

# Arizona Women Lawyers Association

Southern Arizona Chapter

November 2003

## PRESIDENT'S MESSAGE

*Dear Members,*

*Fall is a busy time of year for AWLA with annual membership renewals arriving in mailboxes shortly and preparations for the annual holiday luncheon well underway. The past year has witnessed a great diversity of luncheon topics and speakers, a strengthening of our outreach to law students and a very successful CLE program targeting public lawyers.*

*Some of our goals for the upcoming year include providing our membership with more public service opportunities and focusing on committee participation as an avenue towards your increased involvement in AWLA. We look forward to your continued membership and encourage your active involvement next year.*

*On the subject of membership, reprinted below is an essay authored by AWLA member, Helen Perry Grimwood, who eloquently presents the case for the continued relevance and import of women's bar associations.*

*Hope to see you at the November luncheon!*

*Julia Connors*

*President, AWLA Southern Arizona Chapter*

## We Still Need Women's Bar Associations

*by Helen Perry Grimwood*

JUSTICE LORNA LOCKWOOD, the first woman to serve on Arizona's Supreme Court, planted the seeds for the Arizona Women Lawyers Association. During the 1960s and 1970s, she invited every woman lawyer to her lunch table at the Arizona Club, every week. By 1976, the group had grown too big for one table, but the roots for the Arizona Association of Women Lawyers had taken hold. In 1980, this Phoenix group merged with its Tucson counterpart to become the Arizona Women Lawyers Association.

The AWLA now boasts a diverse membership of more than 850 women and men from a wide range of practice areas, work environments and levels of experience, including law students, associates, partners, members of academia, in-house counsel, lawyers who have chosen other careers and members of the state and federal judiciary. The AWLA is comprised of two chapters—Maricopa (which includes Northern Arizona counties) and Southern Arizona—to address members' needs and goals at the local level. In keeping with the tradition established by Justice Lockwood, the Maricopa Chapter still meets monthly at the Arizona Club for lunch. [Editor's Note: A third chapter in Cochise County was formed in earlier this year.]

Part of the impetus for the AWLA's formation was that traditional bar associations did not actively support women's entrance into the profession and did not provide a helpful or supportive forum for many of their concerns.

Conditions have changed. Through the efforts of many, the traditional bar associations have worked hard to become more diverse and to foster diversity. In fact, of the 26 voting members of the State Bar Board of Governors, eight are women, and during the last 20 years, three of the 20 State Bar presidents have been women. Not only has the State Bar adopted policies of inclusion, but it is constantly working to implement them.

Nevertheless, women's bar associations must continue to provide focused leadership and a voice for issues important to women in the profession. What has changed is that the traditional bars, the judiciary and others in our legal community encourage this—in fact, they depend on it. They depend on the women's bar to keep track of both progress and failure, to speak up, and to advocate constructive and appropriate change.

Of course, there is still work to do. No longer are women excluded from the legal profession, but they still have not gained much access to the social and business networks that are crucial to business development. No longer are law firms off-limits for women with children, but satisfactory flexible schedules are still the exception. No longer are women categorically excluded from litigation practice, but good training programs to help them hone trial skills are still few and far between. No longer are women's innate qualifications for "forensic strife" the subject of open debate, but they still do not benefit from the presumption of competence that their male counterparts frequently enjoy. It should come as no surprise that women lawyers are still underrepresented in many law firm partnerships, the judiciary and law school faculties, even when the figures are controlled for age and experience. "The pipeline leaks, and if we wait for time to correct the problem, we will be waiting for a very long time," observes Prof. Deborah L. Rhode, chair of the ABA Commission on Women in the Profession.

Perhaps this explains why membership and interest in women's bar associations have never been higher. They keep growing because they continue to help women lawyers in dealing with issues of common concern.

The AWLA is a good example. It provides CLE skills programs specifically tailored to women advocates. It monitors the judicial appointment process and the advancement of women to law firm partnerships. Its business development forums have helped women learn more effective marketing techniques. In the tradition of Justice Lockwood's lunch group, it also offers a special camaraderie. It's a place where women lawyers make no apologies for who they are or what they do, where they can support and celebrate each other's successes and where they can help each other deal with professional and personal challenges.

Women's bar associations also assist one another. The National Conference of Women Bar Associations serves as an umbrella for women's bar associations throughout the country. It conducts leadership summits, provides a national voice for the associations and facilitates the exchange of ideas and experiences. This year, it began hosting a Web site and an e-mail listserv for women in bar leadership throughout the country.

As long as women's bar associations continue to serve the needs of women in the profession, they will continue to flourish, and the entire profession will be the better for it.

*Helen Perry Grimwood is a past president of the Arizona Women Lawyers Association, a Vice President of the National Conference of Women Bar Associations and a member of the Arizona State Bar Board of Governors. She has practiced civil litigation in Phoenix since 1980.*

*Editor's Note: This article originally appeared in Arizona Attorney magazine, May 2001, © State Bar of Arizona, and is reproduced with permission.*

## NOVEMBER LUNCHEON

- DATE:** MONDAY, NOVEMBER 17, 2003  
**TIME:** 12:00 o'clock, Noon  
**PLACE:** The Arizona Inn, 2200 East Elm Street (The Tucson Room)  
**COST:** \$15 Members  
\$20 Non-Members  
\$8 Students
- RSVP:** Call **Julia Connors** at 740-2726 no later than 4:00 p.m., **Thursday, November 13**, or e-mail by the same deadline to [azawla@yahoo.com](mailto:azawla@yahoo.com). Please indicate your menu choice:
- Grilled Salmon Filet in Lemon Dill Butter Sauce
- OR-**
- Chef's Vegetarian Selection
- SPEAKERS:** THE HONORABLES JANE EIKLEBERRY, JAN KEARNEY, MIKE MILLER AND VIRGINIA KELLY

The speakers for November's luncheon are all AWLA members who have recently been appointed to the Pima County Superior Court bench. Judge Miller is at the Juvenile division; Judge Eikleberry is assigned to the civil bench; and Judges Kearney and Kelly sit on the criminal bench. Each will share anecdotes and reflect upon their recent experience on the bench. Don't miss this unique opportunity to hear from and learn about the Superior Court's newest judges.

Please remember to RSVP. ☺

### CANCELLATION POLICY

Luncheon costs have risen significantly since AWLA began meeting regularly at the Arizona Inn. Overall, our members have responded favorably to the higher quality of service and food the Arizona Inn provides. However, because of the increased luncheon costs, we must once again enforce our cancellation policy. All reservations must be made or cancelled no later than the Thursday prior to the luncheon. If you make a reservation and are unable to attend, AWLA is still billed for your meal and therefore expects payment for the cost of the luncheon if the reservation is not timely cancelled. If you must cancel at the last moment, please try to make arrangements for someone to take your seat to avoid being billed for the cost of the lunch. Thank you for your cooperation with this policy.

## Looking Forward to 2004 : Your Chance to Get More Involved With AWLA

This month our chapter is putting together a slate of officers for next year. That goes hand-in-hand with formation of the 2004 steering committee. Each year, we try to represent our membership as a whole by involving some members who have not previously been part of the steering committee. One of the strengths of our local chapter, historically, has been this annual mixture of “continuing” (which certainly sounds better than “old”) steering committee members and new members.

If you would like to help our chapter by volunteering to be on the 2004 steering committee, this is your chance. We meet once a month at noon, alternating between a downtown location and central location outside of downtown (in 2004 this second location will continue to be at Ronna Fickbohm’s office, Gabroy, Rollman & Bossé, 3507 North Campbell Avenue). Meetings are usually held on the Thursday preceding the monthly luncheon, a schedule that will probably continue. In 2004 we will ask that each steering committee member be involved in at least one of sub-committee. While no one expects that everyone can attend each steering committee meeting, regular attendance at our meetings is important. Keep in mind that we usually take a summer break and do not meet in June or July.

The 2004 membership renewal forms, which are on their way in the mail to you, list the committees our chapter has historically used. We encourage all members to sign up for at least one committee. In addition to the committees listed on the form, we would like to create a new “public service” committee. If you are interested in serving on this committee, just write it in on the form or send a note to [azawla@yahoo.com](mailto:azawla@yahoo.com). Once we’ve gotten the committees organized, chairs will be selected and 2004 planning will get underway. If you are interested in serving as chair of one of the committees, again just indicate that on the form or send a note to [azawla@yahoo.com](mailto:azawla@yahoo.com). Please note, however, that committee chairs should also belong to the steering committee, as committee activities are discussed at the monthly steering meetings.

Being a member of the steering committee does involve the dedication of a small amount of your precious time. It also can be a lot of fun and quite rewarding. If you are interested, please give Ronna Fickbohm a call at 320-1300 or e-mail her at [fickbohm@gabroylaw.com](mailto:fickbohm@gabroylaw.com). Even if you are not interested in being a member of the steering committee, do give the committee list on your 2004 membership renewal form a closer look and consider getting involved. If there is a committee you would like to see that is not listed there, contact Ronna or write us a note and enclose it with your membership renewal form. If you do not tell us that we are not addressing an area of interest to you, how will we know? Let us hear from you.

## Habitat for Humanity Project

It’s not too late to help with the PCBA Habitat for Humanity Project. Ronna Fickbohm is still collecting money on behalf of AWLA for this very worthwhile project. Mail or deliver your contribution to Ronna at Gabroy, Rollman & Bossé, P.C., 3507 N. Campbell Ave., Ste 111; Tucson, AZ 85719. Or catch Ronna at the next luncheon.

AWLA’s “work day” will likely take place early next year, so keep an eye out for the date.

## Member Spotlight On . . . **NIKKI CHAYET**

You must know Nikki Chayet. Nikki has been involved with AWLA since 1980. Only three years after joining the organization, Nikki became an officer. Then, in 1988, she became president of the state board of AWLA. She is still an active member of the steering committee of the Southern Arizona Chapter. Nikki also has been actively involved with the Pima County Bar Association since 1980. She was the Editor of *The Writ*, the Pima County Bar Association's monthly newsletter, from 1990 - 1993. She is still involved on the editorial board for *The Writ*. She is also actively involved

with the State Bar. That's the kind of woman she is—involved.



**Hon. Nikki Chayet**

When Nikki is not volunteering with professional legal organizations, she is either home with "Tickles," her aging cockapoo, or spending time with family or friends, perhaps at the theatre, or she is sitting on a bench. Nikki has been a judge since 1985 when she became Special City Magistrate for the City of Tucson. Then, beginning in 1987, she served not only as a Special City Magistrate but also as a Justice of the Peace *pro tem* for Pima County. In 1989, Nikki was named to a regular City Magistrate position, which she still holds. And, since 1998, she has also been a

Special Superior Court Commissioner for initial appearances.

Nikki says the workload on the bench where she sits is hectic. It is not unusual for her to have 100 people scheduled for a half-day session of arraignments. She has jury trials every other week and frequently hears bench trials, as well. Nevertheless, she finds her job as a judge to be fulfilling.

Judge Chayet is most heartened by the times when she is able to make a difference, to encourage positive changes in behavior and lifestyle, using alternative sentencing where possible. For example, she said she has sometimes had defendants or their families thank her after she imposes her sentence.

Once, Judge Chayet had a man who was before her on a probation revocation hearing in which the issue was his behavior and reactions toward his young adolescent child who had attention deficit hyperactivity disorder. Judge Chayet held a lengthy hearing on the probation violation in which the child testified. She ruled that the man's monitored probation should be extended and ordered him to obtain a certain number of hours of education on the topic of dealing with the issues his child faced. Judge Chayet gave the man the resources to get that education. After she issued her ruling, the man's child came up to her and grinned, clearly pleased someone had heard him. Later, the probation officer told Judge Chayet the man had used the resources and had made huge

strides. He was getting his first visitation with his child in months. Clearly, not only he, but the child, benefitted from the Judge's ruling.

What prompted Nikki to join the bench? She was asked by friends to apply. That is the same way she became a lawyer. Nikki had graduated from the University of Arizona and had gone to work at an accounting firm and also handled office work for a kitchen remodeling company. She was thinking about going back to school, perhaps to become a social worker. In a striking coincidence, within a two-day period, Nikki was urged by two separate acquaintances, who did not know one another, to go to law school. They both used the same words, saying "you would be good and would enjoy it." She took it as a sign. And she found out they were right.

Nikki attended the University of Arizona Law School and has an undergraduate degree from the U of A. As a result, she "bleeds red and blue." During law school, as in her professional career after, Nikki was involved. She had law clerking jobs with the U.S. Attorney and with Professor Junius Hoffman. She also was involved with the student bar association and the Law Women's Association - then in its fledgling stage. Nikki's class in law school was only the second class to have more than a dozen or so women; her class was one-third women. Nikki liked law school more than some people, though she admits "we [women] had a rough time in a lot of ways." It was a hot era for affirmative action with the *Bakke* case under way. A white male who had been denied admission sat in on classes for a while as he attempted to gain admission. But, she made it through. In the meantime, she enjoyed courses in tax, corporations, and secured transactions.

After law school, Nikki clerked for private attorneys then took on work as an administrative law judge for the Corporation Commission, something she really enjoyed. She left for private practice where she handled a variety of corporate, business, estate planning, tax and securities matters. Then later, during the real estate boom, she started doing a lot of real estate work, landlord-tenant, and a few domestic relations cases, as well as handling some Jane Doe petitions.

That is when Nikki's friends asked her to put in an application to become a special City Magistrate. It was clearly a sign. She took to being a judge just as she had taken to being a lawyer.

In addition to becoming a respected member of the bench, you will not be surprised to learn that Judge Chayet has been involved in judicial circles, as well. a faculty advisor at the National Judicial College, a mentor judge for new limited jurisdiction judges, a member of the AOC Publications Committee who assisted with review of chapters of the Limited Jurisdiction Benchbook, a volunteer judge for Pima County Teen Court, a high school mock trial judge, and a "We the People" judge at a state competition.

Nikki has received the Outstanding Service Award from the Pima County Bar Association, as well as the Award of Special Merit from the State Bar of Arizona for her "significant contributions . . . to the furtherance of public understanding of the legal system, the administration of justice, and confidence in the legal profession."

We are fortunate to have Nikki with us as an active member involved with AWLA.



AWLA's Holiday Luncheon  
Wednesday, December 17, 2003  
Reservation Info on Page 9

Arizona Foundation for  
**LEGAL SERVICES  
& EDUCATION**

111 West Monroe, Suite 1800  
Phoenix, Arizona 85003-1742  
Fax: (602) 271-4930

The Arizona Foundation for Legal Services & Education (“AFLSE” or the “Foundation”), the philanthropic arm of the State Bar of Arizona, is seeking candidates for the position of **Executive Director**. The Foundation plays a leading role in preparing Arizona youth for civic responsibility and providing access to justice for Arizona’s poor. The Foundation reaches more than 100,000 school children each year through its Law Related Education (LRE) program by training teachers, school resource officers, and probation officers about our laws, justice system and the foundations of democracy. The Foundation also receives Interest on Lawyer’s Trust Accounts (IOLTA) money and uses the money for grants to non-profit organizations that provide free legal assistance to the poor so all people in Arizona can have a voice in our justice system.

Previously, the Executive Director of the State Bar of Arizona served as the Executive Director of the Foundation. The Foundation’s Board of Directors has determined that a dedicated, full-time Executive Director will allow the Foundation to better advance its mission.

The Executive Director will be responsible for general foundation administration and development in accordance with the policy and programmatic decisions of the Board of Directors; will organize, direct, coordinate and implement activities to accomplish policy and programmatic decisions; will oversee and administer an annual budget of approximately \$3 million; and will serve as a liaison with the State Bar, Supreme Court and other relevant entities, including the public, IOLTA grantees, educational agencies and related national organizations. For more information, visit our website at [www.azflse.org](http://www.azflse.org).

**Desired Qualifications:** A law degree or an advanced degree in areas related to human services or management, or demonstrated experience and knowledge in non-profit management preferred; knowledge of non-profit organizations, budgeting, financial functions and grant dispersal processes also preferred; demonstrated experience and skill in the area of fundraising a plus; must have leadership skills and the ability to work harmoniously with diverse groups; must be able to communicate effectively in written and oral presentations.

**Salary:** \$80,000+ commensurate with experience and qualifications. Excellent benefits package.

**To Apply:** Send a letter of interest along with current resume and salary requirements to Arizona Foundation for Legal Services & Education, Attn: Human Resources-WS, 111 West Monroe, Suite 1800, Phoenix, Arizona 85003-1742, or fax materials to 602-271-4930.

**Note:** Close date for receipt of resumes is December 1, 2003.

The Arizona Foundation for Legal Services & Education is an Equal Opportunity Employer.

# Pedophiles & The Web: “Truly Shocking”

## An FBI Agent’s Challenging Assignment

*By Leslie Lynch*



**FBI Agent Morales**

At the October AWLA luncheon, we were privileged to have Keri Morales as our speaker. Ms. Morales has been both an attorney and FBI agent since 1996. After assignments in Salt Lake City and experience investigating investor fraud and public corruption cases, Ms. Morales is now working out of the Tucson office of the FBI. She is one of only three agents in Arizona presently assigned to investigate child pornography. Her discussion of her current duties was both interesting and disturbing.

Ms. Morales conducts her investigations by using the Internet to rout out child pornographers and their customers. She spends her day online posing as a thirty-eight-year-old male pedophile with a twelve-year-old daughter. She emphasized that she does not have to entrap anyone, but waits for pedophiles to come to her. The numbers of pedophiles she interacts with, and those some are looking for (children as

young as two or three) were truly shocking.

Ms. Morales also discussed the strengths and weaknesses of the filters provided by the various Internet providers. She warned that even one Internet service provider that aggressively advertises its filter systems is not foolproof, and she admonished parents to be aware and monitor where their children are on the Internet and what they are reading.

Ms. Morales’s handouts included these safety Internet tips for parents and children:

- Never give out personal information to anyone online;
- Never set up a face-to-face meeting with anyone met online;
- Never send pictures to anyone online;
- Never download pictures from anyone online; and,
- Never answer messages that are suggestive or harassing.

### **MARK YOUR CALENDARS!**

November 13	Steering Committee Meeting at Gabroy, Rollman & Bossé, 3507 N. Campbell Ave., Suite 111 (Noon)
November 17	Luncheon at the Arizona Inn (Noon)
December 17	Holiday Luncheon at the Arizona Inn (11:30)

## 2003 SOUTHERN ARIZONA AWLA OFFICERS

<b>President:</b>	Julia Connors	740-2726	jconnors@sc.co.pima.az.us
<b>President-Elect:</b>	Ronna Fickbohm	320-1300	fickbohm@gabroylaw.com,
<b>Vice President:</b>	Veronique Pardee	740-5367	vpardee@ids.co.pima.az.us
<b>Secretary:</b>	Marie Martinez	(520) 375-7782	mmartinez@co.santa-cruz.az.us
<b>Treasurer:</b>	Kathy Brauer	740-4220	kbrauer@sc.co.pima.az.us

**Steering Committee Members:**

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Hon. Nikki Chayet	791-3260	nchayet1@mail.ci.tucson.az.us
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Jo Zingg	323-8188	jzingg@zingglaw.com

### AWLA's Annual Holiday Luncheon and Presentation of the Alice Truman Award

December 17, 2003 at 11:30 a.m.

The Arizona Inn

2200 East Elm Street

\$15 Students ❖ \$20 AWLA Members ❖ \$35 Non-Members

Invitations specifying the menu and identifying this year's Truman Award recipient will be emailed to all members by December 1. Due to the large turnout expected, prepayment is required to facilitate faster check-in. If you are not on AWLA's email listserv, please RSVP by mailing this form and a check in the correct amount to AWLA, PO Box 2525, Tucson, AZ 85702.

NAME _____	VEGETARIAN PLATE? _____
NAME _____	VEGETARIAN PLATE? _____
NAME _____	VEGETARIAN PLATE? _____

**AWLA**

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