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THE INSIDE BIZ I



A monthly column where sponsors and/or vendors share helpful hints

Who Knows You!? – 8 Key Strategies to Elevating Your Visibility In the Paralegal Profession

by Tracey Perkins – Senior Recruiting Associate, Round Hill Search

The paralegal profession in the legal industry has grown into a league of professionals that drive and push legal departments and law firms alongside Attorneys in efforts to obtain positive results for clients. This industry serves as a vast and global market for professionals, yet it is still a “small” and “connected” world yielding incredible opportunities. You never know who knows who! Pertinent to advancement in the paralegal profession is elevating visibility in this expansive industry. To advance, you must make yourself seen, in a positive light of course. The benefits of elevating your visibility are endless! You’ll increase your billable rate, your salary, opportunities, and positive development within your firm and region. As mentioned, the legal industry is

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PRESIDENT’S MESSAGE



Embracing Lifelong Learning: It’s Never Too Late to Go Back to School

by Jonathan Dang – LAPA President

Congratulations class of 2024! Whether your fresh out of high school, looking for a second career, or just wanting to upskill, it is never too late to stop learning. There are tons of certifications out there and you are not limited to 4-year colleges anymore.

UNLOCKING NEW HORIZONS AT ANY AGE

Life often shifts between feeling like you have it all figured out and feeling like you know nothing at all. There are always challenges, whether it’s building a

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small and connected. You never know who knows who, or where you will land next! It's not just about who you know, BUT WHO KNOWS YOU! Here, we'll discuss the **8 key strategies** you should implement as a Paralegal to elevate your visibility in the profession, leading to personal and career success.

The 8 key strategies; 1). First, understand your firm's culture; 2). secondly, strategize for networking; 3). third, showcase your expertise; 4). next, leverage technology; 5). also, engage in professional development; 6). sixth, practice EFFECTIVE communication skills; 7). ensure you build a positive reputation; 8). and lastly, contribute to the firm's culture. LET'S DIG IN TO THE KEY STRATEGIES!

Understanding your firm's culture is key in making yourself visible. What is the firm hierarchy? Who are the decision-makers? How is workflow delegated? Who are the staff that hold weight? Is there an open-door policy? Assess and analyze these aspects of the firm in efforts to implement your strategy for networking, which is our second key strategy. This enables you to apply a targeted, focused campaign to elevate your visibility.

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LAPA REPORTER

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Inquiries about advertising placement, applications, membership materials and address changes should be directed to LAPA at admin@lapa.org.

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Next, apply your strategy for networking daily within your firm. It can be as simple as sparking a conversation with Attorneys and decision-makers at the firm-wide lunch or sending an email to introduce yourself to a practice team. Don't be afraid to introduce yourself to the rainmakers, Partners, and key members of staff. Let them know you exist and take it a step further, let them know what you can do! Now when that rainmaker or that up and coming Super Lawyer Associate has a last minute filing but

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PRESIDENT'S MESSAGE - cont. from page 1

strong career, creating a happy home, or becoming a better version of yourself. But the one constant is that you never stop learning.


THE BEAUTY OF LIFELONG LEARNING

Every experience—whether good or bad—ends up teaching you something valuable. The beauty of life lies in the opportunities that appear just when you need them, not necessarily when you want them. If you make it a goal to never stop learning, you'll discover that the journey is a series of new starts that make you wiser and stronger each time.

AGE IS JUST A NUMBER

Many would-be students over age 35 see age as an obstacle to continuing their education, but some have tackled it to prove that you're never too old for school. Real-life examples abound, showing that it's possible to embrace learning at any stage of life. Sometimes starting school later in life is a smarter decision and you have your mind set on what you want to accomplish.

Remember, age is not a barrier; it's an opportunity. Whether you're pursuing a degree, learning a new language, or mastering a musical instrument, take that step. You're never too old to go back to school and unlock new horizons. So, keep your curiosity alive, seek knowledge, and let learning be your lifelong companion.

Jonathan Dang is currently a Paralegal with Freeman Mathis & Gary LLP. In his diverse career, he previously worked for a fortune 100 insurance company, private law firms, and the Los Angeles District Attorney's Office. Jonathan Dang is also currently enlisted in the Marine Corps Reserves. Aside from LAPA, he also serves on the board of directors for the University of La Verne's Legal Studies Program and Mt. San Antonio's Paralegal Program. 

JUNE

- 5- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at president@lapa.org.
- 11- **Soft Skills: How to Harness Your Soft Skills & Develop New Ones (non-MCLE)** – Online via Zoom; 6:00-7:00 PM; Featuring: Kelli L. Radnothy; Go to <https://www.lapa.org/event-5711090> for more information & to register.
- 12 - **LAPA Board Meeting** – Contact Jonathan Dang at president@lapa.org.

JULY

- 3- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at president@lapa.org.
- 10 - **LAPA Board Meeting** – Contact Jonathan Dang at president@lapa.org.
- 11-13-**NALA Conference & Expo** – Online via Zoom or Louisville, KY; Go to <https://nala.org/nala-conference-expo/> for more information & to register.

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their Paralegal and Secretary are in Coachella... they'll call on you! You step in, save the day...now that rainmaker not only knows your name, but knows you are reliable, dependable, a team-player and a SUPERHERO. Don't be afraid to SAVE THE DAY! There is an element of customer service to the paralegal profession. Be nice, give a smile, be the calm in the storm. People remember folks that they LIKE and as an added bonus, you're a top-level professional. Your attitude matches the excellent service that you bring and that will take you far in the industry. Remember, it's not only who you know, BUT WHO KNOWS YOU! Ask questions, but also OFFER solutions.

You've done all the groundwork in understanding the culture. You have your strategy. Now, you have to showcase this expertise to the firm. Proactively communicate and show them what you can do! Your Attorneys won't know what you can do that's beneficial to the firm, unless you tell them! Let the team know what you've learned at those conferences during those weekly or monthly meetings. Help with a monstrous document production by flexing your e-discovery skills. Assist a junior Attorney with a filing. Perform some legal research or draft discovery requests without being asked to do so. Take initiative. Don't wait for anyone to ASK what you can do... SHOW THEM! They'll thank you for it...increasing your visibility.

To expand on this, technology has made the world smaller, which leads us to our fourth key strategy, leveraging tech! Use tech like social media to make yourself visible in your firm and region. Use LinkedIn to expand your network and elevate your visibility to job-hunters and others in the field. Also, attend legal tech conferences, take legal tech webinars and always stay abreast of what's new in the industry!

People can connect across cities, states and around the globe. Use this to your advantage! Bring these resources back to your firm and offer exchanges of information to your network. People will start to KNOW YOU! Law firms and Attorneys are typically behind the curve in tech, imagine how much you can offer, WHEN YOU'RE AHEAD OF IT!

The ability to leverage legal technology directly correlates with our fifth key strategy, professional development. Join Associations such as LAPA, attend conferences such as the LAPA October Conference, participate in continuous education such as MCLEs. Also, think about getting a mentor. Mentors serve as valuable resources. They've been where you are and can open the door for opportunities. *Proper planning prevents poor performance!* Professional development ensures you are ready for whatever the day throws at you!

The sixth key strategy is where the power lies...using effective verbal and written communication skills. Strong oral communication enables meaningful interactions, the ability to strategize on solutions, and fosters connections. Articulate written communication allows for clear documentation organized through expression, and impactful reporting. These components, enhance career growth and opportunities, build stronger relationships and quite frankly, contributes to personal growth. About 67.5% of marriages end in divorce due to communication issues. Think about that in your other types of relationships. The better you are in expressing verbally and backing that up with excellent written communication, go a long way in this industry. It's not enough to have the skill or idea, you have to be able to communicate the idea, the process, the strategy and how it leads to the goal. Think about this with

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every phone call you have and every email you send. We all love to communicate, but how much communication are you doing without actively listening? Your ability to hear what's being said and pick up on what's not being said is a key component to effective communication skills. As a paralegal, there are times to take charge, be assertive and vocal, and there are times when you have to just... listen. All the Attorneys are running around, throwing tantrums, and freaking out. Don't add to the noise. Listen through the noise to pick up on the best solution. What's the goal? What needs to be done at this point? It does the team no justice to join in on the rant. They need you to be the cool, rational head that thinks through the issue, to the solution. When people are speaking, don't think about what you will say in response...you can't possibly be fully vested in the listening aspect. Listen to them. Hear them. If you have to take a pause to ingest and process what was said...take that pause, and your response will surely be thoughtful and more solution driven than adding to the issue. These communication tools push your ability to advocate for your ideas, elevating your visibility.

I can't stress this enough...our 7th key strategy... build a positive reputation. In our industry this positive reputation comes from a consistent work ethic, team collaboration and support and handling changes professionally. Make sure you have a consistent work ethic. As a paralegal you have to be reliable and dependable. Let people know you work hard, by showing up on time daily, actively participating in the ongoing projects of the firm's matters and becoming a reliable resource for your team.

Furthermore, think about handling challenges professionally and how those skills directly tie into successful team collaboration and support. Often, it's the soft skills that drive the professionalism. Successful team collaboration and garnering that supports asserts your position within the firm and the team. If Attorneys, other paralegals and staff know they can work with you AND they genuinely like working with you, even the most daunting task is handled more effectively. Now you are more visible to the firm and your Attorneys for the RIGHT reasons.

The last and very important key strategy that is often overlooked is contributing to the firm's culture. Be

a present member of the firm. Go to firm events, attend a happy hour, volunteer for committees. Don't hide who you are! Everyone isn't going to gel with you, but people know excellence when they see it. Firm events and committees are another great means to make yourself more visible by interacting with other members of the firm you otherwise may not work with. Now they see your personality, they see that spark, they see that ambition in action and they will remember you when they need that energy. We all give off and soak energy! Use these types of environments to show people who you are and what YOU bring to the table.

You've put the Key Strategies in Action...where are we now? Take a step back and evaluate the impact of your action. Seek feedback from your Attorneys, colleagues, and Administration. Allow yourself to process the feedback and impact and make tweaks accordingly.

Make strategic adjustments based on the feedback you receive. A weak spot may be effective communication. Join a Toastmasters Club, talk to a
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SAVE THE DATE

for

LAPA'S Annual October Conference!

"NAVIGATING YOUR CAREER PATH"

When : Saturday, October 19, 2024

Time : 8:30am – 3:30pm

Location : Omni Los Angeles Hotel
251 South Olive Street
Los Angeles, CA 90012



We look forward to seeing you.
Mark your calendar and stay tuned for further details!



Navigating the Legal Implications of the TikTok Ban

by Mariejo Plaganas

Have you heard the latest digital buzz in the app world? TikTok, the short-form video hosting service owned by Chinese internet company ByteDance, will be removed from distribution in the U.S. app stores pending qualified divestiture by January 2025. The TikTok bill relies on Apple and Google to maintain control over their smartphone platform, as legislatures hope to tie their tech hands.

Since its launch in 2016, TikTok has taken the storm as one of the world's most popular social media platforms because of its unique algorithm. Other countries have also fined, banned, and restricted

TikTok to limit exposure to children as well as national security concerns over possible user data collection by the Chinese government through ByteDance. However, data privacy experts say that the Chinese government could obtain US data from other means such as commercial data brokers that sell or rent personal information. But ultimately, TikTok has denied assertions that it could be used as a tool to hand over data.

So you may be wondering what does this mean aka what are the legal implications? Let's break it down. The TikTok ban raises various legal questions, from freedom of speech to international trade laws. Can the government really restrict access to a social media platform? What about the rights of platform creators and users? What about the issue of data privacy- who owns our viral videos?

The crux of the issue boils down to national security concerns, privacy breaches, and geopolitical tensions. It's a legal minefield of intersecting areas of law that could potentially reach the courtroom.

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mentor if you have one and run things by them. It's important in any journey or growth process to find out what works and what doesn't. Feedback allows you to assess and make those changes in the future.

LASTLY, don't forget to celebrate your wins! Even a small step in the right direction, is a STEP IN THE RIGHT direction! Buy yourself a coffee or use some of that vacation time when you're celebrated on the firmwide email for being part of the largest trial victory in firm history. Take a vacation after you've spent countless nights awake combing through due diligence documents for your client's global merger. Spend some of YOUR raise money on yourself.

It's imperative that you understand that this is a long game. The process is a marathon, it's not a sprint. You're constantly changing, and so is the industry and the world...this is an ongoing process of evaluation and adaptation. It will not happen overnight BUT, stay pleasantly persistent and consistent in implementing the 8 key strategies in your pursuit of enhancing your visibility, and you will achieve the outcomes you desire, and ultimately long-term success.



Tracey Perkins is a Senior Recruiting Associate with Round Hill Search, a boutique, minority/female-owned legal search firm headquartered in Los Angeles. With over 18 years of experience in the legal industry, Tracey brings a wealth of knowledge in legal recruitment, backed by a solid foundation in litigation paralegal work. Tracey's journey in the legal field began as a litigation paralegal with

Steptoe & Johnson in Washington DC, where she honed her skills in legal research, case management, and client communication. Her dedication and aptitude led her to join the litigation team at Finnegan & Henderson where she further expanded her experience in complex commercial and intellectual property litigation. Relocating to Atlanta, Georgia, Tracey continued to excel in her career, contributing her expertise to firms such as Freeman Mathis & Gary and Carlton Fields. Alongside her professional endeavors, Tracey found fulfillment in teaching paralegal courses at Kennesaw State University, sharing her knowledge and insights with aspiring legal professionals. Drawing on her extensive legal background and passion for helping others, Tracey transitioned into the realm of legal recruiting. Joining Round Hill Search, she embraced the opportunity to leverage her industry knowledge to facilitate meaningful connections between clients and candidates. With a client-focused approach, Tracey collaborates closely with legal departments across California, striving to make enduring placements that align with both candidate aspirations and client needs. In recognition of her exceptional performance and dedication, Tracey was honored as the inaugural recipient of the Round Hill Search "Rookie of the Year" award in 2023. Motivated by a steadfast commitment to excellence, integrity, and professionalism, she aspires to further elevate recruiting industry standards and leave a lasting impact through her contributions.



A Safe Haven: How Los Angeles Nurtured the LGBTQ+ Community

by Martha Izquierdo

In honor of Pride month, here's a glimpse into the early gay culture of Los Angeles. Early Hollywood emerged as a haven for individuals seeking a fresh start, from influential artists shaping its trajectory to male and female impersonators finding acceptance in "pansy clubs." Queer individuals escaped repressive small towns across the U.S. and gravitated towards Los Angeles, drawn by its promise of freedom. Los Angeles' appeal lay in its capacity for reinvention; it provided a space where people from the east could embrace their true selves. The allure of Los Angeles stemmed not only from its novelty and excitement of freedom but also from the glam of its Hollywood studios.

The convergence of ideal lighting, weather conditions, and the centralization of the film industry indeed

made Los Angeles an attractive destination for movie production. The film industry in Los Angeles offered unparalleled privacy and space, distinguishing it from the bustling confines of New York City. Living discreetly was more attainable in Los Angeles, where encounters with acquaintances were less frequent. This privacy fostered a thriving LGBTQ+ community, establishing Hollywood as a prominent gay mecca.

The entertainment industry, including theater and Hollywood, has historically been a refuge and a place of expression for many LGBTQ+ individuals, particularly gay men. The theater, in particular, has provided a space where people could explore their identities and talents freely, often away from the judgment and oppression they might face elsewhere. In environments where being openly gay was not accepted, many LGBTQ+ individuals learned to navigate by adopting different personas or "acting" in their daily lives to conform to societal expectations. This skill in navigating multiple identities could naturally translate well into acting careers, where individuals are trained to embody various characters.

Moreover, the creative nature of the entertainment industry tends to attract LGBTQ+ individuals who may have felt more at home expressing themselves through art, whether it be acting, writing, directing,

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PARALEGAL OP-ED - cont. from page 5

As paraprofessionals, this TikTok ban will mean legal research surrounding the ban that include an intersection of executive orders, international trade laws, and constitutional principles related to free speech and data privacy.

For now, we watch the ever-changing landscape of social media law and the courts as TikTok recently filed a complaint against the U.S. government on May 7, 2024. Will it be banned indefinitely, or will it face significant legal action at the federal courts? There is one thing for sure, as paraprofessionals, it is a chance for us to flex our legal muscles and dive headfirst into this new area of law.

Mariejo Plaganas is currently a Paralegal at Yoka | Smith, LLP. Prior to receiving her paralegal certificate, she received her B.S. in Environmental Toxicology and has published authorship from her undergraduate research featured on PubMed, as well as Environmental Science & Technology. In her free time, Mariejo enjoys working out, volunteering within the legal community whenever she can, and perusing all the local and seasonal items at the farmer's market. 🏡

SAVE THE DATE!

2024

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JULY 11-13
LOUISVILLE, KY
OR VIRTUAL

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THE PARALEGAL ASSOCIATION

or other forms of creative expression. The industry's openness to diverse perspectives and experiences has made it a welcoming environment for many LGBTQ+ individuals seeking acceptance and opportunity.

The contributions of LGBTQ+ individuals to the creation and cultivation of Hollywood glamor are immense. From designers like Adrian, Orry Kelly, and Walter Plunkett who crafted iconic looks for Hollywood stars, to writers, directors, and performers like Noel Coward, Dorothy Arzner, and Julian Eltinge who shaped the industry's culture and aesthetics.

The "Pansy Clubs" in the 1920s and 1930s were indeed popular social spots where LGBTQ+ individuals, including many Hollywood stars, could socialize openly. The presence of celebrities like Joan Crawford, Cary Grant, and others at these clubs highlights the interconnectedness of LGBTQ+ culture with Hollywood's elite circles. Male-to-female impersonators like Julian Eltinge were particularly influential, challenging gender norms and captivating audiences with their performances. Their popularity speaks to the widespread appeal of LGBTQ+ entertainment within both queer and mainstream audiences.

After WWII in the late '40s is where you really see gay bars specifically start to emerge. Gay bars provided vital social hubs where LGBTQ+ individuals could gather without fear of persecution or judgment. These spaces not only facilitated social interaction but also fostered a sense of solidarity and shared identity among patrons who may have previously felt isolated or alone in their experiences.

The concentration of gay bars around Vermont and 8th street, including iconic venues like The Open Door, The Star Room, The Patch, The If Club, and The Red Raven, underscores the vibrant LGBTQ+ community that thrived in Los Angeles during that era. Each of these establishments played a unique role in providing spaces where LGBTQ+ individuals could gather, socialize, and find support. For marginalized groups within the LGBTQ+ community, such as Latina lesbians, finding spaces like Redz Bar in Boyle Heights. However, the reality of police surveillance and harassment casted a shadow over these spaces. Signs warning patrons not to talk to strangers highlight the constant threat of persecution faced by

LGBTQ+ individuals, even within the supposed safety of gay bars. Women could dance together with no problems, but two men couldn't. Oftentimes when the police would come in, partners of the same-sex that were dancing would have to separate and dance with someone else from the opposite sex as to not arouse suspicion or get arrested.

Overall, the history of Hollywood is intricately intertwined with the contributions and influence of LGBTQ+ individuals, whose creativity, talent, and resilience continue to shape the industry to this day.

Martha Izquierdo is currently a litigation paralegal at Susman Godfrey LLP. Before that, she worked at the Federal Public Defender's Office, the Los Angeles LGBT Center, and Esperanza Immigrant Rights Project. She earned her Bachelor's Degree in American Literature and Culture from UCLA and just recently received her Paralegal Certificate from Cerritos College. When she's not in the office she enjoys listening to 1970s Brazilian jazz funk or thrift shopping. [📖](#)

LAPA MEMBER SNAPSHOT

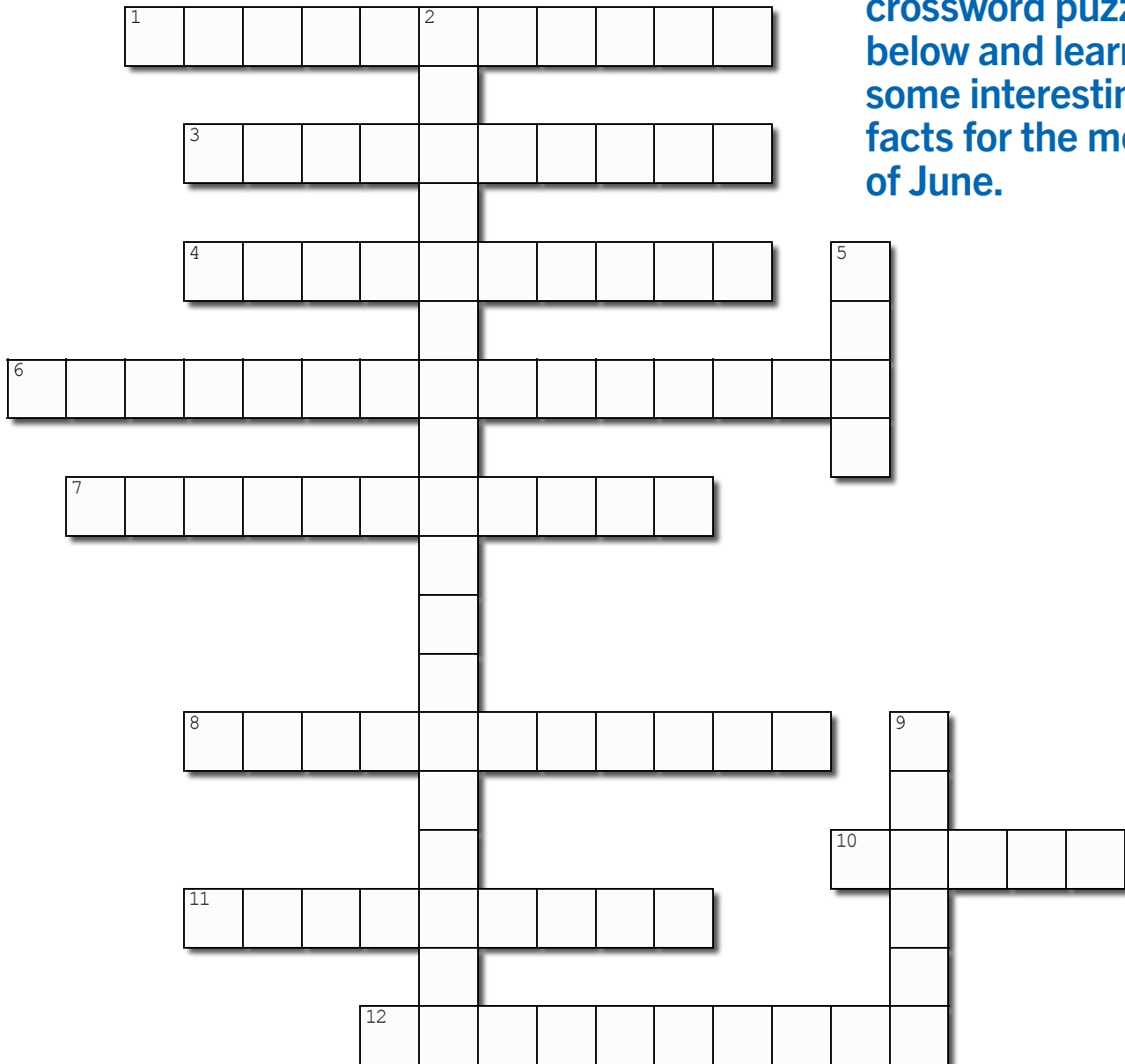


Don Adove was volunteering at the ACC Southern California Gala on 5/23 helping with their silent auction to raise funds for the Los Angeles Public Counsel.



June Crossword Puzzle

Complete the crossword puzzle below and learn some interesting facts for the month of June.



ACROSS:

- The 'father' of modern computer science and a key player in World War II.
- The first female lawyer in Cameroon and defender of LGBTQ+ rights.
- It is the oldest known holiday commemorating the end of slavery in the U.S.
- Considered to be one of the first recorded transgender people in modern European history.
- The Stonewall Inn is located on what street in New York City.
- This actress inspired the first transgender Barbie doll.
- This state was the first to declare Juneteenth a state holiday.

- Pride Month commemorates the 1969 _____ uprising in New York.
- _____ soda pop was once a popular drink associated with celebrating Juneteenth.

DOWN:

- The leading suicide prevention and crisis intervention nonprofit organization for LGBTQ+ young people.
- In 1999, President Bill Clinton officially declared _____ as Gay and Lesbian Pride Month.
- There are currently over _____ different Pride flags.

ANSWER KEY FOUND ON PAGE 17

Congratulations!

To the College of the Canyons students
for acquiring their Certified Paralegal certification
from NALA

- Carol Armstrong, CP, ACP
- Grace Collum, CP
- Michelle Eggli, CP
- Virginia Giritlian, CP
- Phoebe Glombik, CP
- Rachel Gonzalez, CP
- Patricia Herron, CP
- Tania Hoff, CP
- Jocelyn Lin, CP
- Jung-I Wang "EE" Lukowski, CP
- Nicole Lyons, CP
- Graciela Medina, CP
- Amanda Musial, CP
- Vicki Nichols, CP
- Lynne Oulliber, CP
- Michelle Pendleton, CP
- Lelani Sabo, CP

— From LAPA —





A monthly column where sponsors and/or vendors share helpful hints

How to Work with an Attorney Who is a Procrastinator

by Ann Pearson – Senior Recruiting Associate, Round Hill Search

If you've been working in the legal profession for some time, you've probably worked with an attorney who is a procrastinator. They bring you those last-minute rush projects that have been sitting at their desk for weeks. Maybe you've even tried to "fix" them and been frustrated that things have not changed.

If you do an internet search for how to fix a procrastinator, you'll see that most of the books and advice out there are written for the person who is procrastinating. They are tips on reducing your procrastination rather than advice for the people most affected by the behavior.

If you work with a procrastinator, you only have two options: change them or change how you respond to them.

OPTION 1: CHANGE THEM

Sure, that sounds easy enough - get them to stop waiting until the last minute to give you projects.

I can hear the laughter out there! I did a Google search on how to work with a boss who was a procrastinator. If you really want to laugh and have an hour to burn going down the Google rabbit hole, do that search.

One of the articles was on an online newsletter for workplace issues. It gave 5 or 10 things that you can do. This was one of them:

"Send him an email one to two days before the deadline and suggest how you will proceed if he can't provide you with what you need. For example, you might say, "The deadline for this project is tomorrow. I still need you to review it and give me your feedback before I submit it to the client. If I don't hear back from you by 3 p.m. tomorrow, I will assume you approve of my efforts, and I will submit the project."

WHAT?

First, it's most likely that the project must be signed by an attorney with a license to practice law. But let's give

it a try and say that it's not something that's getting filed with the court or sent to opposing counsel. Let's assume it's a draft or something you're putting together that the attorney wants to send to a client. That's still not going to fly – sending that project to the client if you don't hear back from the attorney by 3 pm.

No. That's not happening in the legal profession.

The only time I've seen a very slight improvement in a procrastinating attorney is when their procrastination leads to a negative impact in their life. Most of the time, their procrastination leads to a negative impact on your life, not theirs. You're the one working late. You're the one working over the weekend to catch up on your other work after that Friday afternoon rush project that took you away from your work on that Monday morning deadline.

I'm not saying that you should intentionally do something that makes an impact on the attorney. What I'm suggesting is that you communicate with the attorney about the impact that the Friday rush project had on you.

Attorneys don't know the true impact of their procrastination because, most of the time, the paralegal bites the bullet, does what it takes, and gets the work done.

We complain to our colleagues about it.

We complain to our significant other about it.

The attorney doesn't hear those complaints. The attorney does not know that they put you under the stress and pressure of missing a summary judgment deadline. They just know that it all worked out, and so, next time, they'll get the same result.

OPTION 2: CHANGE HOW YOU RESPOND

If you know you work with a procrastinator, what can you change in how you respond? Try these four things:

1. UNDERSTAND THAT THEY DON'T TEACH MANAGEMENT SKILLS IN LAW SCHOOL

I think we all know this, but it's good to have a quick reminder now and then. Just because the attorney is your boss or supervisor doesn't mean they know how to be a manager. They just want their work done, and no one's ever told them how to do that or how to manage a heavy workload and effectively delegate some of that workload to a paralegal, and do it on a timely basis so that everything is not a rush project.

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DEI Forum: Asian American & Pacific Islander

by Don Adove – LAPA Director at Large

This month the Asian American and Pacific Islander Heritage is celebrated and there is no better way to put the spotlight on us with LAPA's diversity, equity, and inclusivity forum in collaboration with OCPA and SDPA. The discussion forum is moderated by our very own Tony Sipp and

among the esteemed panelist are Jonathan Dang, LAPA President, Milady Cambare, OCPA President, Travis Chow, LAPA Executive Vice President, and Brian Thai a Paralegal Specialist at IRS, a prospering representation of Asian American in the legal field.

When the first question was thrown, it is so edifying that even our panelist who are successful in their own field have had difficulties growing up like not being comfortable in their own skin and hated being who they are. However, those burdens didn't weigh them down, instead they strived to be better. Today, they are the warriors who educate and promotes for diversity and inclusivity.

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THE INSIDE BIZ II - cont. from page 10

2. ESTABLISH CLEAR COMMUNICATION CHANNELS

Communication is the lifeblood of any legal team, but it's also easier said than done. Establishing clear, proactive communication channels with your attorney can mitigate the impact of their procrastination.

An easy way to get the communication channels open is to ask them what their preferred communication method is. We have so many options available to us now, including Slack, Teams, email, phone, text messages, etc. If communication has been a challenge on your team, maybe it's because you're communicating with the attorney using a method that they don't prefer. If they're someone who prefers a phone call and you have been sending long emails that don't get read, then there is no communication channel.

3. DEVELOP A SHARED CALENDAR AND DEADLINE SYSTEM

Shared calendars effectively keep team members aligned on deadlines and priorities. Tools like Google Calendar or Microsoft Outlook allow both you and your attorney to have a clear view of what's due, when it's due, and who is responsible for each task. Research shows that visual planning tools can significantly enhance memory and recall, helping procrastinators keep track of their obligations and reduce the frequency of oversight.

4. GET COPIES OF EVERYTHING THAT COMES IN ON YOUR CLIENT FILES

One of the things that I teach in the Litigation Boot

Camp is to get your eyes on everything that comes in on your cases so that you know there's a deposition scheduled for next month, and you can start pulling things together for it this month.


You could also go into their office and say, "I see we have the XYZ deadline coming up late next week. I'm going to go ahead and get started on that now."

That way, you're not asking them if there's anything you can do to help on the XYZ case. You're saying, you see what's coming up on it, and you'll start doing X.

Asking an open-ended question like "Is there anything I can do to help?" is not going to get you to the top priority for that case that week.

CONCLUSION

We all know that last-minute rush projects do not always result in the best quality of work, and mistakes usually happen when we're working like this. You might not be able to prevent these from happening all the time, but I hope you can reduce the frequency of them with what you learned in this article.

Ann Pearson is the Founder and Director of Training at the Paralegal Boot Camp®. Ann develops training programs exclusively for paralegals and a unique hands-on approach designed to provide practical skills to help them earn more money, increase their job security, and enjoy the work that they do. Before founding the Paralegal Boot Camp in 2010, Ms. Pearson had 20 years of experience in the legal industry, first as a litigation paralegal at a boutique law firm in Sarasota, Florida, and then as a litigation paralegal at Holland & Knight LLP. She later became the paralegal manager at McKenna, Long & Aldridge LLP where she managed the paralegals and case assistants in their Atlanta, New York, and San Diego offices. Connect with Ann on LinkedIn: <https://linkedin.com/in/AnnPearson>. Learn more about the Paralegal Boot Camp: <https://Paralegal-BootCamp.com/about-us>. 



Why Paralegals Need a Strong LinkedIn Profile

by Ivan Zogovic, ACP – LAPA Board Advisor

In my work and volunteer activities I connect with dozens of college, paralegal, and law students, as well as career changers, all interested in personal and professional development. One of the first questions I ask them is “Are you on LinkedIn?” Quite often, the answer is “No, should I be?”

Yes, you should: in today’s digital age, a strong online presence is no longer a luxury, but a necessity, especially for knowledge workers like paralegals.

So, why are some of us not on LinkedIn? After all, the platform is well known, being around since 2003, and recognized as the world’s largest professional network with more than 1 billion members, many being knowledge workers like ourselves.¹ In addition, most schools’ career services recommend using LinkedIn, and there are countless online resources discussing its benefits.²

Privacy concerns are often stated as one reason for staying away, which is understandable. Another is a seemingly daunting process of setting up a proper profile, compared to creating profiles on platforms like Instagram or TikTok.

Be it as it may, I understand both perspectives. Back in the day, I refused social media and ignored LinkedIn invites, even from trusted friends. Then, in 2007, after years of pursuing a career in business I

got a chance to return to the legal field, and quickly realized that LinkedIn offered a powerful tool for rebranding, networking, job searching, and learning. So, I did my “how to” and “best practices” research, created a solid profile, began connecting with legal professionals, following industry leaders, and started sharing relevant content, to build a robust presence that I continue to refine.

Long story short, a recruiter noticed my profile, placed me to a temporary in-house paralegal position (that lasted a year), from which I transitioned to my current, permanent job as a legal analyst at the California Department of Justice.

What worked for me should work for anyone, so here are some key takeaways from my LinkedIn journey that you may find helpful:

• OPTIMIZE YOUR PROFILE:

- Customize your URL (your profile name)
- Include a professional headshot (not a selfie).
- Craft a compelling Headline under your picture - instead of just listing your job title, use the 220 available characters to showcase your specialty or goals, e.g., “Aspiring Litigation Paralegal (eDiscovery Specialist, Legal Project Manager)”
- Customize a Banner at the top of the profile to take advantage of this otherwise empty “billboard” space to promote your brand, achievements, or skills³
- Craft a compelling “About” section that tells your story in first-person
- Utilize the “Featured” section to highlight your academic and professional credentials, such as paralegal certificates or certifications


continued on page 13

AAPI MONTH DEI PANEL RECAP - cont. from page 11

The significance of DEI was emphasized in different views of our panelist. It should start among us; we should be proud and be an advocate of our own heritage. Let us not be discriminative, instead we should lift one another. No one can understand us more than those who wear the same shoes like us. Shutdown hate speech, recognize the contributions, and more representations. If we want to change the way others look at us, we should change the way we look at ourselves. Always remind yourself that we are

not less than who others think we are, we are all equals.

Let us empower Asian American Paralegals and all in the legal field. We will not stop educating and informing everyone about diversity, equity, and inclusivity so join us again in the next DEI forum and broaden your horizon.

Don Adove is currently a Litigation Paralegal and a Notary Public at Brown White & Osborn LLP. His previous work experiences include working for a financial company and family law. He is a Director at Large and Pro Bono chair of LAPA. He graduated in 2021 earning his Certificate in Paralegal Studies from UCLA Extension. 

• **BUILD YOUR NETWORK:**

- If you are creating your first profile, feel free to start with family members, trusted friends, schoolmates, and current or former coworkers
- Continue with classmates and faculty from your paralegal program, legal professionals from your association, and legal recruiters
- Grow your network by connecting with notable legal professionals, speakers, and mentors. After engaging with their content, send a personalized invitation mentioning what drew you to them.
- Important note: LinkedIn offers five free personalized invites per month, so use them strategically for high-value targets. Personalized or generic invites aside, always follow up with a “thank you” message when someone accepts your invitation.

• **SHOWCASE YOUR SKILLS:**


- Promote both transferable “soft” skills applicable to the legal industry and your legal training (“hard” skills).
- Include relevant law-related skills under the “Skills” (e.g., legal research, legal writing). legal tech tools you trained on at school or use at work (e.g., Lexis, Westlaw, Relativity, Clio, etc.), and seek endorsements from trusted connections.
- If you are a student or just starting out, in the “Education” section list your paralegal school and classes to improve keyword searchability for recruiters.

• **ENGAGE WITH CONTENT:**

- If you do not have the time or inclination to create original content, start simply by posting topics from reputable sources, then start adding a few words as your comment on a post. To increase visibility and engagement, tag the author and the subject entity, e.g. a law firm, using “@ name” format.
- Explore Job Opportunities:
- Activate the #OpenToWork option to attract recruiters

Most importantly, keep in mind that we are witnessing a dramatic transformation of the legal industry, influenced by steadily emerging disruptive innovations and technologies, and environmental and social changes. This change offers some perils for laggards, but many opportunities for fast adopters. For those savvy users seeking career advancement or career change, LinkedIn offers a comprehensive toolkit to help them reach their goals. So, invest some time in creating a strong profile and watch your legal career thrive!⁴

1. 51 LinkedIn Statistics You Need to Know in 2024 (hootsuite.com) <https://blog.hootsuite.com/linkedin-statistics-business/>
2. 2024 LinkedIn Guide for Paralegals - Headline Examples, Profile Tips & More (tealhq.com) <https://www.tealhq.com/linkedin-guides/paralegal>
3. Free and customizable LinkedIn banner templates - Canva <https://www.canva.com/linkedin-banners/templates/>
4. Disclaimer: This article is researched and structured with the assistance of Gemini, Google’s version of large language model (LLM) AI tools. LLM is a deep learning algorithm capable of understanding, generating, and performing various natural language processing (NLP) tasks.

Ivan works a Senior Legal Analyst for the Office of the California Attorney General, where he assists its attorneys, and often attorneys from other states and federal government, with complex investigations and litigations of various antitrust matters. He earned his Certificate in Paralegal Studies at UCLA Extension, and his Bachelor of Laws degree at University of Belgrade, Serbia. In addition, Ivan is NALA Certified and Advanced Certified Paralegal, Certified Litigation Support Professional, Certified eDiscovery Professional, and RelativityOne Review Pro certificate holder. Some of his other notable professional engagements include a legal consultant position at the International Criminal Tribunal (ICTY) in The Hague, the Netherlands, a paralegal position with Parsons Corporation in Pasadena, and a volunteer paralegal position with Public Counsel Law Center and ACLU in Los Angeles. Ivan is a member of the Los Angeles Paralegal Association, its current Advisory Board member, a former Board member, and a former NALA Paralegal Certification Exam Review Course instructor. As a strong believer in the importance of continuous personal and professional development, he also volunteers as alumni and student mentor for UCLA Alumni Association, and UCLA Extension Career Programs. Ivan can be reached at 310.259.7703, zogovic.ivan@gmail.com, or <https://www.linkedin.com/in/ivanzogovic>. 



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Curious About Freelance Paralegal Work?

by Jacqueline Loza, JD – Jacqueline Loza Legal & Professional Services

In the dynamic landscape of legal services, the role of paralegals has evolved significantly over the years. Traditionally confined to law firms and corporate legal departments, paralegals are now delving into the realm of freelancing, unlocking an abundance of benefits for both themselves and their clients. The rise of freelance paralegal work is not just a trend; it is a strategic move that offers flexibility, autonomy, and diverse opportunities. Let's explore the numerous advantages of freelance paralegal work:

1. FLEXIBILITY AND WORK-LIFE BALANCE

One of the most appealing aspects of freelance paralegal work is the flexibility it offers. Freelancers have the autonomy to set their own schedules, allowing them to balance work commitments with personal life more effectively. Whether it is caring for family members, pursuing further education, or traveling, freelancing empowers paralegals to design a lifestyle that suits their needs.

2. DIVERSE CLIENTELE AND PROJECTS

Freelance paralegals have the freedom to choose the clients they work with and the projects they undertake. This diversity allows them to gain exposure to different areas of law, industries, and legal practices. From corporations to supporting solo practitioners, freelance paralegals can expand their skill set and knowledge base through varied experiences.

3. REMOTE WORK

Thanks to advancements in technology, freelance paralegals can work from virtually anywhere with an internet connection. Freelance paralegals supporting their clients remotely, broadens their client base, while reducing commuting time and expenses.

4. ENHANCED EARNING POTENTIAL

Freelance paralegals often have the potential to earn higher hourly rates compared to their counterparts

in traditional employment settings. With the ability to negotiate fees based on their expertise and the complexity of projects, freelancers can maximize their earning potential. Additionally, by managing their own businesses, they can streamline operations and minimize overhead costs, leading to increased profitability.

5. PERSONAL AND PROFESSIONAL GROWTH

The freelance model fosters independence and self-reliance, encouraging paralegals to hone their entrepreneurial skills. From marketing their services to managing client relationships and handling administrative tasks, freelancers develop a well-rounded skill set that extends beyond legal expertise. This exposure not only fuels personal growth but also enhances their professional adaptability and resilience.


6. NETWORKING OPPORTUNITIES

Engaging in freelance work provides ample opportunities for networking and building professional connections. By collaborating with attorneys, fellow paralegals, and other legal professionals, freelancers can expand their professional network and tap into referral sources. Active participation in legal communities can lead to valuable partnerships and future business opportunities.

7. GREATER CONTROL AND AUTONOMY

Freelance paralegals have the autonomy to shape their careers according to their aspirations and values. They can specialize in niche areas of law that align with their interests or expertise, without being confined to the priorities of a single employer. This control over their professional trajectory empowers freelancers to pursue meaningful work that resonates with their passions and goals.

In conclusion, the benefits of freelance paralegal work are multifaceted and compelling. From flexibility and autonomy to diverse opportunities and enhanced earning potential, freelancing offers a rewarding alternative to traditional employment in the legal industry. As the demand for legal services continues to evolve, freelance paralegals are positioned to play an increasingly integral role in meeting the diverse needs of clients while enjoying the freedom to thrive in their careers.

Jacqueline Loza holds a JD from Pacific Coast University School of Law and an ABA Paralegal Certificate from Cal State University, Los Angeles. She has over twenty years of corporate experience negotiating and reviewing business contracts and commercial leases. 



Looking Forward Despite COVID-19

by Deena Bowman

Living with the COVID-19 virus has changed our means of enjoying recreational and cultural pursuits. However, good times can still be experienced –albeit in different ways. June brings celebrations of LGBTQIA+ Pride and the Federal holiday Juneteenth.



CELEBRATE PRIDE AT THE DODGER STADIUM

The annual LGBTQ+ Pride Night takes place at Dodger Stadium on Friday, June 14. The Pre-game Pride Party starts at 5:00 p.m.; then the game begins at 7:10 p.m. For more details and to purchase tickets, go to <https://lapride.org/event/lgbtq-pride-night-at-dodger-stadium-2024/>



CELEBRATE JUNETEENTH IN LONG BEACH

Southern California’s premiere Juneteenth event returns on Saturday, June 15, with a day-long celebration of Black history and culture featuring live music, family activities, food trucks, and more. DJ Pee .Wee (also known as popular music artist Anderson .Paak) will be headlining the festival.

In addition to musical acts, the main stage will host a Black Greek step show featuring local African American fraternities and sororities.

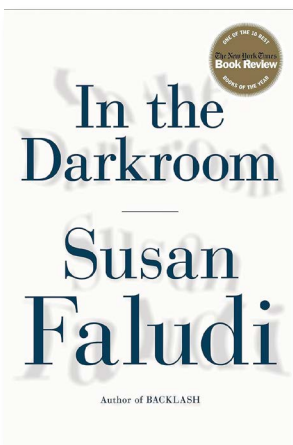
The festival takes place from 10:30 a.m. until 8:00 p.m. at Long Beach’s Waterfront, at Rainbow Lagoon Park, located at 400 E. Shoreline Dr. The event is free; however, tickets are required for entry into the festival. Complimentary tickets are available online via Eventbrite. VIP tickets for \$80 and reserved tables for \$800 are available at the same link. <https://www.eventbrite.com/e/the-2024-long-beach-juneteenth-celebration-tickets-804385838697>

Deena Bowman is a Senior Legal Analyst at the State Compensation Insurance Fund in Glendale, California. Deena earned her paralegal certificate from the University of West Los Angeles, and she was a former Director at Large with LAPA.

LAPA READING CORNER

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

by Deena Bowman



In the Darkroom

by Susan Faludi

What if you discovered that the father you thought you knew had created a new identity from what you remember. In her book, *In the Darkroom*,

Pulitzer Prize-winning journalist and bestselling author Susan Faludi documents her confrontation and exploration of her long-estranged father, which started in the summer of 2004. Faludi traveled to Hungary to reunite with her 76-year-old father and learned that he had undergone sex reassignment surgery. Her investigation into her father’s past and how it influenced his role as the violent parent she had known becomes intertwined with a maze of dark histories and dangerous politics in a country that was undergoing its own identity crises.

2016, 417 Pages, New York: Metropolitan Books, Henry Holt & Company \$32.00 hardcover. Also available for checkout from the Los Angeles Public Library in book form, e-Book, and e-Audiobook.



A monthly column where sponsors and/or vendors share helpful hints

Non-Lawyer? More Like Non- Starter: Why Using the Term Is a Jab At Equality And Dignity

by Chere B. Estrin – CEO Estrin Legal Staffing

Legal Apartheid: The Poisonous Impact of the ‘Non-Lawyer’ Label on Professional Equality

There is a petition going around to strike the term “non-lawyer” from use by the ABA. I can’t help but stick my two cents in:

“The use of the term “non-lawyer” creates an artificial hierarchy within the legal profession. It implicitly suggests that only licensed attorneys hold value or expertise within the legal realm, while others are relegated to a subordinate status.” Rich Bracken, DeAnna Papedis, *Legal io*

In the intricate world of law, where language holds immense power, **the term “non-lawyer” stands out not for its inclusivity, but for its exclusivity.** It’s a label that reeks of hierarchy, **casting those it describes into a shadow of what they are not, rather than illuminating what they are.** This linguistic relic perpetuates a caste system within legal support roles, unjustly positioning certain professionals as secondary to the omnipotent “lawyer”.

The use of “non-lawyer” is not merely a matter of semantics; it’s a symptom of a broader issue within the legal profession. **By prefixing roles with “non”, we implicitly suggest that the only significant figure in the legal landscape is the lawyer.** Paralegals, legal assistants, and other support staff are relegated to a subordinate position by the very language used to describe them.

Consider the qualifications and expertise of many individuals labeled as **“non-lawyers”**. They hold degrees, certifications, and sometimes even post-graduate qualifications. They **bring a wealth of knowledge and skill to their roles**, often serving as indispensable members of legal teams. Yet, despite

their contributions, they are reduced to a prefix that diminishes their status and importance.


To illustrate, you would not call a nurse a “non-doctor”; you would not call a teacher a “non-principal” and more importantly, you would not call an associate a “non-partner”.

Furthermore, the argument that the term is necessary for clarity falls short upon scrutiny. The public is not as simplistic as some may suggest. They are capable of understanding and adapting to new terminology. Just as “legal secretary” evolved into “legal assistant” and now “legal support specialist”, and “legal assistant” was no longer synonymous with “paralegal”, so too can we move beyond the limitations imposed by the term “non-lawyer”.

Moreover, the evolution of terminology within the legal profession itself demonstrates the malleability of language and its capacity to reflect changing attitudes. As the legal field and the public alike adapted easily to changes in terminology, so too can we discard the outdated and divisive label of “non-lawyer”.

Ultimately, the eradication of “non-lawyer” isn’t just about semantics; it’s about equality and respect within the legal profession. It’s about recognizing the invaluable contributions of all members of the legal team, regardless of their title or prefix. **It’s about dismantling the caste system that relegates certain individuals to a position of lesser importance.**

So, let us move beyond “non-lawyer” and embrace a more inclusive and empowering language that reflects the true value of every individual within the legal profession. Only then can we truly achieve equality and respect for all.

Chere Estrin has over 20+ years of experience in the staffing arena, including executive positions in law firms, litigation support companies, and the legal staffing divisions of a \$5billion publicly held corporation. She is CEO of Estrin Legal Staffing, a nationwide staffing organization. Ms. Estrin was founder of the Paralegal Knowledge Institute, an online CLE organization. She publishes the prestigious digital magazine, KNOW, the Magazine for Paralegals, and is the former Editor-in-Chief of Sue, the Magazine for Women Litigators. She is also the author of 10 books about legal careers for attorneys and legal professionals. Ms. Estrin’s contributions to the legal industry have been significant, and she continues to play an active role in shaping the future of legal staffing and training. She writes the popular award-winning blog, The Estrin Report, and has been interviewed by CBS News along with many top publications, such as The Wall Street Journal, Fortune Magazine, Forbes.com, Los Angeles Times, Entrepreneur Magazine, Newsweek, The Chicago Tribune, The Daily Journal, ABA Journal, Above the Law, ALM, Law360 and many others. She has also been a speaker for many prestigious organizations and written hundreds of articles. She has the distinct honor of being a LAPA Lifetime Achievement Award recipient. Chere can be reached at Chere@EstrinLegalStaffing.com. 

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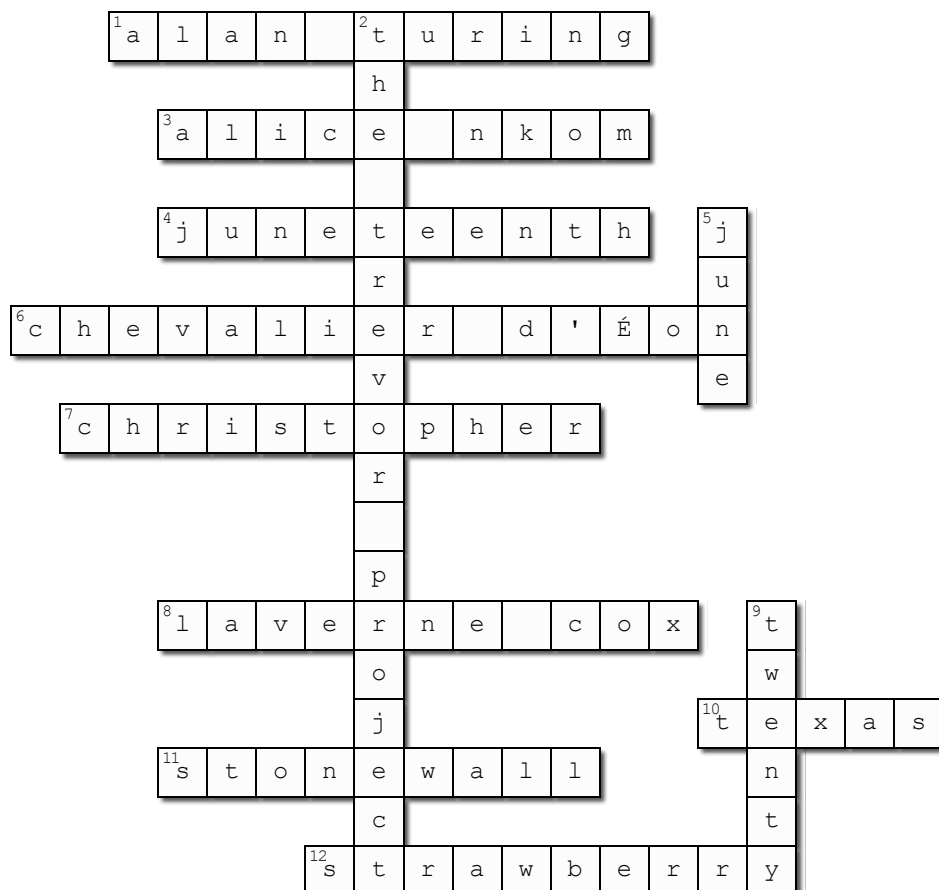


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LAPA'S CROSSWORD PUZZLE - cont. from page 8



ANSWER KEY

ACROSS

1. Alan Turing
3. Alice Nkom
4. Juneteenth
6. Chevalier d'Éon
7. Christopher
8. Laverne Cox
10. Texas
11. Stonewall
12. Strawberry

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2. The Trevor Project
5. June
9. Twenty

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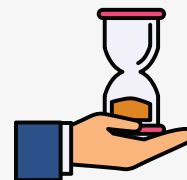
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Child Welfare in Los Angeles County



As of January 2021, there are 38,243 children/youth in the Los Angeles Child Welfare System.



Most children are in the child welfare system for about 2+ years.

Black & Hispanic children encompass

81.5%

of children/youth in care.

High turnover rates in child welfare professions create gaps in knowledge and care, and limit youths' access to consistent and appropriate supports.



In an overwhelmed system, L.A. County professionals face the daunting task of making complex, life-changing decisions about a child/youth's overall well-being.

The Solution? The Essential History Program!

The Essential History Program aims to help social workers, attorneys and judges make trauma-informed decisions about the young people they serve. Through this program, a CASA volunteer reviews the entirety of a child/youth's case file and produces an objective and comprehensive report that highlights key historical events for the young person while in the system.



Program Goals

- Reduce time youth is in the child welfare system
- Improve outcomes for youth in the areas such as: permanency, mental health, education and social supports
- Ease changes/transitions for service providers
- Reduce burnout and compassion fatigue for child welfare professionals
- Consolidate information to observe data trends in the child welfare system
- Create systematic change towards healthier and equitable systems

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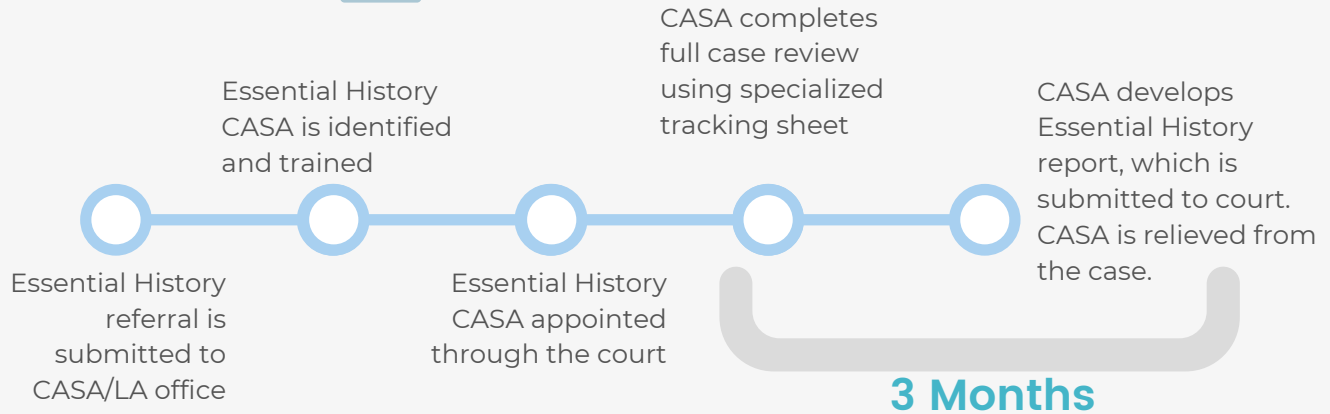
Essential History Program



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Process & Timeline



The Report

Objective & Neutral Language

Information is retrieved from case documents with no additional bias/interpretation.

Strengths-Based

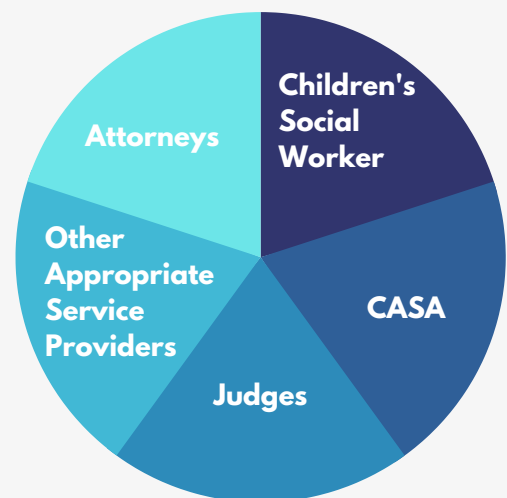
Focus is kept on not creating a negative perception of the youth

Report Content

Report Covers Risk & Protective Factors in the areas of:

- Permanency
- Physical Health
- Mental Health
- Education
- Family & Social Supports

Who Can Access the Report?



Questions?

essentialhistory@casala.org
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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 2022. 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.



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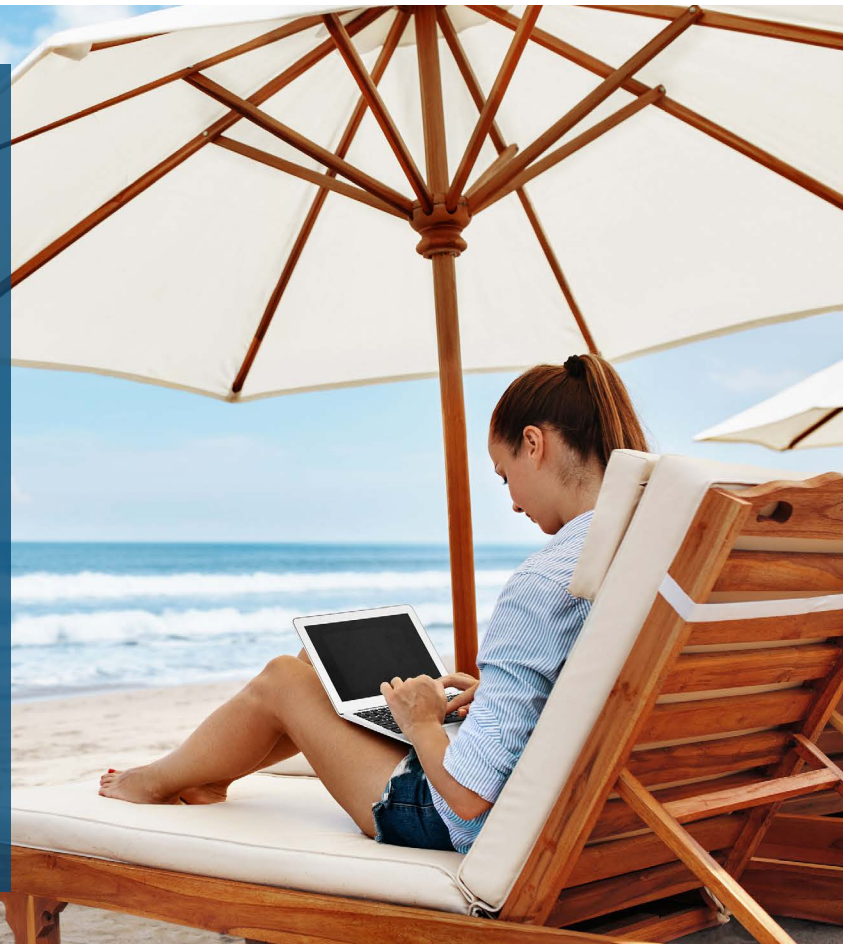
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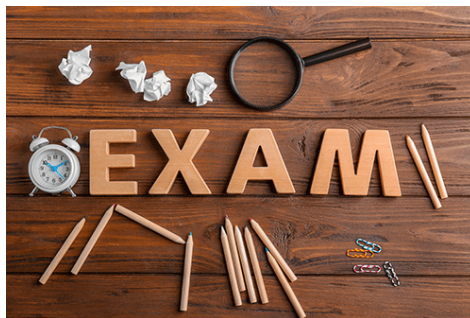
Course	Dates	# Wks	Days/Times	Modality
NC.PLGL-001 Knowledge	6/4/24 – 7/23/24	8	Tuesdays 6:00pm – 8:30pm	LIVE/via Zoom
NC.PLGL-002 Skills	6/8/24 – 7/27/24	8	Saturdays 9:00 – 11:00am	LIVE/via Zoom

Location: Virtual/LIVE/via Zoom

Registration: Free to California residents

To Register: www.canyons.edu/freeclasses

Assistance with registration: Call (661) 362-3304 or email freeclasses@canyons.edu



These study courses are noncredit, and are not affiliated with the ABA-approved Paralegal Studies program. The ABA stresses that paralegals may not provide legal services directly to the public except as permitted by law.

**LAPA UPSKILLING
SERIES: ELEVATE - MASTERING
SOFT SKILLS FOR SUCCESS
(NON MCLE EVENT)**



**11 JUNE,
2024**

6:00 - 7:00PM

**KELLI
RADNOTHY**
SPEAKER



Members - Free

You are cordially invited to join LAPA on October 19, 2024 for its annual October Conference!



"Dream it, forge your own path to it. Greatness has never taken more than two steps."

We have some informative educational sessions planned for you this year; stay tuned for additional information as plans unfold into a phenomenal 2024 October Conference.

Need ethics CLE, we've got you covered.

Wants to learn something new, we've got you covered.

Want to enhance you knowledge in your practice area, we've got you covered.

Want to network, this is the scene for you.

Keep an eye on the event page of LAPA's website, as registration will be opening soon. Take advantage of early bird pricing.

We hope to see you there!



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.

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, 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.



Join one of the nation's premier paralegal associations:

The Los Angeles Paralegal Association

Please visit www.lapa.org for detailed information about LAPA membership benefits.

Serving the Legal Community
SINCE 1972



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 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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Visit: <https://www.lapa.org/news>
to see previous publications.

Questions or Submissions please send to
Mariana Lui at mariana.s.lui@gmail.com.

Deadline to submit Articles or Ads is
the first of the month by 9pm to be considered
for the following issue.

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Save 15 – 50 percent* on many dental services — from cleanings to root canals, crowns and braces.

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- LASIK surgery and chiropractic care
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Visit www.lapa.org and go to the Member Benefits page.

*Actual costs and savings may vary by provider and geographic location.

The Vital Savings by Aetna® program (the "Program") is not insurance. The Program provides members with access to discounted fees pursuant to schedules negotiated by Aetna Life Insurance Company for the Vital Savings by Aetna discount program. The Program does not make payments directly to the providers participating in the Program. Each member is obligated to pay for all services or products but will receive a discount from the providers who have contracted with the Discount Medical Plan Organization to participate in the Program. Aetna Life Insurance Company, 151 Farmington Avenue, Hartford, CT 06156, is the Discount Medical Plan Organization.

Discount program information is subject to change.

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SAVE THE DATE
for
LAPA'S Annual October Conference!
"NAVIGATING YOUR CAREER PATH"

When : Saturday, October 19, 2024

Time : 8:30am – 3:30pm

Location : Omni Los Angeles Hotel
251 South Olive Street
Los Angeles, CA 90012



We look forward to seeing you.
Mark your calendar and stay tuned for further details!