

WOMEN

FAWL JOURNAL

IN POLITICS

NOVEMBER 2015

A Publication of the Florida Association for Women Lawyers



IN THIS ISSUE

Support of Her Peers
Revenge Porn Outlawed in FL
Human Trafficking Legislation



LOBBY DAYS

Sunday, January 10, 2016 - Tuesday, January 12, 2016



The Florida Association for Women Lawyers is pleased to announce our annual Lobby Days Event!

~Registration is now open~

<http://www.fawl.org/january-2016-lobby-days>

Please register before November 30, 2015, to take advantage of FAWL's Early Bird Rate! Plus, discounted Hotel Duval room rate through December 10, 2015!

SUNDAY, JANUARY 10, 2016

Welcome Reception at Hotel Duval @ 7:00p.m.

MONDAY, JANUARY 11, 2016

BOARD MEETING at Hotel Duval @ 9:00a.m.

TWL Luncheon at Shula's inside Hotel Duval @ 12:30 - 2:00p.m.

CLE at Hotel Duval @ 2:30p.m.

TUESDAY, JANUARY 12, 2016

MEMBER BREAKFAST at Hotel Duval @ 7:45a.m.

LOBBYING ALL DAY

(Capitol Tour, Supreme Court Tour and House of Representatives Session)

LEGISLATIVE RECEPTION @ 5:00p.m. at Andrews



FAWL *Journal*

NOVEMBER 2015

T A B L E O F C O N T E N T S

FAWL LEADERSHIP

page

- 2 President's Message
- 3 Executive Board of Directors
- 7 Letter from the Editor



FAWL EVENTS

page

- 5 Annual Awards Gala & Installation of 2015-2016 Board of Directors
- 6 2015 Leadership Retreat

WOMEN IN POLITICS

page

- 8-12 Support of Her Peers:
Resources for Female Candidates
- 13 Believe You Can Do It!
Florida's Attorney General Pam Bondi
- 14 An Afternoon with the Ladies of BCWLA
featuring Congresswoman
Debbie Wasserman Schultz

WOMEN IN POLITICS

page

- 15 Effectuating Change in Our Community:
Senator Dorothy Hukill
- 16 A Lifetime of Public Service: Miami-Dade County
Commissioner Daniella Levine Cara
- 17 A Tradition of Service: Martin County Clerk
and Comptroller Carolyn Timmann

FAWL ARTICLES

page

- 18 FAWL's Advocacy
- 19-20 Revenge Porn Outlawed in Florida
- 21-23 Human Trafficking Legislation
- 24 Miami-Dade FAWL Receives
Florida Bar Diversity & Inclusion
Outstanding Program Award
- 25-26 FAWL's "Creating Your Blueprint for
Leadership" Bar Convention CLE A
Great Success
- 27 The History of the Rosemary Barkett
Outstanding Achievement Award
- 28 Why I Belong to FAWL

FAWL MEMBERSHIP

- 29 Member and Chapter Benefits

MISSION: To actively promote gender equality and the leadership roles of FAWL's members in the legal profession, judiciary and community at large. To achieve these goals, FAWL will uphold the highest standard of integrity, honor and courtesy in the legal profession, promote reform in law, and facilitate administration of justice.

PRESIDENT'S MESSAGE

KRISTIN NORSE



Women have made great strides in the legal profession. Women in Florida now make up 37% of the Florida Bar. That's similar to statistics nationally. As lawyers, we research the law, interpret it, apply it, and advise our clients about it. But what about making the law? What about shaping legislative or executive policy in a way that promotes and protects the interests of all citizens? In this regard, women continue to lag far behind their male counterparts when it comes to representation in politics. Women make up only 20% of the members of the United States Congress. We are doing slightly better in the Florida Legislature, where 25% of members are women. But of course a woman has never held the office of President, nor has a woman ever served as a Governor of Florida.

In politics, the trails are still being blazed. This edition of the FAWL Journal highlights many of our local political superstars that are clearing the way for others. The task is by no means an easy one. Politicians work long hours, travel frequently away

from their home and families, must almost constantly campaign and fundraise, and face an often hostile political environment. I once asked Bib Willis, a long-time lobbyist and virtual FAWL legend, "Why would any person want to subject themselves to that life, particularly given the sometimes vicious personal attacks?" Bib, with her usual sage and practical response, told me: "Because if we don't do it, maybe only the bad guys will." Point taken. Putting yourself out there in politics may seem daunting. But it's critical that our legislative bodies and executive positions reflect the diversity of interests and viewpoints that exist in our electorate. If women aren't involved in making the laws, or are always in a minority that can be outvoted, how can we be assured the issues that are important to us are addressed? If not us, who?

And politics isn't just about serving in the legislature or being an elected official. It's about making our voices heard. It sometimes seems like Tallahassee, not to mention Washington, D.C., is a world away. But politicians can be accessible and do listen to what their constituents have to say--particularly when those constituents band together and offer clear and cogent comment and advice. Each year, FAWL members participate in Lobby Days in Tallahassee. Focusing on one or two core issues, FAWL members make connections with legislative leaders and find open doors to forge new relationships. Even a seemingly small effort can make a difference.

One of the inspiring things about FAWL is the power that we wield when we work together in unity. Prior Lobby Days efforts have advanced laws prohibiting pregnancy discrimination, laws prohibiting "revenge porn," and efforts to stop human trafficking. More initiatives are there waiting for our advocacy. You can make a difference by lending your voice to ours, either by contacting your representatives locally, or by joining us in Tallahassee January 10 to 12 to meet and speak with legislators to make FAWL's presence known.

True confession. Lately when I watch the news and the talk turns to politics, I get immediately weary. Weary of the bickering over seemingly minor issues, the personal attacks, the dodging of questions that have no easy answer, and the very little time that seems to be spent trying to actually work together to solve problems. I have to remind myself that most of that is Hollywood. It's a made-for-TV show that doesn't accurately reflect the women and men in the trenches who have dedicated themselves to the tough but meaningful job of trying to better our communities. Just like us.

- Kristin



**Florida Association
for Women Lawyers, Inc.**

P.O. Box 3228 - Lantana, FL 33462-3228
866-241-3295 - admin@fawl.org
www.fawl.org

FOLLOW FAWL ON SOCIAL MEDIA



FAWL 2015-2016 Officers and Executive Director

**President**

Kristin Norse
Kynes, Markman & Felman, PA
100 S. Ashley Dr., Suite 1300
Tampa, FL 33602
813-229-1118
knorse@kmf-law.com

**Journal Editor**

Katherine Yanes
Kynes, Markman & Felman, PA
100 S. Ashley Dr., Suite 1300
Tampa, FL 33602
813-229-1118
kyanes@kmf-law.com

**President-elect**

Leora Freire
Richman Greer, PA
One Clearlake Centre, Suite 1504
250 Australian Avenue South
West Palm Beach, FL 33401-5016
561-803-3531
lfreire@richmangreer.com

**Legislative Director**

Kyleen Hinkle
P.O. Box 126
Terra Ceia, FL 34250-0126
813-393-8562
khinkle@mccumberdaniels.com

**Immediate Past President**

Robin Bresky
The Law Offices of Robin Bresky
6111 Broken Sound Pkwy NW, Suite 260
Boca Raton, FL 33487-3643
561-994-6273
rbresky@breskyappellate.com

**Development Director**

Laurie Thompson
Weiner, Lynne & Thompson, PA
10 SE 1st Ave., Suite C
Delray Beach, FL 33444
561-900-0721
lthompson@zonelaw.com

**Treasurer**

Jennifer Shoaf Richardson
Boyd & Jenerette
201 North Hogan Street, Suite 400
Jacksonville, FL 32202
904-520-7804
jrichardson@boyd-jenerette.com

**Communications/Public Relations Director**

Jenny Sieg
Sieg & Cole, PA
5207 Marine Parkway
New Port Richey, FL 34652
727-842-2237
jenny@siegcolelaw.com

**Secretary**

Kim Hastings
Brennan, Manna & Diamond
3301 Bonita Beach Rd., Suite 100
Bonita Springs, FL 34134
239-405-7864
kmhastings@bmdpl.com

**Young Lawyers Chair**

Stephanie Cagnet Myron
Cathleen Scott & Assocs., P.A.
101 Northpoint Parkway
West Palm Beach, FL 33407
561-653-0008
smyron@csapalaw.com

**Membership Director**

Robyn Featherston
Featherston Law Firm, PL
P.O. Box 12084
Saint Petersburg, FL 33733-2084
727-346-8313
robynfeatherstonesq@gmail.com

**Executive Director**

Jennifer Mahoney
Florida Ass'n for Women Lawyers
P.O. Box 3228
Lantana, FL 33465-3228
866-241-FAWL
Jennifer.Mahoney@fawl.org

E & S Consulting, Inc. Forensic Engineering

124 Calle de Leon
St. Augustine, FL 32086
(904) 826-1431
www.eandsconsulting.com
eandsconsultinginc@gmail.com



President of E & S Consulting, Edward S. George P.E., C.W.I., is a court qualified-expert in the field of *Products Liability and Failure Analysis*.

With over 25 years of experience, E & S Consulting provides:

- A wide variety of materials science and metallurgical related services.
- Basic problem solving in the fields of products liability, forensic engineering, failure analysis, and manufacturing consulting.



**SMITH BEDWELL
FAMILY LAW, P.A.**

APPEALS, LITIGATION, MEDIATION

LISA SMITH BEDWELL
MANAGING PARTNER

P.O. BOX 309
OCOOEE, FL 34761

407-747-0116
LISASMITHBEDWELL@GMAIL.COM

WWW.BEDWELLFAMILYLAW.COM

Weiner, Lynne & Thompson, P.A. is a proud supporter of FAWL



WL&T

Weiner, Lynne & Thompson, P.A.

ATTORNEYS AT LAW

Real Estate, Zoning, Government Affairs, Litigation

*Celebrating 30 years of
serving Palm Beach County,
1986 – 2016*

LAND USE & ZONING

LITIGATION

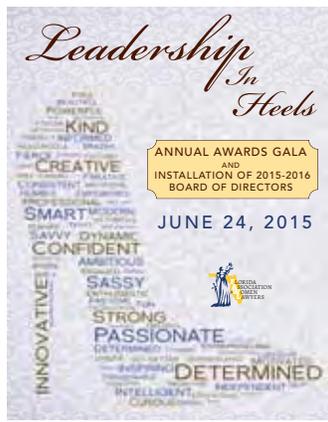
CORPORATE FORMATION

REGULATORY COMPLIANCE

STATE & LOCAL LICENSING

REPRESENTATION IN FEDERAL & STATE COURTS

10 S.E. 1ST AVENUE | DELRAY BEACH, FL 33444
561.265.2666 | WWW.ZONELAW.COM

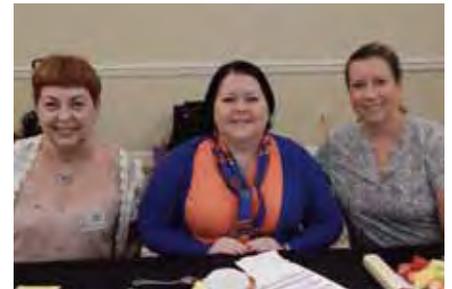


ANNUAL AWARDS GALA & INSTALLATION OF 2015-2016 BOARD OF DIRECTORS JUNE 24, 2015





2015 LEADERSHIP RETREAT



LETTER FROM THE EDITOR - November 2015

Katherine Earle Yanes

What stuns me most about contemporary politics is not even that the system has been so badly corrupted by money. It is that so few people get the connection between their lives and what the bozos do in Washington and our state capitols. Politics is not a picture on a wall or a television sitcom that you can decide you don't much care for. - Molly Ivins



There is no denying it.

As frustrating, angering, and divisive as the current state of politics in this country is: Politics still matter. The decisions our elected representatives make affect our lives and the lives of our loved ones in ways both large and small. They determine how our economy operates, the steps we take to protect our environment, the funding of our schools and infrastructure.

If we want to have a say in who makes those decisions, the process by which they are made, and the considerations that are taken into account in making them, we must engage in the political arena. Because whom we elect matters, and the underrepresentation of women in virtually every political office matters.

What are we going to do about it?

As individuals, we must educate ourselves about the issues and vote accordingly. We can also seek out and support candidates who will represent us intelligently and with integrity. We can encourage qualified individuals to run. Maybe that's you. Have you ever considered running for political office? This issue of the FAWL Journal has valuable resources for women who are interested in running for office, as well as profiles from women across the state who have made the leap.

As an organization, we can work together to make our voices heard. In this issue, you can read about how the power of FAWL's voice made a difference in the recent legislative session, where legislation FAWL supported to combat human trafficking and outlaw revenge porn was enacted. We will be back in Tallahassee again January 10-12, 2016 for FAWL Lobby Days. Whether or not you are able to travel to Tallahassee for Lobby Days, you can contact your local elected representatives to support FAWL's legislative efforts. When we act together, we are a force to be reckoned with.



Support of Her Peers: Resources for Female Candidates

By Lisa Smith Bedwell, Esq.

When recently asked during a Georgetown University forum when there will be “enough” women on the Supreme Court bench, Ruth Bader Ginsburg now famously retorted, “When there are nine.” The speed with which the “Notorious RBG” truisms have become internet memes underscores the shared complaint of modern women: That we, as a group, are underrepresented in public office.

From the judiciary to the legislature all the way through to local office, it appears more often than not that men are running the show. To find out why that might be, FAWL went to the experts. This is what we found out.

- The Players -



**Clare Bresnahan, Programs Director,
She Should Run (sheshouldrun.org)**

“She Should Run is a non-partisan non-profit charitable organization. We advocate for social change by encouraging women of any party and any affiliation to consider running for office. Our goal is to help our women leaders tackle the barriers they often face, both in getting elected, and in their time in office. We do not specifically support or endorse candidates; rather, we focus on broader issues, such as how to expand the conversation about “traditional” politics and gender roles, the unique challenges women face in the political realm, such as latent and overt sexism, and how to get more women involved - not just as candidates, but in grassroots support for women who are running for office.”



**Sandra Mortham, Board of Directors Member,
Maggie's List (maggieslist.org)**

“About five years ago a group of us who are fiscal conservatives got together to discuss how it is we can provide support to like-minded women candidates. There was a real need for support for women Republican candidates, and from that Maggie’s List was formed. We are nationwide and have a presence in about 30 states, in which we work to promote and support conservative women in politics.”



**Marley Wilkes, Executive Director,
Ruth's List Florida (ruthslistfl.org)**

“We were inspired by the example of the national group Emily’s List and while we are a separate organization we emulate the Emily’s List model. Our mission is to recruit, train, and support Democratic pro-choice women candidates who are running for political and/or judicial office on the state and local levels. Ruth’s List was founded in 2008 by a group of women in Florida with an interest in politics. In fact, two of the most prominent women to have held Florida state level office – former Chief Financial Officer and gubernatorial candidate Alex Sink and Florida State Senator Betty Castor (who was also the first woman to serve on the Florida Cabinet as Florida Education Commissioner) – serve on the Ruth’s List board of directors. Presently we are headquartered in Tampa, but our ties reach statewide.”



WOMEN IN POLITICS OFTEN FACE CONFIDENCE ISSUES.

“I do not wish women to have power over men; but over themselves” – Mary Wollstonecraft

When discussing the question of why we do not see more women candidates and officials, all three women reiterated the same inherent challenges. Perhaps most interesting was Ms. Wilkes’ revelation that, “research has shown women have to be asked six times by six different people to run for office. Men typically don’t need to be asked at all, or generally only need one person to encourage the idea. Confidence is therefore an issue that is apparent. Florida, for example, is full of amazing women who are dynamic and involved in their communities, yet for some reason they do not think of themselves in the context of public service. It is ironic since most of them are already doing all of the hard work of having professional and personal contacts necessary to be successfully elected.”

Bresnahan agrees. “Women, in particular, seem to underestimate the power of one. Not only is it about self-confidence, it is also about encouraging others in whom you see potential. We have seen the potential for involvement amplify considerably when a woman who is considering political office knows she has the support of her peers.” “There is no question that women candidates have unique challenges,” Mortham adds. “For example, women will often need to be reassured that they are qualified to run when, in fact, they are oftentimes more qualified than their opponents.”

WOMEN’S MULTI-ROLES CAN CREATE A SENSE OF CONFLICT

“Women should use their multi-tasking skill to the hilt.” – Shalini Kapoor

A second, more obvious impediment to women’s involvement has been historic gender roles – and the baggage that seems to invariably entail. In addition to the expected conflicts of motherhood and family, women just as frequently find themselves torn by loyalties to jobs and causes they choose to prioritize over themselves. “We at Ruth’s List frequently talk with women involved in the legal community and throughout the state in our efforts to recruit women to run for office,” notes Wilkes. “These professional women often express their concern for balancing the demands of a campaign with their obligations to their firms and their clients.”

Without question, however, the biggest issue of concern does seem to resonate, at least for Wilkes, with the effect that a candidacy will potentially have on a woman’s – and her family’s – personal lives. “Women tend to express concerns about how their running for office will affect their children, their spouses, and their aging parents. All of these are issues that women tend to consider as significant hurdles to a candidacy.” Add to this the electoral side of the decision (the questions of “can they win,” “do they represent their district’s dynamics,” etc.) and “we find that women candidates have a complex set of variables to consider that might not be as much of a deterrent for a male candidate.”

WOMEN CAN DO IT – AND AS WELL AS THE MEN

“Women are always saying, ‘We can do anything that men can do.’

But Men should be saying, ‘We can do anything that women can do.’ – Gloria Steinem

Since 2007, when She Should Run began, Bresnahan reports that its signature program has encouraged over 100,000 women to run for office – what she calls “a major achievement.” She adds, “Studies have found that women in politics win their elections at the same rates that their male counterparts do. This means that the disparity we see in female representation is sourced from the shortage of women who actually put themselves out there to be considered as a candidate in the first place. At any given time, nationwide, there could be up to 500,000 electable seats open, and women are just as viable and capable candidates as men for filling those seats. The difference is women simply do not run at the same rate that men do. She Should Run is focused on determining why that is, and on addressing those reasons so that change can happen.”

When women use their inherent get up and go and make it happen in the political arena, the results have been consistently positive. “Since its inception, Maggie’s List candidates have been doing fantastic,” reports Mortham. “We have seen phenomenal wins all the way back to beginnings of the organization and our first class of endorsed candidates. We have seen women out pace male counterparts and perform exceptionally in some really close races, and as a result we believe we have several elected officials who are in the game for the long haul. Our objective, as a political action committee, is to support these candidates and continue to encourage their reach to their constituents.”

Wilkes reports similar success rates on the local level. “In seven short years we have seen 32 women elected in state and local office in Florida. Our members get very active in campaigns, particularly once our endorsements are out. We have trained over 500 female candidates and have raised over \$500,000 in campaign funds since 2008.”

SUPPORTING WOMEN TO GROW AT ANY LEVEL

“I learned to always take on things I’d never done before. Growth and comfort do not coexist.”

– Virginia Rometty

As shown by the varied groups represented here, there are resources out there for women interested in political office – and at every level. Bresnahan explains, “The best visual I can give to describe it is a pyramid. Imagine organizations like She Should Run at the top of the pyramid - we do not endorse individual candidates; rather, we focus on the broader goal of encouraging women to participate in politics and how it is we can support them once they get there. We like to bring in women of all political affiliations to the idea of running for, or supporting those who run for, office.”

“As the pyramid grows bigger,” she continues, “you begin to encompass partisan groups – like Maggie’s List - as well as state and local groups – like Ruth’s List - who individually nurture candidates and/or give them specialized tools in running for office, including endorsements or financial support.”

“One of Maggie’s List’s long term goals is to consider how it is we can help women who are considering running for office realize those goals,” says Mortham. “In the meantime, we are focused on providing support to existing candidates, though informally the members of our board – who either have been in office or are close to candidates/lawmakers themselves – can provide mentoring support and advice to our network of women candidates, in turn. That practical advice is invaluable.”

Ruth’s List of Florida rounds out the example at the state and local level, focusing its efforts, per Wilkes, on “plugging candidates into what resources they will best benefit from, depending upon their particular needs.”

And that can, as all three women report, be an ongoing challenge. Aside from personal and professional goals, for

women one of the biggest concerns for running for office (just as it is for men) is the money it takes to fund a successful campaign. “We have found that women, in particular, are faced with resource and support challenges, particularly with running for office, which typically has a short turn around,” says Wilkes. She goes on to describe how this is a particularly interesting dynamic where the candidate is the primary breadwinner of the familial unit. “Perhaps she is depended upon by the family to remain in private practice, or maybe she is in the position that they cannot afford to take their income away from their families in order to run for office,” notes Wilkes. That is where outside help can come in.



One way is in training. “By teaching them how to conduct their campaign professionally and efficiently, we are saving the candidate time and money, thereby maximizing resources,” says Wilkes. “For example, Ruth’s List offers a two-day intensive campaign training workshop which covers all aspects of campaign life and what they will need to succeed, such as getting ready to run, developing a financial plan, suggested hires (i.e. political consultants and other

professionals), filing for office, opening appropriate bank accounts, finance training, communications and marketing training, and how to run a successful field office. We also conduct “you should run” workshops throughout the state – which is the main recruitment mechanism we use to identify potential candidates.”

Bresnahan similarly notes that women candidates “have access to She Should Run content, such as our weekly news brief, where we keep them up to date with what is happening in the political landscape, overall, and with some of the general issues that women face, in particular, both on the campaign trail and while in office. We also have our Companion Notebook, a free e-book we offer to women just starting out in the political candidacy process. It is sort of our “how to” review of the basics of running for office. We are hopeful that by late fall 2015 we will also be launching our four-week online course on how to run for office, which will be another great resource for any woman interested in learning more about how to become a serious candidate.”

Another more direct method is financial endorsement of women candidates. “Women tend to shy away from fund raising for themselves,” Mortham reveals. “A woman might not mind fundraising for her children or special interest society whose cause she believes in, but when it comes to asking for financial support for her own goals and campaign, she can be more reticent. Once a candidate gets past that learning experience, however, women prove to be fantastic fundraisers. And that is a necessary skillset, because in today’s age you do not have the ability to reach all of your constituents and to communicate your message unless you have the dollars to do so.”

SUPPORTING WOMEN TO GROW AT ANY LEVEL

“Indeed,” Mortham continues, “that is our primary objective at Maggie’s List: making sure that fiscally conservative women candidates are well funded and maximizing the results of our PAC’s investment in qualified candidates. We believe that is the best way to make a difference in the demographic of lawmakers while placing more Republican women in office - giving their campaign financial support, and across the country we have had demonstrated success with that method.”

And there is a reciprocal benefit to the endorsement group as well, as endorsement from a group that shares the candidate’s beliefs brings gravitas to the campaign. “At Maggie’s List, candidates have been coming to us very early in their campaigns seeking support – for the organization to put the “rubber stamp of approval,” as it were, on their candidacy. That endorsement benefits Maggie’s List, in turn, as candidates are proud to show their affiliation to the group. And we are judicious and careful in that process. Our board examines a variety of factors in deciding to endorse a candidate, such as the demographics of the district, how the candidate is performing on her own, her track record if she has already served in elected office and her chances of a successful run, etc. It is important to note, just because a candidate is a woman does not mean she is the best candidate for the seat. We are very pragmatic about our endorsement process. From there we endorse our candidate via social media and traditional press relations. We also assist in fund-raising and even mentoring support. Many female candidates are seeking us out early in their process, and we have had great results in seeing successful elections.”

Wilkes agrees that as important as candidate education might be, endorse-

ment and financial support is equally important. “Ruth’s List considers endorsements of any Democratic female pro-choice candidate running for state/local office in Florida, but as our budgeting is limited we are very careful and selective in our process. We try to reserve endorsement for races where they think the candidate is most qualified and is likely to win and/or we need to see a victory. Endorsement truly is determined case by case, as each candidacy and district is unique. We also encourage our members to support the candidate, directly, rather than host fund-raiser events, as it is crucial that our candidates have access to the funds to get their message heard.”

But perhaps the most effective tool is to use media to change public perception of what female candidates have to offer. Bresnahan shares that some of She Should Run’s most successful efforts in spreading the word about women in politics are through partnerships with other organizations that help them to get the message out about our broader mission.

“For example, we worked with an outside group to publish a media outreach piece on BuzzFeed about issues women who run for office have to confront (see <http://www.buzzfeed.com/sheshouldrun/6-things-women-running-for-office-have-to-deal-wit-hcij>). Some of those issues include the obvious – sexism, judgment about appearance, accusations of not filling traditional “female” roles – to the more subversive, such as being talked over, ignored, or interrupted in the context of debate or in interviews with media. We also have worked with the Women’s Media Center (which was founded by Jane Fonda, Robin Morgan, and Gloria Steinem in 2005) to examine how sexism in the media affects voters’ perceptions and

opinions of women in politics. We want to know what that attitude does to the candidate, and we want to know how can we leverage that information in order to train women politicians on how to respond to both overt and subversive challenges to female competence and authority. And, recently we had a very informative and successful partnership with Political Parity, which is another non-partisan group out of Boston that is focused on researching and understanding women in politics. Together we supported a Twitter “town hall” under the hashtag #flipthedescript (<https://twitter.com/search?q=%23flipthedescript&src=typd>). This discussion ended up bringing to light impressions not only of the community, at large, but of women who have themselves faced sexism and prejudice in their work. This discrepancy is not right, and we must be vigilant in calling it out when we see it, which is what #flipthedescript endeavored to do. Finally, we have a wonderful woman on staff who manages our social media programs – Instagram, Twitter, Facebook etc. – and she tweets not just about women in politics, but on issues of overall leadership by women in society, sports, and business, as well. This encourages our followers to consider the broader message of equal representation across all facets of life.”



WOMEN HELPING WOMEN

“There is a special place in hell for women who don’t help other women.” – Madeleine Albright

I asked each woman what it is that FAWL members could do to make a difference in the political landscape and to promote women candidates. “The biggest issue is to become involved,” observes Bresnahan. “And don’t think that necessarily involves ‘hands on’ grassroots efforts (though that is obviously always welcome). It can be as simple as engaging in the conversation online by following, re-tweeting and responding to the outreach of organizations like She Should Run, Political Parity, and Women’s Media Center on social media.”

Another suggestion: nominate a woman colleague, a mentor or mentee you believe would be an excellent candidate for office. Bresnahan relates a very personal story of how one such woman inspired her. “When I was a teenager, I participated in the United States Congress Page program. And I remember one day there were a few of us mulling around and one of the female congresswomen took us aside and told us all – ‘Ladies, run for office. Look around you – there needs to be more of us here.’ I never forgot that, and it shapes, even today, the professional choices I have made in remaining involved in furthering the potential of women in office.”

“We cannot stress enough how important it is to get involved in the political process if you want to see change,” adds Wilkes. “If you are a potential candidate, know that running for office is a big decision and it takes a long time – some women take years to plan to run for office. We encourage any women interested in politics – either as a candidate or as a voter - to support other women and get involved in the local races to help build up the female electorate in our communities. Get involved in leadership in both public and private sectors to broaden your network and expand your perspective of your community. It is the only way we will see representation and change.”

“Go to the websites or social media accounts and sign up to keep up to date with our monthly newsletters and information – then go out and support the women we endorse,” encourages Mortham. “Another great way is to get involved on a national level – groups like the National Association of Women Lawyers have been very active and supportive of Maggie’s List, for example. More broadly, however, I encourage the women of FAWL to consider elected office – there is so much potential, credibility, and ability in the pool of members, and simple encouragement can go a long way toward involving women in public office and changing the face of modern politics.”

Bresnahan concludes, “You as members of FAWL and supporters of the movement in advancing women, have the potential to change the trajectory of a life. If women are to expect equal representation, then we have to first have equal participation, both in our candidates and in our grassroots efforts to support them. That is why it is so important we inspire and support each other to seriously consider the opportunity of public service.”

Whatever your interest in politics, therefore – be as a supporter, or as a potential candidate – if we ladies are to meet the goals Justice Ginsburg has set forth... then we need to get busy.

For More Information on our interviewees and their respective organizations, visit [She Should Run \(sheshouldrun.org\)](http://sheshouldrun.org), [Maggie’s List \(maggieslist.org\)](http://maggieslist.org), and [Ruth’s List Florida \(ruthslistfl.org\)](http://ruthslistfl.org).

Lisa Smith Bedwell has been a member of FAWL since 2007, and is a member of both the HAWL and CFAWL chapters. She practices in the area of family law appeals, litigation, and mediation and can be reached via bedwellfamilylaw.com, or [@FamilyAppealsFL](https://twitter.com/FamilyAppealsFL) on Twitter.

“Believe You Can Do It”: Florida’s Attorney General Pam Bondi

By Mariane L. Dorris



Women of today have the ability and opportunity to do anything they want. The glass ceiling that existed before has been shattered by great women leaders that came before us. Our country desperately needs more women in leadership positions. However, most women do not think they could win an elected office. So for women interested in politics, the best advice I can give is to believe that you can do it.

- Florida Attorney General Pam Bondi

In January 2011, Pamela Jo “Pam” Bondi from Temple Terrace, Florida, became Florida’s first female Attorney General (“AG”), a mere 166 years after the first Attorney General was elected by the Legislature in 1845. AG Bondi, a graduate of the University of Florida and Stetson University College of Law, began her legal career as a prosecutor with the Hillsborough County State Attorney’s Office and served her community in that position for almost two decades. AG Bondi did not embark on her legal career with eye towards public office. However, in December 2009, she decided to seek the Office of the Attorney General because she “believed that a career prosecutor with experience regarding the many issues facing our state, might be able to make a real difference in the

lives of all Floridians.” During her first campaign, AG Bondi traveled across the state, meeting voters, law enforcement, local community leaders, and victims of crimes and their families in order to hear from them what they hoped the next Attorney General would achieve. These personal stories greatly impacted her. They continue to drive much of the work that she is trying to achieve as Attorney General. After her first election to the Office of Attorney General, AG Bondi continued to travel throughout Florida to stay connected to her constituents, stating that “almost every time I travel across the state I have someone come up to me and tell me how their lives were affected by the work we have done or how the life of one of their loved ones was saved by our efforts. It is really amazing to be able to have a positive impact on so many people’s lives.”

During her first term, AG Bondi became aware that Florida was ranked third in the nation for the number of calls received by the National Human Trafficking Resource Center hotline. Although the Florida Legislature had criminalized human trafficking for the first time in 2004 by adopting Fla. Stat. §787.06, it was apparent that more work and collaboration was needed to adequately address the problems of human trafficking in our state. In 2014, AG Bondi worked with legislators to create the Statewide Council on Human Trafficking, comprised of fifteen members, including law enforcement officers, prosecutors, and legislators, as well as leaders in fields of health care, education and social services. The Council’s mission is to enhance the development and coordination of state and local law enforcement and social services responses to

stop human trafficking in Florida and to provide support services to the victims. Due in part to the Council’s efforts, the 2015 Florida Legislative Session passed several bills intended to reach out to potential victims of human trafficking, to raise awareness and increase education about human trafficking, and to protect the identities of the victims. These bills include (1) House Bill 369/Senate Bill 534, which creates Fla. Stat. §787.29, the public awareness signs regarding human trafficking to be posted by the Department of Transportation, (2) House Bill 439, which amends Fla. Stat. §16.56 to expand the jurisdiction of the Office of the Statewide Prosecutor to include some human trafficking violations, (3) House Bill 465, which amends Fla. Stat. §796.07 to create tiered penalties for the procurement of people for human trafficking, and (4) House Bills 467 and 469 which amend Fla. Stat. §§ 119.071, 943.0583, 409.1678, and 787.06 to keep confidential the identity of underage victims of human trafficking and the location of safe houses and other facilities serving victims of sexual exploitation.

As AG Bondi looks ahead, she is focused on the Inaugural Statewide Human Trafficking Summit being held on October 29-30, 2015, at the University of South Florida and the continuing dialogue between law enforcement, prosecutors, victim advocates, and other key stakeholders from around Florida. AG Bondi believes that we can end human trafficking, and if we work together as a community, we can make that happen.

An Afternoon With The Ladies of BCWLA Featuring Congresswoman Debbie Wasserman Schultz

By Pamela D'Alo Balaguera, Esq.



The Ladies of BCWLA

The Broward County Women Lawyers' Association (BCWLA - FAWL) had their annual installation luncheon in August of this year, featuring keynote speaker Congresswoman Debbie Wasserman Schultz. The Congresswoman, also known as "DWS", has much to say to inspire women competing in a male-dominated field. She shared that initially she wanted to become a veterinarian because she loves animals, but one day in college the plan changed in an instant.

The Congresswoman thought of a career where she could give back to the community and help people. One day it hit her like a "lightning bolt" when she realized she could achieve this through politics. She credits her faith, upbringing, and involvement with the UF student government for this decision. She knew a run for office was on the horizon as she worked as a legislative aide for Peter Deutsch. However, it was closer than she realized, as her mentor pushed her to run for his seat in the Florida House of Representatives. She was only 25, a newlywed, and two months pregnant with twins. Naysayers said "wait your turn." She thought about waiting, but couldn't.

"We will make it work," her husband Steve Schultz said as he encouraged her to run. She ran, and won the election to become the first woman elected to serve

in the Florida House of Representatives. Through her campaign she showed the voters she would out-work any of her opponents when she knocked on 25,000 doors. Anyone who meets DWS instantly knows she loves people. She enthusiastically shakes hands, recognizes faces that should be unfamiliar, and is excited to embrace you for a photo. She told the women of BCWLA: "If I listened to people who told me to wait my turn, I would not be here today."

DWS has seen firsthand how women are changing politics. We have advantages because we are women. As she reminded her audience, women are more apt to work toward the greater good, reach across the aisle, and value even a disagreeable opponent's ideas; it was women in the Senate who stopped the shutdown.

Just like the rest of us, DWS has to find balance for all of her jobs: mother, congresswoman, and party chair. Achieving balance is "rewarding and exhausting" she said. She and her husband are truly a team. They share a belief in equal parenting and equal division of labor while running their household. She is very thankful for him, and to her wonderful parents who help make everything possible.

When you meet DWS her energy is inspiring. She is a force of nature. Like her, we too are competing in a male dominated field. I asked her for advice that I could share. Here are three tips from her advice:

1. Don't be afraid to ask for help. We are always trying to do it all, and have it all. This does not mean that you should do every single thing yourself. Everything does not have to be done perfectly either. "Lean on people" she said, "nobody achieves anything alone."

2. Build a network. Extend your support system beyond your family. Befriend people like you so you can reach out to one another for help. DWS has a network of people she can lean on and so should you. Look to your neighbors, friends, and other parents in the community to join your network.

3. Prioritize. Be rigid in protecting family time. Manage your calendar. Show your family they are top priority. DWS recommends arranging, and even re-arranging, the flexible parts of your schedule to make this happen. Do your job, but don't over commit. If there is a way for you to move things around and create a three day weekend or come home early, then do it.

When asked for tips on competing with men, DWS said "you're not competing against men. You're competing period." We are constantly juggling different roles and as women we often are questioned on whether we can do the job. DWS discussed two ways to deal with this: direct and indirect. The direct way, such as asking someone "would you be asking a man this question?" can be risky. She recommends working harder to ensure success and "reach out to colleagues and allies for support."

The Congresswomen praised groups like FAWL because we give much needed support and inspiration to women. She encouraged mentors to make the extra effort to initiate a relationship. FAWL can help.

Please contact your local chapter if you are interested becoming a mentor, or mentee. If your local chapter does not have a program, please contact **Caroline Johnson Levine** at levine.levinelaw@gmail.com for more information on starting a program at your chapter.



Senator Dorothy Hukill

Senator Dorothy L. Hukill, elected in 2012, serves as Florida's State Senator for District 8, representing portions of Marion, Lake and Volusia Counties. She is one of 12 women elected to the Florida Senate. She is the first and only female to have ever represented District 8.

Originally from New York City, Senator Hukill moved to Florida twenty-five years ago, adopting Florida as her new home. She began her career as a public school teacher in Brooklyn before going to law school. Now, among her other responsibilities, she continues to practice civil law.

There is no doubt Senator Hukill's charismatic and lively presence has the ability to inspire a crowd. She became involved with politics because she witnessed a "problem." As she described, "That's how it always starts, with a problem." She became motivated when she realized that that she could do it better. So she stepped up to effectuate change. That began her career in politics. Her first position in office was as Councilwoman with the town of Ponce Inlet. Later she served as Mayor of the City of Port Orange. Then she served as a State Representative for House District 28 from 2004 through 2012.

Senator Hukill has continued to effectuate change while in office. Her accomplishments are far reaching: tax relief for Floridians, support of the military and veterans, economic development, transparency in government, and protecting and expanding services for children with disabilities. She considers herself lucky to have the privilege and opportunity to be able to make change.

According to Senator Hukill, the best part of being in political office is the ability to make a difference in someone's everyday life. To her, there is nothing better than hearing from someone whose life was impacted for the better and knowing that she made that possible.

Senator Hukill encourages FAWL members to likewise step up to effectuate change. Now is the time for women to run for office. When women run, they win. Why? Because they are better candidates: they work harder and they are prepared.



A Lifetime of Public Service: Miami-Dade County Commissioner Daniella Levine Cava

By Diana C. Mendez



Commissioner Daniella Levine Cava was elected to represent Miami-Dade County's Commission District 8 in 2014. Far from being a career politician, Commissioner Levine Cava considers herself a "late bloomer" in the political field. In retrospect, Commissioner Levine Cava admits that running for office was never a career goal. Instead, after a lifelong career in public service, the opportunity to run for office presented itself as a unique avenue to continue serving the community.

An accomplished student, Commissioner Levine Cava received her bachelor's degree in psychology with honors from Yale University. Early in her college years, Commissioner Levine Cava knew she wanted to focus her career on helping families, particularly children, thrive. With this objective in mind, she enrolled in Columbia University's joint degree program in law and social work. According to Commissioner Levine Cava, having a J.D. enabled her to understand and speak the powerful language of the law, while obtaining a degree in social work gave her the tools to empower people. Both degrees complemented each other and formed a strong basis for Commissioner Levine Cava's vision and substantial work in social policy.

True to her commitment, shortly after graduating from law school, Commissioner Levine Cava began working as an attorney at Legal Services of Greater Miami where she counseled special needs children and immigrants. Her experience in counseling children led her to eventually become Legal Director for the Florida Guardian Ad Litem Program. After the chaos and devastation left by Hurricane Andrew, Commissioner Levine Cava was recruited by the Department for Children and Families ("DCF") to create a new intake system for child abuse cases. At that time, they had a backlog of as many as 5,000 cases. Commissioner Levine Cava successfully managed a team of 50 people to find and help children who needed aid or new homes. The successful implementation of the new intake system resulted in Commissioner Levine Cava being promoted to Manager for Foster Care, Adoptions and Child Welfare Legal Services, where she supervised a team of attorneys over the course of a year.

During her years with DCF, Commissioner Levine Cava also became very active with the League of Women Voters, where she co-chaired the committee dedicated to addressing the impact of welfare reform on low-income families. Her efforts at the League of Women Voters led her to create Catalyst Miami in 1996. Catalyst is a non-profit organization dedicated to helping families get out of poverty by offering a myriad of services geared towards establishing household financial success. After heading the organization for more than 18 years, Commissioner Levine Cava stepped

out of her role as President and CEO to allow new leadership to take over and bring a refreshed vision for the organization.

At the same time, Commissioner Levine Cava observed that the community in her district was calling for a change in policy that was more socially inclusive. Believing that her experience in public interest and her efforts to effectuate welfare reform more accurately reflected the needs of the community, she decided to run for the District 8 commission seat. The coalition of community activists and strong network of friends and family who believed in Commissioner Levine Cava resulted in a successful election. In less than a year in office, Commissioner Levine Cava has already implemented numerous programs to foster transparency in government and sponsored legislation to ensure pay equity for women in the County as well as the protection of the environment.

When asked about advice for other women attorneys interested in running for office, Commissioner Levine Cava stresses the importance of public service. For Commissioner Levine Cava, being an elected official is another way of serving the Community. Therefore, she advises FAWL members who want to run for political office to pursue a lifetime of public service. This – she assures – will arm future women leaders with the experience and vision necessary to make a difference in the community.

A Tradition of Service: Martin County Clerk and Comptroller Carolyn Timmann

By Margaret E. (Peggy) Wood



The Honorable Carolyn Timmann was elected Clerk of the Circuit Court and Comptroller for Martin County in 2012. She has worked in all three branches of government: as a judicial assistant, a legislative assistant, and as Special Assistant to the Florida Solicitor General and Executive Deputy Chief of Staff for the Governor, among other roles.

Clerk Timmann's interest in public service may be genetic; it is certainly family tradition. She comes from a family that strongly values public service. Her father and grandmother were both local elected officials, and her aunt is a State Representative in New Hampshire. Her extended family is politically involved and actively volunteers.

Clerk Timmann began her career in the community she now serves as a judicial assistant to former Martin County Circuit Court Judge Marc Cianca. She describes a casual atmosphere in which "attorneys and pro se parties, including criminal defendants, would walk into our offices with no security screening to chat about their cases, rearrange their trial dates, and set hearings." In addition to her job as a judicial assistant, Clerk Timmann served as county law

librarian, introducing Westlaw access to the legal community. Assisting with the implementation of new technologies revealed Clerk Timmann's administrative talents. "Being on the forefront and embracing those first steps into an electronic court system set the stage for my willingness – and fearlessness – to adapt to the tremendous advancements and challenges we continue to face on a daily basis in the Clerk's Office."

Clerk Timmann left the court – with its new computer system and more stringent security – to work for Tom Warner, first in his Martin County law practice, and again when he became a legislator and later Florida's first Solicitor General. After working for Warner, Clerk Timmann remained in Tallahassee, serving in both Governor Crist and Governor Scott's administrations. The culmination of Clerk Timmann's years in Tallahassee was her work in the Executive Office the Governor, where she served in multiple roles.

Progressing in her career, Clerk Timmann was certain that her ultimate goal was to serve as Clerk of Court. She explains that many individuals guided her, but notes in particular that Warner "provided me with an introduction to true public service and taught me the importance of research and preparation and that the only way to make a difference is to be actively involved. Tom and his remarkable wife, Fourth District Court of Appeal Judge Martha Warner, are truly my role models."

Clerk Timmann also credits her husband, the late Robert Timmann, whom she describes as a dedicated law enforcement officer and "an incredible father" to their two children. Balancing motherhood and a career "was a

tremendous challenge and stress point, but Bob empowered me to expand my education and my career."

After several years in the capital, Clerk Timmann returned to Martin County to run for Clerk of Court. Once elected, despite her vast experience and education, she did not anticipate some of the challenges of her new job, in particular the transition to electronic court processes, which she describes as a "monumental shift in thought process and workflow for my staff, our judicial partners and the legal community as a whole." In addition, Clerk Timmann has had to manage under a 5% reduction in court operations for the fiscal year ending September 30, 2015. Clerk Timmann realizes that, along with her fellow Clerks, she will "face difficult operational decisions which will impact the public, law enforcement, core justice partners, the business community and others."

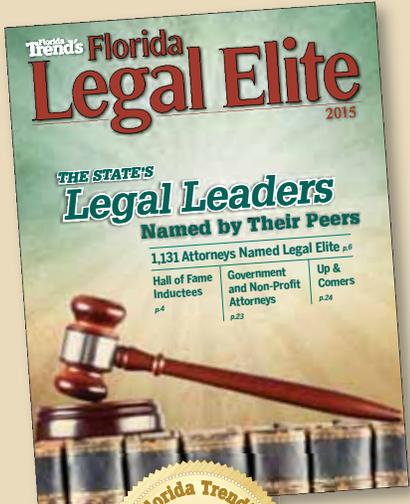
Clerk Timmann attributes her success as a public servant to her commitment "to personally research and prepare for and follow through on every meeting or project. There is something to be learned from every experience; no assignment is meaningless, trivial or not my responsibility. If someone takes the time to bring a concern to my attention, it may be the most important matter in their life at that moment." Guided by these principles, Clerk Timmann proudly continues her family's tradition of service.

FAWL's advocacy arm is made up of FAWL members from around the state who lead efforts to track legislation, identify proposed issues that need FAWL's attention, and lobby for change. For example, FAWL's legislative agenda includes several issues, including administration of justice (Florida state courts), women's issues, legal representation of the poor, and civil rights. FAWL's advocacy component presents our members with a unique opportunity to get involved in both the process and the solution.

FAWL's annual signature event is Lobby Days, which takes place in Tallahassee during Florida's Legislative Session and is co-hosted by Tallahassee Women Lawyers (TWL). All FAWL members are invited and participation from our chapters around the state has sky-rocketed in recent years. Lobby Days gives FAWL members an opportunity to learn more about the legislative process and network with other FAWL members and your legislative delegation.

In 2014 and 2015, Lobby Days was held in March during Session. In 2014, FAWL members from around the state showed up in high numbers to lobby for legislation regarding pregnancy discrimination. In 2015, FAWL focused on two important issues - anti-human trafficking and revenge porn. This year, in 2016, the Legislative Session takes place in January and, therefore, Lobby Days will be held on January 10-12, in conjunction with Session. I personally would like you to save this date on your calendar and invite you to attend. We are sure to have another fantastic experience, but that's not all; we need you and your chapter's participation today.

The articles below highlight the grass roots work performed by our FAWL chapters to get critical issues in front of people who can help make a change, and then to bring it to the forefront of our leaders' attention. Kudos in particular to the Miami-Dade Chapter for their incredibly hard work this year!



VOTE
FLORIDA LEGAL ELITE
2016!

YOU Select the Top Lawyers in Florida for Florida Legal Elite 2015.

- Legal Elite
- Up & Comers
- Government/Not-For-Profit Attorneys

You must be a licensed attorney in good standing and reside in Florida to be eligible to vote.

Vote today at FloridaTrend.com/LegalEliteVote16

Voting Deadline
December 1, 2015

“REVENGE PORN” OUTLAWED IN FLORIDA

By Elisa D’Amico and Deborah Baker-Egozi

Last summer, Miami-Dade FAWL undertook significant legislative efforts to outlaw nonconsensual pornography (“NCP”), commonly known as “revenge porn.” NCP is the public dissemination of sexually explicit images, without the consent of those depicted.

Beginning October 1, 2015 pursuant to Section 784.049 of the Florida Statutes, the posting of a sexually explicit image online without the subject’s consent and along with their personal identifying information for the purpose of “causing substantial emotional distress” will be a first-degree misdemeanor for first-time offenders (up to one year imprisonment) and a third-degree felony for repeat offenders (up to five years imprisonment). Along with criminal penalties, the law provides for civil remedies including statutory damages and the recovery of attorneys’ fees and costs.

There are many reasons why perpetrators choose to use NCP against their victims. Victims of domestic violence and those in abusive relationships are often threatened with these explicit images as a means to keep them in these violent relationships. Human traffickers film women and girls and then threaten their victims with the publication of those images and videos, as a means to prevent these victims from reaching out to law enforcement. The intimate media at issue is obtained in numerous ways: sometimes the images are shared in the confines of a consensual adult relationship; other times the images are stolen by a known or unknown party who accesses (without permission) the victim’s computer device and removes the explicit material. And in some cases, perpetrators film minors—either with or without their knowledge—and subsequently share or trade the illicit, pornographic images.

Aside from the initial shock and horror victims suffer when they discover that their most private moments and personal details have been shared online without their knowledge, many victims have suffered well beyond those first moments, days, or even weeks. Victims suffer economic harm, such as losing their current employment or being unable to find new employment when prospective employers find their nude images online and refuse to hire them; these victims also are forced to spend a great deal of money to try and remove materials from the Internet and sometimes to seek legal recourse. Victims also suffer a great deal of emotional harm: many victims suffer from depression and post-traumatic stress disorder, and in some cases, the pain is so great that victims turn to suicide. In rare cases, online threats of harm turn physical, and victims are attacked physically, suffering physical injury, and even more emotional injury.

Victims of domestic violence and those in abusive relationships are often threatened with these explicit images as a means to keep them in these violent relationships.

Until just a few months ago, no Florida law explicitly criminalized NCP. As of July 7, 2015, 24 states (Florida included) have passed legislation criminalizing NCP. Only seven of those laws contain civil remedies (Florida, North Dakota, Pennsylvania, Texas, Vermont, and Wisconsin). Although a great step forward in the fight against the NCP epidemic, many of these NCP laws suffer from narrow applicability or constitutional infirmities.

Last summer, Deborah Baker-Egozi (at the time the President of Miami-Dade FAWL), met with Professor Mary Anne Franks, Associate Professor of Law at the University of Miami School of Law and Board Vice President/Legislative & Tech Policy Director of the Cyber Civil Rights Initiative (“CCRI”), a non-profit organization dedicated to helping victims of online harassment. Professor Franks drafted model legislation outlawing NCP that passed in several of the above-named states. While no federal law yet prohibits NCP, Professor Franks and CCRI are working with Rep. Jackie Speier (D-CA) to change this.

At the meeting, Professor Franks explained to Baker-Egozi that CCRI had unsuccessfully attempted to get NCP-related legislation passed in Florida during the 2013–14 legislative session, but that nobody wanted to give up that fight. As a first step, Miami-Dade FAWL reached out to Miami-Dade County State Attorney (“SA”) Kathy Fernandez Rundle. At the initial meeting with the State Attorney, Miami-Dade FAWL learned that SA Fernandez Rundle’s office also had been exploring the issue as to why there were no criminal or civil remedies for this now-illegal conduct. Once presented with Professor Franks’ model legislation, SA Rundle worked tirelessly on a statewide basis with legislators and community leaders to ensure that the bill was passed during the 2014–15 legislative session. In Tallahassee, SA Fernandez Rundle met with the bill sponsors in both chambers and worked with them to find a common ground between the two bills.



“REVENGE PORN” OUTLAWED IN FLORIDA, cont.

In support of these efforts, Elisa D’Amico (then on the Miami-Dade FAWL Board of Directors) worked with Miami Beach Commissioner Michael Grieco and Professor Franks to draft a Resolution urging the Florida legislature to criminalize NCP. With Commissioner Grieco’s help, Baker-Egozi, Professor Franks, and D’Amico went before the Miami Beach Commission to advocate in support of Agenda Item R7W, ultimately convincing the Commission to unanimously pass that Resolution on July 30, 2014. Commissioner Grieco recognized that Miami-Dade FAWL’s involvement at this stage was crucial and together they helped “to move the needle on this issue.” He believed that “By making revenge porn a topic in a formal public forum I believe we gave those advocating criminalization a proper platform to gain momentum.”

Shortly thereafter, fueled by this immense energy, D’Amico recognized a need to counterbalance the movement in the criminalization of NCP with providing victims legal services in the civil context. In late September 2014, she co-founded the Cyber Civil Rights Legal Project (“CCRLP”), a pro bono project backed by her law firm (K&L Gates), where victims of online cyber harassment and NCP can obtain legal advice. The CCRLP has been praised for its work by national and international media outlets, including the New York Times, CNN, and International Business Times, among others. Since its inception, the project has become recognized globally as a leader in the fight to combat cyber exploitation.

Over the past year, South Florida has been highlighted and honored for its forward thinking and hard work addressing

this online privacy violation that has swept the world. Not only has Miami-Dade FAWL and its leadership helped to arm law enforcement, but the organization has also helped to equip civil litigators who are brave enough to step forward and accept victims as pro bono clients with new tools to fight perpetrators of this heinous crime. Less than one year after Miami-Dade FAWL and Professor Franks took the floor before the Miami Beach Commission, Section 789.049 of the Florida Statutes, was passed and signed into law by Governor Scott. SA Rundle has said:

This significant legislation will strengthen our ability to prosecute the heinous crime that is revenge porn. I am very appreciative of the wonderful collaboration with our stakeholders and legislators, particularly former prosecutor and now State Representative Carlos Trujillo and the efforts of Senator David Simmons and State Representative Tom Goodson who co-sponsored this important bill.

Miami-Dade FAWL could not agree more. And we could not be more proud of the hard work and collaboration by our organization, FAWL, law enforcement, law firms, law schools, and countless members of The Florida Bar.

The materials in this article were prepared by the authors for informational purposes only. Nothing in this article constitutes legal advice. Similarly, no information contained herein is intended to create, nor does receipt or review of any information constitute or create an attorney-client relationship. No information discovered herein should be acted upon without consulting independent legal counsel.

WE'RE PROUD TO BE AN ANNUAL GOLD STATE FAWL SUPPORTER!
NATIONALLY CERTIFIED STENOGRAPHIC COURT REPORTERS

Signature Court Reporting, Inc.

EXPERTS IN CIVIL LITIGATION

- Competitive Rates
- Legal Videographers, Videoconferencing
- Free Online Access to Transcripts, Exhibits & Calendar 24/7
- Complimentary Deposition Conference Rooms
- Accurate, On Time, Ethics First Firm
- Realtime Specialists
- Rush Transcripts

Please Support Signature Court Reporting when you have a Deposition in South Florida!

EXCEEDING YOUR EXPECTATIONS EVERY DAY!

STUART • WEST PALM BEACH • BOCA RATON • POMPANO • FORT LAUDERDALE • MIAMI
561.659.2120 • FAX 561.659.2170 • scheduling@SignatureCRS.com • www.SignatureCRS.com



Human Trafficking Legislation: Where We Have Been and Where We Are Going

By Regina A. Kardash, Esq.

“Human trafficking is a violation of the human body, mind, and spirit. For this vile practice to be taking place in a country that the world looks to as a beacon of freedom... is a terrible irony and an utter tragedy.” – Former United States Attorney General Alberto Gonzales.

I. Introduction

An important part of the Florida Association for Women Lawyers’ mission is promoting reform in the law and facilitating the administration of justice. These sound like lofty goals, but the women and men of FAWL and FAWL chapters from across the State of Florida strive to make our mission known through our advocacy every year at our annual Lobby Days event. To this end, FAWL’s bylaws include a position for a Legislative Director who is responsible for tracking and reporting on pending legislation that would further the goals of our mission statement and provide a legislative agenda for our organization. This year’s Legislative Director is Kyleen Hinkle, Esq., who in this capacity heads the Legislative Committee.

In order to implement the FAWL’s mission, the FAWL Board adopted a legislative policy under Past-President Susan Healey in 2012. This policy provides that FAWL will adopt legislative positions from year to year that will remain in effect and serve to further the mission and goals of our organization. This process provides a voice to all our members who may seek to propose a legislative position or seek to rescind a current position, not just those members on the Legislative Committee or Board of Directors.

II. Where We Have Been

In 2013 and 2014, FAWL supported legislation specifically aimed at the Florida Civil Rights Act of 1992. The proposed legislation was aimed at protecting pregnancy and related conditions from discrimination, which would have brought Florida’s Civil Rights Act into conformity with the protections afforded to women under Federal law, and provided pregnant women with a cause of action under State law. Although the legislation did not pass, the Florida Supreme Court ruled on the issue in *Delva v. Continental Group, Inc.*, 137 So.3d 371 (Fla. 2014), clearing up the inconsistencies in Florida’s Circuit Courts. With this civil rights issue settled by the Court, our organization has turned its attention toward combating the last vestige of modern day slavery: human trafficking.

The first piece of human trafficking legislation in Florida was enacted in 2004, and focused mainly on sexual exploitation and forced prostitution.¹ In 2006, the definition of human trafficking was expanded to include forced labor and domestic servitude, identifying inducement through fraud and coercion and debt bondage as criminal acts, and further including these offenses under the Racketeering Influenced and Corrupt Organizations (RICO) crimes, which provided for enhanced penalties.² However, many victims of human trafficking were still subject to criminal

proceedings for prostitution. Florida law still exhibited a gap that had been addressed by federal law under the Victims of Trafficking and Violence Protection Act of 2000.³ Under the federal legislation dating back to 2000, programs for victims must support, when practical, nongovernmental organization hotlines, shelters, victims’ advocates, education and training for women and girl victims, community reintegration and initiatives for cooperating with foreign countries for assisting victims.⁴ Additionally, the Act provided for medical services and protections for victims fearful of repercussions by criminal traffickers.⁵

Although human trafficking was recognized on an international scale, many local communities were unaware of the nature of this crime or how to deal with potential victims. Legislative efforts focused on training standards for Florida’s law enforcement who would often be the first to come into contact with potential victims. Recruits are now required to undergo a basic skills course on human trafficking as part of their academy training.⁶ The same legislation directed the Criminal Justice Standards and Training Commission to create advanced human trafficking training. State attorneys were also charged with developing standards for prosecutors in investigating and prosecuting human trafficking offenses, as well as the implementation of awareness programs for judges and attorneys practicing in these areas of law.⁷

¹ Laws of Florida, Chapter 2004-391, S. S 1962, 2004 Leg. Sess., Reg. Sess. (Fla. 2004). ² Laws of Florida, Chapter 2006-168, S. S 250, 2006 Leg. Sess., Reg. Sess. (Fla. 2006).

³ Trafficking Victims Protection Act, 22 U.S.C.A. §§ 7101- 7113 (2015). ⁴ Id. ⁵ Id. ⁶ Fla. Stat. § 787.06(5). ⁷ Adam Butkus, Ending Modern-day Slavery, 37 Stetson L. Rev. at 327.

Also in 2006, legislation was introduced that provided victims with a civil cause of action.⁸ Under Fla. Stat. § 772.104, victims can sue their traffickers for up to three times the actual financial damages caused by the perpetrators. This calculation worked well for victims induced into servitude or migrant labor whose calculations of damages used the prevailing wage. However, when it came to victims of sex trafficking, the government could not use a prevailing wage estimate for profits of an illegal enterprise. Therefore, the legislature determined that sex trafficking victims could be awarded up to three times the profits from the illegal prostitution scheme.⁹ These measures, in addition to access to social services and benefits for victims, helped to alleviate some of the hardships that prevented victims from coming forward and pursuing the prosecution of their perpetrators.

Then, in 2008, the Florida legislature took another step towards bringing Florida law into conformity with the federal Victims of Trafficking and Violence Protection Act with respect to the burden of proof for child victims.¹⁰ Under Fla. Stat. § 787.06, victims must demonstrate that force or coercion has been employed against them for the crime to be considered human trafficking. The 2008 change in law removed this burden of proof for minors under Fla. Stat. § 796.035 by revising the definition of child sex trafficking, removing the requirement that a child establish that force, fraud, or coercion has been used to induce them to participate in prostitution, pornography, or stripping. Essentially this created a strict liability offense, similar to statutory rape, whereby the facilitation of prostitution involving a minor by a third party is *per se* child sex trafficking and actual knowledge on the part of a third party that the victim is a minor is not required. This legislation was repealed

in 2014 and replaced with Fla. Stat. § 796.001, which specifically provides that minors are unable to consent to prostitution activities because of their status as minors.¹¹

The legislature took additional steps towards addressing the human trafficking pandemic in 2012 by increasing penalties for qualifying offenses.¹² First, the crime of human smuggling was re-categorized as a third degree felony from only a first degree misdemeanor. Additionally, convictions resulted in designations as sex offenders and sex predators and any property used in the commission of the offense became subject to forfeiture.¹³

Some more recent legislative changes took effect October 1, 2015, including mandatory minimum sentences for persons convicted two or more times of soliciting another to commit prostitution and similar offenses as well as providing for impoundment of a vehicle used in the commission of this crime.¹⁴ Offenders will also be required to perform community service and attend education programs aimed at rehabilitation.¹⁵ Furthermore, victims of human trafficking who were arrested or charged with prostitution may apply to have their records expunged and judges are required to allow a victims advocate to be present with the Petitioner at the hearing.¹⁶

Additional changes include revisions to our state public records laws.¹⁷ Identifying information of victims of certain human trafficking offenses is now exempt from disclosure, including criminal history records that have been ordered expunged.¹⁸ Information regarding residential facilities serving victims, including safe houses, safe foster homes, and locations for these residential facilities is now protected and exempt from disclosure under

Florida's public records laws. Even though these exemptions have a sunset date, we hope that future legislators will continue to recognize the need for these facilities and for records to be kept confidential.

III. Where We Are Going

At the time of the writing of this article, FAWL has not yet specifically identified what, if any, legislation we will be supporting during the upcoming 2016 Legislative Session. However, under our organization's adopted legislative policies, our blanket support for legislation to combat human trafficking will remain until changed by the Board of Directors. Although we have come a long way, there is still work to do. Some potential bills and legislative revisions may include removing the burden of proof with regard to adult victims to mirror the language applicable to minors; targeting businesses that serve as fronts for or facilitate human trafficking; making human trafficking a predicate act under the RICO laws; removing the intent to solicit element from crimes involving children; providing for confidentiality between anti-human trafficking advocates and the victims they serve, similar to that provided for domestic violence victims; expanding recent legislation requiring that the hotline be posted in open and obvious areas; and examining potential licensing requirements for safe houses similar those already in place for domestic violence victims.

⁸ Laws of Florida, Chapter 2006-168, S. S 250, 2006 Leg. Sess., Reg. Sess. (Fla. 2006).

⁹ Fla. Stat. § 772.104(2).

¹⁰ Laws of Florida, Chapter 2008-172, S. S 1442, 2008 Leg. Sess., Reg. Sess. (Fla. 2008).

¹¹ Laws of Florida, Chapter 2014-160, H.R. H 989, 2014 Leg. Sess., Reg. Sess. (Fla. 2014).

¹² Laws of Florida, Chapter 2012-097, H.R. H 7025, 2006 Leg. Sess., Reg. Sess. (Fla. 2012), Fla. Stat. § 787.07.

¹³ *Id.*

¹⁴ S. CS/SB 1106, 2015 Leg. Sess., Reg. Sess. (Fla. 2015).

¹⁵ *Id.*

¹⁶ *Id.*

¹⁷ Laws of Florida, Chapter 2015-146, H.R. H 467, 2015 Leg. Sess., Reg. Sess. (Fla. 2015).

¹⁸ *Id.*; see also Fla. Stat. § 119.071(2)(h).

One of the biggest problems with fighting human trafficking is the lack of education and awareness in the greater community. Florida, along with California and New York, is regularly cited as one of the top destinations for human trafficking victims. This is largely due to economic factors, such as our combined emphasis on agriculture and tourism. A 2008 assessment by Shared Hope International conducted in Clearwater, Florida, estimated that in a six year period more than 400 domestic minor sex trafficking victims had contact with professionals but were not identified as victims of sex trafficking. The study identified barriers such as lack of training in identification, the hidden nature of sex crimes, the unwillingness of victims to be identified, and inaccurate statistics and data for tracking purposes. Even with the establishment of the Clearwater-based task force, the community was shocked when a home in an upscale Treasure Island neighborhood turned out to be a prison of sorts for women who were victims of a sex trafficking ring.



With these facts in mind, awareness and education are key. Organizations like the Florida Coalition Against Human Trafficking, the National Human Trafficking Resource Center, Polaris Project, and Human Trafficking Awareness Partnerships are available and willing to provide education to our communities. As legal professionals, we play a critical role in protecting our communities; we have the ability to give voice to the voiceless. As we move forward with our legislative efforts, we hope that you will continue to bring these issues forward to your local legislators as important public policy measures for the health, safety, and welfare of the citizens of our state.

FAWL CHAPTERS FAWL Is In Your Neighborhood



Barry Woman Lawyers
Brevard County Association for Woman Lawyers
Broward County Woman Lawyers
Central Florida Association for Women Lawyers
Clara Gehan Association for Women Lawyers
Collier County Women's Bar Association
FAMU Women's Law Caucus
FAWL at Stetson
FAWL at the University of Florida
Florida Coastal School of Law
Florida International University
Florida State University
Hillsborough Association for Women Lawyers
Jacksonville Women Lawyers Association
Lee County Association for Women Lawyers
Manatee County FAWL
Marion County FAWL
Martin County

Miami-Dade FAWL
Northwest Florida Chapter- Pensacola
Nova Law Center Chapter
Okaloosa FAWL
Palm Beach County Association for Women Lawyers
Pinellas County Association for Women Lawyers
Sarasota FAWL
South Palm Beach County FAWL
St. Johns County FAWL
St. Thomas Law School Chapter
Tallahassee Women Lawyers
Thomas Cooley Law School
Third Circuit FAWL
U of M School of Law, Miami Law Women
Volusia/Flagler Association for Women Lawyers
Women's Bar of Citrus/Hernando
Women Lawyers of Pasco County

Miami-Dade FAWL Receives Florida Bar Diversity & Inclusion Outstanding Program Award

By Stephanie Moot and Courtney Engelke



On June 26, 2015, at the Henry T. Latimer Diversity Luncheon, the Miami-Dade Chapter of the Florida Association for Women Lawyers (Miami-Dade FAWL) accepted the Outstanding Diversity and Inclusion Program Award for its Call to Action Diversity Summit. The Henry T. Latimer Diversity Luncheon is cosponsored by the Florida Bar Committee on Diversity and Inclusion, the Florida Association for Women Lawyers, and the Virgil Hawkins Florida Chapter of the National Bar Association.

The Call to Action Diversity Summit was inspired by the Florida Supreme Court's initiative to eliminate all forms of discrimination within the legal profession. On November 7, 2014, Miami-Dade FAWL, the Dade County Bar Association ("DCBA") and Disability Independence Group, Inc. ("DIG") hosted the Call to Action Diversity Summit focused on the inclusion of persons with disabilities in bar-related activities. The summit, sponsored by a grant from the Florida Bar and U.S. Legal Support, educated voluntary bar associations on how to develop best practices to ensure that persons with disabilities can participate in bar events. The event hosts requested each voluntary bar association in Miami-Dade County to send a representative on its behalf to attend the summit. Attendees representing over a dozen voluntary bar associations in Miami-Dade County received a warm welcome from the Honorable Maria Korvick of the Eleventh Judicial Circuit of Florida, Deborah Baker, President of Miami-Dade FAWL, Herman Russomanno III, President of the DCBA, and Sharon Langer, Development Director of DIG.

The summit provided bar leaders with valuable tools to promote inclusion. Miami-Dade FAWL Accessibility Committee Chairs Courtney Engelke and Stephanie Moot joined David Baghdassarian, a partner at K&L Gates LLP, in sharing Miami-Dade FAWL protocols and practical tips for facilitating participation:

- Create an Accessibility Committee and/or designate an ADA coordinator. Miami-Dade FAWL's Accessibility Committee is responsible for developing best practices to facilitate inclusion of persons with disabilities and for handling requests for accommodation (e.g. interpreters).
- Include accommodation language in all written announcements. All written Miami-Dade FAWL announcements contain accommodation language so that persons with disabilities are aware that they may contact Miami-Dade FAWL's designee to request an accommodation as needed.
- Identify resources for persons with disabilities so that requested accommodations are timely provided. Miami-Dade FAWL worked with Jody Shulman from U.S. Legal Support to provide computer assisted real-time captioning ("CART") for the summit. CART facilitates communication for persons with hearing impairments by transcribing the spoken word into text displayed on a screen.
- Select venues that welcome persons with disabilities and recognize their needs. Miami-Dade FAWL selects venues that provide designated accessible restrooms and parking spaces. It also collaborates with venues regarding table settings and configurations so that persons with disabilities can join tables and move freely around the room.

The summit was the first of its kind and marks an important step toward advancing the inclusion of persons with disabilities in bar-related events. Miami-Dade FAWL is proud to be at the forefront of this issue.

FAWL's "Creating Your Blueprint for Leadership" Bar Convention CLE a Great Success

By Jamie W. Karpman

Since the early 1990s, approximately half of all law students have been women; however, women lawyers still make up only 20% of law firm partners, 22% of federal district judges, and 27% of state court judges. For that reason, the Florida Association for Women Lawyers' mission is to actively promote gender equality and the leadership roles of its members in the legal profession, judiciary, and the community at large.



At the 2015 Annual Florida Bar Convention, FAWL presented a Continuing Legal Education program designed to empower its members—and all women lawyers—to take a more active role in shaping and developing their careers through leadership. Over fifty lawyers and judges joined together to discuss the female leadership gap in the legal profession and potential solutions to close this gap. The dynamic 2.5 hour seminar was titled “Creating Your Blueprint for Leadership.” It was based on the American Bar Association book *Learning to Lead: What Really Works for Women in the Law* by Gindi Eckel Vincent, Esq. and Mary B. Cranston, Esq.

The Honorable Nina Ashenafi Richardson, County Court Judge for the Second Judicial Circuit of Florida, skillfully moderated the discussion of panelists Lorna Brown-Burton, Esq., Co-Managing Partner at Brown-Burton & DeMicco, PLLC; Juliet Roulhac, Esq., Regional Manager at Florida Power & Light; Diana Santa Maria, Esq., Managing Attorney at the Law Offices of Diana Santa Maria, P.A.; Michelle Suskauer, Esq., Partner at the Suskauer Law Firm; and Tracy L. Gerber, Esq., Co-Managing Shareholder of Greenberg Traurig, LLP's West Palm Beach office.

These six extraordinary women candidly shared anecdotes and lessons learned. The panel urged each attendee to seek out his or her own mentors, sponsors, and advocates, explaining that while mentors give advice, sponsors and advocates actively campaign on a lawyer's behalf. They explained that mentors and sponsors or advocates are often different people, and that they need not be women (or even other lawyers), to have a positive impact on a lawyer's career.

The speaker's stories show that no two people have the same experience on the path to success. Gerber attributed her rise to the sponsorship and advocacy of a partner who fought for her to be assigned as lead defense attorney in a complex litigation matter in which she defeated a \$200 million claim against a client. Roulhac shared a story about a client who advocated so vehemently on her behalf that another law firm recruited her to serve as lead attorney in all of that client's litigation matters. These anecdotes show that it is crucial not only to develop strong relationships with mentors, but also, Gerber says, to “seek out relationships with those who can be advocates and sponsors . . . to help ensure that you have a voice, even when you are not in the room.”

The panel was quick to point out that first and foremost you must prove yourself as a lawyer, or no one will advocate on your behalf.

The panel also discussed the stereotypes women lawyers encounter and how to break them down. Attendees were invited to think about the stereotypes they were raised with and how they continue to influence their actions and behaviors in their professional and personal lives. Many attendees were raised with or had encountered the stereotype that women should be “demure” or “modest.” To overcome these stereotypes, women lawyers must be their own best advocates- speak up, ask for responsibility, and “toot your own horn.” Brown-Burton, quoting from *Learning to Lead*, points out that this means “creating visibility by consciously and deliberately recognizing your worth . . . and making sure others do too.” Suskauer puts it more bluntly, telling attendees to “never apologize for who you are or what you want.”

Lawyers must also be prepared to experience setbacks during the course of their career. Santa Maria suggests “treating challenges as opportunities, welcoming the lessons they bring to strengthen your spirit and your resolve . . . and never allow setbacks to derail you.” Brown-Burton encourages women lawyers to embrace the possibility of failure and to take risks because they may lead to unexpected opportunities. She states, “how you frame your story and your outlook on what comes your way is pivotal in providing you with the ability to bounce back after a setback.”

The panelists advised attendees to inspire confidence in those who lead them, and to be inspirational leaders themselves through servant-leadership, focusing on the desire to serve people and the community. "Be yourself and you will come across as genuine," says Suskauer, "to get people to feel invested in the process, the organization or the goal." She also believes it is essential, as a leader, to "embrace your strengths, and recognize your shortcomings in regards to your leadership style." Similarly, Judge Richardson encourages each FAWL member to "strive to be a leader who is true to yourself, authentic, optimistic and, of course, practices the 'Golden Rule.'" Gerber also notes "leadership comes in many forms and is not always accompanied by a title."

When one attendee asked about a policy barrier in her local voluntary bar association, Suskauer was quick to suggest that the attorney put herself into a position to change that policy. On a broader scale, Judge Richardson aptly states, "the legal profession is in a period of stress and transition. Leaders are needed to devote time to positively steer the dramatic changes occurring in the legal system and in society, including improving access to the courts for the indigent." Lawyers as leaders have tremendous potential to effect positive change. Active involvement in FAWL and its local chapters provides an opportunity both to get involved with important activities and to hone leadership skills.

In closing, the panelists encouraged attendees to develop relationships with mentors, sponsors, and advocates. Roulhac urges each FAWL member to be a leader in his or her own life and help at least one person reach the "next level." Santa Maria reminds the membership how important is for women lawyers to "align themselves in the spirit of sharing and assisting each other to grow." In particular, the panelists asked attendees to seek out other women lawyers to serve as their successors to seats on boards and in other leadership roles.

The opportunity to hear from this inspiring and diverse group of women lawyers would not have been possible without the efforts of FAWL leadership, Jacksonville attorney Kate Mesic's diligent planning, the moderator and panelists participation and preparation, and the generous support of the event sponsors Roig Lawyers, Gwen S. Cherry Black Women Lawyers Association, South Palm Beach County Chapter of FAWL, Jacksonville Women Lawyers Association, and Esquire Deposition Solutions. **If you missed this empowering presentation, FAWL members may view it for free at www.FAWL.org.**

THE LAW OFFICES OF
Joel M. Weissman, P. A.

There is no substitute for experience.

Our firm of lawyers and dedicated professional support staff are here to serve your needs. We pride ourselves on compassion, commitment with intensity in representing each client with personalized attention. Our goals are to provide the most effective results for the good of each client and the families involved.

West Palm Beach
515 N. Flagler Drive | Suite 1100
West Palm Beach, FL 33401
tel. (561) 655-4655 | fax. (561) 832-1421
email info@jmwpa.com



The History of the Rosemary Barkett Outstanding Achievement Award

By Stephanie Burch, Esq. and Nancy Stuparich, Esq.



The Honorary Rosemary Barkett

The Rosemary Barkett Outstanding Achievement Award was created by FAWL in 1997 and is presented annually to a FAWL member who has demonstrated a commitment to the purpose and goals of FAWL, and who has: 1) excelled in his or her career; 2) overcome traditional stereotypes associated with women; 3) promoted the status of women within the legal profession; and/or 4) promoted the status of women in the State of Florida. The award was created in honor of Judge Rosemary Barkett, who has excelled and continues to excel in her legal career.

Judge Barkett was born in Mexico to Syrian immigrant parents and moved to Miami at the age of six. At the age of seventeen, she became a nun with the Sisters of St. Joseph, one year before becoming an American citizen. After ten years at the convent, Judge Barkett decided to attend Spring Hill College, where she graduated summa cum laude in 1967. She then went on to receive her Juris Doctor from the University of Florida College of Law, where she graduated near the top of her class in 1970. After law school, Judge Barkett went into private practice in West Palm Beach. In 1979, she was appointed to the Fifteenth Judicial Circuit Court. Judge Barkett advanced to Chief Judge of the Fifteenth Judicial Circuit and was later appointed to serve on the Fourth District Court of Appeal in 1984. In 1985, Judge Barkett became the first woman to serve as a Florida Supreme Court

Justice and later became the Court's Chief Justice in 1992. President Clinton nominated Judge Barkett to serve on the 11th Circuit Court of Appeals in September 1993, and she was confirmed by the Senate in April 1994. Judge Barkett served on the 11th Circuit for almost twenty years, when she retired to accept a post on the Iran-United States Claims Tribunal at The Hague. Throughout Judge Barkett's legal career, she has overcome stereotypes attributed to women and political controversy. She paved the way for women lawyers, not only in the State of Florida, but nationally and internationally as well.

Past recipients of the Rosemary Barkett Outstanding Achievement Award have served and promoted women in the legal profession in many ways and in varied roles, such as judges, Florida Bar presidents, United States Attorney General, legislators, President of the American Bar Association, lobbyists, founders and partners in their firms, and as role models throughout their legal careers. Congresswoman Lois Frankel, the 2004 award recipient, stated, "What was special to me, was receiving an award named after one of the great women in law and personal role model, Rosemary Barkett." Congresswoman Frankel previously served as Mayor of West Palm Beach and was a member of the Florida House of Representatives for 14 years, where she became the first female Minority Leader of the State House. Ellen Freidin, the 1999 recipient of the award and Chairwoman of Fair Districts Florida, said, "Rosemary Barkett is a great and courageous leader – always willing to stand in support of what she believes is right – no matter the opposition or the consequences. To receive an award in her name is the highest honor." Ms. Freidin has taken this concept to heart, which is evidenced by her tireless efforts to amend the Florida Constitution to ban gerrymandering and require new district lines to take municipal boundaries, geographic divisions, and minority representation into account.

Other recipients of the award include the following outstanding professionals: Edith G. Osman, 1997; Judge Winifred Sharp, 1998; Justice Barbara J. Pariente, 2000; Representative Arthenia L. Joyner, 2001; Martha W. Barnett, 2002; Kelley Overstreet Johnson, 2003; Judge Patricia Seitz, 2005; Justice Peggy Quince, 2006; Janet Reno, 2007; Judge Gil Freeman, 2008; Judge Nikki Ann Clark, 2009; Judge Kathleen J. Kroll, 2010; Honorable June C. McKinney, 2011; Ava Doppelt, 2012; Mayanne Downs, 2013; Gwynne A. Young, 2014; and Nancy Daniels, 2015. FAWL Chapters are encouraged to nominate members to receive this prestigious award. Applications can be found on the FAWL website and are due March 1, 2016.

Why I Belong to FAWL

"I initially joined FAWL because I support the FAWL Mission and believe that together, we are stronger. I continue to renew my membership because of the opportunities to connect, advocate, and build outstanding friendships at my local chapter (PFAWL!) and statewide. I love meeting and learning from strong, smart, and successful women throughout Florida. Joining FAWL is also great way for law students to build friendships and create a network that will support you throughout your career!"

- Joann Grages Burnett

"I belong to FAWL because of the opportunity to watch leadership in action and by extension, pass on those valuable lessons through mentoring law students and new attorneys. FAWL provides an incredible outlet for attorneys, through its many programs, to continually make positive contributions to the local community."

- Caroline Johnson Levine

"FAWL provides opportunities to develop relationships with attorneys around the state, and beyond, which in turn can create a legal environment reminiscent of Shakespeare's quote: "Strive mighty but eat and drink as friends." Through these relationships we promote gender equality and leadership roles of women in the legal profession, judiciary, and community at large.

The free CLEs provide me with opportunities to improve business practices and leadership skills."

- Robyn Featherston

"I belong to FAWL because it provides me with a community of lawyers who support each other, strive to make this profession better, and have become lifelong friends."

- Jen Sullivan Davis

"I am a FAWL member because as lawyers, we are uniquely equipped to recognize and take on inequality in our community, government, and profession. The strength of FAWL's voice as a group makes a much more powerful statement than I could achieve on my own. The like-minded FAWL members I have gotten to know have encouraged me to pursue leadership positions, inspired me to set high professional goals in the practice of law, and shown me the path to reach my goals at every turn."

- Jennifer Shoaf Richardson

"Magical. It is the best adjective to describe my experience as a member of CFAWL, HAWL and FAWL. At the outset, I was somewhat skeptical of what I would experience as a member of these primarily all-female groups. My initial concerns were immediately allayed. Over the past almost decade, these dynamic organizations have provided me with leadership experiences and growth, opportunities to meaningfully contribute to and help transform the profession and the roles of

female lawyers therein, mentorship, business referrals, treasured friendships, and more. The camaraderie of the women lawyers with whom I have formed relationships is unparalleled. We have laughed and cried together, attended each other's weddings and hosted each other's baby showers, shared research and form pleadings, broken speed limits driving to the airport post office to ensure court documents met the filing deadline, and sipped countless glasses of champagne and eaten more chocolate and cheese than any doctor would ever recommend. These women are not just my colleagues and friends, they are my family. I would do anything for them, and simply put, they have made my legal career."

-Melanie Griffin



Kristin Norse, President is pleased to announce the 2015-2016 FAWL Meeting Schedule

LOBBY DAYS

January 10-13, 2016

Hotel Duval - Tallahassee, FL

SPRING MEETING

April 21-23, 2016

Naples Beach & Golf Club Resort
Naples, FL

ANNUAL MEETING & AWARDS GALA

June 15-18, 2016

(actual dates of events pending)
Hilton Orlando Bonnet Creek
Orlando, FL

FAWL - The Value of Membership



Member Benefits:

- **Advocacy** for members who seek appointment to Bar Committees and Judicial Nominating Commissions (JNC) with the benefit of institutional knowledge on the most effective means of supporting applicants for these statewide positions
- **Recognition** of member's professional accomplishments in statewide E-Newsletter and through social media, as well as eligibility for prestigious awards
- **Leadership Opportunities and Development** for members at the statewide level through FAWL Committees and the Executive Board
- **Publication Opportunities** in substantive areas of the law through contribution to the FAWL Journal
- **Representation** on The Florida Bar Board of Governors, The Florida Bar Young Lawyers Division Board of Governors, the National Conference of Women's Bar Associations, and the National Association of Women Lawyers
- **Connect** with over 3,000 fellow members and develop statewide referral network at FAWL signature events, such as the Annual Meeting, Leadership Retreat, Mid-Year Meeting, and Lobby Days
- **Mentoring** in practice areas statewide
- **Championing** non-partisan issues important to women and women lawyers and providing members access to local representatives and bringing the issues to the forefront in Tallahassee
- **Access** to statewide database of FAWL membership, free on-line continuing legal education library, publications and resources for professional development

Chapter Benefits:

- **Support and Sustain** chapters by providing resources for administration of membership and ideas for chapter programs, chapter development grants to build or maintain membership, and other assistance to pave the way for successful chapters in all areas of the State.
- **Strengthen** chapters and the connections between them through the exchange of best practices during live events, quarterly regional calls for chapter leadership, and monthly board meetings
- **Monetary Awards** and statewide recognition to chapters for Outstanding Programming, Outstanding Chapter, and Membership Recruitment
- **Publication and Promotion** of chapter events and local CLE programs through the FAWL E-newsletter, website, social media, and on-line FAWL calendar, as well as financial assistance to defray CLE recording costs.
- **Recognition** of chapters and their members through FAWL Leaders in the Law Awards based on nominations from chapters, as well as partnering with chapters to support nominations of members for prestigious statewide awards
- **Collaboration** with FAWL and other FAWL chapters to hold seminars, symposiums, and mentoring events with statewide impact
- **Advocacy** with chapters to support chapter members for appointments to Bar Committees, JNCs, and Judicial and State government positions
- **Lobbying** in Tallahassee to draw statewide attention to local issues for women in the profession and connecting chapters with their local legislators.
- **Young Lawyers** initiatives statewide and advocacy for FAWL chapters with young lawyers programming in front of the Young Lawyers Division Board of Governors. Collaboration with law student chapters on mentoring projects and networking opportunities statewide.

Upchurch Watson White & Max: Florida's Mediation Destination

OUR MEDIATORS

Kimberly Sands

Kimberly is Upchurch Watson White & Max's newest principal and the first woman to become a partner in the firm. She has been a professional neutral since 2001.



A. Michelle Jernigan

A shareholder with UWWM, Michelle has been a trail-blazer among the state's mediators since she launched her ADR career in 1987.



Judith A. Bass

A trial attorney for 25 years and full-time mediator with 3,000 mediations in the past 12 years, Judy delights in facilitating settlement efforts.



K. Judith Lane

Known for her negotiation skills as a litigator, Judi joined Upchurch Watson White & Max last year and is making her mark as a mediator/arbitrator.



OUR OFFICES

*Jacksonville,
Daytona Beach,
Maitland / Orlando,
Miami, Plantation*



*Visit our new West Palm
Beach office, Suite 400 in the
Sabadell Tower, 1645 Palm
Beach Lakes Boulevard*

MEDIATION | ARBITRATION | E-DISCOVERY | SPECIAL MASTERS | CONSULTANTS

Solely Focused on Conflict Resolution in Florida, Alabama and Nationwide

CALL TOLL FREE: 800-863-1462 | READ MORE & SCHEDULE: WWW.UWW-ADR.COM

 [linkedin.com/company/upchurch-watson-white-&-max](https://www.linkedin.com/company/upchurch-watson-white-&-max)

 www.facebook.com/UWWMMediation

 [@UWWMmediation](https://twitter.com/UWWMmediation)