



# reporter

MARCH 2021

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## WOMEN'S HISTORY MONTH



## March Celebrates American Women

by Terry L. Wright, ACP – LAPA Director

CLE Compliance Chair; Pro Bono & Community Benefit Chair

LAPA is honored to commend all American woman who have taken great strides over many years to make a difference in our nation as we celebrate women in history in March 2021! Woman's History Month began in 1981 with the start being Woman's History Week. The celebratory week evolved into a month long celebration in March of 1987. Thereafter, between 1988 and 1994, resolutions were passed by Congress to allow the President of the United States to proclaim March as Women's History Month on an annual basis.

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## PRESIDENT'S MESSAGE



## March Madness

by Jonathan Dang – LAPA President

By Presidential Proclamation since 1987, every March has been designated as Women's History Month. This month we celebrate the significant accomplishments and vital contributions of women who have helped build this great nation. I believe it is important to take time to recognize some of our trail blazers such as Susan B. Anthony, Rosa Parks, and Amelia Earhart. Women have played an influential part in shaping the world we live in today. I also want to take time to recognize the women who have served and are currently serving on the board of directors. LAPA would not have accomplished significant feats without their efforts.

*continued on page 3*

American history has been made over years by woman across the United States through multiple accomplishments and achievements in several diverse arenas. As pioneers, woman played phenomenal roles as pioneers traveled west across the plains. As we move forward to a current country, women have made changes in history and played vital roles with respect to the law, medicine, science, politics, and even through true inspiration as role models. The following is a representation of only a few of these exceptional woman: Anne Frank, Holocaust survivor who published, "The Diary of a Young Girl"; Rosa Parks, civil rights activist; Florence Nightingale, founder of modern nursing; Marie Curie, chemist; Coco Chanel, designer and businesswoman; Katharine Hepburn, actress; Margaret Thatcher. Politician; Queen Elizabeth II, known as the "Virgin Queen"; Oprah Winfrey, television producer and philanthropist; and St. Mother Teresa, known for her work in support of the indigent. One of my treasured inspirational quotes is that of Mother Teresa, "Kind words can be short and easy to speak but their echoes are truly endless."

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## LAPA REPORTER

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**THE ADVERTISING AND EDITORIAL DEADLINE IS THE 5TH OF THE MONTH PRIOR TO PUBLICATION.**

Articles and news items should be directed to LAPA at [editor@lapa.org](mailto:editor@lapa.org). Inquiries about making a submission should be directed to LAPA at [info@lapa.org](mailto:info@lapa.org).

Inquiries about advertising placement, applications, membership materials and address changes should be directed to LAPA at [admin@lapa.org](mailto:admin@lapa.org).

Articles will be published as space permits. The Newsletter Committee reserves approval and edit rights on any article submitted.

The Los Angeles Paralegal Association is a non-profit, mutual benefit corporation and is tax exempt within the meaning of section 501(c)(6) of the Internal Revenue Code. Membership dues and donations to LAPA are not tax deductible as charitable gifts, but may be deductible as related business expenses. LAPA suggests that you consult your tax advisor in this regard.

In the legal industry, alone, just a few outstanding women's names that come to the forefront are Arabella Mansfield, Lemma Barkeloo, Phoebe Couzins, Charolette E. Ray, Myra Bradwell, and the late, Associate Justice Ruth Bader Ginsburg. Over 47% of law school graduates in the United States are women. Today, woman providing legal services are continuing the ambitions of these remarkable ladies who led the path for woman in law. Associate Justice Ruth Bader Ginsburg provided us with words of wisdom, "Fight for the things you care about, but do it in a way that will lead others to join you." This quote, another personal favorite, speaks volumes with regard to strength, grace, and integrity!

From these amazing woman and more, we as professional women, have learned strength integrity, perseverance, and how to be powerful while maintaining pride and professionalism. Thus the reason for annually celebrating Woman in History in the month of March. From the words of Katharine Hepburn, American film, stage, and television actress, known for her strong-willed and vibrant characteristics, "Nothing is impossible, the word itself says, I'm possible."

Which extraordinary woman or women do you admire most in history? We have tendencies to model our behaviors and actions after those we favor and appreciate. These individuals may be personal acquaintances or well-known individuals (past or present). I challenge each of you to take a moment and reflect on yourself and think about which woman or women in your life has been a role model for who you are today.

Thank you to all excellent women who have the passion and perseverance to make change! Please take a moment to honor the amazing woman (past and present) who have created American history and opened doors for young ladies of today.

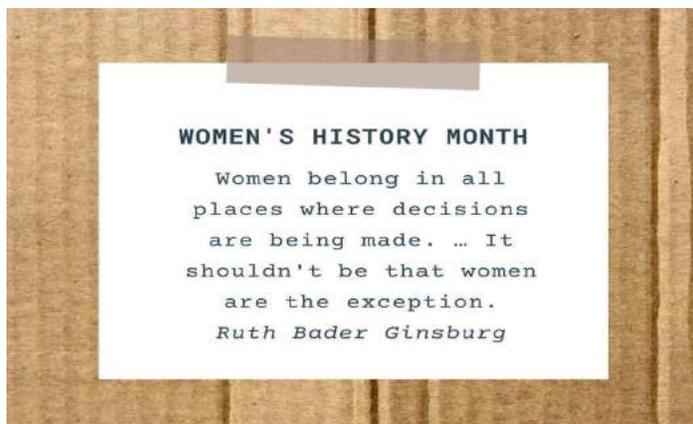
*Terry Wright, ACP, currently serves as a LAPA Director, was past LAPA President (2 terms), and has previously served LAPA in various capacities such as Vice President of Membership & Policy, NALA Liaison, October Conference Chair (multiple years), Pro Bono Chair, and was an instructor for LAPA's CLA (NALA) courses. Ms. Wright has worked in the legal industry for over 30 years and is currently employed by Dignity Health, a nonprofit health care corporation, and has provided service to in-house counsel in support of the Dignity Health owned and operated hospitals for over 20 years. Her primary practice area involves providing Dignity Health's hospitals with effective physician, non-physician, and system-wide related contracts in efforts to meet the daily operational needs of Dignity Health hospitals and affiliate entities. She achieved her Bachelors*

*continued on page 4*

## CALENDAR OF EVENTS

### MARCH

- 2- LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 2- LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 8- LAPA Online MCLE Series** – 6:00PM-7:30PM; *Immigration: Our Broken System and a Way Forward in a New Era*; Featuring Linda Dakin-Grimm; Go to [capa.org](http://capa.org) to register & obtain login information.
- 9- LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 9- CAPA Certification Program, Insider Web Series and CCP Exam** – 6:30PM-7:30PM; Go to <https://register.gotowebinar.com/rt/7102913696796696332> to register & obtain login information.
- 10 - LAPA Board Meeting** – Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org)
- 11 - CALAPABA Online Seminar** – 12PM-1PM; *APA vs. Hate Conference*; Go to <https://cal-apaba.wildapricot.org/event-4175502> to register & obtain login information.
- 11 - LAPA & SFPA's Thursday Happy Hour** – 5:30PM - 8PM; Go to [lapa.org](http://lapa.org) to register & obtain login information.
- 16 - LAPA Online Seminar** – 6PM-7PM; *Becoming Iron Man - Moving from Science Fiction to Reality with Legal AI*; Featuring Cat Casey, Esq.; Go to [lapa.org](http://lapa.org) to register & obtain login information.
- 16 - LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 18 - CALAPABA Online Seminar** – 12PM-1PM; *APA vs. Hate Conference*; Go to <https://cal-apaba.wildapricot.org/event-4175502> to register & obtain login information.
- 18 - LAPA & SFPA's Thursday Happy Hour** – 5:30PM - 8PM; Go to [lapa.org](http://lapa.org) to register & obtain login information.
- 23 - LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).
- 25 - CALAPABA Online Seminar** – 12PM-1PM; *APA vs. Hate Conference*; Go to <https://cal-apaba.wildapricot.org/event-4175502> to register & obtain login information.
- 25 - LAPA & SFPA's Thursday Happy Hour** – 5:30PM - 8PM; Go to [lapa.org](http://lapa.org) to register & obtain login information.
- 30 - LAPA's Tutor Tuesdays** – 6PM - 7PM; Free to all paralegal students; Sign up at [bit.ly/LAPAtutorTuesdays](http://bit.ly/LAPAtutorTuesdays).



## PRESIDENT'S MESSAGE - cont. from page 1

As we roll into March, I am excited to announce a few great events and programs. First off, on March 4, 2021, we had a great family law MCLE hosted by attorney Elizabeth Yang. In this MCLE, Ms. Yang presented on family law issues during the pandemic. On March 8, 2021, we provided an immigration MCLE hosted by Linda Dakin-Grimm. The MCLE dove into our current broken system and a way forward in a new era.

One of my goals for this term is to strengthen our relationships with local paralegal programs and students. Last month LAPA visited over four different paralegal programs and discussed the benefits of being a member. Board members also shared their insights to students about networking and how paralegal organizations can help you land your dream job. When the pandemic hit, a lot of paralegal programs had to switch gears into virtual learning and paralegal tutoring became obsolete. LAPA saw a need to lend a helping hand and I am proud to announce our Tutor Tuesdays initiative. Every Tuesday, LAPA will have office hours from 6:00 p.m. to 7:00 p.m. to provide tutoring for paralegal students statewide. LAPA truly believes success starts at the student level and we are dedicated helping our students in every way possible to land their dream jobs.

*Jonathan is a Paralegal at Manning & Kass, Ellrod, Ramirez Trester LLP on the complex litigation team. His prior experience includes working at the Los Angeles District Attorney's Office and U.S. Customs and Border Protection. Jonathan is also currently serving in the Marine Corps reserves for the past 13 years. His other affiliations include the being an advisor to the University of La Verne's Legal Studies Department and College of the Canyons Paralegal Program.* 



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Questions or Submissions please send to Francisco Gutierrez: [fgutierrez0731@gmail.com](mailto:fgutierrez0731@gmail.com)



Deadline to submit Articles or Ads is 04/05/2021 by 9pm

of Science Degree in Business Management, with honors, from The University of Phoenix, Inc. Ms. Wright earned her paralegal certificate from California State University, Bakersfield. Thereafter, she attained her NALA Certification and subsequently earned an Advanced Paralegal Certification in Contracts Administration/Contracts Management from the National Association of Legal Assistants ("NALA"). [NALA](#)



## On Claiming a Seat at the Table

### INSIGHTS FROM WOMEN IN THE LEGAL INDUSTRY

by Susan Ethridge – COO & Customer Experience Lead, OnCall Discovery

As women and entrepreneurs, the founders of OnCall Discovery are delighted to celebrate the achievements of women everywhere on March 8th, International Women's Day. Though we certainly have no shortage of insights and opinions about being female in a competitive professional world, we wanted to hear from - and learn from - other women in the legal and eDiscovery industries, and to share their voices with you.

**Tracy McMahon, Lisa Waldin, and Jessica Nguyen** are successful, accomplished business leaders in the Legal and eDiscovery industries, with diverse perspectives and wide-ranging professional experiences. We reached out to ask about strengths, challenges, goals and the road ahead for women. Their comments and responses have been edited for brevity and flow.

***Tracy, let's start with you: as a woman, what strengths do you bring to the table that set you apart from your male counterparts?***

Certainly, I think women bring a unique perspective. We're often balancing competing priorities - our careers and our households, the needs of our partners, children, and aging parents, and a million other things. It means we have to be the hardest working person in the room, but it makes us expert multi-taskers. More than that, it forces us to embrace the value of work-life balance, and it makes us flexible. We have to be able to adjust our focus quickly, so we're great at managing crises.

***Lisa, would you agree with that?***

Absolutely. I'd add that, because women have to struggle simply to be at the table, we're usually the strongest proponents of equity, while also being team players and supportive contributors.

**[Tracy]** That's an important point - women have high emotional intelligence and tend to be empathetic by nature, so we recognize emotions in ourselves and often relate to those around us more readily, which helps us be supportive. Because we tend to be nurturers, we're great communicators and listeners. We often have little time or patience for ego and tend to focus on building relationships, promoting teamwork, and leading by example.

**[Jessica]** I totally concur - at Lexion, I'm the only in-house attorney, which means I have a unique point of view on our customers, their workflows, and their pain points. What's more important, though, is the way in which my role lets me leverage what I think of as my superpower: the ability to really see and understand people - who they are, how they're feeling, what they're thinking, and what they need (whether they know it or not).

**[Lisa]** I also think that as women, we have to be deliberate about bringing more than just empathy, communication skills, supportiveness, and so on. We need to bring rigorous due diligence and an exceptional work ethic. We have to demonstrate an unwavering commitment to our beliefs, to objectivity, and to a superior quality work product - combined with compassion and respect for dignity. We are all humans, regardless of gender, race, or anything else. At the end of the day, we all need to do our very best.

**[Tracy]** Absolutely.

**[Jessica]** I couldn't have said it better.

***Lisa, what professional challenges or inequities should women focus on combating in 2021?***

I think we need to stand up to "no." Certainly we should focus on combating professional challenges of racial inequity, pay disparity, and the like, but at the root of each of those is being told no. No to job opportunities, no to career advancement, no to our ideas and recommendations. When we stop taking no for an answer, we take the first steps toward ending inequity in all its forms.

*continued on page 5*

***How about you, Tracy? What are your thoughts?***

As bad as 2020 was for many of us, I genuinely hope that some of the lessons we learned around the importance of effective communication, flexibility, and innovation will carry forward into 2021 and beyond. For example, even though working from home has made us all a little stir crazy at times, the fact remains that when firms allow working from home or flexible working hours, it significantly expands the talent pool - and opportunities for women.

**[Jessica]** And on that note: I think we need to challenge the assumption that women are primarily responsible for taking care of business at work and at home. So many of us have partners who have shouldered an equal share, but so many more have been forced to juggle their work and their children's participation in virtual classrooms. My hope is one day, working moms will no longer be asked, "When you're working, who's watching your kids?" or "How do you manage work and kids?" Because if you think about it, working dads are rarely asked these questions.

***What else?***

**[Tracy]** I think we need to continue to focus on representation. Not only do we need to model what successful women look like, we need to provide a path to success by attracting, developing, and retaining women at all levels, but especially those who are just starting out. It's important that we create opportunities for them, provide them with challenging, fulfilling work, support them along the way, and celebrate their accomplishments.

***That connects perfectly with my last question. How can we best pave the way for the next generation of professional women?***

**[Jessica]** As Tracy said: provide opportunities. Period. Opportunities can come in many different forms. If you're a woman in a position of authority, you can assign strategically important, highly visible projects to women, and make sure their successes are recognized. But no matter your position, you can do lots of things to create opportunity. You can make professional introductions for women, invest capital in women-led organizations, and refer potential business or clients to women - and ensure they get the origination credit. You can buy products from companies led by women, volunteer as a mentor...

there are so many things you can do.

**[Lisa]** Yes! Yes to mentoring. Mentorship, organizations, and support groups that provide a safe place for women to learn, grow and develop their skills are so crucial. We can pave the way by advocating and providing that space for women to be seen and heard on a larger scale. It's so empowering because it enriches not only women but the entire community.

***Any final thoughts?***

**[Tracy]** Never forget that our actions set an example for the next generation. They are watching us. They are learning how to lead and be led. How we show up every day shapes their experiences. It's our responsibility to model leading with honesty, humility, grace, and integrity, and never apologize for having a seat at the table. We have the power to create change, and it's critical that we use it wisely.

**ABOUT THE CONTRIBUTORS****Tracy McMahon, Chief Operating Officer, LDM Global**

Tracy McMahon is a technology leader with over 20 years of experience working to make legal teams more efficient. She has consulted corporations and service providers on the effective use of legal technology, including Contract Management, Litigation Support, eDiscovery, and Document Review solutions. She specializes in building alliances between teams with a focus on creating repeatable and efficient processes.

As COO Tracy ensures LDM's global team deploys their industry-leading technologies to accelerate the time to insight, reduce document count and reduce costs for clients. Her work allows LDM Global to further develop and drive their AI-led approach to litigation, investigation and insolvency support.

**Jessica Nguyen, Chief Legal Officer, Lexion**

With a long track record as General Counsel for companies like Microsoft, Hibu, and PayScale, Jessica currently serves as Chief Legal Officer at Lexion, the publisher of a simple and intelligent contract management, data extraction, and analysis platform.

A graduate of the University of Washington School of Law, Jessica was named one of the Business Journals' Top 100 Legal Influencers in 2019. She was also

*continued on page 6*

recognized on the National Asian Pacific American Bar Association's Best Under 40 list, and was named Law.com and Corporate Counsel Magazine's "Startup GC of the Year" in 2020.

**Lisa Waldin, Directory of eDiscovery, Ryley Carlock & Applewhite**

With 24 years of experience in the eDiscovery industry, Lisa Waldin is the Director of eDiscovery with Ryley Carlock & Applewhite's eDiscovery and Managed Review practice in Phoenix; in that role,

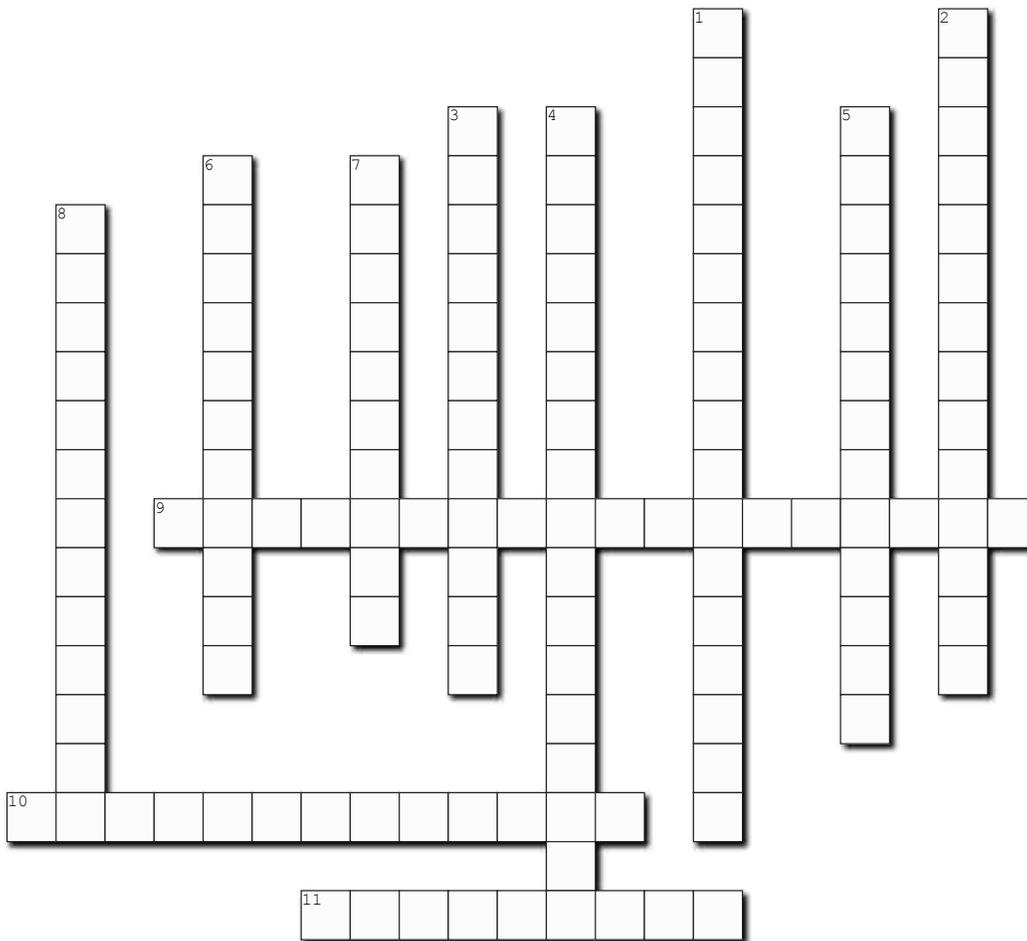
she consults with clients, coordinates legal projects, and oversees all aspects of review projects.

As an active member of Women in eDiscovery since 2016, Lisa served as WiE's Phoenix Chapter Director until October 2020 and currently serves on the WiE Leadership team as Director of New Chapters – North America. Lisa was a 2019 Finalist for Relativity Fest's Stellar Women in eDiscovery.

*Susan Ethridge is a writer, editor, and marketer with more than 15 years' experience in the legal technology industry. A co-founder of OnCall Discovery, she writes blog posts and articles that explore the nuances of data and discovery management, legal marketing, and relationship nurturing. [LinkedIn](#)*

LAPA'S WOMENS HERSTORY MONTH CROSSWORD PUZZLE

**Complete the Crossword Puzzle Below and Learn About Women Who Shaped Herstory!**



**ACROSS**

- 9 First black woman bank president in the United States.
- 10 Influential black radical and feminist intellectual of the 20th century.
- 11 Subject of the landmark case Tape v. Hurley which guarantees Chinese children the right to a public school education.

**DOWN**

- 1 A physician and researcher who was among the cancer researchers to discover chemotherapy.
- 2 American labor leader and civil rights activist who co-founded the National Farmworkers Association.
- 3 Activist for asylum and prison reform in the U.S.
- 4 Founder of the first birth control organization in the United States in 1915.
- 5 One of the founding members of the Society of American Indians in 1911.
- 6 French fashion designer and businesswoman.
- 7 Became the first American woman in space on June 18, 1983.
- 8 First femal chancellor of Germany.

ANSWER KEY FOUND ON PAGE 17



## Five Legal Research Tips from an Experienced Researcher

by Denise M. Blassak

Legal research is an essential part of most law practices. Your attorney may rely on you to find relevant law for a motion, argument, or brief. Whether you love research like I do, or hate it, here are five tips you might find useful.

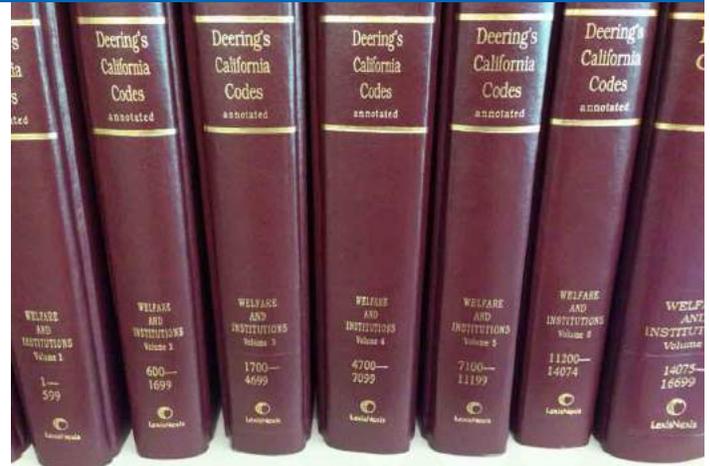
Before you begin any research project, write out all of the issues. This may seem like a no brainer. However, initial thoughts sometimes only scratch the surface. Think beyond the basics. This first step is usually easier for experienced researchers, but not always.

When you need guidance, check-in with your attorney. ‘Checking-in,’ my second tip, will save you time and agony. Even when you successfully outline issues, you may be unsure of what the attorney wants. On other occasions, results lead to new questions, or branch off in different directions.

Some of you work with an attorney who is difficult to reach. He is in endless depositions, or frequent client meetings. Ask him to pencil you in for a brief consult. Remind him that you want to give him useful results, and can only do so with his feedback. If you need to e-mail him, sometimes a simple subject line will grab his attention.

Once you are on the right path, consider my third research tip, which is to make a list of keywords and queries. You will use these when you review digests and run online searches. Keep them in mind while reading annotated codes or relevant case headnotes. To avoid duplicating your earlier work, save your initial keyword/query list, add to it, and check things off.

A fourth legal research consideration is to ask yourself why the attorney asked for help. Does he need to explore law outside his area of expertise? In that case, cast a wide research net. Has a court asked him to brief a particular question? If so, narrow the scope of your search.



Is your attorney responding to an opponent’s motion or brief? When that is the goal, read the motion or brief in its entirety. This is an obvious step; however, sometimes well-intentioned paralegals, pressed for time, take short cuts. At a minimum, identify rules, cases, and the like, which the opposition cited. Check into these citations.<sup>1</sup> Some may have been misidentified or are no longer good law, while others may not state what the party claims.

My fifth and final tip: be creative and complete with your research. Take care to exhaust sources within your budget, and as many as time allows. Look at ones other than those you normally use.

Think about methods that go beyond the books. Consider following organizations on LinkedIn, which regularly post information. For example, maybe you would like to follow your firm’s research provider, whether ‘LexisNexis,’ ‘Thomson Reuters Westlaw,’ or ‘FindLaw, part of Thomson Reuters.’ Also, look for organizations that post law updates or offer e-mail alerts.

As you handle more research assignments, you will develop and refine your methods. We all have our own style and techniques and practice just makes us better.

*Denise is a juvenile dependency paralegal, a member of the San Diego Paralegal Association (SDPA), and a 2021 Precedents columnist. She has over 15 years of experience researching state, federal and international issues. Her education is ongoing and includes her ABA approved bachelor’s paralegal degree from Winona State University. Off hours Denise enjoys DIY travel, Grisham Novels, and Russian food. You can reach her at southerncaparalegal@gmail.com. *

### FOOTNOTE

*1 Be mindful that a recent study found legal citators mislabel or miss negative case treatment. Hellyer, Evaluating Shepard’s, KeyCite, and Bcite for Case Validation Accuracy, 110 Law Library Journal 449-476 (2018). (See <<https://scholarship.law.wm.edu/cgi/viewcontent.cgi?article=1130&context=libpubs>> [as of Feb. 20, 2021].)*

*continued on page 8*



## Organization Tips: Things to Keep In Mind

by Samantha Burns – LAPA Director

Any missed tips? Very much so! There's always tips and advice in the legal profession today because of various situations. There are times when paralegals can feel rather overwhelmed with the sheer amount of work. Especially paralegals who are just starting out because it is a pace of workflow that not many are used to yet.

To get out of a pressure of feeling overwhelmed by the amount of work, the best idea is to delegate tasks to other legal staff members that can do the task. If you can delegate some projects, do so. You will be much more productive with doing so. For example, don't stand at the copier and make multiple copies or scan in the exhibits. If you can have someone in the file room and/or mail room, delegate that task to them. But when you do delegate, please make sure to give clear instructions, review and check the final product!

More tips? Oh my! Attorneys are always going crazy themselves with all the scheduled hearings and motions and why not. You could easily help them by immediately start an appearance bucket or binder for the attorney(s) when a motion is filed in preparation of the hearing. Update it as the opposition and reply are filed. It is so much easier to create these as you go as opposed to the day before the hearing. Do make sure to check the tentative ruling the day before the hearing and include a copy of it in the bucket/binder. If they're traveling anywhere to do a hearing or trial out of their normal location, use travel apps to help with planning of their trips.

When you get new cases' information after the complaint has been filed, update the captions in the blank pleading template for that case with the assigned Judge and department. Always update the proof of service as soon as the new attorney(s) appear in the case. Set up exemplar files of pleadings, discovery, and uncommon documents that aren't seen regularly.

When you do the Exchange of Expert Designations, you may want to obtain the TAX ID/W-9 forms at the time of exchange along with adding the tax identification information into your expert designation to facilitate payment at time of depositions. Create charts to assist with statuses of depositions, deposition transcripts, upcoming mediations, arbitrations and trials, and verdicts and settlements. Main thing is to build your case as it happens (i.e. when deposition exhibits comes in, put them in one central location). Set up experts and vendors with a Dropbox or document sharing links whenever possible. It will be a lot easier to keep track of what they have received and it makes transferring electronic files quicker. Remember --- printing and shipping documents is not only time consuming but can add up in costs.

Got more tips? Feel free to write up an article sharing us your tips! Have a nice month!

*Samantha Burns earned her Paralegal Studies degree from Mt. San Antonio College. She is currently working as a litigation paralegal at Marjia Law Office. Though born totally deaf, Samantha effectively navigates the hearing world. Samantha is also a commissioned Notary Public. She is attempting to take her CP exam next year and aiming to specialize in litigation, discovery, e-discovery, and trial preparation. She does almost every field of law but focuses on civil litigation and personal injury.* 

### NALA The Paralegal Association Certification Corner

#### WHY BECOME A NALA CERTIFIED PARALEGAL?

The NALA Certified Paralegal (CP) credential is key to respect and opportunity throughout the legal profession. Becoming a CP means you have successfully passed a rigorous exam based on federal law and procedures. Earning this credential is with a career-long commitment.



[www.nala.org](http://www.nala.org)

For more information contact:

Michelle Tabb, ACP,

LAPA Paralegal Certification Committee Co-Chair

Terry Wright, ACP,

LAPA Paralegal Certification Committee Co-Chair, Board Director

Doug Kuhn, CP,

LAPA NALA Liaison, Board Director



## Rise in Hate Crimes

by Jackie Wu

In the year since COVID-19 disrupted our way of life, there has been a significant increase in racially motivated harassment and crimes against Asian Americans and Pacific Islanders (AAPI). Several studies point to the connection between hateful rhetoric and increased hate-motivated actions as a direct contributor to the increased crime. Though there have been some efforts to address this, the hate incidents have continued, prompting leaders and advocates to call for coalition building, better incident tracking and increased education about AAPI communities.

Stop AAPI Hate, a project run by a coalition of organizations, received 2,808 reports of racism and discrimination against Asian Americans between mid-March and the end of 2020. The Anti-Defamation League has tracked dozens of incidents in detail, from anti-Asian verbal harassment from coast to coast, from New York's subway to California's streets. In 2021, the incidents have unfortunately only continued.

As a result of the increase, many AAPIs feel a sense of fear of simply living their daily lives. There are reports of attacks happening when people they are in grocery stores, walking on the street, and waiting for public transit for simply being AAPI and at the wrong place and time. Many important stories are missing because parts of the community have tried to disappear from the public during the pandemic because of fears of violence. People are scared to go to the doctors, get tested for COVID-19 or get vaccines.

To fully understand the scope and frequency, these stories need to be told and heard. If you have been a survivor or hear of an incident, please engage with others to have a dialogue and endeavor to resolve this issue within your community and beyond. The most powerful tool we all have is our voice, whether that's through a conversation with family and friends, posting on social media, or utilizing whatever

platform you have influence on to bring more light to the issue. I applaud President Jonathan Dang and the Los Angeles Paralegal Association for inviting me to write on this topic. Even if institutions like media organizations do not cover hate crimes against AAPIs, there are many platforms now to get your message out there and be heard.

In order for our nation to heal and grow from this dark period, we must learn from each other, we must acknowledge where we are at now, and then work together across-communities on this issue and other issues towards a brighter future.

*Jackie Wu is the Orange County Registrar of Voters' Community Outreach Manager. In her capacity, she oversees community engagement, translation of election materials, media, compliance with federal and state language assistance requirements, and legislation. She previously served as a member of the League of California Cities' Community Services Policy Committee and was an inaugural fellow in the Southern California Leadership Network's New American Leaders Fellowship program. In addition, Jackie has served on the boards of various community organizations. Jackie is a native of Southern California, having grown up in the San Gabriel Valley, and earned a Bachelor of Arts degree in Political Science from UC Irvine and a professional certificate in Advanced Public Engagement for Local Government from Pepperdine University. [LILA](#)*



## Belonging Awards - Pepperdine Caruso School of Law

by Arshia Sajedi, MBA – LAPA

Newsletter Committee

On February 25, 2021, the inaugural Pepperdine Caruso Law Belonging Awards held a virtual evening of celebrating diversity and belonging where the members of the Pepperdine community shared their inspiring stories and how they made diversity and belonging a priority in their studies, workplace, and life. The event honored several alumni who have made a significant impact with belonging in the legal community. The event was an incredible night of joy, hope, and great promises for the future of Pepperdine as diversity and belonging allow opportunities for academic, professional, and personal growth. Honorees spotlighted included

*continued on page 10*

four distinguished alumni. The Alumnus Award was given to Rich Cho (JD '97) for being committed to promoting and developing diversity and belonging in his profession. Rich Cho serves as the Memphis Grizzlies as vice president of basketball strategy. The Young Alumnus Award went to Brittany Hughes (JD '17) who graduated in the past five years and took action in the community to promote diversity and belonging. Brittany Hughes has used her knowledge as a legislative expert and content creator to advocate for impactful change. Faculty Award was given to James M. McGoldrick ('66). James M. McGoldrick was a model to students on how to incorporate diversity and belonging into their lives both inside and outside of the classroom. He was the longest serving professor at the school of law, with a career lasting nearly 50 years, until his passing in 2020. Larry Kimmons Award was given to Rachel Rossi (JD '09) for her superb advocacy for social, racial, and civil justice. Rachel Rossi's distinguished career has impacted justice reform. Rossi was recently appointed as a deputy associate attorney general in the Office of the Associate Attorney General.

The event included numerous impeccable presentations such as the Alumni Reflections by Honorable André Birotte, Jr. (JD '91) referring to his Pepperdine experience as *"It's not about counting people, It's about making people count"*. Alumnus Zna Portlock Houston ( '84,JD '87) who is an Entrepreneur, Adjunct Professor, and Board of Advisors Member at Caruso School of Law, eloquently stated *"Diversity Breeds Excellence"*. The evening included a magical singing performance by student Tryra Jenkins, a song titled *"Lift Every Voice and Sing"*. Alumnus Issac Agyeman (JD'12) played an exquisite song titled *"What a Beautiful Name"*. Current student Josh Vasquez performed a remarkable song titled *"He Knows My Name"*. The evening continued with the powerful reflection on slavery by Professor Bernard James. The event highlighted on multiple organizations at Pepperdine Caruso School of Law such as Women's Legal Association, Pepperdine OUTLAW (LGBT related issues), Asian-Pacific American Law Association, First Generation Law Student Association , Interfaith Student Council,

Multicultural Law Coalition, National Latinx Law Student Association , Student Bar Association, and Veterans Legal Society.

The Legal Academy's Ideological Uniformity, V. 47 Journal of Legal Studies (2018) has shown Pepperdine to have diverse faculties based on the equal proportion of faculties contribution to political parties with liberal, moderate liberal, moderate conservative, and conservative ideologies. In order to be able to continue with the great programs in Diversity, Belonging, Racial, and Justice reforms, Ms. Mavis Bortey-fio, director of Law Associates at Caruso School of Law, has asked for "Call to Action" to get involved, support, and donate to Caruso School of Law.

To view the Belonging Awards event, please visit Pepperdine Caruso School of Law facebook page at <https://www.facebook.com/pepperdinelaw/videos/2492689647705349>

There were many memorable speeches throughout this event which could only be experienced by watching the program.

*Arshia Sajedi has joined Practice Aligned Resources as a contract paralegal. She is a volunteer at eDiscovery CoCounsel, working on EDRM State Rule Project and also a volunteer at CA Subcommittee of the Parental Alienation Legislative Committee. She completed an internship at Los Angeles City Attorney's Office in the Prosecution Technology Unit at the Criminal and Special Litigation Branch. She was a volunteer at Bet Tzedek in Small Business Development Project. Arshia was a healthcare business consultant and medical office administrator for a medical practice at Santa Monica. She has MBA in entrepreneurship from Pepperdine University with focus in Residential Care Facility for Elderly. Arshia has BS in Management from Pepperdine University and BS in Biology from Cal Poly Pomona. Arshia interned at Wise and Healthy Aging at Santa Monica and UCLA Quality Healthcare department. She has a Certificate in Healthcare Management and Leadership from Graziadio Business School and Professional Certificate in Advanced Public Engagement from Davenport Institute for Public Engagement and Civic Leadership at Pepperdine University. Arshia worked as Laboratory Research Technician at Imperial College of London, UK. Her research was in Metabolic Medicine and Appetite. Publications are available on PubMed. Arshia's legal interests include homelessness, children's rights, healthcare, affordable housing, criminal justice, and eDiscovery. One of her hobbies is to visit public gardens. Her recent garden visit was at UCLA Mildred E Mathias Botanical Garden.* 

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## From Paralegal to Diversity Leader, a Profile of Kevin L. Nichols

**DIVERSITY, EQUITY, & INCLUSION EXECUTIVE**

*by Deirdre Hudson (top left) & Christy Moore (bottom left) – Co-Founders & Principal Partners of HERS Advisors*

Kevin Nichols has long been ahead of the curve in recognizing the importance and impact of diversity, equity, inclusion and belonging efforts in corporate culture. Kevin studied Political Science and African American Studies at the University of California, Berkeley becoming the Regional Public Relations Chairperson for the National Society of Black Engineers (NSBE) later completing an Executive Program for Social Entrepreneurship at Stanford's Graduate School of Business. In his early professional life, Kevin prepared for a career in mechanical engineering, but after an M.E. internship at a national laboratory and the Equal Opportunity Employment office, he realized he wanted to do more and have a greater impact. He transitioned to work as a Paralegal and soon became a Diversity Leader at AMLAW100 international law firm Morrison Foerster in the late 90's when the term was barely recognized. That first position in D & I led to additional diversity and inclusion opportunities and grew to a life of social service in both the private and public sectors.

Over the years, Kevin regularly partnered with public, corporate, law firm and organizational leaders to promote and advance social engagement and diversity and inclusion efforts in a variety of industries. In addition to creating and leading a multitude of Black professional and networking associations, and becoming Executive Director of the California Diversity Council and the African American Wellness Project, Kevin recently earned the Alliance for Inclusive Artificial Intelligence (AIAI) certificate for Inclusive Data Science from UC Berkeley's Haas School of Business. This education augments his DEI strategy "toolkit" and now pairs with his over 20 years' practical expertise in creating, implementing, and developing DEI strategies for a multitude of international Fortune 500 and AMLAW200 organizations including Visa, FitBit, Holland and Knight, Heller Ehrman, and Morrison Foerster, to name a few. His methods include, building diverse pipelines and means by which to attract and improve retention of underrepresented talent. They extend to career development and coaching, mentoring, workplace climate assessments, training, learning programs, employee resource groups, student engagement programs and other industry best practices.

After years focusing on diversity, technology, and social media marketing to law firms, he transferred his energies to improving exposure to STEM careers within underrepresented groups in the field. Kevin was recently named the Senior IDEA (Inclusion, Diversity, Equity, Accountability) Integration Partner at Berkeley Lab where he is charged with the creation and ongoing implementation of DEI efforts for the science and research consortium. His new role dovetails well with his varied background in STEM in addition to the experience he gained from work in

*continued on page 12*

## Legal Aid and the Disadvantaged in the Midst of COVID-19

by Terry L. Wright, ACP – LAPA Director  
Pro Bono & Community Benefit Chair

In desperate and trying times, multiple legal aid organizations implored the Los Angeles Superior Court to hear their pleas for the safety of their clients within Los Angeles communities due to the COVID-19 pandemic. In December 2020, Public Counsel, Inner City Law Center, Legal Aid Foundation of Los Angeles, Bet Tzedek, and Neighborhood Legal Services of Los Angeles County (collectively, “Plaintiffs”) reached out to the Los Angeles Superior Court requesting the Los Angeles Superior Court to stop requiring in-person appearances in traffic courts and unlawful detainer/eviction related cases.

Subsequent to multiple communications with the Chief Deputy of the Court Counsel Legal Services Division, the Plaintiffs determined there was no recourse, but to file a complaint for declaratory and injunctive relief (the “Complaint”). On February 9, 2021 the Plaintiffs filed such a Complaint (Case No. 21STCV05124) against the Presiding Judge, Superior Court of Los Angeles County, in his or her official capacity, Clerk of Court, Superior Court of Los Angeles County, in his or her official capacity (collectively, “Defendants”).

The courtrooms were closed for in-person hearings for months during the COVID-19 pandemic in 2020. However, the court has now re-opened for in-person hearings, specifically relating to traffic citations and unlawful detainer matters. Despite the fact that the Plaintiffs’ goal is to serve their clients, they are also concerned for their clients’ wellbeing with regard to their health and safety during these difficult and unusual times. The Complaint speaks to how some of the most vulnerable individuals who are possibly disadvantaged and indigent have been forced to appear in court during the COVI-19 pandemic, risking their health and safety to have their cases heard in

*continued on page 13*

the legal, healthcare and tech sectors. As President and Founder of the **Social Engineering Project Inc.**, an Oakland-based Google and Microsoft funded organization affiliated with Stanford University, Kevin focused on growing exposure to tech careers by studying the lack of diversity amongst underrepresented students of color in the tech industry. One of his programs, “Science in the City,” introduces students to traditional STEM subjects through a culturally relevant lens in a science camp atmosphere. The organization’s name and passion for DEIB was inspired by Thurgood Marshall’s mentor, Charles Hamilton Houston “the man who killed Jim Crow”, who stated “that a lawyer is either a social engineer or a parasite on society”.

While his professional career began in the engineering, healthcare and legal sectors, he grew to become a grassroots community leader and consultant to DEI and startup tech ventures and those committed to social justice issues. HERS Advisors shares Kevin’s mission to improve diversity in hiring initiatives by creating greater opportunity for candidates from underrepresented or marginalized populations previously excluded from private sector career opportunities.

HERS Advisors applauds Kevin for his 20+ years of service to improving the working world and wish him success in his future efforts to proactively improve representation. For more information, discover why your recruitment representation matters at [www.hersadvisors.com](http://www.hersadvisors.com) or email HERS Partners at [hello@hersadvisors.com](mailto:hello@hersadvisors.com).

*Pictured, Deirdre Hudson (left) and Christy Moore (right) are Co-Founders and Principal Partners of HERS Advisors, (Honest. Ethical. Responsible. Solutions.) at [www.hersadvisors.com](http://www.hersadvisors.com) or 213.986.5856 HERS is a women-owned, mission driven legal industry diversity and inclusion recruitment and consulting firm with a goal to move the needle of diversity, equity, belonging and inclusion via proactive recruiting and career consultation on behalf of progressive organizations, corporations and professionals. HERS seeks to promote a positive social change in a corporate world seeking diverse representation via professional IQ with EQ. Discover why we believe your DEIB recruitment representation matters at [www.hersadvisors.com](http://www.hersadvisors.com). *





## Fostering Relationships with Paralegal Students

by Francisco D. Gutierrez – LAPA Director, School Liaison Committee Member

LAPA had several more events in the month of February with Fullerton College and National University paralegal students. During these events, LAPA representatives showcased the benefits of student membership with the organization, upcoming student events like LAPA's first ever Tutor Tuesdays, and the value of networking early in a paralegal student's career. Many students also asked questions of our LAPA panel and the panelists shared a little of what to expect in the paralegal life!

These school events helps LAPA and students foster relationships so LAPA can grow as an association, while tailoring amazing events, benefits, and programs to students. The School Liaison Committee has a very ambitious agenda this year, and they plan on bringing more programs to LAPA that will help student succeed in school and at their job. One of

the programs now being offered is the FREE Tutoring Tuesdays events happening every Tuesday from 6-7pm via zoom. This is open to all paralegal students regardless of membership and students may register at [lapa.org](http://lapa.org). Paralegal students should also check the [lapa.org](http://lapa.org) website frequently to see upcoming events and other student programs that are underway.

A special thank you to the School Liaison Committee and Chairwoman Samantha Burns for putting these events together with the schools! LAPA also thanks Fullerton College and National University for allowing our LAPA representatives to join their classes to speak about the association and its perks! We hope that these students learned the power of networking; and hope that they decide to join LAPA and take advantage of all its benefits and events! If students have any questions or would like to volunteer they may email Samantha Burns at [samburns@mail.com](mailto:samburns@mail.com), Francisco Gutierrez at [fgutierrez0731@gmail.com](mailto:fgutierrez0731@gmail.com), or Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).

*Francisco D. Gutierrez works as an Immigration Paralegal for the Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA), a nonprofit organization. Francisco has experience in removal defense litigation for asylum seekers, cancellation of removal, withholding of removal, U visas, VAWAs, citizenship, and USCIS family petitions. He is also owner of FDG Mobile Notary Public. A Board Member for the Los Angeles Paralegal Association (LAPA), Member for the California Alliance of Paralegal Associations (CAPA), and a member of the National Association of Legal Assistants (NALA). Francisco is also a paralegal student, working toward his Associate Degree in Paralegal Studies and an Associate Degree in Sociology from Mt. San Antonio College (Mt. SAC). Francisco is certified from the National Society of Legal Technology (NSLT), and certified in Domestic Violence Awareness and Support. He plans on continuing his education in sociology and law; as well as advancing his legal career.* 

## L.A. CARES Corps

Connecting L.A. Businesses to Federal SBA Loans during COVID-19

### IN THE TIME OF COVID-19 - cont. from page 12

the courtroom, or face violation and the fear of a bench warrant being issued for non-appearance.

The COVID-19 pandemic has been difficult for all; however, the Plaintiffs hope to prevail in efforts to protect the safety and overall wellbeing of their clients and public health in and around surrounding Los Angeles communities. We will continue to provide updates as they are unveiled.

*Terry Wright, ACP, currently serves as a LAPA Director, was past LAPA President (2 terms), and has previously served LAPA in various capacities such as Vice President of Membership & Policy, NALA Liaison, October Conference Chair*

*(multiple years), Pro Bono Chair, and was an instructor for LAPA's CLA (NALA) courses. Ms. Wright has worked in the legal industry for over 30 years and is currently employed by Dignity Health, a nonprofit health care corporation, and has provided service to in-house counsel in support of the Dignity Health owned and operated hospitals for over 20 years. Her primary practice area involves providing Dignity Health's hospitals with effective physician, non-physician, and system-wide related contracts in efforts to meet the daily operational needs of Dignity Health hospitals and affiliate entities. She achieved her Bachelors of Science Degree in Business Management, with honors, from The University of Phoenix, Inc. Ms. Wright earned her paralegal certificate from California State University, Bakersfield. Thereafter, she attained her NALA Certification and subsequently earned an Advanced Paralegal Certification in Contracts Administration/Contracts Management from the National Association of Legal Assistants ("NALA").* 



## My Journey: Trying to Break Into the Legal Field

by Anthony Conklin – LAPA Student Member

Hello everyone! My name is Anthony, I am from Glendora, California, and well this is my story. I graduated from UCLA in the Spring of 2017, and I felt very empowered at the time. I thought to myself, "Wow! I finally did it! All those long days and sleepless nights, I finally did it!" I received my Bachelor of Arts in Linguistics.

It is a very nostalgic feeling, right? I could not believe that I finally graduated, reflecting on that moment walking across Royce Hall, eyes adjusting to the flashing lights of other students and their families before me. It seemed like such a distant memory, especially with the pandemic going on.

I digress, as I'm sure most if not all graduates and or recent graduates remember that feeling. Feeling as if

you were on top of the world, that nothing could stop you. Where it's like yeah! I finally got this degree, and then the real world came stumbling down and slapped me across the face which brought me right back to reality.

I thought I enjoyed Linguistics, but just before graduation I applied for a UCLA Law Fellows Program and got rejected. It stung a little, but I still had this itch inside of me, to go out and explore the law field, in any way possible. I figured, "Hey, I finally got this degree, nothing could go wrong right?"

Well, fast forward to November 2017, I ended up working for my local grocery store, and worked there for the next year or so, while I continued my job search in the legal field. I remembered thinking to myself, "Man, is this it? I went to four years of schooling, and went to one of the best public universities in the world, just to work at my local grocery store?"

I remembered having a breakdown when I was starting out at the grocery store job. Where I vividly recall my family questioning my degree and my jobs skills saying, "Really? You went to UCLA? Just to

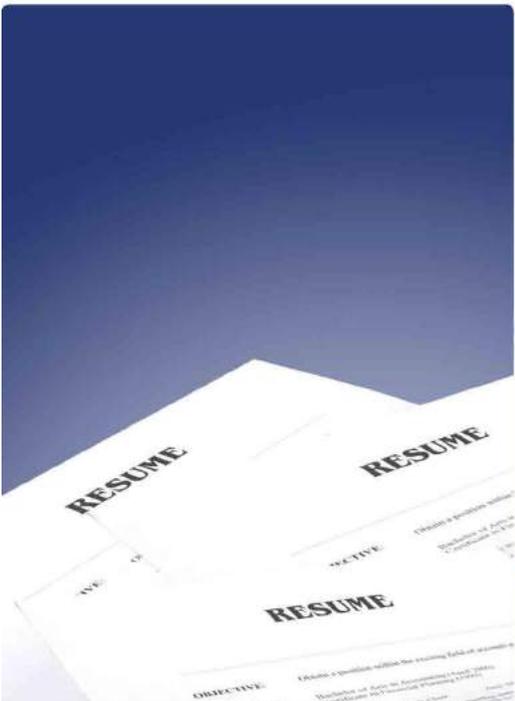
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end up at the grocery down the street from us? I thought your education was supposed to provide you with better opportunities in life?" I was so angry at myself at that time, recalling all these things I wish I had done differently in undergrad. I wish, I hadn't studied so much, I wish I didn't work two jobs while going to school full-time, I wish, I wish, I wish. But I had to pull myself together and realized that as much as I wish I could change the past, there's nothing I can do about it now. I can learn from my mistakes, and hopefully avoid repeating them in the future, and do the best I can to create a better future for myself.

It was a humbling moment in my life and had to let go of my ego. Instead of thinking more about myself, I learned to do my best to think about serving others, which is something I think has been somewhat of a theme through my life, working as a courtesy clerk, mental health worker and even interning at the DA's office. However, I still held onto this old philosophy my great-grandmother believed in, "With education, anything is possible" And well, that is what I thought my so-called education would get me. At least an entry-level position into the legal field, but oh was I wrong.

I applied to hundreds, no if not a thousand or so applications by the end of November 2017, with no law firms wanting to hire me in sight. I set my sights to intern and applied to various legal internships in my area. Sure enough, my local District Attorney's office picked me right up, and said that they would love to have me.

I mean, who could refuse free labor right? Anyways, I started my internship with the DA's office in the April of 2018, and I wasn't sure what to expect. Well, until I entered the office, and was handed a big box of files, and told to alphabetize them as they showed me the ropes. And so, they did, I was eager to learn, and more than happy to offer my time to learn anything and everything about the DA's office, as well as what I could learn from my fellow colleagues. It was such a wonderful experience, and I ended up staying there for almost two years, and left in December of 2019, to focus on some other aspects of my life.

With my work experience, I left my local grocery store job in November of 2018, and pursued another job as a mental health worker. This job had no dull days to say the least. Where dealing with a population of

mentally ill patients takes a certain type of person to work in this industry. However, as I was working in mental health, and interning at the time, I realized that some of my fellow colleagues at the DA's office were paralegals themselves.

At this time of my life, my colleagues encouraged me to pursue a paralegal degree, because they saw how hard I was working at the DA's office, and really believed in my skills and potential as a future paralegal. In that moment of my life, I was stressing out about the possibly preparing for the fall LSAT in 2019 but was also conflicted about law school. I found myself thinking, "This one test basically determines which law school I get into?" Or at least that was the biggest takeaway I had about the LSAT. Not to mention my own fear and skepticism of the modern-day education system.

My previous and current issues with the education system are that at the end of the day, it seems like regardless of which university you attend, even if it is a top tier university, many recent graduates are struggling to break into their fields. I could very well be over-generalizing this, but also the amount of experience and qualifications that are deemed necessary to break into these entry-level positions can be at the very least, overwhelming at times and left me feeling defeated.

From Spring of 2017, to say the end of 2019, I applied to roughly five thousand or so jobs in the legal field with little to no success. Granted, there are some issues that I must consider, such as for one, where I live, because there are plenty of opportunities in Los Angeles, however the commute is an issue for me. Another would be again, due to my experience in the criminal side of law where not all these skills were transferable to the civil side of law. Overall, it just seemed almost impossible to break into this field, despite the hours I spent studying various law firms, and the specialized areas of law that they practiced.

Even now as I am writing this article, I feel so discouraged and beaten down from the law field, with rejection after rejection after rejection. Countless interviewers telling me, "You're a bright kid. We'll consider you once you get some experience" Where I am left scratching my head wondering, "How am

*continued on page 16*

I supposed to get experience for an entry-level job when I don't have experience?" It seemed like this vicious cycle that seemed to have no end in sight.

So, I decided, why not? I left my internship with the DA's office at the end of 2019, to focus on my academics in the paralegal program at Mount San Antonio College, while working full time hours as a mental health worker. To this day, I have no idea how I managed to finish the program as quick as I did, but I persevered, from 2019, all the way to the end of 2020. I thought to myself, "I did it! It is finally done! Now can I get one of those paralegal or legal assistant jobs now?"

The reason why I even started this paralegal program in the first place, was because I thought that having a degree in this field as a paralegal would be beneficial to me and even perhaps "guarantee" me a job. Not to mention the experience that I built up at the DA's office for almost two years, working for free in exchange for experience that I could put on my resume to make myself more marketable in this industry. However, since completing the program in December of 2020, it does not necessarily seem that way.

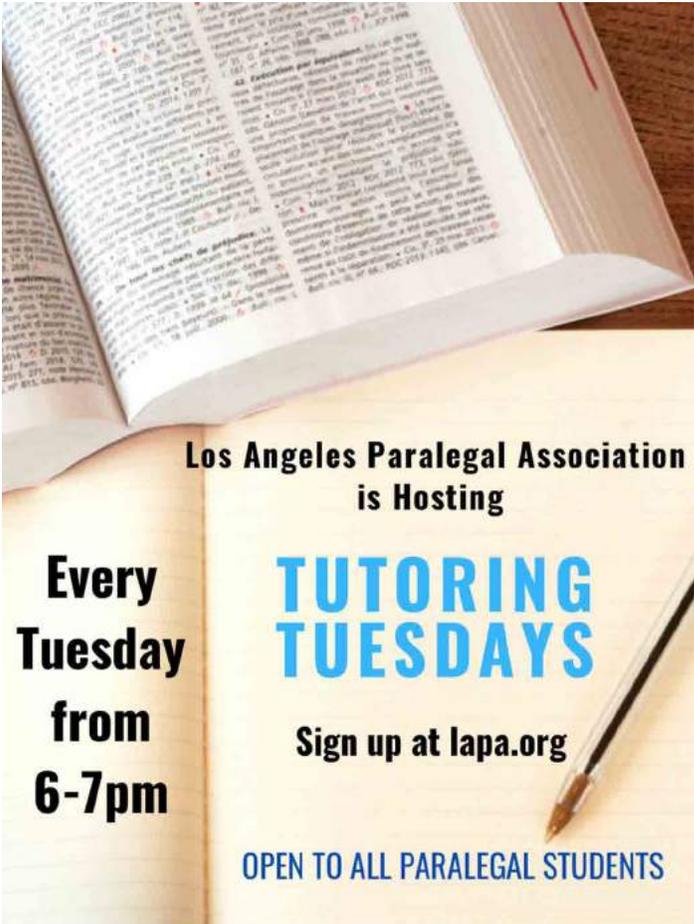
I would like to think that some of things I did differently while completing this program, was that I was actively talking to my professors, and getting to know other legal professionals so that I can have a more holistic view on the legal field. At the same time, I'm not entirely sure I learned my lesson from undergrad, because throughout the paralegal program, I was working a full-time job, plus attending school full-time where I wasn't actively setting myself up for success as a future paralegal in terms of applying for jobs. I was too focused on my mental health worker job at the time plus school, that I didn't concentrate on anything else. However, I also understand that it has only been about three months or so since completing the paralegal program, and that I should have more grace and understanding with myself as we are collectively living through an ongoing global pandemic.

I understand that the law field is immense, and I don't even think that the word immense covers just how deeply engrained the law is into almost everything and anything one could think of. But as someone who has spent the past five years of his life,

applying for entry-level legal positions, with little to no success, I must admit, I feel a little bit burnt out. If anything, discouraged, and doing my best to keep moving forward when there seems to be no end in sight. I also believe that yes, there is a process that legal professionals must go through, to break through the ranks, and finally land employment, but is there any way I could possibly catch a break and finally be able to work in this field? Or at least gain some advice from other experienced legal professionals? Maybe even be mentored or shown ways on how to excel within this field?

I will admit, for being only three months or so into the new year, I would like to think that I have made some great headway, for the most part. I decided to get out of my comfort zone and started utilizing these things that I made at the end of undergrad, and completely forgot all about them. Apparently, they are called LinkedIn and UCLA One. UCLA One is like LinkedIn but for UCLA alumni, which is awesome! I would also like to thank the fellow alumni that I reached out to

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and gave me some advice on how to navigate through this field, especially in these unprecedented times.

But yes, to this day, I am still well, unemployed. I finished paralegal school in December of 2020 and left the job as a mental health worker to focus on carving out my own path in the legal field. I continue to network with other professionals and legal professionals, edit and send out multiple revised resumes and cover letters on a daily basis. It has been draining at times and has also taught me the importance of taking care of my own mental health. Not only that, but how our identity is so much more than just the job title that we work as even as legal professionals. However, I continue to embark on this grueling journey of gaining employment and becoming a paralegal or legal assistant one day in the near future.

Thank you for taking the time to read this article, and I would love to connect with other legal professionals to learn more about your journeys and experiences in the legal field! Also, I am more than happy to accept

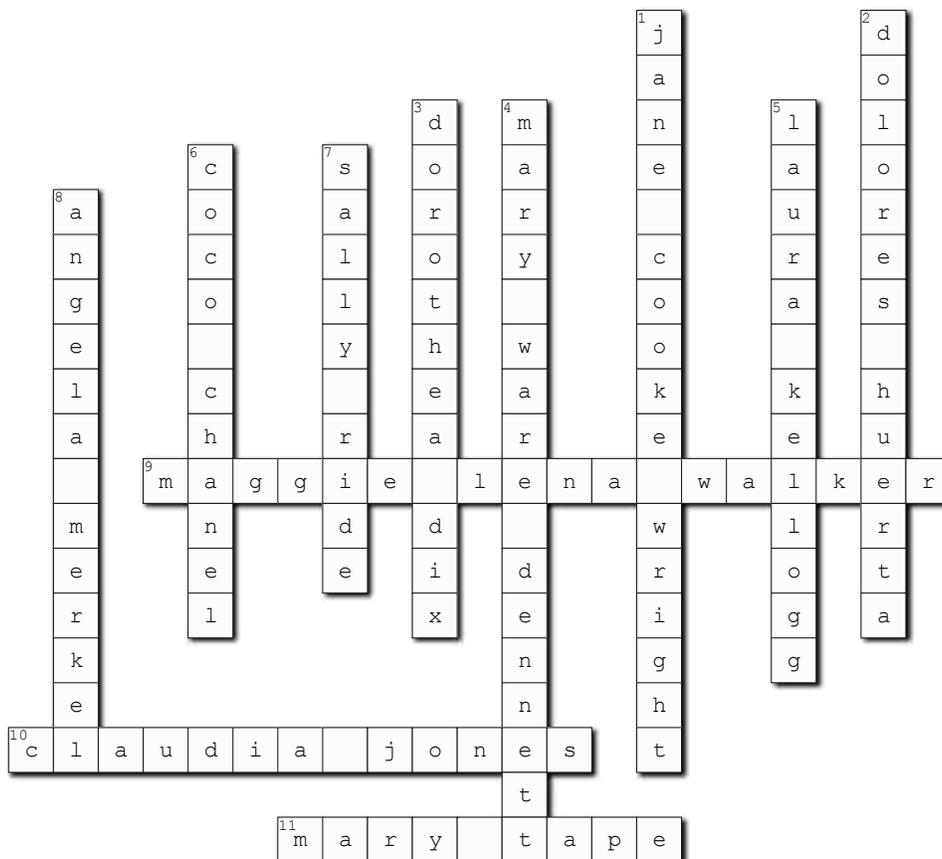
any and all forms of advice from other experienced paralegals and legal professionals on how to properly navigate through my job search through this ongoing pandemic. I continue to work on having the balance of speed in getting things done, as well as the grace and patience with myself in navigating this field through these unprecedented times. I hope you all are staying safe and healthy throughout the ongoing pandemic!

P.s. Feel free to connect with me!

<https://www.linkedin.com/in/anthony-conklin-5aa193144/>

*My name is Anthony, and I am from Glendora, CA. I recently received my Bachelor of Arts in Linguistics from UCLA and my Associates in Paralegal Studies from Mount San Antonio College. I am a new paralegal doing my best to break into the legal field, and I would like to connect with other paralegals and legal professionals! I interned at the West Covina District Attorney's Office for almost two years gained experience in the criminal side of the law, and currently exploring the civil side of the law to learn as much as I can about the law field. I look forward to writing more articles for LAPA, as well as interacting with other fellow members of the legal community! I currently spend most of my time looking for employment in the legal field, networking with other legal professionals, sharpening my writing skills, and meditating to try and find some peace amidst the ongoing pandemic. 🙏*

LAPA'S WOMENS HERSTORY MONTH CROSSWORD PUZZLE - continued from page 6



## ANSWER KEY

### ACROSS

- 9 Maggie Lena Walker
- 10 Claudia Jones
- 11 Mary Tape

### DOWN

- 1 Jane Cooke Wright
- 2 Delores Huerta
- 3 Dorothea Dix
- 4 Mary Ware Dennett
- 5 Laura Kellogg
- 6 Coco Chanel
- 7 Sally Ride
- 8 Angela Merkel



## This Art Belongs To Me – No, It Belongs To Me

by Esther Silverman

Great art has universal appeal and can lift people's spirits and sense of their humanity. What should happen, however, if more than one entity claims ownership of the artwork?

Franz Kafka, famed Jewish author of the *Metamorphosis*, was born in Prague in 1883. Before his death in 1924, he asked his friend and fellow writer from Prague, Max Brod, to burn all his manuscripts. Brod realized that Kafka was a talented and brilliant writer. Therefore, instead of burning Kafka's works, Brod took them with him when Brod escaped the Nazis by relocating to Tel Aviv in 1939. Brod arranged for Kafka's works to be published, including Kafka's three novels, *The Trial* (published in 1925 and which Orson Welles made into a film in 1962), *The Castle* (published in 1926) and *Amerika* (published in 1927). Brod hired Esther Hoffe, a fellow refugee from Prague who was living in Tel Aviv with her two daughters, Ruth and Eva, to help him edit Kafka's works.

In 1965, Brod who had no children, put in his will that Esther Hoffe, should inherit stewardship of Kafka's literary works. He was ambiguous as to how Hoffe should handle the documents. In one clause, it says she can do with them as she pleases and in another that she should deposit them with "the Library of the Hebrew University in Jerusalem or the Tel Aviv Municipal Library, or (that of) any other public institution in Israel or abroad." [The Library of the Hebrew University in Jerusalem has since been renamed the National Library of Israel.]

After Max Brod's death in 1968, Esther Hoffe began selling some of Kafka's works. In 1988, she sold to the German Literature Archive in Marbach, Germany ("Marbach"), the original manuscript of *The Trial* for approximately \$2 million. She lived to the age of 101 and when she died in 2007, she left everything, including ownership of Kafka's works, to her two daughters Ruth Weisler and Eva Hoffe.

The two daughters signaled that they wanted to sell the rest of Kafka's works to Marbach. Approximately, 24 hours before Esther Hoffe's will was probated, the National Library of Israel stepped in and stated that the will should not be probated on the grounds that since Franz Kafka was Jewish, his literary works are a culture treasure of the Jewish people and therefore should be donated to the National Library of Israel and do not belong to private hands or German archives. This resulted in an 8-year long legal battle between the National Library of Israel and Eva Hoffe (Ruth Weisler died in 2012) and the Marbach on the other. The case was heard in Israel because Max Brod, Esther and Eva Hoffe all lived in Israel. If Eva Hoffe and Marbach won, she could sell it to Marbach. If the National Library of Israel won, the Library could obtain possession of the works without compensating Eva Hoffe at all.

The Marbach's arguments were that Franz Kafka wrote in German and lived (albeit briefly) in Germany. There is no mention of the word "Jew" in any of Kafka's fictional works and Kafka never visited, much less lived in Israel. Israel was not yet a state in 1924, the year that Kafka died and therefore Kafka had no connection to Israel. Marbach argued that language should be the deciding factor and since Kafka wrote in German, the works should go to the Marbach.

The National Library of Israel's arguments were that Franz Kafka was a Jew, who did show interest in his Judaic heritage. There is a notebook, showing him learning to read and write Hebrew. He expressed interest in Yiddish and the Yiddish Theater. Also, all of Franz Kafka's 3 sisters were killed by the Nazis in the death camps, so why should his work go to the country that killed his family members?

Ulrich Raulff, director of the German Literature Archive in Marbach, told writer Ben Balint that the reason it mattered where the literary work was kept even in this digital age is that if the works were kept in Israel, Kafka would be known as a narrowly Jewish writer, but if they were kept at the Marbach, he would be known culturally as a European writer.

In 2016, the Israeli Supreme Court ruled that the works belong in the National Library in Israel. In its ruling, the Court stated that "Max Brod did not want

*continued on page 19*

this property to be sold at the best price, but for them to find an appropriate place in a literary and cultural institution.” Also, according to the Court, the fact that Kafka’s works are the product of the diaspora was even more reason why the works should be stored in Israel since “products of the diaspora belong in Jerusalem.” Kafka’s works were retrieved from bank vaults in Tel Aviv and Swiss Banks, digitized and made available to the public. Eva Hoffe was not compensated for the work and died in 2018.

There have been cases of Jewish people, whose artworks were stolen by the Nazis, trying to regain possession of that artwork with mixed results. The most famous case involved Maria Altmann, who successfully retrieved five pictures of her relatives painted by famed artist Gustav Klimt that were stolen by the Nazis and then stored in an Austrian government art museum. *Republic of Austria v. Altmann*, 541 U.S. 677 (2004). After unsuccessfully suing the Austrian government in Austria, Altmann sued in the United States under The Foreign Sovereign Immunities Act (FSIA) of 1976, codified at Title 28, §§ 1330, 1332, 1391(f), 1441(d), and 1602–1611 of the United States Code, which states:

“Declares that a foreign state is not immune from the jurisdiction of U.S. courts if: (1) the state has waived its immunity either explicitly or by implication; (2) the action is based upon specified commercially related activities; (3) the action is based upon rights in specified property, connected with commercial activity, taken in violation of international law; (4) the issue is rights in U.S. property acquired by succession or gift or rights in immovable U.S. property; or (5) money damages are sought against a foreign state for personal injury or death, or damage to or loss of property, occurring in the U.S. and caused by the tortious act or omission of the foreign state or its official or employee acting within the scope of his office or employment.”

The Supreme Court case ruled that her case can be heard retroactively and remanded the manner back to the District Court. Both parties agreed to arbitration to take place in Austria which resulted in the paintings being returned to Ms. Altmann, who

sold the five paintings for over \$325 million. A portion of that money was used to set up the Maria Altmann Family Foundation, which provides support to various public and philanthropic institutions, including the Los Angeles Museum of the Holocaust. Her story was made into the 2015 movie *Woman in Gold* starring Helen Mirren and Ryan Reynolds.

The case of *Germany v. Philipp*, 592 U.S. (2021), deals with descendants of Jewish people who are trying, under the provisions of FSIA, to retrieve artwork that their ancestors were forced to sell to the Nazis at a reduced price.

On June 14, 1935, Saemy Rosenberg and his partners sold to Hitler’s deputy, Hermann Göring, the Guelph Treasure, which consists of medieval Christian relics and became famous by the 2014 movie *The Monuments Men*, for a third of what Saemy Rosenberg, Isaak Rosenbaum, Julius Falk Goldschmidt and Zacharias Hackenbroch paid for the treasure in 1929. Göring eventually gave the treasure to Hitler. On December 20, 2020, the United States Supreme Court considered whether Rosenberg’s grandson and heirs of two other art dealers have the right to sue Germany and its state museum in order to either retain the treasure or be compensated for it. When the grandson and heirs brought their case to the District Court of the District of Columbia, the District Court ruled against Germany’s claim for immunity. Judge Gregory Katsas, a Trump appointee, dissented by stating “Imagine how the United States would react if a European trial court undertook to adjudicate a claim for tens of billions of dollars for property losses suffered by a class of American victims of slavery or systemic racial discrimination.”

Justice John Roberts wrote the unanimous Opinion of the Supreme Court, which ruled that this was an act of the seizure of property and not of genocide, so while the descendants could not regain possession of the artwork through FSIA by bringing a case in an American court, there could be other legal remedies that they could pursue. He wrote:

“We need not decide whether the sale of the consortium’s property was an act of genocide, because the expropriation exception is best read

*continued on page 20*

as referencing the international law of expropriation rather than of human rights. We do not look to the law of genocide to determine if we have jurisdiction over the heirs' common law property claims. We look to the law of property."

He also wrote:

"Congress used language nearly identical to that of the Second Hickenlooper Amendment 12 years later in crafting the FSIA's expropriation exception. As noted, it provides that United States courts may exercise jurisdiction over a foreign sovereign in any case "in which rights in property taken in violation of international law are in issue." 28 U. S. C. §1605(a)(3).

Based on this historical and legal background, courts arrived at a "consensus" that the expropriation exception's "reference to 'violation of international law' does not cover expropriations of property belonging to a country's own nationals." *Republic*

*of Austria v. Altmann*, 541 U. S. 677, 713 (2004) (Breyer, J., concurring)."

In Germany, the Guelph Treasure is known as the Welfenschatz and is currently possessed by the Prussian Cultural Heritage Foundation, which is a federal body in Germany that goes by the acronym SPK and is being displayed at the Museum of Decorative Arts in Berlin.

Even though art belongs to everyone, it can be overly complicated as to who should possess the work. This is especially true when multiple nations are involved and other issues such as human rights violations also come into play.

*Esther Silverman grew up in Rockland County, New York, received her bachelor's degree from Ramapo College of New Jersey and her paralegal certificate from Fairleigh Dickinson University. She came to Los Angeles in 1995 and has over 25 years experience working in the legal field on cases including, but not limited to, litigation, real estate, intellectual property, and employment law.* [🏠](#)

SAN FRANCISCO PARALEGAL ASSOCIATION +  
LOS ANGELES PARALEGAL ASSOCIATION

## HAPPY HOUR THURSDAYS (THE REMIX)



Join us every two weeks  
STARTING MARCH 11, 2021  
KICK-OFF AT 5:30 PM  
GAMES/EVENTS START AT 6:00 PM



 **DIVERGENT**  
LANGUAGE SOLUTIONS



A recurring column that reviews books focusing on voices and subjects that reflect the diversity of the human experience

by Deena Bowman – LAPA Director

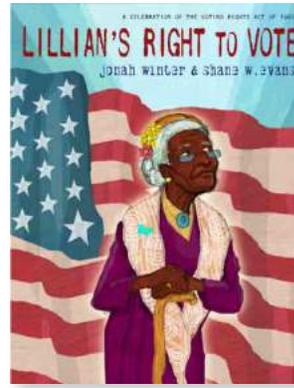


## Pioneering the Vote: The Untold Story of Suffragists in Utah and the West

by Neylan McBaine

Neylan McBaine's book highlights a little-known fact that individual states and territories in the West allowed women the right to vote before the 19th Amendment was passed in 1920. And even more surprising, more than a few ardent Utah suffragettes were also practitioners of Mormon plural marriage. McBaine uses fiction and nonfiction narratives to weave a fascinating tale of the Rocky Mountain Suffrage Convention held in Utah in 1895 which was attended by the leading suffragists of the day -- and the results thereafter.

2020, 228 Pages. Shadow Mountain. \$19.99 Hardcover. Also available for checkout from the Los Angeles Public Library in e-Book and e-Audiobook.



## Lillian's Right to Vote: A Celebration of the Voting Rights Act of 1965

by Jonah Winter;  
Illustrated by Shane W. Evans

This engaging children's book was inspired by Lillian Allen, who was born in Alabama in 1908, the granddaughter of chattel slaves. At the age of 100, Allen not only voted for the first African American president, Barack Obama, but also campaigned door to door in her hilly Pittsburgh neighborhood. The story uses Allen's journey on her way to the polls as a metaphor for the uphill climb for voter enfranchisement for all of America's citizens.

2015, 40 Pages. Schwartz & Wade. \$17.99 Hardcover. Also available for checkout from the Los Angeles Public Library in book and e-Book.

Deena Bowman currently is a contract paralegal at the U.S. Attorney's Office in downtown Los Angeles, providing support to the Federal prosecutors in the Asset Forfeiture Section. Deena earned her paralegal certificate from the University of West Los Angeles. 

# WOMEN'S HERSTORY MONTH

The theme for Women's History Month for 2021 was extended from the original theme for 2020: **Valiant Women of the Vote: Refusing to Be Silenced.** An excellent jumping off point for all things virtual in celebrating this month, is [womenshistorymonth.gov](http://womenshistorymonth.gov), in which various museums and government organizations are hosting online events ranging from film and video to book talks.

ACT AS IF  
WHAT YOU DO  
MAKES A  
DIFFERENCE.  
IT DOES.

~ WILLIAM JAMES

# St. Patrick's Day Green Velvet Cupcake Shamrocks

Submitted by Francisco Gutierrez – LAPA Director

## INGREDIENTS CUPCAKES

Cooking spray

2 1/2 cups all-purpose flour

2 tablespoons unsweetened cocoa powder  
(not Dutch process)

1 teaspoon baking powder

1/2 teaspoon baking soda

1/2 teaspoon fine salt

1 1/4 cups buttermilk, well shaken

1 tablespoon green liquid food coloring

2 teaspoons pure vanilla extract

2 cups granulated sugar

1 cup (2 sticks) unsalted butter, at room temp.

3 large eggs, lightly beaten

## FROSTING

1/2 cup all-purpose flour

1 1/2 cups milk

1 1/2 cups (3 sticks) unsalted butter, at room temp.

1 1/2 cups granulated sugar

4 teaspoons pure vanilla extract

Pinch fine salt

Green liquid food coloring

1/2 cup green sanding sugar, for decorating

## DIRECTIONS

1) For the cupcakes: Preheat the oven to 350 degrees F. Line two 12-cup muffin tins with paper liners and spray with cooking spray. Whisk the flour, cocoa powder, baking powder, baking soda and salt in a medium bowl; set aside. Whisk the buttermilk, food coloring and vanilla in a spouted measuring cup; set aside.



2) Beat the granulated sugar and butter in a stand mixer (or a large bowl if using a hand mixer) on medium speed until very light in color and fluffy, about 5 minutes, scraping down the sides of the bowl as needed. With the mixer still on medium, slowly add the eggs and beat until fully incorporated. Reduce the speed to the lowest setting; with the mixer running, add 1/3 of the flour mixture, then 1/2 of the buttermilk mixture, then 1/2 of the remaining flour mixture, then the remaining buttermilk mixture, then the remaining flour mixture. Scrape down the sides and beat until well mixed. Fill the prepared liners about 3/4 full of batter. Bake until the cupcakes bounce back when pressed and a toothpick inserted in the center comes out clean, 20 to 22 minutes. Let cool in the pan for a few minutes, then transfer to a rack to cool completely.

3) For the frosting: Put the flour in a small saucepan. Vigorously whisk in about 1/2 cup milk, making sure to get the whisk into the edges of the pan, until you have a smooth, thick paste. (This step keeps the flour from clumping.) Slowly whisk in the remaining milk until fully incorporated and the mixture is smooth. Cook over medium heat, whisking constantly, until the mixture is very thick, about 5 minutes. (Toward the end of the process, the mixture will become a thick paste; it may seem to be forming lumps, but whisk vigorously and the lumps will disappear.) Scrape into a bowl, press plastic wrap onto the surface and refrigerate until cool, about 45 minutes.

*continued on page 23*

4) Using a stand mixer fitted with the paddle attachment (or a hand mixer), beat the butter and granulated sugar on medium speed until very light and fluffy, about 5 minutes. Add the cooled flour mixture a tablespoon at a time and beat until smooth. Switch to the whisk attachment (or continue with the hand mixer),

5) To assemble: Using a sharp serrated knife, cut 3 cupcakes in half vertically, gently sawing through the paper liners; set aside. Frost the remaining cupcakes. Put the sanding sugar on a small plate and roll the edge of each cupcake 3/4 of the way around in the sugar, making a green border around each with a gap on one side. On a large serving

platter, arrange 18 cupcakes in groups of three, pushing them together at the gaps, to make 6 shamrock cakes. Dip the tops of the cupcake halves in sugar and wedge a pointy end of 1 half between 2 of the cupcakes in each group to form the stems.

Yield: 24 servings (makes 6 shamrock cakes plus 3 cupcakes)

Alternatively, you can make the shamrock stems with mini cupcakes instead of halved full-size cupcakes: Fill 8 liners in a mini-cupcake tin 3/4 full of batter and divide the remaining batter among the two full-size cupcake tins. (The larger cupcakes will have a slightly smaller dome.)

## Cilantro & Lime Chicken

Submitted by Susan Kastner – LAPA Director

### INGREDIENTS

- 1 lb chicken breast
- 2 tsp chili powder
- 2 tbsp lime juice
- 1-1/2 (5 oz) cup corn
- 1-1/2 cup chunky salsa
- 1-1/2 (6 oz) cup finely shredded cheddar cheese
- 1 sweet red pepper, finely chopped
- 4 green onions, sliced
- Cilantro, minced

*Optional:* eat with veggies & carbs of your choice

### DIRECTIONS

- 1) Place chicken in 1-1/2 quart slow cooker. Sprinkle with chili powder and lime juice.
- 2) Cook & cover on low until tender for 3-4 hours.
- 3) Remove chicken & discard cooking juices. Shred chicken and place back in slow cooker.
- 4) Add corn & salsa. Cook & covered on low until heated through for about 30 minutes. Stir occasionally.
- 5) Transfer to large bowl. Stir in cheese, pepper, green onion, cilantro.
- 6) Serve with veggies or carbs.





The Los Angeles Paralegal Association (LAPA) reflects the diverse nature of Southern California, and we strive to be as inclusive as possible. As an organization of legal professionals, we hold the ideals of equality and justice in the highest regard. The injustices experienced by the communities of Black, Indigenous, and People of Color are a stark reminder that equality and justice are ideas that have yet to reach fruition in this country. We, as a nation, must do better. LAPA stands in solidarity with the families and friends of George Floyd, Breonna Taylor, and Ahmaud Arbery. It is our sincerest desire to see justice is done as the law requires for their tragic deaths.

Diversity and inclusion are LAPA's initiative for 2020. We hold firm in striving to be more inclusive and diverse to reflect the community that we serve and represent. Moreover, LAPA will continue to steadfastly advocate and create initiatives to prepare and support our paralegals.



Housing + Community Investment Department

**Attention: City of L.A. Tenants & Landlords**

**Coronavirus: What You Need to Know  
about L.A.'s Eviction Protections**  
visit: [hcidla.lacity.org](http://hcidla.lacity.org)





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### Approved by the American Bar Association

The program combines a comprehensive academic curriculum with practical education in the role of the paralegal in a legal environment. You'll learn to articulate legal theory and apply it ethically to legal professional practice. You'll learn all about the American legal system and become proficient in legal terminology and writing. You'll also learn to identify legal issues, apply basic legal analysis, and conduct legal research using traditional and online methods.

### Program highlights:

- Identify and apply proper legal solutions to legal problems
- Use technology for law office and case management, document development, discovery, and trial preparation
- Learn to convey relevant information to attorneys, clients, witnesses, and others
- Assist with preparing legal documents and handling pre-trial and trial preparation tasks
- Perform paralegal tasks competently in a law office, corporate law department, government agency, judicial setting, or other legal environment
- Integrate legal theory with the practical aspects of working as a paralegal in a law practice

Paralegals may not provide legal services directly to the public, except as permitted by law.

Students must take at least nine semester credits or the equivalent of legal specialty courses through synchronous instruction.

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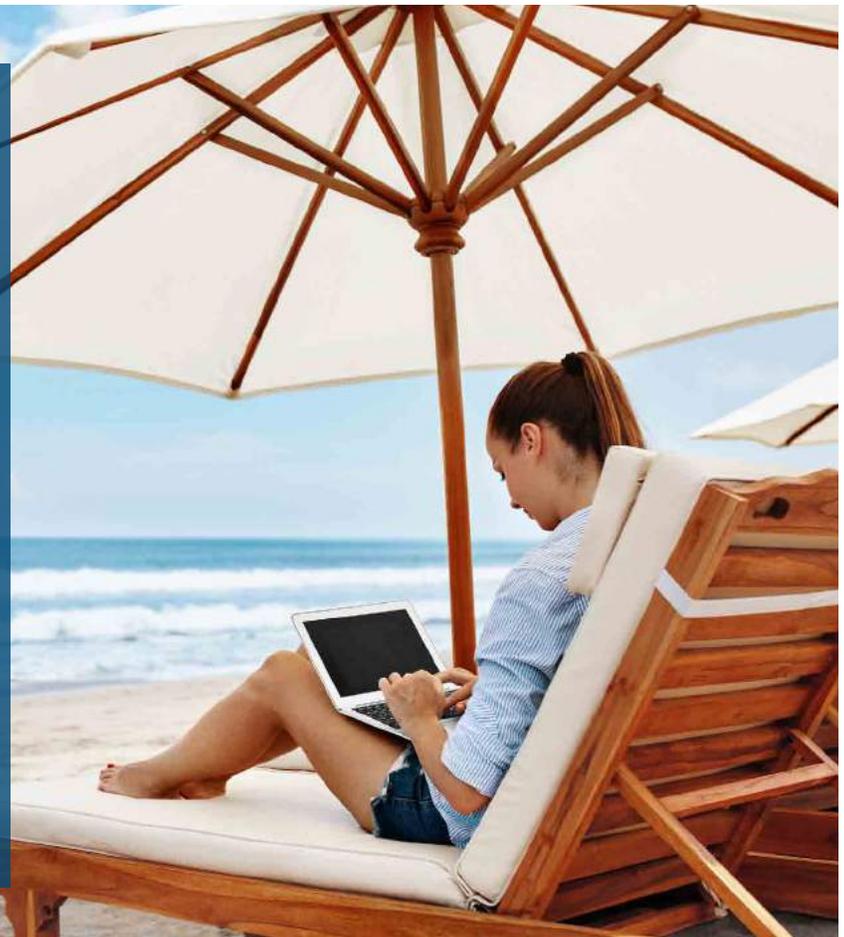
# **FREE COVID-19 TESTING**

Now available to all Los Angeles residents.  
Get more information and sign up:  
**[Coronavirus.LACity.org/Testing](https://Coronavirus.LACity.org/Testing)**

Attention  
LAPA Voting Members

## **FREELANCE PARALEGAL LISTING**

Available Online Now  
for Voting Members Only  
\$60.00 for Six Months



# Coping with Stress During Infectious Disease Outbreaks that require social distancing

The Department of Mental Health supports the wellbeing of our County family, friends and colleagues. When you hear, read, or watch news about an outbreak of an infectious disease, you may feel anxious and show signs of stress. These signs of stress are normal. During an infectious disease outbreak, care for your own physical and mental health and reach out in kindness to those affected by the situation.

## WHAT YOU CAN DO TO HELP COPE WITH EMOTIONAL DISTRESS

### 1. Manage Your Stress

- Stay informed. Refer to credible sources for updates on the local situation.
- Stay focused on your personal strengths.
- Maintain a routine.
- Make time to relax and rest.

### 2. Be Informed and Inform Your Family

- Become familiar with local medical and mental health resources in your community.
- Avoid sharing unconfirmed news about the infectious disease to avoid creating unnecessary fear and panic.
- Give honest age-appropriate information to children and remember to stay calm; children often feel what you feel.

### 3. Connect with Your Community online or through the phone

- Keep contact with family and friends through social messaging or through phone calls
- Join community and/or faith group online chat groups
- Accept help from family, friends, co-workers and clergy.
- Reach out to neighbors and friends with special needs who may need your help.

### 4. Reach Out and Help while maintaining necessary social distancing guidelines

- If you know someone affected by the outbreak, call them to see how they are doing, and remember to keep their confidentiality.
- Consider an act of kindness for those who have been asked to practice social distancing, such as having a meal delivered

### 5. Be Sensitive

- Avoid blaming anyone or assuming someone has the disease because of the way they look or where they or their families come from.
- An infectious disease is not connected to any racial or ethnic group; speak up in kindness when you hear false rumors or negative stereotypes that foster racism and xenophobia.

*Consider seeking professional help if you or a loved one is having difficulty coping.*



## Be Proactive!

1. Stay informed with information from credible sources.
2. Stay connected with friends, family, and community groups.
3. Keep a positive attitude and outlook.

## Resources

Los Angeles County  
Department of Mental Health  
Access Center 24/7 Helpline  
(800) 854-7771  
(562) 651-2549 TDD/TTY  
<https://dmh.lacounty.gov>

Los Angeles County  
Department of Public Health:  
<http://publichealth.lacounty.gov/media/Coronavirus/>  
or call 2-1-1 for more information

LEER EN ESPAÑOL

# Novel Coronavirus (COVID-19)

## Los Angeles County Departments of Public Health and Mental Health Coping with the Loss of a Loved One

As the coronavirus (COVID-19) pandemic continues to impact Los Angeles County, many of us will suffer the loss of a family member or friend. The death of a loved one is always difficult, but the pandemic is likely to make it particularly hard to cope with your loss. Both the nature of COVID-19 illness and the steps required to contain the virus pose unique challenges. These include:

- COVID-19 deaths do not come after months of illness; they are often sudden and unexpected deaths. You, your family and loved ones may have had little chance to prepare for the loss and goodbyes may have been remote, if they took place at all.
- For many, our usual way of facing death and grief depend on bringing people together. These customs are important as rituals of faith, closure, and as a way to connect and support others. Sadly, physical distancing requirements to protect us from further spread of COVID-19 currently prevent large in-person gatherings.
- You, your family members or friends may worry or feel guilty that they brought the virus into the home, that they should have recognized signs of illness sooner or reacted to symptoms more forcefully. The truth is that many people do not know they are carrying the virus, and we can't predict how the virus affects each person. Understand that you did your very best to take care of your loved one in a difficult, unpredictable situation.
- Adding to everything else are your worries about the future: job losses, overdue rents and mortgages, medical bills, lost health insurance and reduced retirement funds. For many families, these additional challenges in your life can intensify the sadness, grief and loss that comes with the death of a loved one and can make everything feel worse.

### **After the death of a loved one it is normal for you and your family to experience:**

- A sense of shock and disbelief
- Feeling "lost" – especially if the person who died was an elder who anchored your family.
- Sadness, tearfulness, and depression. In fact, crying is a very normal reaction for everyone.
- Difficulty concentrating, confusion, trouble thinking clearly, completing tasks or making decisions.
- Repetitive and distressing thoughts about the loved one and how they died.
- Sense of isolation and disconnection from others, even people you or your family are normally close to.
- Physical reactions such as difficulty sleeping, upset stomach, changes in eating habits.
- In children, reactions may include the loss of developmental milestones, sleep difficulties, fears about being separated from caretakers, and concerns about other family members becoming sick or dying.

[READ MORE](#)

Los Angeles County Department of Public Health  
[publichealth.lacounty.gov](http://publichealth.lacounty.gov)

Los Angeles County Department of Mental Health  
[dmh.lacounty.gov](http://dmh.lacounty.gov)

05/08/20 Coping with the Loss of a Loved One (English)

- 1 -



LOS ANGELES COUNTY  
DEPARTMENT OF  
MENTAL HEALTH  
hope. recovery. wellbeing.



COUNTY OF LOS ANGELES  
Public Health

# Unemployed?



**Have you lost  
your job or had your  
work hours reduced?**

File and manage your Unemployment  
Insurance (UI) claim using UI Online<sup>SM</sup>!

**[www.edd.ca.gov/UI\\_Online](http://www.edd.ca.gov/UI_Online)**

## Access UI Online to:

- File or reopen a claim.
- Certify for benefits and get paid faster.
- Get your latest claim and payment information.
- Receive important notifications such as reminders to certify for benefits.
- View in-person and phone appointments.
- Submit questions.
- And more!

UI Online Mobile<sup>SM</sup> is available for  
smartphone and tablet users.

You can file a new claim using UI Online  
during the times listed below:

Monday	4 a.m. - 10 p.m.
Tuesday - Friday	2 a.m. - 10 p.m.
Saturday	2 a.m. - 8 p.m.
Sunday	5 a.m. - 8:30 p.m.

Once you've filed your claim, you can  
access UI Online any time to view and  
manage your claim.

See the reverse side to learn how to  
setup a UI Online account.

*continued on next page*

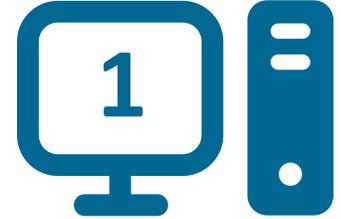


# Get started today!

## Create a Benefit Programs Online Login

If you already have a Benefit Programs Online login, you may skip this step.

- Visit **www.edd.ca.gov/BPO** and select **Register**.
- Accept the terms and conditions to continue.
- Provide a personal email address used only by you and create a password.
- Choose a personal image and caption. Select and answer four security questions.
- Check your email. Select the unique link within 48 hours of receiving the email to complete the process or you'll need to start over.

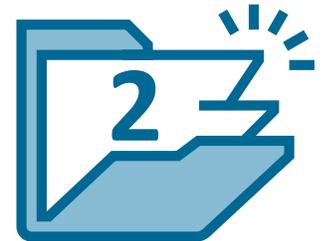


**Important:** Check your junk/spam folder if you don't see this message in your inbox.

## File your UI Claim

Log in to Benefit Programs Online and select **UI Online** to get started.

- Select **File a Claim**.
- Read the **UI Claim Filing** Instructions. Select **Next** to continue.
- Provide your general information, last employer information, and employment history.
- Review the information you provided on the **Summary Page** and then select **Submit**.



**Note:** After submitting your claim, a confirmation page will display. You may keep your confirmation number for your records.

## Register for UI Online to Certify for Benefits

Log in to Benefit Programs Online and select **UI Online** to begin registration. You'll need to provide the following information:

- First and last name as it appears on your claim.
- Date of birth.
- Social Security number.
- EDD Customer Account Number.\*



\*If you're a new UI customer, allow 10 business days after filing a claim to receive your EDD Customer Account Number by mail.

# EMPLOYEE RIGHTS

## PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

### ▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

### ▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

### ▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- |   |   |
|---|---|
| <ol style="list-style-type: none"><li>1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</li><li>2. has been advised by a health care provider to self-quarantine related to COVID-19;</li><li>3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li><li>4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</li></ol> | <ol style="list-style-type: none"><li>5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or</li><li>6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</li></ol> |
|---|---|

### ▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

For additional information  
or to file a complaint:

**1-866-487-9243**

TTY: 1-877-889-5627

**[dol.gov/agencies/whd](https://dol.gov/agencies/whd)**



WH1422 REV 03/20



Fresno Paralegal Association  
Inland Counties Association of Paralegals  
Kern County Paralegal Association  
Los Angeles Paralegal Association  
Paralegal Association of Santa Clara County

San Diego Paralegal Association  
San Francisco Paralegal Association  
Sacramento Valley Paralegal Association  
Sequoia Paralegal Association  
Ventura County Paralegal Association

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## CAPA Certification Program, Insider Web-Series and CCP Exam

### CAPA Certification Program Packet

[https://mcusercontent.com/89199601e8cebcb9c68ed26e8/files/63ec5650-c81b-408a-b5ed-a5056a12bd5b/2021\\_01\\_20CCP\\_20Program\\_20Packet.pdf](https://mcusercontent.com/89199601e8cebcb9c68ed26e8/files/63ec5650-c81b-408a-b5ed-a5056a12bd5b/2021_01_20CCP_20Program_20Packet.pdf)

### CAPA – CCP Exam FAQ

<https://www.caparalegal.org/exam-faq>

### CAPA CCP Insider Newsletter

[https://mailchi.mp/9b4e63205fc8/web-series-2021-march-9-ca-certification-ccp-webinar-7507325?fbclid=IwAR2KSejhbHrT5tahiX9X2WCxL\\_H5AEZrk5RhLfRwRBhmQ-3C-70Mo6GpC84](https://mailchi.mp/9b4e63205fc8/web-series-2021-march-9-ca-certification-ccp-webinar-7507325?fbclid=IwAR2KSejhbHrT5tahiX9X2WCxL_H5AEZrk5RhLfRwRBhmQ-3C-70Mo6GpC84)

Quick link on Home Page – Sign up on Insider page to be added to mailing list

### CAPA CCP Insider Web Series Event



*California Certification – Your CCP Future Starts Here!!*

March 9, 2021 – CCP Interviews

Samantha Armijo, CP, CCP

Dana Fischel, ACP, CAS, CCP



<https://register.gotowebinar.com/rt/7102913696796696332>



### CCP Information available on CAPA Website

Certification Tab @ [www.caparalegal.org](http://www.caparalegal.org) and [CCP Insider Webpage](#)

CCP Study Guide, CCP Exam FAQ, CCP Fee Schedule, CCP Related Forms, CCP Directory Lookup  
Questions, contact [ccpadmin@caparalegal.org](mailto:ccpadmin@caparalegal.org)

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# Members Only Benefits

## Regional and Networking Sections

LAPA has many opportunities for meeting and connecting with your paralegal colleagues and other legal industry professionals. Such opportunities include seminar and networking events based on geographical locations such as Downtown (Los Angeles), South Bay, West L.A., the San Fernando Valley, Santa Clarita, and more. LAPA also provides educational seminars in various legal specialties, including, but not limited to, Litigation, Probate Law, Intellectual Property Law, Corporate Law, Immigration Law, and Ethics. Additionally, with the support of our legal industry partners, LAPA also hosts other networking and charitable events and mixers. Your participation in LAPA is encouraged, so be sure to reach out to a LAPA Section or Committee Chair, develop your leadership and networking skills, and make LAPA an even better association.

## Vital Savings

This benefit provides LAPA members a discount program for dental and vision services, long term care, as well as many pharmaceuticals. LAPA has been able to obtain special pricing of Vital Savings discount cards through Aetna. By using the discount cards and Aetna approved providers, LAPA members can save dramatically on the services provided by these professionals. For more information, please visit LAPA's website, [www.lapa.org](http://www.lapa.org).

## Working Advantage

LAPA members may join a program that offers discounts up to 60% on tickets, travel, shopping, and more. LAPA helps you save money on items from clothing to theater tickets to flowers. This benefit is available by logging onto the LAPA website "Members Only" section.

## United Insurance Partners

LAPA has teamed with UIP - United Insurance Partners - to bring LAPA members the opportunity to purchase health, dental, and/or vision insurance. When you access UIP through the link provided on the Benefits webpage, you will find an array of insurance products available for you to purchase with companies such as Blue Cross, Aetna, and many other top insurance companies. Please visit LAPA's website, [www.lapa.org](http://www.lapa.org), for more information.

## NALA Affiliation

LAPA is an affiliated member of the National Association of Legal Assistants. NALA is the nation's leading professional association for paralegals. As a member of an affiliated association, the initiation fee for individual membership in NALA is waived for LAPA members. NALA boasts some of its own benefits. Access its NALA Campus Live for online continuing legal education, self-study courses, and preparation for the CLA/CP Exam. Its annual educational convention in July allows you to expand your network beyond your state's borders as you network with other paralegals from around the country, attend educational institutes and member related activities.

## Freelance/Contract Paralegal Listing

LAPA provides a "Freelance Paralegals" section on its website to assist LAPA members who are freelance, contract, or independent paralegals, as defined by California Business and Professions Code Section 6450. For a nominal fee of \$60, you can post your contact information on LAPA's website for six months. You can sign up online through the Members Only section of the website.

## Membership Database

Available only to LAPA members, the Membership Database is a valuable tool in locating other paralegals or legal professionals with whom you have worked or networked. The Membership Database also provides up-to-date contact information as well as members' legal specialties and geographical areas.

## Credit Union

LAPA members are eligible to join Southland Credit Union. Southland Credit Union, with over \$435 million in assets, offers an online presence, a new full-service branch in downtown Los Angeles, an upgraded ATM network and five new proprietary ATMs. Southland Credit Union has expanded its product line by introducing a new high-yielding certificate of deposit, a Rewards Plus program and a market-leading high interest yielding checking account. Southland Credit Union prides itself on outstanding service to its members and has recently earned a 95 percent Member Service satisfaction rating.

## Lorman Education

LAPA is dedicated to providing efficient and readily-available continuing education opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. LAPA has partnered with Lorman Education to provide continuing education in a variety of topic areas. LAPA members receive a 20% discount on all orders.





# Bet Tzedek Needs YOUR Help!

## *Intake Services Volunteers Sought*

Bet Tzedek's Intake Services volunteers conduct pre-screening assessments in order to determine the appropriate course of action for individuals who call seeking legal assistance. Our volunteers are often the first contact our community has with our organization, and we rely on our volunteers to handle a high volume of calls from a diverse population of individuals with a broad range of needs.

### **Gain Issue Spotting and Client Interview Experience**

Under attorney supervision, volunteers develop foundational legal skills, including learning to spot legal issues; to conduct telephone interviews with potential clients dealing with challenging, stressful situations; determining what information provided by the caller is relevant; and to begin to develop judgment of potential cases in a wide array of legal areas. Volunteering with Intake Services also provides first-hand knowledge of the landscape of legal services available in Los Angeles County and exposure to and understanding of the issues faced by the communities we serve.

**Commitment:** 40+ hours. During the school year, we ask that volunteers commit to working in the Intake Center for 8-10 hours/week for 8-10 weeks. During certain periods, such as winter break, we may be able to accommodate schedules that include a higher number of hours per week for fewer weeks. Work must be completed during normal business hours (M-F, 9am-5pm).

**To Apply:** Email [volunteer@bettzedek.org](mailto:volunteer@bettzedek.org) or call (323) 549-5839 with any questions. Spanish language skills are highly preferred, but not required.

## WELCOME NEW & RENEWING LAPA MEMBERS

The following is a listing of legal professionals and paralegal students who joined or renewed their membership in Los Angeles Paralegal Association within the last 30 days. The employer and work telephone number also are included when available. If any information is incorrect, please fax corrections to 866-460-0506, call LAPA at 866-626-LAPA or e-mail updates to info@lapa.org.

### VOTING

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Discount program information is subject to change.

39.12.301.1 (11/09)

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# BLS

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