



Equal Times

Serving the BCWBA for 30 Years

President's Column

A few weeks ago, I walked into my co-worker's office. It had been a trying week – overwhelmed at work, overwhelmed at home, overwhelmed with life – and I mentioned to her, that just once, I would like to feel confident about what I'm doing. She gave me a puzzled look, saying something to the effect of, "Seriously? You always seem to have it so together. I would never have guessed you felt that way."

Insecurity has been an on-going theme in my life. I've always felt like a bit of a fraud. If you haven't figured it out yet, I love leading. It started in high school when I was President of several organizations, carried into college with similar roles, then President of the Women's Law Association and on the Law Review Board in law school, and now . . . well, you get the picture. But at pretty much every turn, I have felt like I "lucked" into these roles, and at any moment, the people around me are going to "figure" me out and drop me like a hot potato. I'm not sure where this mentality comes from—there have been (cond' on p. 6).



May Luncheon: Andrew Borrego

Please join us at noon on May 6, 2014, as we welcome Andrew Borrego, a Texas Rising Star in the area of Entertainment and Sports Law and distinguished member of our San Antonio Bar. Mr. Borrego will provide an overview of the Right of Publicity Law in Texas, which prevents the unauthorized commercial use of an individual's name, image, likeness, or other unequivocal aspects of an individual's identity. Mr. Borrego will address the statutory and common law rights of publicity as alternatives to copyright infringement claims in Texas. CLE accreditation approved.

When: Tuesday, May 6, 2014

Time: Noon to 1:00 p.m.

Where: Club Giraud

Cost: \$25 for members, \$30 for non-members, \$20 for students, payable at the door.

RSVP: Club Giraud needs a headcount 48 hours in advance of the luncheon so please RSVP by Friday, May 2, 2014 to Events@bexarcountywomensbar.org. Please include any dietary restrictions in your RSVP. We understand that schedules change, but we cannot guarantee a spot to individuals who do not RSVP by the date above. Walk-ins will be charged \$35 to cover the additional demands on Club Giraud's staff and no-shows will be billed. For more information, contact Lindsay Riley (liriley@coxsmith.com) or Lauren Horne (Lauren@Rosenblattlawfirm.com). We hope to see you there!

Inside this issue

- Social Media and the BCWB 2
- Judicial Spotlight: Justice Chapa . 5
- Dollars and Sense 7
- Mentor/Mentee Update..... 7
- May we ask you a question?..... 7
- Tiny Beautiful Things* 8
- Law Day Recap..... 9
- WLA Update 10

Events to Attend

- May 6: May Luncheon with Andrew Borrego
- May 23: Around the Town Luncheon
- June 3: June Luncheon with Lawrence Morales II

Social Media and the BCWB!

By Connie Arambula

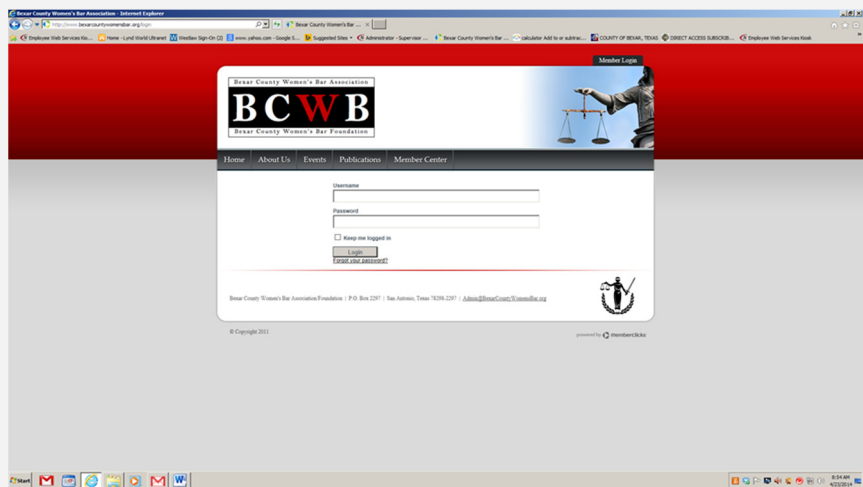
Please join the Bexar County Women's Bar Association Facebook group. This is an excellent forum to connect with other members, post job and volunteer opportunities, and keep up to date on current events. Just search for "Bexar County Women's Bar Association" to join!

Please check out the BCWB's website at <http://www.bexarcountywomensbar.org/> to view the following new features:

Keep informed about upcoming events by visiting the "Calendar of Events" section located under the Events tab (see below).



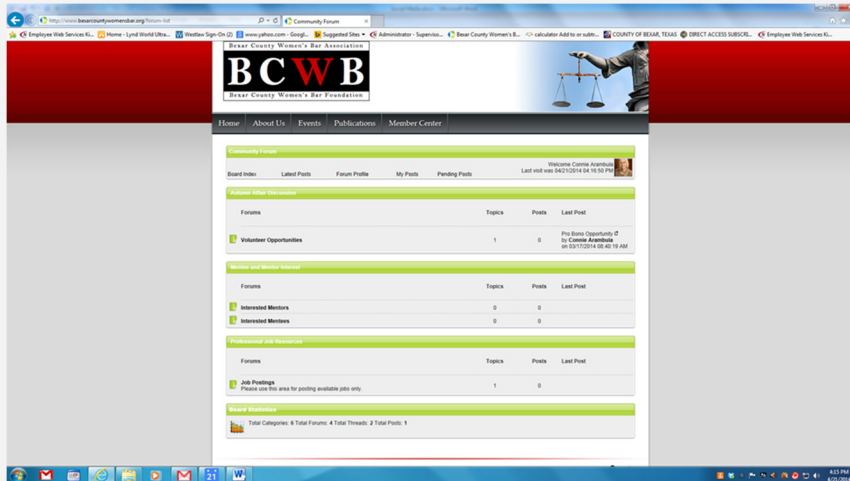
Did you forget your password? Simply click on the "Forgot Your Password" option at the Member Login landing page (see below).



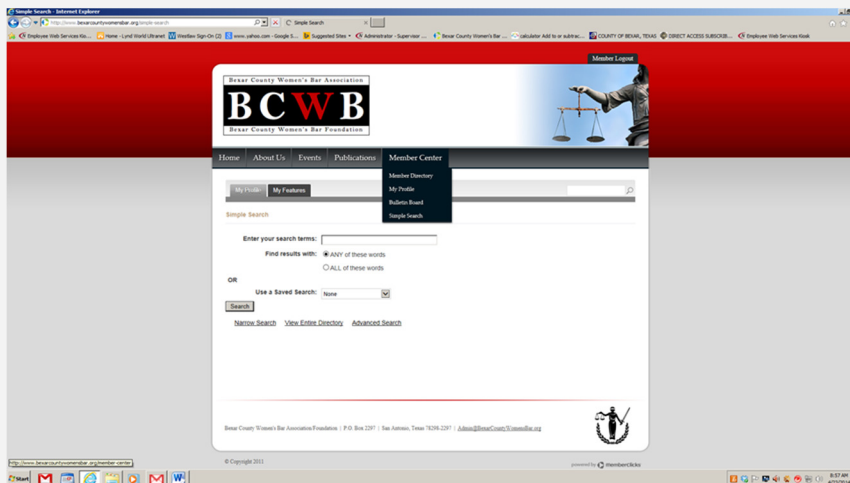
(con'd on next page)

Social Media and the BCWB! (con'd from p. 2)

Do you need input from members on that pressing legal issue or volunteer opportunity? Members can create forum discussions on the “Bulletin Board” located under the Member Center tab (see below).



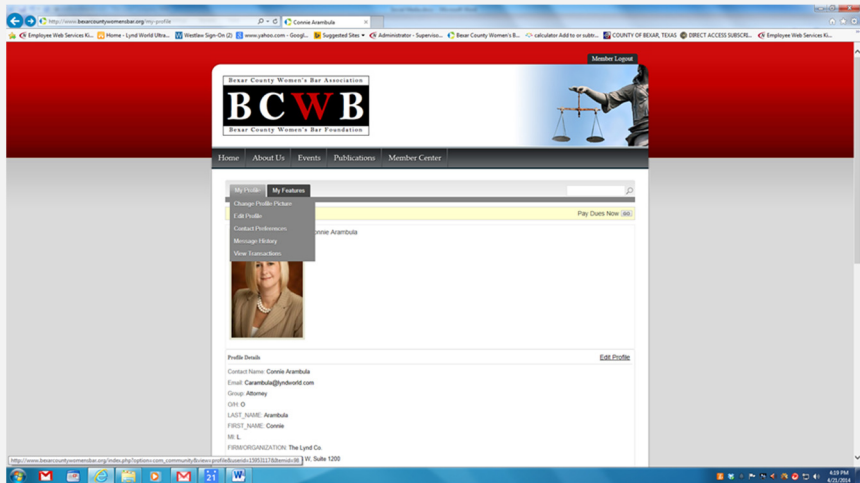
Are you trying to contact the attorney you met at the recent BCWB mixer? Members can look up contact information for other members using the “Simple Search” or the “Member Directory” under the Member Center tab (see below).



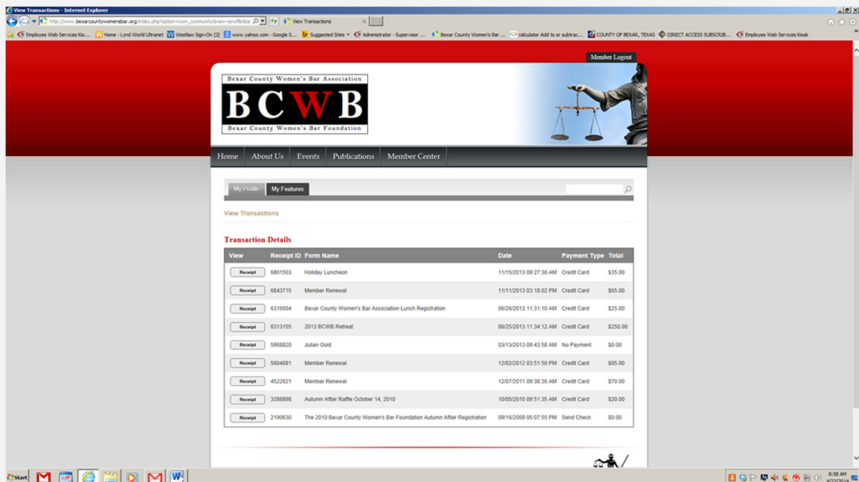
(con'd on next page)

Social Media and the BCWB! (con'd from p. 3)

Do you need to update your contact information? You can edit your profile information and add a photo in the "Profile" section under the Member Center tab (see below).



Do you need a receipt for your renewal or recent event? Simply select "View Transactions" in the drop down menu located under Member Profile on the Member Center Tab (see below).



Judicial Spotlight: Justice Luz Elena D. Chapa, Fourth Court of Appeals



This month we put the spotlight Justice Luz Elena D. Chapa, Fourth Court of Appeals.

Q. Tell us about your history as an attorney and then judge.

A. I practiced on both sides of the civil docket with a concentration in products liability law for twelve years prior to my election. After graduating from St. Mary's University School of Law, I began practicing in my hometown of El Paso as a plaintiff's attorney and later moved to Corpus Christi where I joined a civil defense firm and remained there for four years. In 2005, I moved back to San Antonio and joined forces with my husband representing catastrophically injured individuals. Prior to my election to the Fourth Court of Appeals, I practiced in thirteen counties out of the Fourth Court's thirty-two. I was elected to serve effective January 1, 2013, and I am currently the youngest sitting Justice in the State of Texas.

Q. Did you always know you wanted to be a judge? What inspired you to make this decision?

A. I always knew that I wanted to serve the public in some capacity and perhaps in particular, as a judge. Throughout my childhood, I visited the El Paso County courthouse because my uncle, the late Hon. Sam Paxson, served as a district court judge for nearly forty years. I learned tremendously from him and observed his work ethic and love for the law and his community. During law school, I had the privilege of interning for Chief Justice (Ret.) Alma L. López and was mentored by her. Her example and guidance directly impacted my ultimate decision to run for the Fourth Court.

Her example and guidance directly impacted my ultimate decision to run for the Fourth Court.

Q. Tell us about your history with the Bexar County Women's Bar and other women's organizations, and the impact you believe such organizations have on their members and the greater community.

A. I was first introduced to the Bexar County Women's Bar when I was a first year law student at St. Mary's University. The opportunity to network and develop meaningful relationships with mentors was enlightening and helpful. During my practice in El Paso and South Texas, I was involved in the local women's bar associations and continued to develop friendships with other female lawyers. I also served on the board of Texas Women Lawyers. Overall, I believe women's organizations provide support to those generations who will follow us, guiding them along the way and giving them a stronger voice.

Q. What has been the most surprising thing about being a judge? Something you didn't expect when you ran for the position?

A. I never knew that I was going to enjoy being a judge as much as I truly do. I think the depth of my enjoyment has much to do with the immense honor it is to actually serve the public. My heart still races as I walk through the courthouse doors. I feel blessed and treat every day as a gift.

Q. Excluding the law – what are you passionate about?

A. I am passionate about my family – my husband and two daughters. Everything I do, I do with them in mind. I believe that as a mother of daughters, I have an obligation to them and to other young women to be the best role model possible. I strive to show them the importance of living by strong faith and high ethical standards, and to show confidence yet humility, strength yet grace. (con'd on p. 8)

President's Column (con'd from p. 1)

no catastrophes thus far resulting in pointing fingers or coups—but it's just part of who I am. And I've often wondered what opportunities I've passed by because I just wasn't sure I was good enough.

It turns out this is a quite common phenomenon among women. Listening to NPR recently, I heard an interview with journalists Claire Shipman and Katty Kay, authors of the new book *The Confidence Code: The Science and Art of Self-Assurance—What Women Should Know*. The authors shared that they were led to write the book after having so many successful women confess to them that they either felt they didn't deserve a promotion, or believed they were just lucky in achieving successes in their lives.

In researching the subject, the authors found several possible reasons for this lack of confidence. For example, brain scans show women's brains are different than men's, in that they have different connective tissue and women's brains are more active. Why does this matter? Women tend to ruminate on decisions they've made, while men are better able to move on to the next one. The authors discuss women's tendency to be perfectionists, which results in less risk-taking. For example, women tend to believe they must have 100 percent of the job qualifications before they'll take something new on or ask for a promotion, but men will do it at 60 percent. I could go on and on, but it boils down to one simple thing: confidence is an enabling quality that turns thoughts into action, and women need more of it. As stated on the book's website:

Ultimately ... while confidence is partly influenced by genetics, it is not a fixed psychological state. You won't discover it by thinking positive thoughts or telling yourself (or your children) that you are perfect as you are. You won't find it either by simply squaring your shoulders and faking it. But it does require a choice: less worrying about people-pleasing and perfection and more action, risk taking, and fast failure.

Ms. Shipman and Ms. Kay's message resonated with me. (Enough to read the book? Not yet. But it's on my list of "Books I Really Think Would Help Me Grow So I'm Going to Purchase Them With the Intent to Read and Then Hope I Learn the Content by Osmosis.") We all know that while women are attending law school in equal numbers to men, those numbers are staggeringly different in the upper levels of the legal field. Women comprise 20% of state court judges, 11% of federal judges, 20% of law firm partners, 15% of equity partners, 4% law firm managing partners, and 22% of corporate general counsel. There are several reasons for these numbers, but if Ms. Shipman and Ms. Kay's research holds true, it can be inferred our lack of confidence has something—perhaps much—to do with it. If myself and those of you like me want to develop as leaders and be successful in our chosen field, we need to analyze what it is that makes us doubt ourselves, and determine what we can do to change it.

Genetics aside, there are things we can do to increase our confidence. On the recommendation of the authors during their NPR interview, I went to their website, theconfidencecode.com, and took their Confidence Code Assessment. The quiz only took about 5 minutes, and while disappointed, I can't say I was surprised with the result: I have lower than average confidence. The website gave me advice for changing that result, and all joking aside, I'm hoping to spend some time reviewing the recommendations and seeing how I can implement them in my professional life. But just the knowledge that my ever-present feeling of insecurity isn't all that uncommon is strangely comforting, as is the knowledge that with some work, those feelings can be transformed.

Do you have a story regarding how you maintain confidence, or how your confidence level (or lack thereof) has affected your practice? If yes, please send your story to me at tiffanie@rosenblattlawfirm.com. I would love to share some of your comments in future newsletters, and if you would like me to keep your identity private, I'm happy to do so. Let's open up about the common challenges we face, and work together to overcome them.

Happy May! Tiffanie

There is no such thing as "can't."
There is such a thing as "won't,"
"don't want to,"
"don't choose to,"
"don't adopt this as my priority,"
but there is no such thing as "can't."
"Can't" represents a lack of choice.
And when we resign ourselves to a reality that does not include individual choice,
we accept barriers others would impose upon us.
—Colonel Linda Strite Murnane, Esq.

Dollars and Sense: Financial Planning Starts with a Strong Foundation

By Jennifer Scroggins

You know you need to get serious about your finances, so perhaps you bump up your contributions to the Easter Seals 401(k) or maybe you open up an IRA account to save some additional money for retirement. That's a good move, but it may not be the wisest move to make if you haven't first looked at building a strong financial foundation. Steps like these deal with wealth accumulation, which is important. But before focusing our attention on building wealth, we should first look at protecting the wealth that we have.

With this in mind, every financial plan should start with a solid footing, consisting of the following elements:

- A liquid emergency fund made up of at least three-to-six month's worth of expenses. This offers some protection in the event of an unanticipated interruption of income due to job loss. You should be able to access your emergency fund easily and without penalty.
- Appropriate amounts of health, disability, life, property and liability insurances. You may be an investment whiz and be sitting on piles of cash. But if you and your family aren't protected against a debilitating illness or disability, premature death, fire, liability lawsuit, or other catastrophe, then everything you have is needlessly exposed to risk.
- A basic estate plan. A simple will outlines your wishes as far as how you want your property to be distributed when you are gone. If you have minor children, a will is of the utmost importance because it also allows you to name a guardian and provide funds for the welfare of your kids should you pass away prematurely.

For help setting up a financial plan, seek the counsel of a qualified financial planner.

The information presented in this newsletter is for informational purposes only. It is not intended to replace the need for independent tax, accounting, or legal review. Individuals are advised to seek the counsel of such licensed professionals to review their personal situation.

Jennifer Scroggins is an Investment Advisor Representative at Platinum Wealth Solutions of Texas, LLC, an independent office of the John Hancock Financial Network. She is also the BCWB's investment advisor. She can be reached at (210) 998-5010 or at jscroggins@jhnetwork.com.



Mentor/Mentee Update

By Hella Scheuerman

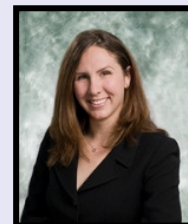
We hope everyone has had an opportunity to meet and talk with their Mentor/Mentee groups these past few weeks. We encourage you to enjoy some time together this month. In the meantime, please save the date for the Mentor/Mentee Brunch on Saturday, June 21, 2014, at 11:00 a.m. We are in the process of planning the event and will provide you more details in the next newsletter.



May we ask you a question?

By Lisa Alcantar

Do you have a special interest or background in investments? Do you feel confident giving investment advice? If you answered yes, BCWBA and BCWBF need your help! The Board plans to establish an Investment Committee to provide advice to the Board on its investments. We are turning to the most qualified people we know — our members — to fill this need. While we do not anticipate that this volunteer position will be time consuming, it will be of immense value to the Board. If you believe you are qualified, please contact our Treasurer, Lisa Alcantar, at lalcantar@prdg.com.

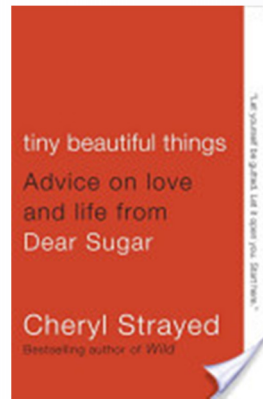




The Reader

By Lisa Alcantar

A bit about me: I'm a mom of two (a 3-ish daughter and a six month-ish son). I am a voracious reader. Even now, though I spend much of my day reading, I find fiction reading to be restorative; a mind cleansing, if you will. I live for my Kindle, which lets me read one handed while rocking, feeding, or cuddling sleeping babies. I find the vast majority of my reading list through the San Antonio Library's digital downloads on Overdrive.



Tiny Beautiful Things: Advice on Love and Life from Dear Sugar, by Cheryl Strayed

I'd read several enthusiastic reviews of *Tiny Beautiful Things*. One of my guilty pleasures is reading *Dear Prudence*. It is my Monday/Thursday ritual. So this book should have been right up my alley. *Dear Sugar* should have been screaming my name. Admittedly, I only read this because it was my next available book from San Antonio Library's Overdrive.

A bit of context - *Dear Sugar* was an anonymous online advice column written by, you guessed it, Sugar. In 2012, Sugar revealed herself as Cheryl Strayed and published a collection of the letters and responses in this book.

One letter and response in, I was hooked. I devoured the 350 some-odd pages in less than 24 hours. While the letters themselves are often thought provoking, *Dear Sugar's* tender, emotional responses are the heart of this book. Through each response you begin to know Sugar and her not so easy life. Her advice is spot on, often brutal and always eloquent. To the mother who lost her baby just before the third trimester and worries she will never be (or want to be) unstuck, *Dear Sugar* counsels the writer that she is inhabiting "planet my baby died" and not planet earth and that to get unstuck she needs people on her planet. To the fiancé trying to abate his fiancée's grief over her late mother, she explains that losing your mother is never "okay." To the women who do not know whether to stay or go, she counsels them to reach to their cores - is the core saying "go"? I found this book filled with advice to be reread and doled out as we cross various bridges in our lives, getting stuck and unstuck.

Recommendation: read this!

*This book is not *Chicken Soup for the Soul*. It is probably not for you if you do not like foul language or tough situations (addiction and abuse make repeat appearances).

June Luncheon

Lawrence Morales II: "What You Post and Tweet Can and Will Be Used Against You in a Court of Law"

When: Tuesday, June 3, 2014

Time: Noon to 1:00 p.m.

Where: Club Giraud

Judicial Profile: Justice Chapa (con'd from p. 3)

Q. Tell us a few of your favorite things.

A. Book? *A Time to Kill* by John Grisham

Movie? *Top Gun*

Restaurant? Big'z Burger Joint

Pastime? Talking to my grandmother and seeking her advice

Q. If you could give one piece of advice to up and coming female attorneys, what would it be?

A. Be yourself.

BCWBA and Blue-Ribbon Recognized Fox Tech High School to Celebrate Law Day

By Melissa Fletcher

On April 2, 2014, the Bexar County Women's Bar Association hosted a luncheon at the Plaza Club for students from the Law Magnet Program at Fox Tech High School. Guest speaker, the Honorable Judge Tina Torres, Bexar County Court at Law #10, inspired the students and members while discussing her personal experiences about Why Every Vote Counts, this year's Law Day theme. The winners of the Law Day contests were announced and each winner received a \$100 scholarship for their entries in the editorial, poster and photo contest. After the luncheon, the students had the opportunity to address their questions and concerns with the attorneys and legal professionals in attendance. The teachers and students expressed their sincere gratitude for being invited to the luncheon.



Around the Town Luncheon

Join us at the next around town lunch at Houston Street Market on the sidewalk of the Sheraton Gunter Hotel at noon on Friday, May 23, 2014. Any questions, call Suzanne Oliva at 210-875-4646.

Women's Law Association (WLA) Update

By President, Bianca Frisaura

WLA is happy to announce its new 2014-2015 board: President Elect Leah Wise, Vice President Jessica Gonzalez, Secretary Beth Sanchez, Treasurer Kerriann Britt, Philanthropy Chair Nicki Aguilera, Cultural Affairs Marisa Aragon, and Alumni Relations Kim Meyer. Winners were announced at our last general meeting for the year. WLA was honored to have Justice Chapa as our guest speaker.



WLA and its members also received several awards at the Fiesta Farewell Ceremony. WLA member Naomi Howard won the Class of 1977 Educating for Justice Award. WLA member Nichole Buechler received the St. Thomas More Student Leadership Award. The recipients of the San Antonio Bar Foundation's Pro Bono Service Awards were all WLA members including Ashley Graham, Lisa Germano, Julia Null, Naomi Howard, and Rebecca Pitts. Two of our executive board members also received awards. President Julia Null received the Law Alumni/Law Ministry Service Award and Secretary Ashley Graham received the Marianist Service to Community Award. WLA as an organization was also honored to receive the Dean Cantu Spirit of Service Award.



Upcoming Events: As summer ensues, plans for the upcoming year emerge. The board will meet after finals to discuss dates, events and speakers for next year. The focus of our meeting will be on our Annual Silent Auction. Although the event does not take place until the fall, the board will begin looking for donors to aid in this charity event. WLA also looks forward to the summer brunch mentor/mentee mixer with BCWBA.