is big business, and Uncle James' \$2 million plumbing business was likely too small to get on the radar of a national plumbing corporation or a private equity group.

For savvy investors like us, however, this period of transition presents an incredible opportunity to build wealth by acquiring a portfolio of small businesses. For our BWL population, it is also a chance to build additional value upon already-cash-flowing assets. As you can imagine, most of these boomer businesses are not owned by women or people of color and they typically are low-tech. We can add technology, minority certifications, and fresh marketing in our communities to open new revenue channels that the previous owners couldn't or didn't access.

"But Rosezetta, we are lawyers, we don't want to be plumbers!" I agree! The key is to acquire businesses that have enough cash flow to pay someone to replace the owner's labor and



still pay you, as the investor. Let's use Uncle James' plumbing business as an example. Typically, an entrepreneur takes home \$200-\$300k from a business that grosses \$1 million in annual sales. So we can conservatively assume Uncle James earned around \$400k annually from the \$2 million in gross profits. We could buy his business, pay someone a salary of \$100k to run it, and pocket \$300k a year without ever touching a plunger.

"But Rosezetta, I don't have an extra \$2 million to buy a business!" Thankfully, you don't have to pay cash! Business acquisitions are very similar to real estate: 20% down is expected. But unlike real estate: it is more often A BUYERS MARKET! Remember, over 80% of businesses never sell, so buyers commonly put less than 20% down (and sometimes no money down), instead negotiating a deal through which the buyer uses the cash generated by the business to pay the seller over time. Back to our plumbing example, many businesses sell for 2 to 3 times their net profit. So if Uncle James was profiting \$400k annually, his business would likely be offered at \$800k to \$1.2 million. If we assume the price would be \$1 million, \$200k would be the (highest) down payment (plus tax), and we would be highly likely to recoup that down payment in the first year by simply continuing to run the business the way Uncle James ran it. And if we added simple technology and minority certifications on top? You do the math.

"But Rosezetta, where is your business acquisition portfolio?" I acquired my first business on May 15, 2023: Preferred Glass & Windows, located at 23032 Soledad Canyon Road, Santa Clarita, CA 91350.

Check us out at preferredglassandwindows.net. I found the opportunity on bizbuysell.com and I'll happily share all the challenges and dirty details to help you build your own portfolio, just email me at info@legendsatlaw.com. In the meantime, keep an eye out for small businesses with aging owners.



How Did My Family End Up in Probate?

by **Charlene Usher**
Principal, ULG LAW APC (www.usherlawgroup.com)

Losing a loved one is incredibly stressful. Surviving family members are forced to navigate sometimes crippling grief while making important personal, legal and financial decisions. Worse, families sometimes find themselves in messy legal disputes over the disposition of their deceased loved one's estate. Below I explore some of the reasons a matter ends up in probate, the implications, and what you can do.

How can I end up in probate? There are several reasons a matter can end up in probate, including:

No (or invalid) estate planning documents: If the gross value of your estate exceeds the threshold (currently \$188,250) and you do not have a will or fail to attach your assets to a valid trust, upon your passing, your estate will go through probate. Additionally, if there was only a will, the disposition of your estate must be handled in probate, which is public, costly, and time consuming (with some disputes lingering over two years).

DIY estate planning: When people try to create their own trust or will, there's a good chance of conflicts or missing elements which can invalidate the documents, inadvertently sending surviving family and heirs to probate. If you have the means, it's best to hire an expert, i.e., an experienced estate planning attorney.

Valid trust, but no funding: If a valid trust is created, a necessary next step is attaching assets to that trust. Otherwise, the trust instructions don't apply. A few mistakes I've encountered: title to real property is kept in the decedent's name, or beneficiaries are not named on financial accounts.

The valid (i.e., properly drafted, funded, and notarized) trust is missing: If you've lost the original trust documents, don't worry, you can use a copy. A copy may be used if the original cannot be found. However, without at least a copy, the trust instructions cannot be made up after death and the decedent's estate must go through probate even if title is held by the trustee.



So, what's the big deal with ending up in probate?

You'll end up in court: The decedent's heirs, assets and other personal information is public once a petition is filed in probate court! Most people would prefer that information remain private.

Fees and Cost\$: California law imposes a probate administration fee, depending on the gross value of the estate (i.e., real estate, vehicles, bank accounts). These fees are typically more than \$20,000. Probate administration fees are paid FIRST, so someone has to come up with the money, usually forcing a sale of any real property. Costs (e.g., filing and publication fees) can average \$2,000; wouldn't you rather that money go to your kids, grandkids, friends, or charity of choice?

Conflict: Without proper documentation of your wishes, conflict can arise between family members, including over health care decisions, personal items and any real property. Conflict leads to more attorney fees, leaving less of the estate to the surviving family. Worse, it can create permanent rifts in relationships.

In sum, the difference between having an effective trust-based estate plan and having no (or an invalid) plan is stark: years of waiting for a court to distribute the estate vs. assets being distributed to your heirs in a few months. Plus, having an effective estate plan can keep your private business private!

Contact Usher Law Group at 877.748.7437 or www.usherlawgroup.com to schedule a consultation to discuss your estate plan.



Reading is FUNdamental!

by **Devon Hein**
Deputy Federal Public Defender, Non-Capital Habeas Unit

When's the last time you curled up with a good book? As lawyers, I'm sure sometimes it feels like reading is the last thing you want to do with your spare time, but if you used to love reading before work took all the fun out of it, this is my plug for you to try again.

When I moved to LA ten years ago, I was new and didn't know a lot of people outside of work. Luckily, a sorority sister and friend invited me to join what I affectionately call her Lady Lawyers book club. It was an instant entre to a group of brilliant, kind and funny women who, being attorneys, were easy to connect with about work and family, but also had great taste in books and did not play when it came to reviewing the material! I found a second, equally loveable community when another friend pulled me into a post-apocalyptic book club he had stumbled upon at the beginning of the pandemic.



Having already tried my hand at a combination of old and new friends with my first book club, I was less intimidated by the idea of baring my soul to a bunch of strangers, and I now have a group of friends that, despite having moved all over the country, carve out two to three hours every Sunday to discuss the latest book that is probably about to become a hit TV show (we had already read *Station Eleven*, *The Power*, and *Silo* before they made it to the silver screen) and catch up on each other's lives.

And, in case you're worried, reading one or two books a month did not require me to grow an extra set of hands or eyes. If you are a paper purist, I salute you, but I find e-books and audiobooks easier to consume. I listen to books in the bath, during my commute, while walking the dog, cooking and doing the dishes. If there's a popular title you just can't wait for, Amazon's Kindle and Audible services are a way to get the latest books on demand, and, if you're a Prime member that does a lot of shopping, choosing a later shipping date usually comes with digital credit you can put towards books.

Or, if you, like me, are trying to diversify your consumption away from Amazon when possible, there is an independent digital and audiobook seller called *libro.fm*. My true love, though, is the Libby app, which is a FREE app that, with a library card, lets you check out digital and audiobooks from your local library, again, FOR FREE.

Returns are automatic, so you don't have to worry about late fees, but you can also renew a book or put it on hold just like a paper book. And you can check out several books at once, as well as put several books on hold, so you can be in line for *Bridgerton* book five while you're reading book one.

Immersing myself in a good story is the perfect offset to a hard day at work. It has also made me a better writer, if I say so myself, but that is definitely not the point. The point is remembering that your big brain is just as much for you as it is for your clients! I hope you'll consider falling back in love with reading for pleasure.



BWL Membership Has Its Privileges

by **Shardé Skahan**
BWL Vice President
Partner, Seyfarth Shaw LLP

Black Women Lawyers of Los Angeles, Inc. had a busy year with a return to more in-person events.

This year, our general body meetings covered topics like litigation skills, financial tips, and diversity and inclusion. We celebrated the history of BWL and discussed important topics to ensure the organization's continued success.



We also had social events such as bowling, a holiday party, a summer get together, and our signature event, the Thanksgiving Eve Cocktail Sip.



We invite you to consider joining BWL as a regular or lifetime member. Becoming a member will not only ensure you receive BWL's newsletter with job postings and upcoming local events of interest to our community, but it will also make you eligible to join the Board if you would like to get more involved in the organization.

Potential members may reach out to any of the BWL Board members with questions about the organization or membership. If you join BWL as a Lifetime Member, you will be recognized on the BWL website and specially recognized at events. If you're interested in becoming a member, please visit the BWL website at <https://BlackWomenLawyersLA.org/joinbwl>.

2022-2023

AT A GLANCE



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