



Summer 2019 Newsletter

Annual Elections - Please Vote!

It's time to vote in the Hawaii Women Lawyers 2019 Elections for Board of Directors and Officers! All Hawaii Women Lawyers members in good standing are eligible to vote in the annual election, to fill vacancies on the Board of Directors and the Officers of HWL. Kimi Ide-Foster (President) and Jacquelyn Esser (Immediate Past President) succeed to office without election; for all other positions, please see below. For a brief background of each candidate, please keep scrolling to the next page!

Single Year Terms:

Michi Mimose (VP/President Elect)
Erin Kobayashi (Treasurer)
Alana Peacott-Ricardos (Secretary)

2-Year Term (Running for Election)

Nicole Altman	Nicole Kalakau
Stephanie Batzer	Amanda Lavis
Tara Buckley	Lori Wilke
Samantha Chan	

All ballots must be received by 5:00 p.m. on Wednesday, June 26, 2019!

You may vote at the link [HERE](#)!

HWL Annual Meeting

Thursday, June 27, 2019

**Location: Chun Kerr LLP, First Hawaiian Center
999 Bishop St., Suite 2100**

4:30pm - Short Board Meeting

5:00pm - 6:00pm - Annual Meeting

We will have a short board meeting followed by our annual meeting. For new board members, this is an event for all of our members, where we will recap the year and install our new members. Light pupus, wine, and beverages will be provided!

**Please register for the meeting [HERE](#), by Wednesday, June 26, 2019,
if you plan to attend!**

Nicole Altman, Esq.



After having spent over 17 years on the mainland, Nicole finally moved home to Hawaii with her family at the end of 2016. Among other things great about the move, she was thrilled to be promoted from a plain woman lawyer to a *Hawaii* woman lawyer. Nicole is currently Senior Counsel of Litigation at Kamehameha Schools, where she works in furtherance of the Schools' mission to create educational opportunities in perpetuity to improve the capability and well-being of people of Hawaiian ancestry. Committed to the local legal and broader community, Nicole also serves as the Vice Chair of the Board of Aloha Harvest; as a Director of the Board of the

Friends of the Children's Justice Center of O'ahu; on the Hawaii Access to Justice Commission's Committee on Increasing Pro Bono Legal Services; and was a 2017 Fellow in the HSBA Leadership Institute and is an ongoing member of its Advisory Council. Nicole would be honored to serve on HWL's board in furtherance of its mission.

Stephanie Batzer, Esq.



Stephanie is graduate of the William S. Richardson School of Law, and practices child welfare law, serving as a parenting coordinator and guardian ad litem. Prior to law school, Stephanie served twenty-two years in the U.S. Army Signal Corps, retiring as a lieutenant colonel. She also worked in support of various U.S. Navy projects when she was an associate at Booz Allen Hamilton. She is also a volunteer guardian ad litem with the Court Appointed Special Advocate program at Family Court. Stephanie is married to Wayne Batzer.

Tara Buckley



Tara Buckley received her J.D. from the William S. Richardson School of Law in 2018 and is currently the judicial law clerk for Judge Jeffrey P. Crabtree in the Circuit Court of the First Circuit. Her previous work experience includes law clerk positions with two small firms, a paralegal position with the Legal Aid Society of Hawaii, and semester-long externships with Hawaiian Electric, the Environmental Court, and Justice Sabrina McKenna with the Hawaii Supreme Court. Tara has supported Hawaii Women Lawyers since she was a student representative from Richardson and she looks forward to a continued partnership with the Board as an elected Director.

Samantha Chan, Esq.



Samantha is a Senior Claims Consultant at Atlas Insurance. Prior to joining Atlas, Samantha was an attorney with the law firm of Chong, Nishimoto, Sia, Nakamura & Goya, LLLP. Samantha obtained her Bachelor of Arts in Economics and International Studies from the University of Washington. After tiring from the rain in Seattle, she returned to Hawaii to obtain her Juris Doctorate from the University of Hawaii William S. Richardson School of Law.

Nicole Kalakau, Esq.



Nicole was born and raised on Oahu and grew up in Waimanalo. She attended Kamehameha Schools, graduating from high school in 2004, and went on to HPU. While there, she served as the Student Athlete Advisory Committee President where much of her time was spent advocating for their women's sports teams in an effort to gain equal recognition and support from other University programs. After graduating from HPU in 2008, Nicole attended Gonzaga University School of Law. She completed her last semester of law school back home in Honolulu as an extern for United States District Court Judge Leslie E. Kobayashi.

After passing the Bar, Nicole started her legal career as a Deputy Prosecutor for the City and County of Honolulu in 2011. Most significantly, she served as the Captain of the Domestic Violence Felony Division where she handled high profile family violence cases, child abuse cases and murder cases. In 2016, Nicole joined Leavitt, Yamane & Soldner as a trial attorney representing people who have been seriously injured and she enjoys working in an environment where her career goals are supported and encouraged.

Nicole has been honored to serve as a Director with the Hawaii Women Lawyers board for the 2018-2019 term and would be honored to serve our members for another term. She truly believes in HWL's mission and welcomes the chance to improve the lives and careers of women in our profession, work toward enhancing the status of women and continue to promote equal opportunities for everyone.

Erin Kobayashi, Esq.



Erin M. Kobayashi is an attorney at Kleintop & Luria, LLP. She practices family law with the firm, including all divorce and post-divorce matters, paternity matters, and temporary restraining orders. Ms. Kobayashi currently serves as the Treasurer for Hawai'i Women Lawyers (HWL), an Oahu Director for the Hawai'i State Bar Association (HSBA), Secretary of the HSBA's Family Law Section, and Chair of the HSBA's Child Law Section. She has been on the HWL Board since 2012 and also served as an HWL Student Representative while attending the William S. Richardson School of Law. Ms. Kobayashi has two daughters, ages 5 and 15.

Amanda Lavis, Esq.



Amanda Lavis is an experienced diversity and inclusion strategist and award-winning employment and litigation attorney who is passionate about helping employers create diverse and inclusive workplaces. Amanda currently serves as the EEO Officer for the State of Hawaii – Executive Branch, where she is responsible for creating, enforcing and implementing the State's EEO Policies for approximately 15,000 employees. She also is the Chief Inclusion Influencer at The Inclusion Strategist LLC, a diversity consulting company. Previously, she was a partner at a regional law firm in Pennsylvania, and worked for the U.S. Senate, Committee on the Judiciary, on the nomination of Elena Kagan to be an Associate Justice on the Supreme Court of the United States. Amanda is licensed to practice in Pennsylvania, New Jersey, and Maryland, but is not licensed to practice in Hawaii. Amanda graduated from Villanova University School of Law, *magna cum laude*. She received her Master of Business Administration from Shippensburg University of Pennsylvania, *magna cum laude*, and her B.S. in International Business from Messiah College, *magna cum laude*.

Michi Mimose, Esq.



Michi Momose is an associate with Cades Schutte LLP, where she practices in the areas of commercial and real estate litigation. She is a graduate of the William S. Richardson School of Law. Prior to joining Cades Schutte, Michi served as a law clerk to Associate Justice Richard W. Pollack of the Hawaii Supreme Court. She currently serves as the secretary on the Hawaii Women Lawyers' board and as an Oahu director for the HSBA Young Lawyer's Division. She was a fellow in the HSBA's 2017 Leadership Institute and participated in the 2019 Hawaii Federal Trial Academy.

Alana Peacott-Ricardos, Esq.



Alana Peacott-Ricardos is a Partner with Goodsill Anderson Quinn & Stifel. She focuses her practice in the area of medical malpractice defense and health law. Alana began her legal career in general commercial litigation, then led the public policy advocacy efforts and education program of a local nonprofit organization addressing sexual violence. She joined Goodsill in August 2014. She is a graduate of the William S. Richardson School of Law, University of Hawai'i (J.D., summa cum laude, 2010) and Boston University (B.A., cum laude, 2002). She is licensed in Hawaii and Washington (inactive).

Lori Wilke, Esq.

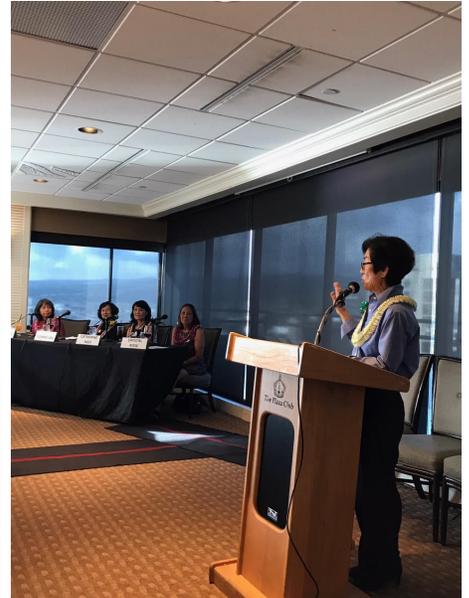


Lori is a partner in the Finance, Real Estate and Corporate Department of Cades Schutte LLP, with a focus on commercial leasing and commercial purchase and sale transactions. Lori was the primary author of the Hawaii Association of Realtors Commercial Lease form and addenda, and the primary author of the current form of Hawaii Association of Realtors Commercial Real Property Purchase and Sales Agreement and addenda. Lori also assists clients with real estate related litigation (i.e. quiet title and partition actions, foreclosures, eminent domain actions). She joined Cades in 2004, and has been on the board of directors for Hawaii Women Lawyers since 2008. Born and raised in Honolulu, Lori is a 1995 graduate of Mid-Pacific Institute. She obtained her B.A. from the University of Hawai'i in 1999, where she received degrees in Biology and Chemistry. Lori earned her J.D., summa cum laude, from the William S. Richardson School of Law in 2004, and was salutatorian of her law school class. She is a member of the board of directors for Community Helping Schools. Lori (formerly Amano) recently remarried (eloped) on April 19, 2019, and has two sons, ages 11 and 12.

Women Corporate Directors Panel Discussion

On Tuesday, April 30, 2019, Hawaii Women Lawyers hosted a panel of distinguished Hawaii women, for a lively discussion about increasing the number of women on corporate boards. The conversation was moderated by Barbara J. Tanabe, and the panelists included: Louise Ing, Constance (Connie) Lau, A. Catherine Ngo, and Crystal Rose.

Each panelist provided their experiences with sitting on corporate boards, including how one gets considered for a corporate board position in Hawaii, what types of professional and/or pro bono experience and skill sets are important for board consideration, and how to maximize opportunities to be considered for corporate board positions.



2019 HWLF/HWL Mother's Day Project

Thank you to everyone who donated their time and resources to make the 2019 Mother's Day Project a success! This year, 968 gift bags were assembled and distributed to foster children, homeless children, foster grandparents, troubled teens, Women of Waianae, and Waianae homeless communities!



2019 HSBA Delegate Elections

Judge Leslie A. Hayashi (Ret.)



My service to the public and legal profession began when I joined Hawaii Women Lawyers in the early 1980s. Eventually I became an officer and was one of the co-editors of *Our Rights, Our Lives*.

While serving on the bench for 25 years, I also held numerous Bar Service positions.

Here are a few:

ABA: Standing Committee on Public Education, 2013-2019 (Quarterly Meetings in Chicago)

Judicial Division: Judicial Outreach and International Judges and Rule of Law Committees, 1987 to present

HSBA: Civics Ed. Committee, 2013 to present, 1991-1996, Committee on Mandatory Professionalism, 2012, Technology Committee, 2012, Standing Committee on the Delivery of Legal Services, 1988-1989; HSBA YLD Director, 1987-88, Vice-President 1989, President, 1990

Hawaii Women Lawyers, Secretary, 1984, Vice-President 1985, President, 1986

Hawaii Women Lawyers Foundation, Secretary, 1991; Director for 12 1-year terms between 1986 and 2016

Hawai'i Supreme Court Committee on Equality and Access to the Courts, 1990-2004
Disciplinary Board of the Supreme Court of Hawai'i, Board Member, 2005-2017
(Secretary, 2007-08; Vice Chair 2008 – 2011, 2013- 2017)

National Council of Lawyer Disciplinary Boards, 2013 – 2016, President, 2016

American Inns of Court, The Aloha Chapter, 1992-2013

Attorneys and Judges Assistance Program Board, 1994-1997

I am also currently involved with the following organizations:

Hawaii Justice Foundation, Director,

The National Judicial College, Member of the Board of Trustees

Access to Justice: Civil Initiatives Committee

Olelo, Secretary

My involvement with the ABA has allowed me to build connections with its leadership. It would be my honor to serve Hawai'i's lawyers as the HSBA delegate to the ABA.

2019 HSBA Delegate Elections

Trejur Bordenave, Esq.



The mission of the American Bar Association is “to serve equally our members, our profession, and the public by defending liberty and delivering justice as the national representative of the legal profession.” I passionately support this mission, and I am honored to be running for the Hawaii State Bar Association’s representative to the ABA’s House of Delegates. This position is a multi-year commitment, and in some cases a multi-decade passion. The representative we choose will be our local voice on the national stage, potentially sponsor important ABA legislative action, and most importantly, they will continuously advance objectives

that benefit the profession and our community as a whole. I believe I am prepared to undertake the honor and responsibility of this position.

I have been an active participant in the ABA for years, and for the last two years, I served as the HSBA Young Lawyers Division representative to the ABA House of Delegates. I have also served as Vice-President and President of the HSBA YLD where I participated in the planning and coordination of YLD programs benefitting our future lawyers and our local communities. I am a partner at my firm, Hew & Bordenave, LLP where we represent victims of sexual abuse, plaintiff’s personal injury, and a broad array of businesses clientele here in Hawai’i and California. My experience participating in, representing, and leading both public and private organizations will directly benefit the HSBA on the national stage.

While the ABA mission is clear, the HSBA’s mission to promote justice, serve the public, and improve the legal profession has never been more important as well. These two mission statements are not mutually exclusive, and I believe that representing one is an asset to the other. With that in mind, I have two main goals to advance, if elected.

At the outset, I will work to expand local attorney engagement on the national stage. The ABA has hundreds of thousands of members with a goal of exceeding one million within the very near future. Hawai’i representatives have been leaders in the ABA House of Delegates on numerous occasions, and I want to continue this legacy. In past mid-year and annual meetings, I have observed, voted, and conferred with our ABA House of Delegates’ representatives involved in important policy initiatives that were eventually implemented by the ABA. It is important that our voices are heard in the ABA, and that will to be possible if we continue to expand our local engagement with the important policy initiatives undertaken by the ABA.

Second, I will work to promote the concerns and objectives of our younger lawyers, especially those within the first five years of practice. The Young Lawyers Division here and in the ABA represents the future of our profession and is often the body charged with large-scale community outreach programs. In that regard, our next generation of lawyers not only engages our most underserved communities, but they also have important perspectives on how our profession must adapt to the present and the future if we are to be most effective. The time to listen, learn, and engage our future bar leaders is now.

Finally, my life’s journey also provides a valuable perspective. As a graduate of Lahainaluna High School on Maui, the University of Hawai’i at Mānoa, and Chapman University School of Law, I have met with and made friends with people from all walks of life. I have also observed and experienced where there are unfortunate gaps in our legal system. With that in mind, my broad perspective serves our diverse bar well, and I will work hard to represent every one of our members in the ABA House of Delegates.

I humbly ask for your support, and I thank you for your consideration. Please contact me if you have any questions – Trejur@hewbordenave.com or (808) 944-8400.

Legislative Outreach Update

The 2019 Legislative Session wrapped up on May 2, 2019, with over 200 bills being sent to the Governor for review. The Governor must notify lawmakers by Jun 24, 2019 if he intends to veto any bills, and all bills otherwise can either be signed into law or pass into law without the Governor's signature by July 9, 2019. While a number of the women's legislative caucus bills did not make it this year, we are in the first of a 2-year biennium and these measures will remain alive into next session.



Bills HWL supported

HB 483/ SB 1042- Relating to Civil Rights- Incorporates federal law regarding social groups and youth services organizations, same-sex living facilities, and sex-restricted scholarships and other forms of financial assistance into [Act 110](#), Session Laws of Hawaii 2018. Extends the deadline for the legislative reference bureau to complete the study requested by [Act 110](#) on existing federal Title IX enforcement practices and procedures on the federal level and in other jurisdictions. **PASSED and transmitted to Governor.**

HB 710 – Relating to Employment Practices (Reproductive Health Discrimination)- Adds reproductive health decisions to the list of categories that are protected against discriminatory employment practices. **PASSED and transmitted to Governor.**

HCR 5/HR 6/SCR 12/SR 11 – Relating to Sexual Harassment- Resolution requesting members of United States Congress to amend federal law to ensure that victims of sexual harassment and sexual assault who might be otherwise forced into arbitration and silence have access to the courts.

No concurrent resolution passed / SR 11 PASSED AND WAS ADOPTED (Senate only).

HB 488/SB 1041/SB 1048 – Relating to Employment (Sexual Harassment)- Prohibits written nondisclosure agreements involving sexual assault and sexual harassment as part of an employee's conditions of employment; prohibits employers from retaliating against an employee for disclosing or discussing sexual harassment or sexual assault. **DID NOT PASS, SB 1041 died in conference committee.**

SB 1375/ HB 1192 – Relating to Equal Pay- Conforms statutory prohibitions against wage discrimination with other prohibitions on employment discrimination. Clarifies allowable justifications for compensation differentials and remedies for pay disparity. Requires employers to disclose wage ranges to employees and prospective employees. **DID NOT PASS.**

Bills HWL opposed

HB 1311/ SB 1457/ SB 864 – Proposes Constitutional amendments to change the required time frames from thirty to ninety days for the process to appoint and consent to a justice or judge; harmonizes the senate consent procedures for district court judgeship nominees to mirror the senate consent procedures relating to supreme court justices and intermediate court of appeals and circuit court judges; authorizes the senate to approve or reject subsequent terms of office for justices and judges. **DID NOT PASS.**

2018-2019 Annual Awards Recap!

On April 10, 2019, Hawaii Women Lawyers hosted its 2018-2019 Annual Awards event. It was a wonderful evening honoring the tremendous achievements of Karen Char (Distinguished Service Award), Rebecca Copeland (Outstanding Woman Lawyer Award), Judge Helen Gillmor (Outstanding Judicial Achievement Award), Esther Kwon Arinaga (Lifetime Achievement Award), and Doctor Jackie Young (President's Award). Congratulations to our honorees, and many thanks to the volunteers and distinguished guests who helped make the evening a special one!

