

# THE EQUAL TIMES

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Bexar County Women's Bar Association

# BCWB

Bexar County Women's Bar Foundation

August 2019

## THE PRESIDENT'S COLUMN



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This past month, several colleagues have shared with me how inspirational it has been for them to listen to an audio book and/or read a book by Brené Brown, Ph.D., L.M.S.W., a writer and research professor at the University of Houston Graduate College of Social Work, who has spent years studying *Wholeheartedness*, and posing questions similar to this one: *How do we engage in our lives from a place of authenticity and worthiness?*

Dr. Brown is also the author of five #1 New York Times bestsellers: *The Gifts of Imperfection*, *Daring Greatly*, *Rising Strong*, *Braving the Wilderness*, and *Dare to Lead*. Dr. Brown's TED talks have been viewed by millions and her work has been featured on PBS, NPR, CNN, and OWN'S "Super Soul Sunday" with Oprah Winfrey.

In *The Gifts of Imperfection*, Dr. Brown shares ten guideposts on the power of Wholehearted living, which we as women lawyers, can relate to. In her book, she suggests *soul work* to help you live the life that you want to live, not the one you're *supposed* to live. Dr. Brown strongly believes that if we find the courage to live and love with our whole hearts, we can

## President's Column (cont.)

truly change ourselves, our families, and our communities. She leads you in this *soul journey* through some of the guideposts below:

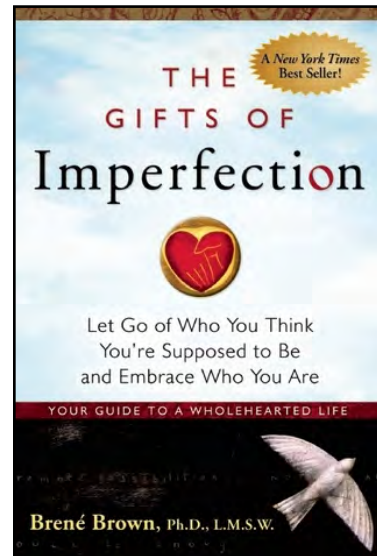
Guidepost #1 Cultivating Authenticity:  
*Letting Go of What People Think*

Guidepost #2 Cultivating Self-Compassion  
*Letting Go of Perfectionism*

Guidepost #5 Cultivating Intuition and Trusting Faith:  
*Letting Go of the Need for Certainty*

Guidepost #6 Cultivating Creativity:  
*Letting Go of Comparison*

Guidepost #7 Cultivating Play and Rest:  
*Letting Go of Exhaustion as a status symbol and Productivity as Self-Worth*



If you have not read any of her books, her website suggests that you begin reading her books in the following order:

*The Gifts of Imperfection*--Be you  
*Daring Greatly*--Be all in  
*Rising Strong*--Fall. Get up. Try again.

You can learn more about Dr. Brown and her research by visiting [www.brenebrown.com](http://www.brenebrown.com) or by visiting her blog at [www.ordinarycourage.com](http://www.ordinarycourage.com).

**Hella Scheuerman**  
**BCWB President**



### National Conference of Women's Bar Associations July/August 2019 Newsletter and Commemorative Publication

Did you know that we are a member of the National Conference of Women's Bar Associations?

Click [here](#) to read the NCWBA July/August 2019 Newsletter and learn about other women's bar associations across the country!

Click [here](#) to read the NCWBA commemorative publication celebrating 150 years of women lawyers!

## August Around Town Lunch

Join Judge Renée Yanta for the August Around Town Lunch on Wednesday, August 28, 2019 at noon at Sangria on the Burg, 5115 Fredericksburg Road. No need to RSVP. Just look for Judge Yanta. We look forward to seeing you at Sangria on the Burg!



## July Around Town Lunch Recap

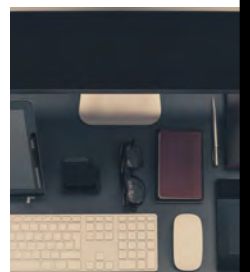
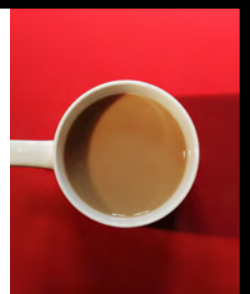
The BCWB welcomed Justice Rebeca Martinez at its July Around Town Lunch on July 16 at Rosario's – North. BCWB Members Lara Brock, Kayla Tanner, Vanessa Hernandez Kemmy, Jade Heep, Nadeen Abou Hossa, and Dean Robin Thorner chatted with Justice Martinez while enjoying Rosario's expansive lunch menu, which includes fifteen options for a quick and budget-friendly lunch!



## MENTORSHIP OPPORTUNITIES

By: Robin Thorner

As part of our commitment to support future women lawyers, BCWB and the St. Mary's Women's Law Association are teaming up to host a series of mentorship circles this spring. If you would like to host a small group of WLA members at your home, a coffee shop, or a restaurant for an informal discussion about your career and to share your advice, please e-mail Robin Thorner at [rthorner@stmarytx.edu](mailto:rthorner@stmarytx.edu). Prefer to co-host with another attorney? The more, the merrier! You set the date, time, location and number of students you wish to invite, and we will take care of the coordination.







# SAVE THE DATE



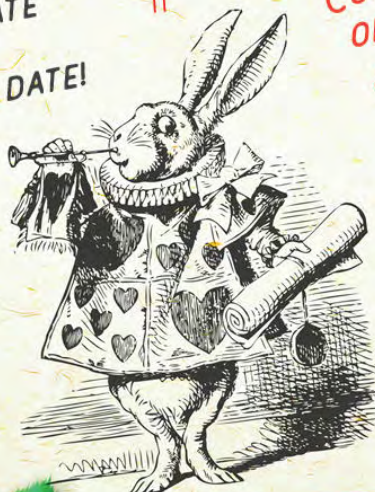
2019 BEXAR COUNTY WOMEN'S BAR FOUNDATION  
**AUTUMN AFFAIR**

WITTE MUSEUM  
**FRIDAY**  
OCTOBER 25, 2019  
**6 O'CLOCK**

*BENEFITING RESTORE  
EDUCATION AND  
CELEBRATING THE  
ACHIEVEMENTS OF THE  
FEMALE FOURTH COURT  
OF APPEALS.*

*DON'T BE LATE  
FOR A VERY  
IMPORTANT DATE!*

*COCKTAIL  
OR THEMED  
ATTIRE!*







# 2019 AUTUMN AFFAIR



**Helping Students  
Achieve the Future  
They Deserve**

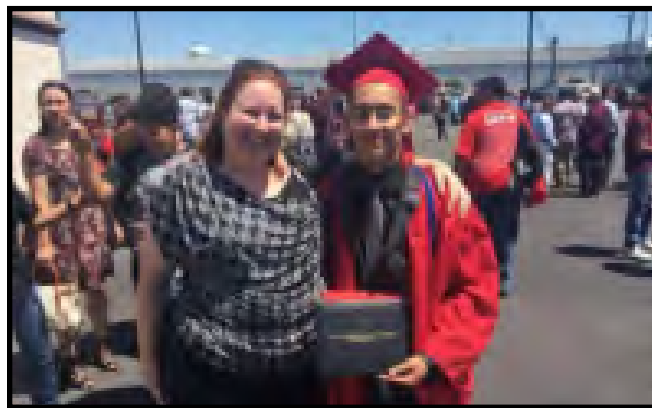
The mission of Restore Education is to transform at-risk youth and adults into successful college and career ready students, so that they can achieve the future they deserve as self-supporting adults, role models as parents, and contributing members of the community. Since 2008, Restore Education has provided educational services to over 9,000 students. We currently serve over 2,000 students per year. At least 90% of our graduates either enroll in college or obtain employment within a year of graduation. Our 7 full-time and 8 part-time staff and 30+ volunteers provide services at our site in central San Antonio, in addition to 3 partner sites in and around San Antonio. Postsecondary credentials are the gateway to family-supporting wages and the key to breaking the intergenerational transmission of poverty that is prevalent in San Antonio and South Central Texas.

To address this critical issue, Restore Education offers a continuum of services in its three programs, Passport to College, Compass, and Fast Pass. The Passport to College program provides at-risk, inner-city youth (those who are economically disadvantaged, teen parents or foster youth) and adults with an opportunity to earn their high school equivalency (HSE) and prepare for college or the workforce simultaneously. Students are provided with enriched preparation for their HSE, including college test preparation and comprehensive college connection and workforce training services, in addition to wraparound social services. The Compass Program provides HSE graduates and first generation college students with ongoing support and guidance as they complete their 2- and 4-year degrees at local colleges.

Approximately 50% of students are between ages 16-24. Most left school in the 9th grade, but not for lack of interest. They've struggled with a variety of difficulties such as financial or family issues, pregnancy, homelessness, foster care, incarceration, bullying,

lack of credits, or failing End of Course exams. Unlike high school graduates, these youth lack the key soft skills that would enhance their interpersonal interactions, job performance, and career prospects. Many are chronically unemployed or underemployed, and have difficulty finding and keeping a job that provides a sustainable, living wage because they lack a diploma, college degree, or English language proficiency. As a result, they hover at or below the poverty line and many come close to or experience homelessness.

The program has a citywide impact, and serves individuals from every single council district and some from outlying areas of the county.



### **Christian's Story**

When Christian was in the 10th grade, he was struggling with severe depression and ended up dropping out because he didn't have enough credits to graduate. With the support of his mother, he began looking for a place to get his GED and courageously made the decision to enroll in Restore Education in the fall of 2014.

In just 7 months, with plenty of hard work and determination, as well as support from our tutors and volunteers, Christian earned his GED! He was so encouraged at his progress, that he made the decision to continue his education. Christian completed our college prep program that spring and with the help of our advisors, enrolled in San Antonio College.

That first year of college was extremely transformational—Christian excelled in his coursework. He would regularly come see us for tutoring and advising. By this time, he set a goal of becoming a school counselor so that he could positively impact the lives of students. Two years later, in 2017, Christian walked the stage and earned his Associate's degree from San Antonio College.

But he did not stop there! In just a few days, Christian will be walking the stage to receive his Bachelor's degree in English from Texas A&M University-San Antonio.

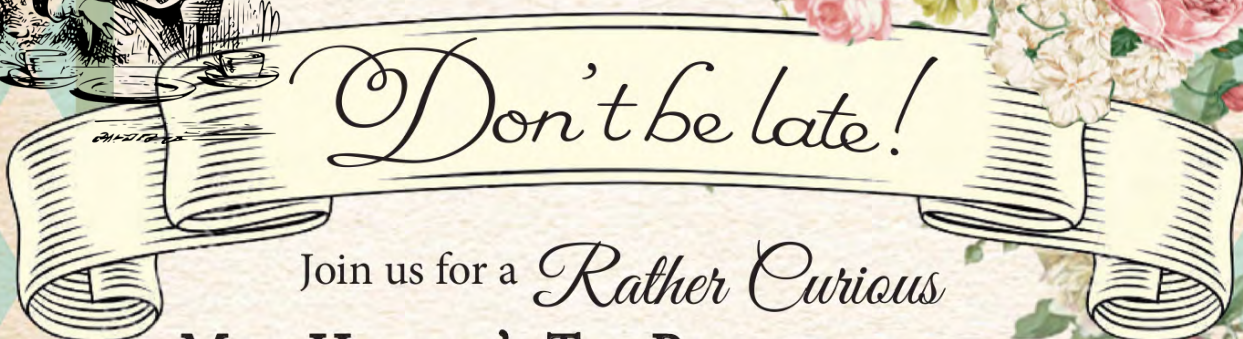
Moreover, this fall he is enrolling at UTSA for a Master's program in Clinical Mental Health Counseling.

Christian has even loftier vistas to climb, as he says, "My retirement goal is to become a Dean of a university and to complete my GED-to-PhD narrative. My journey through higher education has been exciting, fun, and challenging. However, I never allowed myself to forget that I would not have been in this position if it weren't for Restore Education and my teachers pushing me to go to college."





Wear your most extraordinary hat!



Join us for a *Rather Curious*  
**MAD HATTER'S TEA PARTY**

SEPTEMBER 7, 3 PM - 5 PM

to *Kick Off the* fundraising efforts for the  
2019 Bexar County Women's Bar Foundation

*Autumn Affair* Benefiting  
**Restore Education**



**Mad Hatters**  
Tea House & Café

320 BEAUREGARD  
Tea, Mimosas, Snacks,  
and Sweet Treats will  
be served

*Please bring a gift card and/or bottle of wine with a value of \$20 or more to donate to the silent auction and/or wine pull.*



Small signature or mark in the bottom right corner.





**Catholic Charities**  
Archdiocese of San Antonio, Inc.

Caritas Legal Services presents:

# ASK A LAWYER

**Immigration | Guardianship | Kinship**

**Would you like to volunteer?  
We welcome your help**

- ▶ Guardianship/Wills
- ▶ Immigration Assistance
- ▶ Child Support
- ▶ Grandparent Rights
- ▶ Custody Rights
- ▶ Power of Attorney
- ▶ Crime Victim's Rights

**Catholic Charities is coming to you!**

- Jan 19th 9a-12p Sacred Heart, Floresville
- Jan 26th 9a-12p **Sts. Peter and Paul, New Braunfels**
- Feb 9th 9a-12p **St. Timothy**
- Feb 16th 9a-12p **Holy Redeemer**
- Mar 2nd 9a-12p **St. Cecilia**
- Mar 23rd 9a-12p **Our Lady of Guadalupe, Helotes**
- Mar 30th 9a-12p **St. Andrew, Pleasanton**
- Apr 6th 9a-12p **St. Peter the Apostle, Boerne**
- Apr 13th 9a-12p **St. Andrew, Lytle**
- May 11th 9a-12p **St. Joseph, Del Rio**
- May 25th 9a-12p **St. Mary Magdalene**
- Jun 1st 9a-12p **St. Pius X**
- Jun 22nd 9a-12p **Shrine of Padre Pio**
- Aug 17th 9a-12p **St. Timothy**

Lawyers interested in providing pro bono services to Caritas Legal Services must contact Tom Harper with Volunteer Services at (210) 222-1294 or [tharper@ccaosa.org](mailto:tharper@ccaosa.org) to process a volunteer application.

**Caritas Legal Services**  
110 Bandera  
San Antonio, TX 78228  
[www.ccaosa.org](http://www.ccaosa.org)







# Be the Difference in Their Life.

HOW BCWB CAN GET INVOLVED WITH CASA.

## OUR *Mission*

The mission of Child Advocates San Antonio (CASA) is to recruit, train, and supervise court-appointed volunteer Advocates who provide constancy for abused and neglected children and youth while advocating for services and placement in safe and permanent homes.



## VOLUNTEER

Our main volunteer program involves training and a monthly commitment to become a **Court Appointed Advocate** for a child(ren) in need.

If you are not available to become an Advocate, you can also participate in our "Friends of CASA" program, where you can volunteer at events and donation drives. Email [Development@casa-satx.org](mailto:Development@casa-satx.org) to learn more.



## SHARE

Our message is a powerful one... help us make sure it's heard by inviting CASA to speak at any organization or group you're involved with.

You can also share our message on social media! Follow our page on your preferred platform and share any post to help spread our message.

#CASASATX

General CASA Post

#35YEARSOFHOPE

#AFORTRESSOFHOPE

Capital Campaign / Donation Post



**CASA**

CHILD ADVOCATES  
SAN ANTONIO



[casa-satx.org](mailto:casa-satx.org)



P: 210.225.7070

## SUPPORT



Help CASA provide more Advocates for children who have been abused and neglected in our community. Visit the "Donate" section on our website to see all the gift opportunities we have available for individuals or businesses wanting to support CASA.

### GALLERY OF HOPE SPONSORSHIP

*Annual Gala recognizing our Adopted CASA kids.*

### CAPITAL CAMPAIGN SPONSORSHIP

*Help us advocate for more children in a bigger facility.*

### GENERAL DONATION

*Gift any amount to help us serve more children in San Antonio.*

# Help St. Mary's University law students dress for success

The Office of Career Services is accepting donations of business attire to help law students build their professional wardrobes.

Donations can be dropped off at the Office of Career Services in the Sarita Kenedy East Law Library, Room 216, or at the next monthly luncheon.

Please contact Kim Underdown at 210-436-3511 or [kunderdown@stmarytx.edu](mailto:kunderdown@stmarytx.edu) to arrange a donation pick-up.



OFFICE OF  
CAREER SERVICES

[law.stmarytx.edu](http://law.stmarytx.edu)

The St. Mary's Law "Suit Up Station" is now open for law students who are in need of professional attire for an interview or even their first day on the job. If you have business professional and business casual clothes and accessories you no longer wear, we will happily take them!



# JOB OPPORTUNITIES

## Assistant City Attorney

City of San Antonio

Under close supervision, provides legal services on behalf of the City of San Antonio.

Assistant City Attorney I: Starting salary \$57,950.88 annually; Assistant City Attorney II: Starting salary \$63,746.28 annually.

### Essential Job Functions

- Advises City staff and elected and appointed City Officials in various areas of municipal law.
- Negotiates, drafts, and reviews contracts, real estate documents, and agreements.
- Drafts legislation, code provisions, regulations, ordinances, amendments, resolutions, and guidelines or policies.
- Attends public meetings of City Council, boards and commissions, and advises and addresses members in executive sessions or public presentations.
- Advocates on behalf of the City in a wide variety of settings, including negotiations, dispute resolutions, mediations, trials, hearings, and administrative processes to resolve disputes or legal actions.
- Timely and appropriately responds to inquiries from the general public and media about public information and municipal regulations and procedures.
- Compiles data, statistics, or other information related to legal work for reports.
- Performs other related duties and fulfills responsibilities as required.

### Job Requirements for Assistant City Attorney I:

- L.L.B. or J.D. Degree from an accredited school of law.
- Licensed and in good standing to practice law in the State of Texas.
- This position requires a valid Class "C" Texas Driver's License OR valid driver's license from another state with the ability to obtain a valid Texas Driver's License within 30 days of becoming a Texas resident. Proof of liability insurance will be required.

### Job Requirements for Assistant City Attorney II:

- L.L.B. or J.D. Degree from an accredited school of law.
- Five (5) years of increasingly responsible experience as a practicing Attorney.
- Years of full time municipal law experience may be substituted two (2) for one (1), up to a maximum of four years credit.
- Licensed and in good standing to practice law in the State of Texas.
- No substitution for education allowed.
- This position requires a valid Class "C" Texas Driver's License OR valid driver's license from another state with the ability to obtain a valid Texas Driver's License within 30 days of becoming a Texas resident. Proof of Liability Insurance will be required.

To view the posting and apply, please visit:

<https://www.governmentjobs.com/careers/sanantoniotx?>



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**CATHOLIC CHARITIES, ARCHDIOCESE OF SAN ANTONIO, INC.  
JOB DESCRIPTION**

**Caritas Legal Services Senior Director**

**PROGRAM:** Caritas Legal Services  
**POSITION:** Legal Services Senior Director  
**REPORTS TO:** Vice President of Programs  
**STATUS:** Exempt/Salary

**GENERAL SUMMARY:** Under the general direction of the Vice President of Programs, the Legal Services Senior Director is responsible for fiscal and programmatic oversight, including budget management, staff supervision, capacity-building, grants/contract compliance, and performance management to ensure delivery of high-quality, low-cost legal services to residents in the greater San Antonio area.

**ESSENTIAL FUNCTIONS:**

**Administration:**

- Develop and maintain a productive work environment and manage administrative functions
- Develop and maintain program budget in consultation with necessary positions
- Responsible for on-going monitoring of program budgets and expenses, including budget revisions when appropriate
- Ensure program compliance with policies, procedures, and performance outcomes established by funders, accrediting bodies, and Catholic Charities.
- Prepare performance, fiscal, and statistical reports for necessary positions, funding sources, and other external stakeholders
- Attend meetings with internal and external stakeholders

**Program Management:**

- Oversee day-to-day legal operations of Caritas Legal Services
- Expand current immigration/refugee, civil, and probate legal services
- Recruit, retain, and provide supervision to a qualified and committed legal and paraprofessional support staff training and development
- Recruit and maintain volunteers, interns, and pro bono attorneys
- Develop program-wide and individualized work plans and training plans to ensure high-quality service delivery and to develop staff competencies
- Ensure maintenance of confidential files and record-keeping systems.
- Identify, gather and analyze data relative to local trends, and legal needs of the community
- Develop and monitor systems for efficient workflow and financial tracking
- Prepare grant applications and implement grant-funded projects
- Enhance management and leadership skills through participation in meetings, seminars, and conferences
- Develop partnerships with external stakeholders to increase agency capacity to deliver low-cost legal services
- Contribute to the development of new legal aid initiatives for the program and agency
- Other duties as assigned



**Outreach/Relationships:**

- Represent Catholic Charities in an appropriate and professional manner to external stakeholders
- Develop and maintain contacts with stakeholders in the social service and legal communities
- Develop and maintain relationship with funders, non-governmental, and governmental entities
- Establish and implement aggressive outreach strategies with all Archdiocesan parishes
- Conduct presentations in a variety of community settings
- Participate in legal-oriented committees/coalitions as appropriate

**Supervisory Responsibilities:**

- Directly supervise Director of Immigration Legal Services and Director of Family Legal Services programs
- Direct, train and evaluate staff performance
- Ensure staff compliance with program policies and procedures
- Ensure successful recruitment of volunteers, interns, and pro bono attorneys
- Facilitate the development of marketing/educational materials and their circulation to community agencies, churches, and potential clients
- Advocate for the legal rights of immigrants, refugees, victims of domestic violence, crime victims, the elderly, the disabled, and other vulnerable communities

**KNOWLEDGE, SKILLS, AND ABILITIES:**

- Strong interpersonal, communication, administrative, and management skills
- Strong organizational and time management skills
- Proficiency in Microsoft Office programs (Word, Excel, PowerPoint, & Publisher)
- Strong problem-solving and decision-making abilities;
- Ability to work without close supervision;
- Must be flexible, self-directed, and goal-oriented;
- Must handle multiple projects simultaneously and meet multiple deadlines
- Knowledge/experience working in a social service setting strongly preferred
- Knowledge of/experience in working with immigration, civil, and probate law preferred
- Ability to work in a culturally sensitive manner with people of various backgrounds
- Ability to maintain appropriate ethical boundaries and professional relationships
- Ability to drive and maintain appropriate personal transportation, clean driving record and current vehicle liability insurance
- Bilingual (English/Spanish) preferred

**QUALIFICATIONS AND EXPERIENCE:**

Candidates with a MBA, MPA, or JD preferred. Minimum three (3) years of relevant program administration experiences in a legal or social service setting preferred. Knowledge/experience in immigration, civil, or probate law preferred.

**WORKING ENVIRONMENT:**

- Ability to work under pressure to meet organizational needs and other deadlines.
- Ability and willingness to work many evenings and/or weekend hours as needed.
- At times, may be sedentary, may stand or walk 50% or more of the workday.
- May bend, twist, and stoop during the workday.
- May be required to lift up to 25 lbs.

**Interested candidates should apply online at [www.ccaosa.org/employment-2/](http://www.ccaosa.org/employment-2/)**



**Catholic Charities**  
Archdiocese of San Antonio, Inc.

**CATHOLIC CHARITIES, ARCHDIOCESE OF SAN ANTONIO, INC**  
**Immigration/Civil Litigation Attorney**  
**Job Description**

**Position Title:** Immigration/Civil Litigation Attorney  
**Reports to:** Program Director  
**Status:** Full Time/Exempt w/benefits

**Description:** Attorney licensed in any U.S. State in good standing, Texas license preferred.

**Job Summary:**

Provide legal services in the form of representation to potential clients and clients in the area immigration and general civil litigation, including family law and civil disputes. Representation and preparation of immigration applications, removal proceeding representation, bond hearing, asylum and deportation representation. Assisting in outreach and community advocacy.

**Essential Job Function:**

- Will provide legal consultations in the area of immigration.
- Will assess and determine if Caritas Legal Service is able to provide representation
- Attend hearings with client or interviews.
- Will assist in collaborating with other organization to provide legal services
- Will work with assigned staff to organize and structure volunteers in need.
- Maintain financial expenditure of fund to be allocated for grants and funding sources.
- Participate in Department sponsored functions.
- Complete reports to monitor funding and services provided.
- Maintain client contact for any clients
- Prepare necessary pleadings, discovery and legal documents
- Appear in court and represent clients for hearings, motions or trial in immigration court.
- Assist with client representation with any client being serviced by the program when necessary, whether immigration or non-immigration.
- Assist with USCIS interviews and any grant compliance reporting
- Adhere to agency policies and procedures
- Engage in collaborative project within the agency and in the community as determine by the Director
- Represent client in general civil legal matters in County and District Court
- Represent clients in immigration litigation matters.

**Knowledge, Skills and Abilities:**

- Some knowledge in immigration law and general civil law



- Knowledge of modern office procedure and business communications;
- Computer skills with knowledge of Microsoft Office;
- Ability to establish priorities and work independently;
- Ability to maintain high levels of confidentiality and professionalism;
- Bilingual in Spanish preferred

**Work Conditions:**

- Ability to work under pressure and meet organizational deadlines
- Ability to work after hours and some weekends
- Ability to travel within the Archdiocese area when necessary for outreach and client representation
- Mostly sedentary with light walking 50% of the time
- Must be able to bend, stoop, light lifting
- Must have personal, reliable transportation, clean driving record and current vehicle liability insurance
- Must be able to lift a minimum of 10-15 lbs.

**Credentials and Experience:**

- Texas Licensed attorney or any US jurisdiction
- Pass Criminal background check
- Immigration legal experience preferred
- Fluent in Spanish

**Disclaimer:**

*This is not necessarily an exhaustive list of all responsibilities, skills, duties, requirements, efforts or working conditions associated with the job. While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job description or to require that other or different tasks be performed when circumstances change (e.g., emergencies, changes in personnel, workload, etc.)*

**To view this or other employment opportunities please visit our website at [www.ccaosa.org](http://www.ccaosa.org).**

## **Associate Attorney**

Espinoza Law Firm, PLLC

The Espinoza Law Firm is a boutique litigation firm that specializes in handling work injury cases in Texas courts and arbitration associations. We are currently looking to hire an aggressive, self-motivated litigation associate to join our team.

The optimal candidate will have 2-5 years of experience litigating work injury cases (i.e. non-subscriber cases, third party construction and oilfield work injury cases, and general work injury premises cases). The candidate should have knowledge of work injury-specific case law and statutes (including non-subscriber case law, Chapter 95 issues, & right-of-control and independent contractor issues), along with experience taking and defending depositions, drafting and arguing litigation motions and responses, including discovery disputes, summary judgments, expert challenges, and other pre-trial matters. A preference will be given to candidates who speak Spanish. Salary will consist of base pay plus a percentage of all legal fees earned by the attorney.

Interested candidates should submit a cover letter, resume, and writing sample of similar work performed to: [hire@espinozafirm.com](mailto:hire@espinozafirm.com).

# OUR MISSION

*The mission of the Bexar County Women's Bar Foundation is twofold: to provide educational opportunities to its members; and to protect and strengthen local families by supporting legal and charitable programs.*



**Please Direct All  
Questions, Comments and  
Submissions to:**

**[Newsletter@BexarCountyWomensBar.Org](mailto:Newsletter@BexarCountyWomensBar.Org)**

# THE EQUAL TIMES

*Edited by*

**Brittany M. Weil**