



**IN REVIEW...**

- 1 **Workplace Bias:** *Professionalism as a Racial Construct*
- 1 **President's Message:** *Staying Connected and Inspired This Summer*
- 13 **Paralegal Studies – Academic Year 2024-2025:** *Completers of ABA-Approved Paralegal Studies Program – Congratulations!*
- 14 **LAPA MCLE Seminar Recap I:** *ABA Model Rule 1.1 and You*
- 15 **LAPA Career Insight:** *From Support Role to Strategic Partner: Redefining the Paralegal Identity in 2025*
- 17 **LAPA's Crossword Puzzle:** *Complete the crossword puzzle and learn some interesting facts about Pride Month!*
- 18 **Student Perspective:** *The Ongoing Housing Crisis and Eviction Law Updates in L.A. County*
- 19 **LAPA Queer Pride:** *Making Space for Trans/Nonbinary Colleagues in Legal Workplaces*
- 22 **Pro Bono Corner:** *Legal Volunteering in Los Angeles: Opportunities to Give Back this Summer*
- 24 **In The Time of COVID-19:** *Looking Forward Despite COVID-19*
- 24 **LAPA Reading Corner:** *Cleavage: Men, Women, and the Space Between Us*
- 25 **LAPA MCLE Seminar Recap II:** *Benefits and Burdens of Artificial Intelligence Through a Legal Lens*
- 26 **Paralegal Perspectives:** *A Glance Into Their Lives: Mariana Lui, CEDS*
- 28 **LAPA MCLE Seminar Recap III:** *Hot Topics in Real Estate Law*

**ALSO IN THIS ISSUE:**

Calendar of Events	3
LAPA Career Center Info	11 / 16 / 31
NALA Certification Ad	21
Newsletter Submission Ad	23 / 48
LAPA Oct. Conf. Ad	30 / 43
LAPA Crossword Puzzle Answer Key	31
LAPA Newsletter Advertising Ad	32
CASA Essential History Program Ad	36-37
LAPA Diversity & Equality Statement	38
Freelance Paralegal Listing Flyer	38
NALA/College of the Canyons CP Ad	39
LAPA MCLE Seminar Ad	40
LAPA Volunteer With Us Ad	41-42
LAPA Members Only Benefit Ad	44
Bet Tzedek Volunteers Flyer	45
LAPA's New & Renewing Members	46
LAPA Member Benefit Health Insurance	46
LAPA Board of Directors	47
Sections, Committees & Other LAPA Info.	47
LAPA Member Benefit Dental Insurance	47

**WORKPLACE BIAS**



## Professionalism as a Racial Construct

by Leah Goodridge

**ABSTRACT**

This essay examines professionalism as a tool to subjugate people of color in the legal field. Professionalism is a standard with a set of beliefs about how one should operate in the workplace. While professionalism seemingly applies to everyone, it is used to widely police and regulate people of color in various ways including hair, tone, and food scents. Thus, it is not merely that there is a double standard in how professionalism applies: It is that the standard itself is based on a set of beliefs grounded in racial subordination and white supremacy. Through this analysis, professionalism is revealed to be a racial construct.

This essay examines three main aspects of legal professionalism: (1) threshold to withstand bias and discrimination, (2) selective offense, and (3) the reasonable person standard. Each Subpart starts with a day in my life as an attorney to illustrate how these elements play out. The final section details ways to disrupt professionalism as a racial construct. *continued on page 3*

**PRESIDENT'S MESSAGE**



## Staying Connected and Inspired This Summer

by Travis Chow – LAPA President

Summer is here, as the days heat up and daylight stretches longer into the evenings, I'm reminded of the power of renewal and reflection — not only in nature but in our professional lives as well.

Summer offers a valuable opportunity to pause, recharge, and reconnect — with ourselves, our colleagues, and our commitment to justice and service. Whether you're planning a well-deserved vacation, attending continuing legal education (MCLE) events, or simply taking time to reflect on your professional goals, this season is a chance to cultivate both personal and professional growth.

*continued on page 2*

In the spirit of summer energy and optimism, LAPA continues to grow and thrive. Over the past few months, we have seen tremendous engagement through seminars, OUR Spring Career Conference, resume workshops, mentorship opportunities, and community outreach. These events not only strengthen our skills but also the bonds that make our paralegal community so special.

June is packed with exciting events, from continuing legal education workshops to networking events designed to strengthen our community and our profession. On **May 31** we are joining our friends at the Orange County Paralegal Association as we help the Orange County Food Bank for a volunteer event. On **June 12**, we will have a MCLE focused on "Burnout Prevention and Sustainable Wellness Strategies for Paralegals." On **June 23**, we will be hosting an MCLE seminar on "The Ethical Use of Graphics at Trial." Also, stay tuned for our Summer Mixer! On **July 17**, we are hosting an MCLE on "Moving from Defensive to Supportive Communication." On **August 16**, we

JOIN LAPA ON...     & [WWW.LAPA.ORG](http://WWW.LAPA.ORG)

## LAPA REPORTER

*The Reporter* is published monthly by the Los Angeles Paralegal Association. The news and views presented express the authors' views and not necessarily those of LAPA. Publication of any article or advertisement does not imply endorsement of the opinions, products or services offered. LAPA assumes no responsibility for verifying facts offered by contributing authors or in reprinted articles. Readers should consider information contained in these articles as guidelines to be independently confirmed as to timeliness.

©2025 Los Angeles Paralegal Association. All rights reserved.

### 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.

are volunteering at the Union Rescue Mission. *Please visit our website to sign up for all our events!*

LGBTQ+ Pride Month, celebrated every June, is a time to honor the resilience, diversity, and contributions of the LGBTQ+ community. Throughout the month, people come together in parades, events, and educational initiatives to celebrate love, identity, and equality, while also continuing the push for acceptance and justice for all. Pride is both a joyful celebration and a powerful reminder of the ongoing struggle for LGBTQ+ rights around the world.

Juneteenth marks the end of slavery in the United States. Juneteenth is a time to honor Black history, culture, and resilience through reflection, education, and community gatherings. It serves as both a celebration of freedom and a reminder of the ongoing work toward racial justice and equality.

Let's also take a moment to recognize and appreciate the resilience and dedication that each of you brings to your roles. The legal profession demands excellence, compassion, and diligence — and paralegals consistently rise to meet that challenge. Wishing each of you a safe, joyful, and enriching summer. Whether you're enjoying a quiet moment or preparing for a new case, may this season bring you inspiration.

If you're interested in contributing to the LAPA Reporter, we'd love to hear from you! Also, if there's something specific, you'd like to hear from us, don't hesitate to reach out. Thank you for YOUR hard work, YOUR dedication, and YOUR commitment to excellence.

*Travis Chow is currently the Paralegal Coordinator at Collins + Collins LLP. Prior to this role, he freelanced at several private practice firms in Southern California. He holds certifications as a Social Media Intelligence Expert and Cyber Intelligence Professional, and he is also a licensed California Realtor and Notary Public. With the support of the Walter T. Shatford and San Gabriel Valley Bar Association Legal Scholarship, he earned a Paralegal Certificate from Pasadena City College, along with an associate degree in Social Behavioral Science, Humanities, and Paralegal Studies. Additionally, he obtained a Paralegal Certificate and a bachelor's degree in Legal Studies from the University of La Verne. *

## CALENDAR OF EVENTS

### JUNE

- 4- **LAPA Executive Board Meeting** – Conf. Call; Contact Travis Chow at [president@lapa.org](mailto:president@lapa.org).
- 11 - **LAPA Board Meeting** – Contact Travis Chow at [president@lapa.org](mailto:president@lapa.org).
- 12- **MCLE: LAPA Seminar - Burnout Prevention and Sustainable Wellness Strategies for Legal Professionals** – Online via Zoom; 12:00-1:00 PM; Go to <https://www.lapa.org/event-6201632> for updates, more information & to register.
- 21 - **OC Rescue Mission - Volunteer With Us!** – Village of Hope, Tustin; 9:00-11:00 AM; Go to <https://www.lapa.org/event-6211691> for updates, & more information.

### JULY

- 2- **LAPA Executive Board Meeting** – Conf. Call; Contact Travis Chow at [president@lapa.org](mailto:president@lapa.org).
- 9- **LAPA Board Meeting** – Contact Travis Chow at [president@lapa.org](mailto:president@lapa.org).

### AUGUST

- 6- **LAPA Executive Board Meeting** – Conf. Call; Contact Travis Chow at [president@lapa.org](mailto:president@lapa.org).
- 13 - **LAPA Board Meeting** – Contact Travis Chow at [president@lapa.org](mailto:president@lapa.org).
- 16 - **Union Rescue Mission - Volunteer With Us!** – Union Rescue Mission, Los Angeles; 10:00 AM -2:00 PM; Go to <https://www.lapa.org/event-6178368> for updates, & more information.

## WORKPLACE BIAS - *cont. from page 1*

### INTRODUCTION

On a Friday afternoon, I appeared with a colleague in New York City Housing Court on behalf of a client in an eviction proceeding. Aside from the unfortunate nature of the case, it was supposed to be a routine court appearance. But Housing Court is known to be unpredictable, and that afternoon, it lived up to its reputation. While appearing before the judge, opposing counsel—a white woman—yelled at me, interrupted me, talked over me, sighed and rolled her eyes when I spoke. Before this appearance, we had only seen each other in passing. Dumbfounded, I spent half of the time making legal arguments and the other half wondering whether my presence in court, as a Black woman, was the main factor in the attorney’s scorn. Curiosity inched closer to certainty when I learned that my junior colleague, who is white, appeared by herself on the same case just weeks before. We danced around it—“That was ridiculous!” “Oh man, Housing Court”—until we finally made our way to: “She wasn’t like that with me. She treated me with respect.”

That weekend, still reeling from humiliation, I reimagined the court appearance. Would I have appeared too sensitive if I said that opposing counsel’s conduct is racist? Is it professional to use the court’s time to address racism and misogynoir when the negotiations for my client are still in progress? The answers were unclear, but what was certain was that if I had behaved like opposing counsel, I would have been seen as unprofessional and aggressive, and likely admonished by the judge.<sup>[1]</sup> Professionalism was a one way street—it applied to me but not my opposing counsel.

I wanted to scream. I wanted to tell both the judge and opposing counsel that they upheld systems of racial hierarchy. I did not. Instead, I shouted words on paper.

These words are my screams.

I am one of the 4.7 percent of Black attorneys in the United States<sup>[2]</sup> and have been practicing law for the past decade.<sup>[3]</sup> In this essay, I question whether professionalism is a tool to subjugate people of color in the legal field. Professionalism encompasses: (1) communication style, (2) interpersonal skills, (3) appearance, (4) how well a person adheres to the standards of their field and employer, and (5) efficacy at the job. Through this analysis, professionalism is revealed to be a racial construct.

The canon of Critical Race Theory shifted the understanding of racism from intentional hatred by individual actors to a set of systems and institutions that produce racial inequality and subordination.<sup>[4]</sup> Criminal justice is a system of laws and individuals who enforce them. While everyone is beholden to the laws, the criminal justice system disproportionately ensnares people of color within its grasp, resulting in harsher punishment. Similarly, professionalism is a standard with a set of beliefs about how one should operate in the workplace. While professionalism seemingly applies to everyone, it is used to widely police and regulate people of color in various ways including hair, tone, and food scents.<sup>[5]</sup> Thus, it is not merely that there is a double standard in how professionalism applies; it is that the standard itself is based on a set of beliefs grounded in racial subordination and white supremacy.

*continued on page 4*

In Part I, I examine three main aspects of legal professionalism: (1) threshold to withstand bias and discrimination, (2) selective offense, and (3) the reasonable person standard. Each Subpart starts with a day in my life as an attorney to illustrate how these elements play out. Professionalism in the legal industry often carries the silent expectation that people of color, women, people with disabilities and people who identify as LGBTQIA have a high threshold to withstand discrimination.<sup>[6]</sup> Professionalism as a racial construct is not limited to attorneys and paralegals—it also extends to individuals participating in the legal process. For example, Black people have been excluded from serving on a jury because they “failed to make eye contact, lived in a poor part of town, had served in the military, had a hyphenated last name, displayed bad posture, were sullen, disrespectful or talkative, had long hair, wore a beard”—many of which are under the guise of professionalism.<sup>[7]</sup> In addition, I discuss how harmful and racist behavior in the legal profession are normalized to the point that challenges to such conduct are seen as unprofessional. Lastly, I analyze how the law functions in a colorblind fashion, having the effect of making any emphasis or focus on race seem impolite or—unprofessional. In Part II, I explore recommendations of how to deconstruct professionalism as a tool of white supremacy.

## I. Constructing the Concept of Professionalism in the Legal Profession

### A. Bias and Discrimination Threshold

In June 2018, a group of legal service organizations sent a letter to the Supervising and Administrative Judges of Housing Court. Typewritten words on paper laid bare the experiences that many tenant attorneys and paralegals endured for years: over eighty examples of alleged bias, microaggressions and incivility which took place in Bronx Housing Court by landlord attorneys, court clerks, officers and judges.<sup>[8]</sup> The purpose of the letter was to demand accountability. As a result, the Supervising Judge convened a meeting for tenant and landlord attorneys to discuss bias and incivility.

More than anything, this meeting revealed that there were at least two perceptions of what it meant to be a professional attorney. In one view,

an attorney’s inability to laugh and move along from microaggressions indicated that they were too unpolished or hypersensitive for the field. In the other, an attorney was race and equity conscious and when those norms were eschewed, readily called for accountability to create a workable and inclusive environment. During the meeting, it became clear that the former had been the standard for many years.

Professionalism was based on the notion that one withstood microaggressions and bias with grace and lightheartedness. The higher the threshold one had to tolerate bias, the more polished the attorney or paralegal appeared. This was particularly the case for women,<sup>[9]</sup> people of color, LGBTQIA people, and people with disabilities. Professionalism as a racial construct manifests itself in two ways. First, that professionalism is measured by how well a person adapts to a hostile work environment is in of itself a racial construct because that system is built for people of color to fail. Second, that professionalism incorporates the ideology to have a thick skin manifests as a racial construct because even the definition of thick skin aligns with who holds the most power. For example, if attorneys on the receiving end of microaggressions, bias, and racism are considered sensitive for not laughing along, why are the attorneys who engage in harmful behavior not also considered sensitive for their inability to handle criticism about their conduct? Thus, even in defining tolerance, whose feelings are prioritized and validated and whose are minimized within the context of professionalism shapes the narrative that people of color—not their white peers—need to develop thicker skin.

It was not coincidental that this meeting took place almost a year after the passage of the right to counsel law, which provides low-income tenants the right to free legal representation.<sup>[10]</sup> With the city’s investment, there was a new legion of attorneys and paralegals of color in court that stood apart from the mostly white male landlord bar, many of whom had practiced in housing court for a decade or more prior to the demographic shift.<sup>[11]</sup>

These views on professionalism were not neatly cut along landlord and tenant attorney lines, or even by race. There were larger issues at play here. In the American capitalist economy, enduring a toxic and

*continued on page 5*

abusive work environment can be a rite of passage in some workplaces. Even in the sphere of public interest law, a gripe about the astronomical case dockets could be met with quips that “back in my day, I had two times as many cases.” In both the nonprofit industrial complex and law firms, the measure of a good attorney was not only how much of an impact they had on their clients’ lives, but also the quantity of cases they were able to handle at once.<sup>[12]</sup> In fact, some would say that a high number of cases is the impact. Beyond enduring microaggressions, racism and other discriminatory behavior, there seemed to be a wider expectation to tolerate abusive practices that was woven into the fabric of the American workforce.

In an attempt to navigate Housing Court better, I sought guidance from Black attorneys whom I admired and revered. They all practiced in different areas of law for over a decade. Their advice all started with “Don’t let them make you look unprofessional.” I spoke with at least ten Black attorneys with decades of experience in courtrooms and every single one understood and iterated that despite white opposing counsels or peers acting in the most inappropriate and unprofessional manner, I was the one who would look unprofessional if I came close to or matched their behavior. Professionalism did not apply to them, but it applied to me. Moreover, since racism permeated the profession, consistently complaining or challenging it would not necessarily indicate that it was pervasive; instead it would likely reflect that I was not cut out to be an attorney.

None of these attorneys advised me to file grievances. Racism is a reality and dealing with it meant survival. Survival meant avoiding direct challenges to racism which could lead to negative career consequences. Reflecting on their words, it became clear to me that they began their legal careers at a time when there were even fewer Black attorneys, and in the aftermath of the Civil Rights Act and other laws. There had been so much fight to get their foot in the door that appearing unnerved was not an option. Most advised indirect ways to challenge macro- or microaggressions—speedy, humorous comebacks in response to certain situations to assert dominance and show I was impermeable to anyone’s discomfort of my existence. If I was mistaken for my client or any other Black person, a response could be, “Well, I can tell you apart from Brad Pitt. Now, where’s the rent breakdown, Charles?”

I followed their approach, but its effectiveness quickly wore off. At the time, I was a new staff attorney making \$50,000 with a docket of nearly forty eviction cases. I was navigating my own emotions of sometimes overhearing in Spanish in court “I’m getting evicted but at least I’m not Black,” and dealing with helping many of those same tenants navigate the bureaucratic maze of government agencies. The job presented a rude awakening that the role of staff attorney also included hidden duties such as social worker, government agency advocate, and case administrative coordinator. Given the breadth of the position, I did not have the energy or bandwidth to engage in witty banter with opposing counsel during routine negotiations—it felt like playing the sassy Black woman and providing a form of entertainment where I was not the one amused.<sup>[13]</sup>

Moreover, the societal expectation of Black forgiveness seemed to be endemic to having a thick skin in the workplace.<sup>[14]</sup> Fear of Black rage spurred vagrancy and loitering laws, after all.<sup>[15]</sup> Black forgiveness soothed anxiety that there was not any rage, thus hug your brother’s murderer, proclaim a church bomber has been forgiven—be gracious and dignified. The question remained: Why did I have to build my tolerance threshold to acclimate to a hostile environment but the people creating that environment could remain the same?

Perhaps the greatest irony is that the threshold standard is seen in the remedy for discrimination itself. The American Bar Association adopted a rule that incorporated discrimination as misconduct. Under 8.4(g), it is professional misconduct for a lawyer to:

“

[E]ngage in conduct that the lawyer knows or reasonably should know is harassment or discrimination on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status or socioeconomic status in conduct related to the practice of law.<sup>[16]</sup>

*continued on page 6*

Most states have adopted the ABA's rules on professional conduct, thereby incorporating a measure for disciplinary procedures. The Chair of the Committee on Standards of Attorney Conduct of the New York State Bar Association stated: "Although Rule 8.4(g) does not expressly state that a complainant must exhaust administrative and judicial remedies before filing a discrimination complaint with a grievance committee, that is how the rule operates on a practical level."<sup>[17]</sup> The expectation to exhaust all remedies before filing a complaint under the rule effectively operates to force individuals to withstand bias and discrimination for a longer period of time than they would if they immediately sought relief. The abusive conduct is deprioritized, and the burden is placed on the complainant to prove that they tolerated a sufficient amount of it.

One of the main mistakes of the legal profession is to approach bias and discrimination complaints as personality conflicts. For example, sexual harassment in a legal office may be seen as two attorneys who do not get along rather than one lawyer harassing the other. Since attorneys, particularly from a marginalized group, are expected to have a high threshold to absorb bias, the imbalance of power in these situations may be ignored. The same happens in the courtroom. In my case when opposing counsel yelled and talked over me, the judge kindly asked her at least eight times to allow me to finish my sentence. There was no admonishment: "If you do not stop, I will hold you accountable, hold you in contempt, or stop the proceeding." Instead, it appeared as two attorneys sparring during a case rather than abusive and unprofessional behavior that should be addressed to prevent further disruption. Treating racist, misogynistic, transphobic, or other discriminatory behavior as two people in disagreement equalizes behavior where there is often an imbalance of power. The effect is that it allows the decisionmaker—whether it be a judge or head of a legal office—to avoid taking responsibility for stopping the unprofessional conduct.

**B. Selective Offense:  
Constructing What Is Unprofessional**

In a meeting, a white male colleague called me derogatory names. I reacted the way many do during

an attack: I froze. This behavior was not new for him and as it wore on, my bias threshold reached its capacity. Later that day, I challenged his behavior openly as misogynistic and racist. He was clearly unprofessional—or so I thought. As I sat in various conversations processing while simultaneously explaining what happened, reality slowly sunk in that his behavior was not offensive to everyone. Lips moved, but I only heard garbled words in twos: "team player," "get along," "minor bump," "take personally," "right approach." These words pieced together an ugly truth—one that my elders long warned. Some are more offended by a Black woman challenging racism than by a white person perpetuating it.

Selective offense is the normalization of racist, misogynistic, ableist or otherwise discriminatory behavior while the denunciation of said behavior is seen as disruptive. For example, this is seen when employees sit in meetings for months or years with a known problematic colleague who engages in harmful racist, misogynistic, or transphobic behavior and take no action to meaningfully admonish or halt the behavior; yet the same employees are suddenly—or selectively—offended when someone from a marginalized group challenges the problematic employee's behavior. This manifests professionalism as a racial construct because the problematic employee who engages in racist, misogynistic, or transphobic behavior is not deemed unprofessional, yet the tone, approach, and timing of the person who challenges said behavior is so scrutinized.<sup>[18]</sup>

There are four stages to selective offense. First, people minimize and fail to admonish the harmful behavior. Second, people impute charm or innocence to the harmful behavior. Even the most clear-cut inappropriate behavior could be likened to humor or quirk. Not deemed harmful, it is instead attributed to the personality of the person perpetuating the harm. The distinction between personality and behavior is crucial because many believe a person can correct another's behavior—but not their personality. Third, people accept the harmful behavior. Fourth, any challenges to the harmful behavior are seen as a personal character attack rather than rectifying harm.

During my tenure in the legal field, I have observed how these four stages unfold, particularly when the

*continued on page 7*

person engaging in harmful conduct is a white male. Once in conversation with attorneys, one mentioned a white male judge who was known to have a moody disposition. He remarked with a chuckle, “We call him Grumpy Grandpa.” The judge’s disgruntled disposition was transformed into a charming quirk that humanized him. For all intents and purposes, his behavior was unprofessional. A judge’s demeanor is essential to the role, especially when interfacing with litigants who are traumatized or stressed by the eviction process. Yet not only was the harmful effect ignored, it was turned into an attribute of his personality. There is also another layer as to why this harmful behavior is attributed to charm or humor. The act of humiliating, regulating, or rebuking people of color, especially in a public setting, has historically been a form of entertainment. From lynching as an American pastime to interactions with the police to degrading interactions in the workplace, inflicting pain on people of color is a public sport. Thus, when a person perpetuates this harm, they are seen as humorous because their actions are amusing for some to watch.

This begged the question: If a person of color or woman judge came in every day for years with a grouchy disposition, would they also be likened to charming or would they be perceived as unprofessional and temperamental?<sup>[19]</sup> Conversely, I have also observed some judges of color attempt to implement order in their courtrooms by chiding attorneys who engage in conduct that is racist, misogynistic, or otherwise discriminatory. In response, their judicial temperament and bias threshold are scrutinized as much or more than the attorneys’ harmful conduct. It is yet another example of how inappropriate behavior is normalized.

An additional contributing factor to selective offense is the use of public interest work as cover for racism or bias. Why challenge a person’s harmful behavior when they are supposedly doing the work of social or racial justice?<sup>[20]</sup> The “my best friend is Black” defense to allegations of racism becomes “my clients are Black,” “my staff is Black,” or “my courtroom litigants are Black.” Proximity to people of color or any marginalized group is weaponized to inoculate the person engaging in harmful conduct. And so it becomes offensive and even unprofessional when a person identifies racism against such a person. The spoken truth: “I’m not like the virulent racists on our

TV screen.” The unspoken truth: “I could be like them thus I deserve recognition for even moderately attempting to be racially aware.”

### C. Justice Is Blind and the Reasonable Person Is White

On June 1, 2020, I learned that police officers killed a Black man in Minneapolis. Against my better judgment, I watched the video of the murder circulating on social media. The video depicted hatred, violence, and a visual display of antiblackness.

During the first days after George Floyd’s murder, I questioned whether everyone watched the same video. There was unusual silence in the American workplace, including the legal sector. I am part of many different communities in the legal profession such as working groups, boards, and coalitions. Routine business emails continued. Since I spent years internalizing the bias threshold discussed in Subpart I.A, I began to wonder whether I was unprofessional for my inability to complete work due to trauma. I was jarred back to reality in an unexpected way. A former client of mine, a Black woman, emailed me: “Ms. Goodridge, with all that’s going on, I just wanted to see if you were okay.” I had been operating on the lie that I was justified in ignoring the pangs of anxiety quietly roaring inside of me while I continued working to protect my clients. In five words—“with all that’s going on”—my client forced me to confront the underbelly of American racism. In that moment of vulnerability, I replied that I was not okay. She responded with a lengthy Bible passage and words of encouragement that we will get through this.

I called Black colleagues and friends who also worked in public interest law in various positions to inquire if they were experiencing the same silence. I was not alone. One friend said, “I just saw a Black man get lynched on television and people are sending emails about service and motions. What is going on?” In almost all instances that I knew of, legal organizations were mostly silent until a person of color raised that the murder of George Floyd required more than a cursory mention—this was a racial reckoning.

Many people adhere to the axiom that discussion of politics in the workplace must be avoided in order

*continued on page 8*

to maintain a harmonious environment. In the legal profession, however, it goes beyond politics. Lawyers have been taught for centuries that thinking like a lawyer means putting all emotions aside.<sup>[21]</sup> Divesting of emotion for the sake of legal reasoning in and of itself is an exercise of privilege. For example, law students have been forced to complete exam questions that reenact situations such as Michael Brown’s murder in Ferguson, Missouri.<sup>[22]</sup> Even the way law students are taught to view defendants and their circumstances is through the narrow prism of the reasonable person standard. The reasonable person is supposedly a raceless and genderless blank slate which parallels with the ideology that justice is blind. However, stripping identity from the reasonable person means that whiteness becomes the norm and lens which legal advocates look through. Though fictional and imaginary, the reasonable person in “its present manifestation, applied within the trappings of the past, becomes less reflective of the population that will soon become the majority, becomes less legitimate if law’s purpose is to serve the People.”<sup>[23]</sup>

Even in antiracist, progressive spaces, I observed how the law was envisioned as motion-writing, research, and oral arguments while racial and social justice were ancillary. Activities such as attending a protest related to the attorney’s field or engaging in racial justice learning were seen as additional tasks to the legal work—even though they helped an attorney to have cultural competency to better understand their clients. I also observed that courts often inferred a dichotomy between the fields of housing and fair housing. Housing denotes Housing Court, which typically handles eviction and repair cases. Fair housing applies to cases pertaining to antidiscrimination laws such as the Fair Housing Act. In my experience, housing operates in a more colorblind fashion than fair housing. Some legal organizations have a racial justice best practice to name the client’s race in legal motions. Other than the mention of a client’s race in a motion, race or the role it plays is rarely emphasized in housing cases, even in a practice where people of color comprise the majority of tenants facing eviction, the effects of gentrification and systemic racism.<sup>[24]</sup> In contrast, a client’s disability, income and contours of reasonable accommodation are more readily understood. I

noticed that the actual teaching of race discrimination was not common and often referred to as a fair housing issue, even if the legal claims pertaining to race were squarely in legal codes related to eviction. This, of course, is a function of how the law and the reasonable person centers whiteness.

This occurs in other areas as well. After the murder of George Floyd, many legal institutions such as law firms, courts, and legal service organizations provided ongoing antiracism initiatives for their employees. Though there are multiple ways to discuss antiracism, equity, and inclusion, I noticed that in many instances, the framing focused almost entirely on white allyship. This meant that there were only rudimentary discussions of racism, (centering questions like: What does racism look like?) which did not allow for a more nuanced understanding of concepts like colorism, featurism, intraracial violence, and intersectional identities.<sup>[25]</sup> In addition, the tailoring of racial justice education for a white audience often resulted in examining race only through a Black and white binary. This excluded other racial groups such as Asian American and Pacific Islander and Native American. As a result, the only way for people of color in those rooms to participate was to be of service to the learning experience of their white peers rather than to process their own pain or even learn themselves.<sup>[26]</sup> This functions to make the purpose of the presence of marginalized groups to be useful to the education of their white peers.<sup>[27]</sup>

In fact, when I later asked non-Black people why there was stifling silence when the news first showed the murder, the responses were: “I did not know what

*continued on page 9*

### **MEDICAL BILLING EXPERT WITNESS**

**POSNER HEALTHCARE CONSULTING**  
QUALITY ADVISORY SERVICES

***Providing expert testimony in forensic  
 medical cost analysis.***

**Barry Posner**  
**blionelp@gmail.com**  
**310-903-7987**

**Qualified expert witness for the California  
 Attorney General's Office and many leading  
 national law firms**

to say,” “I did not feel I had license to speak because I am not Black,” “I thought it might be impolite to raise this topic at work,” and “I did not think it was related to our work of eviction.” Attorneys who represent people of color everyday still felt they did not have license to talk about race. This is a systemic reflection of how legal practice functions in a largely colorblind fashion.

## II. Accountability: Deconstructing Professionalism as a Racial Construct

After laying out my experiences and thoughts on professionalism as a racial construct, it is time for you to take action. The first step is to absorb this essay in its entirety and identify what your role has been: target, bystander, accomplice, challenger, or perpetuator of professionalism as a racial construct. If it is difficult to identify your role, ask yourself how you are reacting to this essay. Are you defensive? Ready to share it privately to an individual colleague? Ready to share it publicly to all of your colleagues? Or are you reticent about sharing this essay with colleagues because you believe it will negatively impact your career? Will you ignore this essay entirely? How you react to this essay—the experiences of a Black woman attorney speaking on professionalism as a tool for white supremacy—may correlate with the role you play in challenging it within your own institution.

Next, send the essay to family or friends to discuss ways that you can (further) challenge professionalism as a racial construct. The basis of professionalism as a racial construct is the belief that the racial hierarchy which produces the phenomenon will remain the same and that practitioners will adapt to it rather than challenge it. Since it has been deeply inculcated into the legal practice and American workforce, these conversations may prove difficult and enlightening because fear of change undergirds much of the perpetuation of professionalism as a racial construct.

The next step is to send this essay to your colleagues for a discussion at the next staff meeting. You can discuss the essay generally or discuss the Subparts over multiple meetings. The main question should be: How does professionalism as a racial construct manifest at this institution?

Moving forward, in order to disrupt professionalism as a racial construct, you must name it by using the

framework in this essay to identify the conduct as it happens. For example, you can say:



Why are you so bothered that Jane, a Black woman, called out an attorney for his racist conduct but you do not have this same reaction towards John, a white man, who still cannot correctly pronounce the names of people of color after ten years of working here? This seems like selective offense.

Your Honor, opposing counsel has interrupted me several times and there has been no warning of contempt or forcing them to leave the courtroom. Are my client and I expected to silently endure this—a high bias threshold—during this proceeding?

Respondent is Chinese American and lives in the Soho section of New York. The area has historically been comprised of 70 percent Asian American and Pacific Islanders; however in the last decade, that population has drastically declined due to gentrification, redlining and displacement. This eviction case is not divorced from that. Respondent would like to remain in her community.

In writing this essay, I had an internal tug of war in speaking about my experiences and those of many people of color in the legal profession. I struggled with the reality that some will be more offended by reading the truth of professionalism as a racial construct on these pages than the fact that it exists in the halls of courthouses, law firms and legal organizations. I almost quelled my own voice and the fire within. Then I remembered the court appearance in 2020,

*continued on page 10*

after George Floyd’s murder, where the Black judge and I both had weary eyes which met, for a moment, as opposing counsel rattled on about the eviction moratorium. I remembered brunch with friends when they spoke about being the first generation of Black, Latinx, and Asian immigrant parents and internalizing the bias threshold—sacrifices their parents made to come to this country meant ignoring and tolerating racism at work. I remembered the many times I watched people of color shy away from staunch racially progressive positions under a belief that disassociation would help them appear more professional. I remembered the conversations with relatives, friends, and colleagues of color, venting and processing a racist incident and in determining how to respond, the pendulum swinging between comfort of white peers, self-respect, and rage. And I remembered using chemicals to destroy and straighten my natural hair during job interviews in law school in the hopes of increasing my chances of securing employment. I remembered all of these contours of professionalism as a racial construct. And I remembered my own duty to disrupt the system and get in good trouble.

[1]. See Amanda Luz Henning Santiago, *How Can New York Change Its Court Culture?*, City & State N.Y. (Oct. 27, 2020), <https://www.cityandstateny.com/politics/2020/10/how-can-new-york-change-its-court-culture/175516> [<https://perma.cc/W3DP-PH5C>] (“For many working within the court system, it’s understood that in order to maintain a sense of professionalism, employees have to ignore blatant racism. ‘It (racism and sexism) has become so ingrained into the culture (of the court system) that there is an underlying and silent expectation that people just put up with it and it’s part of being professional, having a thicker skin,’ Leah Goodridge, a supervising attorney at Mobilization for Justice, who has spent years working in Housing Court, told City & State. ‘So instead of people challenging the racist behavior, for example, the burden has shifted to the person who bears it—and that is not limited to attorneys; sometimes it’s judges as well.’”).

[2]. See Am. Bar Ass’n, *Profile of the Legal Profession 2021* (2021); see also Karen Sloan, *New Lawyer Demographics Show Modest Growth in Minority Attorneys*, Reuters (July 29, 2021, 3:12 PM), <https://www.reuters.com/legal/legalindustry/new-lawyer-demographics-show-modest-growth-minority-attorneys-2021-07-29> (last visited Mar. 20, 2022).

[3]. Deborah L. Rhode, *Law is the Least Diverse Profession in the Nation. And Lawyers Aren’t Doing Enough to Change That.*, Wash. Post (May 27, 2015), <https://www.washingtonpost.com/posteverything/wp/2015/05/27/law-is-the-least-diverse-profession-in-the-nation-and-lawyers-arent-doing-enough-to-change-that/> [<https://perma.cc/P6S6-F6YU>].

[4]. Richard Delgado, *Liberal McCarthyism and the Origins of Critical Race Theory*, 94 Iowa L. Rev. 1505, 1511 (2009).

[5]. See Shannon Cumberbatch, *When Your Identity is Inherently “Unprofessional”: Navigating Rules of Professional Appearance Rooted in Cisheteronormative Whiteness as Black Women and Gender Non-Conforming Professionals*, 34 J.C.R. & Econ. Dev. 81 (2021).

[6]. Dylan Jackson, *George Floyd’s Death Ushered in a New Era of Law Firm Activism and There’s No Going Back*, Am. Law. (May 25, 2021, 5:00 AM), <https://www.law.com/Americanlawyer/2021/05/25/george-floyds-death-ushered-in-a-new-era-of-law-firm-activism-and-theres-no-going-back-405-84104> [<https://perma.cc/P7A3-V8CZ>].

[7]. Adam Liptak, *Exclusion of Blacks From Juries Raises Renewed Questions*, N.Y. Times (Aug. 16, 2015), <https://www.nytimes.com/2015/08/17/us/politics/exclusion-of-blacks-from-juries-raises-renewed-scrutiny.html> [<https://perma.cc/WR97-4T2N>].

[8]. The examples included court staff frequently mistaking attorneys for litigant-respondents or confusing two people of color, opposing counsel yelling or making racist comments. Many of the experiences noted in the letter were later reflected in a wider and first of its kind report on racism in the courts published in 2020. Jeh Charles Johnson, *Report From the Special Adviser on Equal Justice in the New York State Courts* 61–66 (2020).

[9]. The roots of the “toughen up, buttercup” mentality for women as lawyers run deep. See, e.g., Maryam Ahranjani, *“Toughen Up, Buttercup” Versus #TimesUp: Initial Findings of the ABA Women in Criminal Justice Task Force*, 25 Berkeley J. Crim. L. 99, 108 (2020) (“In the 1920s, the President of the Women’s Bar Association reportedly told recently admitted women to never let anyone refer to them as a ‘woman lawyer’ because that in and of itself is an obstacle to practice. The idea was to mimic men as much as possible in order to fit in.”).

[10]. Press Release, New York City Office of the Mayor, *New York City’s First-in-Nation Right-to-Counsel Program Expanded Citywide Ahead of Schedule*, (Nov. 17, 2021), <https://www1.nyc.gov/office-of-the-mayor/news/769-21/new-york-city-s-first-in-nation-right-to-counsel-program-expanded-citywide-ahead-schedule> [<https://perma.cc/JS3E-E6GL>].

[11]. After a white male landlords’ attorney referred to COVID-19 as “Chinese cooties” in a long email chain including judges, landlords, and tenants attorneys, several articles were published describing the incident. See Jane Wester, *Racist Comment by New York Landlords’ Attorney is Symptom of Larger Problem, Bronx Tenants’ Lawyers Say*, N.Y. L.J. (Aug. 31, 2020, 5:57 PM), <https://www.law.com/newyorklawjournal/2020/08/31/racist-comment-by-new-york-landlords-attorney-is-symptom-of-larger-problem-bronx-tenants-lawyers-say> (last visited Mar. 19, 2022) (“Several tenants’ attorneys said Rogers’ comment was an example of pervasive behavior they face in Bronx Housing Court. The number of tenants’ attorneys working in housing court has grown since the city passed its Universal Access to Legal Services law in 2017, and the tenants’ bar tends to be younger and more diverse than the landlords’ bar, which is largely white and male, several lawyers said.”).

[12]. See generally *The Revolution Will Not Be Funded: Beyond The Non-Profit Industrial Complex* (INCITE! Women of Color Against Violence eds., 2017).

[13]. One example of a macro-aggression is when a landlords’ attorney filed at least forty eviction cases in Housing Court with termination notices referencing coronavirus as the “Chinese Wuhan Virus.” The Court dismissed almost all of the notices. In an article for a legal publication, the landlords’ attorney declined to comment on the offensive conduct but did say “I’m just waiting for them to pass universal rent control where they completely

continued on page 11

take away landlords' rights to do what they want with private property." See Emma Whitford, *NYC Eviction Judge Tosses Cases with "Wuhan Virus" Notice*, Law360 (May 21, 2021, 9:54 PM), <https://www.law360.com/realestate/articles/1387338/nyc-judge-tosses-eviction-cases-with-wuhan-virus-notice> [<https://perma.cc/CZ7U-Y7J2>].

[14]. A Black woman tenants' rights attorney filed an attorney grievance against a white male landlords' attorney, alleging that he called her a "bitch" several times in court. In 2020, the Appellate Division of New York issued a decision suspending the white male attorney for three months. See Denenberg v. Att'y Grievance Comm. for First Jud. Dep't, 192 A.D.3d 76 (N.Y. App. Div. 2020). This is one of the very few and rare instances where an attorney is disciplined for misogynistic and racist conduct. What I found interesting about the decision is that there is much analysis on whether the Respondent apologized. See *id.* at 81. If he had apologized, it is unclear of whether he would have been so disciplined. Perhaps the onus would have been shifted to the grievant and, in turn, her bias threshold would have become the focal point of the grievance, not the white male attorney's conduct. Thus, an apology—which may not even be sincere—places the burden on the person experiencing bias to forgive.

[15]. Dorothy E. Roberts, *Foreword: Race, Vagueness, and The Social Meaning of Order-Maintenance Policing*, *Supreme Court Review*, 89 J. Crim. L. & Criminology 775, 788 (1999). ("In the United States, vagrancy-type laws served the same function in the regime of white domination of Blacks. The colonies sought to prevent slave rebellions by enacting laws that prohibited slaves from traveling without a pass and permitted slave patrols to arrest slaves on mere suspicion of sedition. After Emancipation, white southerners tied freed Blacks to plantations through Black Codes that punished vagrancy. As the Court described them, 'vagrancy laws were used after the Civil War to keep former slaves in a state of quasi slavery.' A more contemporary example of the oppressive restriction of movement is the requirement of the apartheid regime in South Africa that Blacks carry passes while traveling in white districts.")

[16]. Model Rules of Pro. Conduct r. 8.4 (Am. Bar Ass'n 2016).

[17]. Brandon Vogel, *Public Comments Requested: Proposal to Adopt ABA Model Rule 8.4(g) in New York's Rules of Professional Conduct*, N.Y. State Bar Ass'n (Mar. 25, 2021), <https://nysba.org/public-comments-requested-proposal-to-adopt-aba-model-rule-8-4-g-in-new-yorks-rules-of-professional-conduct> [<https://perma.cc/2HZS-FCTG>].

[18]. Erika Stallings, *When Black Women Go From Office Pet to Office Threat*, Medium (Jan. 16, 2020), <https://zora.medium.com/when-black-women-go-from-office-pet-to-office-threat-83bde710332e> [<https://perma.cc/7SCP-5UN3>].

[19]. A group of judges of color issued a report on institutional racism within the New York court system. See The Judicial Friends Association, Report to the New York State Court's Commission on Equal Justice in the Courts 45 (2020), <https://www.nycourts.gov/LegacyPDFS/ip/ethnic-fairness/pdfs/Judicial-Friends-Report-on-Systemic-Racism-in-the-NY-Courts.pdf> [<https://perma.cc/9237-XQRT>] ("Housing Court does not reflect the diversity of the community, either ethnically or with respect to race. This diversity is lacking both in the judiciary and among court attorneys. For example, in Kings County, over 80 [percent] of the population which utilizes the court as litigants are people of color. Further, these litigants are typically unrepresented. Of the fifty (50) New York City Housing Court Judges, fifteen (15) judges are assigned to Kings County, yet there are only three (3) judges of color in the borough."). Similarly, a group of Latinx and Hispanic judges in

New York courts issued a report noting that out of fifty Housing Court judges, only four are Latinx. See Sallie Manzanet-Daniels, Overview of Latinos/Hispanics in the New York Court System 2020 (2020), <https://www.nycourts.gov/LegacyPDFS/ip/ethnic-fairness/pdfs/Overview-of-Latino-Judges-2020.pdf> [<https://perma.cc/E63P-LP94>].

[20]. Anastasia Reesa Tompkin, *How White People Conquered the Nonprofit Industry*, Nonprofit Q. (May 26, 2020), <https://nonprofitquarterly.org/how-white-people-conquered-the-nonprofit-industry> [<https://perma.cc/JG3P-NDSN>] ("The philanthropic sector, by its very nature and definition, purports to serve 'disadvantaged communities,' and over the years has presented itself as a more people-centered, equity-driven alternative to the cold corporate world. Due to historical racism and systemic inequalities, the majority of 'disadvantaged communities' are predominantly lower-income [B]lack and brown citizens, who have little social capital and little financial security. The nonprofit industry rakes in billions of dollars annually off the creation of programs and services designed with this demographic in mind. Then, white supremacy in a basic definition, means white people having the most access to and control over money, resources and people. If we sift through the centuries from slavery through segregation and ask whether there has been any distinct transference of wealth and power to [B]lack and brown people, the answer would be a resounding no.")

[21]. Susan A. Bandes, *Feeling and Thinking Like a Lawyer: Cognition, Emotion, and the Practice and Progress of Law*, 89 Fordham L. Rev. 2427 (2021).

[22]. See Conor Friedersdorf, *At Law School, Is Insensitivity Grounds for Objection?*, Atlantic (Dec. 19, 2014), <https://www.theatlantic.com/education/archive/2014/12/at-law-school-is-insensitivity-grounds-for-objection/383882> [<https://perma.cc/F3FB-RT2U>] ("Law Professor Eugene Volokh recently wrote about a controversial exam question at UCLA, where he teaches. The question noted a protest in Ferguson, Missouri, where the stepfather of Michael Brown, the unarmed man killed by police, reacted to news that Officer Darren Wilson would not be charged in the killing. Overcome with anger, he shouted to a crowd of protestors, 'Burn this bitch down!' Students were asked to write a memo analyzing how the First Amendment applies to such speech. Several complained. Said one UCLA student: 'These kinds of questions create a hostile learning environment for students of color, especially [B]lack students who are already disadvantaged by the institution.' The professor who gave the test agreed to adjust grades of test-takers who did worse on that question than the rest of their First Amendment exam."). See also Conor Friedersdorf, *Are Today's Law Students Tough Enough?*, Atlantic (Jan. 12, 2015) <https://www.theatlantic.com/education/archive/2015/01/are-todays-law-students-tough-enough/384376> [<https://perma.cc/HD8C-NHDJ>].

continued on page 12



[23]. Marvin L. Astrada & Scott B. Astrada, *Law, Continuity and Change: Revisiting the Reasonable Person Within the Demographic, Sociocultural and Political Realities of the Twenty-First Century*, 14 Rutgers J.L. & Pub. Pol'y 196, 210 (2017).

[24]. In October 2020, I organized the conference *Good Trouble: A National Conversation on Black Lives Matter and Tenants' Rights*, sponsored by the UCLA School of Law Critical Race Studies Program and New York Law School. The conference featured all Black attorneys, organizers, and professors who work in anti-eviction. It was one of the first conferences to feature an all-Black panel in legal services speaking on Black lives. One of the many topics discussed was the concept of justice as blind and raceless. Critical Race Studies, *Good Trouble: A National Conversation on Black Lives Matter and Tenants' Rights*, YouTube (Oct 6, 2020), <https://www.youtube.com/watch?v=DmAezCniQGc> [<https://perma.cc/3EP4-23BF>].

[25]. In many ways, diversity in law school provided the testing ground for civil rights cases that would impact public schools throughout the nation. Four years before the U.S. Supreme Court decided the landmark decision *Brown v. Board of Education*, 347 U.S. 483 (1954), the Court ruled in another case about racial segregation in schools. In *Sweatt v. Painter*, Herman Sweatt, a Black man, challenged the decision by the University of Texas Law School to deny his admission because of his race. See 339 U.S. 629, 631 (1950). Ruling in Sweatt's favor, the Court made an interesting observation: "The law school, the proving ground for legal learning and practice, cannot be effective in isolation from the individuals and institutions with which the law interacts." *Id.* at 634. On its face, this seems to align with the idea that lawyers must reflect the communities they serve. But the key issue in the case was integration, therefore the point indicates that it would be beneficial for an all-white law school to admit Black students as an opportunity for white future lawyers to gain cultural competency. Like in *Grutter v. Bollinger*, the rationale for admitting Black students in the law school was not to recognize

historical discrimination and exclusion of those Black students, but for the benefit of their white classmates to gain real world experience. See *Grutter v. Bollinger*, 539 U.S. 306, 308 (2003) ("But the Law School defines its critical mass concept by reference to the substantial, important, and laudable educational benefits that diversity is designed to produce, including cross-racial understanding and the breaking down of racial stereotypes. The Law School's claim is further bolstered by numerous expert studies and reports showing that such diversity . . . better prepares students for an increasingly diverse work force, for society, and for the legal profession.").

[26]. See Derrick A. Bell, Jr., *Brown v. Board of Education and the Interest-Convergence Dilemma*, 93 Harv. L. Rev. 518 (1980); see also Derrick A. Bell, Jr., *Diversity's Distractions*, 103 Colum. L. Rev. 1622 (2003).

[27]. Symposium, *On Grutter and Gratz: Examining "Diversity" in Education*, 103 Colum. L. Rev. 1588 (2003).

*Leah Goodridge is an award-winning tenants' rights attorney with over a decade of experience fighting displacement in New York courts. She is best known for her work advancing the tenant movement and her writings on workplace equity. In 2018, former New York City Mayor Bill de Blasio appointed Goodridge to the New York City Rent Guidelines Board, where she successfully advocated for two citywide rent freezes to protect rent-stabilized tenants. Goodridge later became a Commissioner on the New York City Planning Commission, focusing on housing affordability. Goodridge has received two Bar Association awards for her impact on the legal profession and was named a Fulbright Specialist to teach in Malta. She lectures nationwide on housing rights and workplace transformation. Goodridge's articles have been published in USA Today, the New York Times, Time Magazine, Teen Vogue, Dame, Forbes, and The Appeal. Follow me on X @Leahfrombklyn. www.leahfrombklyn.com. *

# STAND TOGETHER, STAND STRONG

## EXHIBITOR SIGN-UP

OCTOBER 18, 2025 | 8:30AM-3:30PM

LAPA - 49<sup>TH</sup> ANNUAL CONFERENCE

Sheraton Grand Los Angeles  
711 S. Hope Street, Los Angeles, CA 90017



COMPLETERS OF ABA-APPROVED PARALEGAL STUDIES PROGRAM  
**CONGRATULATIONS!**

**STUDENT – SPRING 2025**

Eva Ashorzadeh  
Michelle Dukes  
Shaimaa Elbaya  
Anthony Estrada  
Ana Ferrah Flores Gonzalez  
Alexa Flores  
Tatiana Gasparyan  
Sandy D.Marin-Guzman  
Sarah McAdams  
Eliza Oliveros  
Ashley Summer Orantes  
Bryanna Orantes  
Heidi Putallaz  
Mena Qayeum  
Jennifer Romo  
Isabella Schaefer  
Alison Starr  
Rebecca Tilt  
David Vazquez Oliva  
Monica Zuniga-Flores

**STUDENT – FALL 2024**

Ann Marie Buckley  
Jennifer Cruz  
Itri Fidaleo  
Shannon Harroun  
Jillian Liberman  
Yadira Mendez  
Kevork Ordoghlian  
Martha Sanchez  
Guadalupe Santiago  
Benjamin Segel-Evans

**STUDENTS INDUCTED INTO LAMBDA  
EPSILON CHI (LEX) HONOR SOCIETY**

Anna Barnato  
Vicky Bautista  
Ann Marie Buckley  
Shonti Conner  
Shaimaa Elbaya  
Itri Fidaleo  
Alexa Flores  
Tatiana Gasparyan  
Shannon Harroun  
Sir Silverglade Livengood  
Bryanna Orantes  
Heidi Putallaz  
Guadalupe Santiago  
Isabella Schaefer  
Benjamin Segel Evans  
Alison Starr  
Rebecca Tilt  
David Vazquez Oliva  
Monica Zuniga-Flores

**NEW CERTIFIED PARALEGALS  
PASSING NALA'S TWO-PART  
CERTIFICATION EXAM**

Holly Allport, CP  
Kevin Cazares, CP  
Tyler Crowley, ACP  
Cara Elizabeth Diaz, ACP  
Jennifer B. Grayson, CP  
Stacey Hood, CP  
Ellen Houser, CP  
Crystal John, CP  
Elizabeth Matos, CP  
Robert J. Osborne, CP



## ABA Model Rule 1.1 and You

by Isis S. Curiel – LAPA Executive V.P.

On Tuesday, May 20th, LAPA hosted an MCLE titled, “Module Rule 1.1: The Ethical Duty to be Tech Competent,” with esteemed speaker, Douglas Lusk, J.D. I had the privilege of calling Mr. Lusk my professor during my time at Mount San Antonio College, where he taught every course required for the eDiscovery and Litigation Support Certificate single-handedly. Founder and CEO of the National Society for Legal Technology (NSLT) and adjunct professor at Mount San Antonio College, Fullerton College, Daemen University, Salt Lake Community College, and Pasadena City College, Mr. Lusk dedicates time to author multiple textbooks used as classroom curriculum in over 320 universities in the U.S. and Canada. Clearly a respected expert in the legal field, Mr. Lusk provided insightful and engaging material during the MCLE addressing ABA Module Rule 1.1.

As legal practice increasingly intersects with digital tools, such as artificial intelligence, the obligation for attorneys to be technologically competent is no longer optional—it is both ethical and mandatory. Mr. Lusk offered a compelling exploration of this duty, framing it within the boundaries of ABA Model Rule 1.1 and emphasizing the broader implications of digital security and human error. ABA Model Rule 1.1 requires lawyers to provide competent representation, which includes “the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation.” Since the 2012 amendment by the ABA’s Commission, comment 8 explicitly states that this includes a duty to understand “relevant technology.” Attorneys must be able to evaluate and safeguard the tools they use, which can be accomplished by addressing three core concerns: knowledge of current technologies, physical security of devices, and mitigating human error.

Legal professionals often attempt to focus on complex cybersecurity while neglecting simpler threats such as unattended laptops, unsecured smartphones,

or even overheard conversations in public settings. Mr. Lusk reminded his audience that even the most robust digital safeguards are moot if a device is physically compromised. He informed the audience of the recent recommendation by the National Institute of Standards and Technology to refrain from changing passwords frequently, a common practice until 2024. Instead, he suggested categorizing passwords by their security levels, i.e., having a more difficult password for your bank than for your Hyatt membership points. The reasoning is based on a professional hacker’s ability to track patterns with previously used passwords with slight variations.

Mr. Lusk’s message was clear: technological competence is not a one-time attainment but a continual process of learning and adapting. For legal professionals, this is both a professional obligation and a practical necessity. The risks are too significant and the expectations too high for complacency. Legal professionals must take deliberate steps to evaluate their technological proficiency and the security of their work environments. If you are a practicing legal professional who thinks tech know-how is for the IT department, think again. Being clueless about tech is not just risky—it is unethical. It is imperative to invest in training and to secure all of your devices. If you have not heard it already a thousand times, technology will not replace your job as a legal professional; instead, other legal professionals who are compliant with the law and stay well-informed about technological advancements will replace those who are not.

*Isis is a graduate of the University of California, Los Angeles, where she majored in both English and African American Studies and minored in Chicana Studies. She fulfilled many roles while on campus, including being a student fundraiser, peer counselor, and resident advisor. While at Mt. San Antonio College, she graduated with an Associate’s Degree in Paralegal Studies from the ABA-certified program and earned a Certificate in eDiscovery and Litigation Support. She currently works at Athlon Legal, APC, a boutique estate planning law firm in Old Town Pasadena. As the firm’s sole in-house Paralegal, Isis helps draft estate planning and estate administration documents for clients and serves as the firm’s in-house notary. She enjoys client-facing work and assisting with asset protection in the fields of estate planning and probate. Prior to working at Athlon Legal, Isis was the owner and manager of Kettle Corn Angels, a successful minority-owned small business. With each bag sold, a donation was made to local charities of various causes in alignment with their motto: Kettle Corn Angels, where we pop our bags one cause at a time. She co-owned and managed the business with her younger sister, Sabrea Aijalon Curiel, who is now a successful music artist in New York City. Isis’ passions are philanthropy, education, and advocacy, all of which have led her to an interest in law. [L](#)*



## From Support Role to Strategic Partner: Redefining the Paralegal Identity in 2025:

**What does the modern paralegal role look like today—and how can we take charge of our professional growth?**

by Mariela Garcia-Luna

The modern paralegal profession is more versatile than ever, and as such, plays a dynamic and integral role in the legal field. Changes in technology, regulations, and client expectations require paralegals to be flexible and proactive. Additionally, navigating between hybrid and remote work environments demands paralegals with strong communication and time management skills. By embracing change and continuously updating their qualities, paralegals not only stay relevant but also become even more valuable assets to their legal teams. Adaptability ensures that all paralegals can thrive in diverse practice areas, meet shifting demands, and contribute meaningfully in fast-paced legal settings. Though the legal profession can be a hectic one, paralegals always find a way to make room for **self reflection** and are not afraid to ask questions. A paralegal takes charge of their professional growth by being proactive, curious, and confident.

Though a young professional, I have had the privilege to look at two sides of the same coin: private sector vs. public service. Knowledge flowed endlessly through both systems, but one thing never changed—my passion. This allowed me to take initiative to gain new skills, build confidence, and position myself to assume new responsibilities. Initiative helped me seek mentorships, continue my education, and set and achieve reasonable goals.

Navigating through these two gorgeous beasts, I noticed that the **ever growing** paralegal profession

was simply about being patient and having the willingness to learn. Technology changes. Our environment changes. Protocol changes. Things that are working perfectly fine change for unnecessary updates. It just happens. But we simply embrace what occurred and immediately learn tips and tricks, create and share resources and when necessary, ask for further guidance. Taking ownership of room for growth early on helps paralegals build confidence, stand out, and carve out a successful career path in the legal field.

Dipping my toes into the legal field, made me feel ashamed, maybe even incapable. I felt this way because I did not know how to accurately use my skills and education. With time I came to understand that it's perfectly okay to seek guidance, feedback and insight from other experienced paralegals and attorneys. These kinds of mentorships will help point you to the correct people who know how to teach you effectively. As paralegals we must accept that we do not know everything but by enrolling in webinars, subscribing to blogs, and attending conferences we stay informed and updated. **Of course** to grow as a professional one must consider not waiting to be told what to do, volunteering for new tasks, offering your skills to help on complex projects. It's always a good reminder: success in this field goes beyond traditional tasks like legal research and document drafting. It's the rare, standout abilities that truly set you apart. Feeling secure in your role is important, but so is feeling empowered and in control of your position. Embrace your capabilities, and don't be afraid to showcase what you bring to the table.

While attending college I enjoyed connecting with the local community and grew interested in dissecting the justice disparities affecting black, brown, and indigenous people. My passion for the legal profession has inspired me to build a career centered towards advancing access to justice by providing exceptional legal support. This is why I chose to become a paralegal.

In the private sector, I worked at a law firm specializing in employment law. I had the opportunity to assist attorneys with interviewing clients and witnesses, drafting declarations, drafting discovery

*continued on page 16*

responses, and summarizing deposition transcripts. As a result, I developed strong skills in informed care, client-centered advocacy, and cross-cultural communication as the individuals I worked closely with experienced racial and gender discrimination or sexual harassment at the workplace.

Currently, in the public sector, I continue to apply my knowledge by evaluating and analyzing complex investigative files, draft accusations, statements of issues, petitions, defaults, and similar pleadings on licensing cases for filing. I maintain constant communication with agencies to then request records from courts, police departments and prosecutor's offices. I have soaked up so much information, in a field in which I was initially unfamiliar. And since I have had only brief exposure to this type of law, I'm gradually stepping out of my comfort zone by communicating with my assigned attorneys so they can better understand where I need more guidance to improve my skills. An important aspect of learning is asking questions, and paralegals should feel empowered to seek clarity whenever needed. And as a young professional, I know this can be the hardest part. I must remind myself every day that it is okay to not be an expert and that it may take some time to get there. I just have to be patient.

Through mentorship, advocacy, and life skills development, paralegals become a group of extraordinary leaders. Whether their area of expertise is cybersecurity, data analysis, community organization, education, or case management, paralegals are embracing a diverse range of knowledge to strengthen their work ethic. Through learning, paralegals like me are investing time to further advance their careers. Many paralegals have gone on to earn master's degrees and obtain professional certification. I decided to obtain a paralegal certificate through the UCLA Extensions Paralegal Training Program. Their program is uniquely positioned to provide guidance and resources that help their students excel both inside and outside the classroom. The program provided a great avenue for underrepresented groups to connect with influential organizations, people and most critically, to be mentored by other inspirational professionals in the legal field.

I believe professional experiences in addition to personal commitment to continuing your education will enable anyone to excel as a paralegal. A paralegal takes charge by regularly assessing strengths and areas that require improvement, then create a plan to work on those deficiencies. I, like many, are always looking ahead. What's the next step? How do I get there? How do I become the best? A new door is always open for those who are proactive, curious, and confident. Never stop learning.

*Mariela Garcia-Luna received her BA in Sociology and Philosophy from University of California, Santa Barbara (UCSB) in 2020. She obtained her paralegal certificate, with distinction, from the UCLA Extensions Paralegal Training Program, winter class, 2025. Ms. Garcia-Luna is employed as a legal analyst with the California Department of Justice. She previously worked as a legal assistant at Kyle Todd, P.C., a plaintiff's employment law firm. Mariela is active in youth advocacy and currently serves as the Chief Editor of Freedom 4 Youth, a Santa Barbara based non-profit. Her dedication to social justice and community empowerment drives her work. *



*Strength lies not only in knowing the law but in fighting for those the law has failed. Be the voice for those who cannot speak, and the hope for those who have lost theirs.*

The Los Angeles Paralegal Association

**CHECK OUT OUR JOB BOARD!**

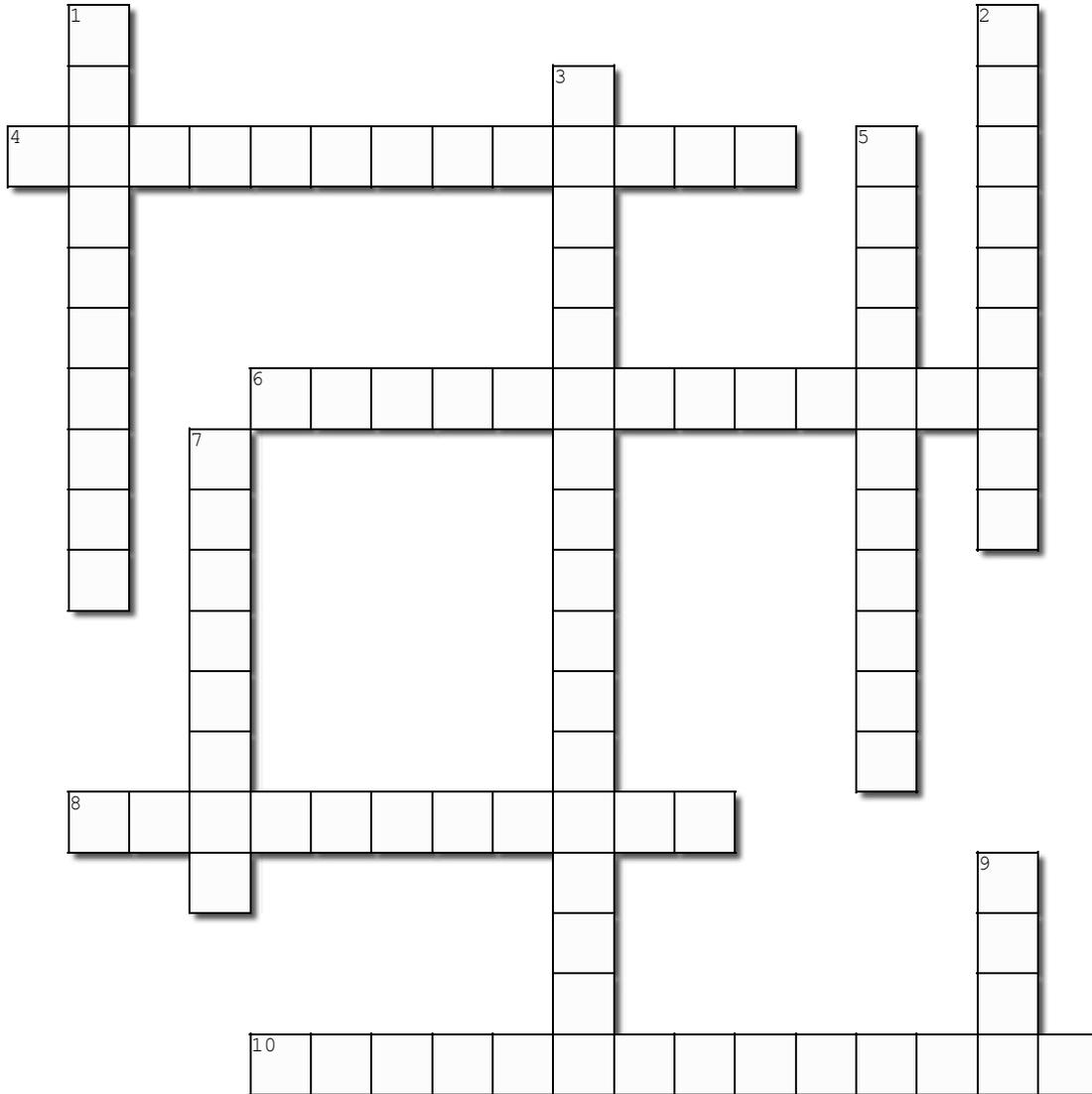



Browse hundreds of job posts on our website here:

<https://www.lapa.org/Career-Center>

# June Crossword Puzzle

Complete the crossword puzzle below and learn some interesting facts about Pride Month!



## ACROSS:

4. Creator of the original rainbow flag, universally recognized as the symbol for LGBTQ+ pride.
6. She was a veteran of the 1969 Stonewall Inn uprising.
8. The Stonewall Inn is located on what street in New York City.
10. Cartoonist and the creator of the acclaimed, lesbian-themed "Dykes to Watch Out For."

## DOWN:

1. The first female lawyer in Cameroon and defender of LGBTQ+ rights.
2. Pride Month commemorates the 1969 \_\_\_\_\_ uprising in New York.
3. American gay liberation activist and self-identified drag queen.
5. The first openly gay man to be elected to public office in California.
7. This city hosts the country's largest pride parades each year.
9. In 1999, President Bill Clinton officially declared \_\_\_\_\_ as Gay and Lesbian Pride Month.

ANSWER KEY FOUND ON PAGE 31



## The Ongoing Housing Crisis and Eviction Law Updates in L.A. County

by Justin Kim – LAPA Student Member

Los Angeles County's ongoing housing crisis is an unfortunate reality that's not going away anytime soon. The Los Angeles Homeless Services Authority estimated in its *2024 Greater Los Angeles Point-in-Time Count* that on a given night in January 2024, there were 75,312 total homeless people in the region, 70% of whom were unsheltered. The California Housing Partnership's *Los Angeles County 2024 Affordable Housing Needs Report* found that during that year, of the almost 800,000 low-income households who rented their residences, 494,446 lacked access to affordable rental homes. And let's not forget the devastating wildfires which displaced thousands of people and destroyed many of their homes.

All this is to say that the County does indeed have a housing problem. But there's one aspect I've yet to mention: Evictions. In the City of Los Angeles alone, 166,433 eviction notices were filed from February 2023 to November 17, 2024, according to the City Controller's website. If you've ever come home one day to be greeted by that stomach-churning *3-day Notice to Pay Rent or Quit* placed on your door, then you might have an idea of what 90% of these households went through.

So how does all of this relate to the paralegal profession? If you work for a firm or other organization specializing in assisting clients with housing insecurity, it's crucial to keep up to date with upcoming laws and any developing cases which could change how your workplace helps its clients. So, let's go into some recent developments for how evictions are handled in Los Angeles County.

### AB 2347 gives tenants five more days

Last year, AB 2347 was introduced by Assemblymember Ash Kalra to extend the amount of time tenants have to respond to eviction notices. Under the bill, starting January 1, 2025, tenants now have up to 10 days to respond, a five-day increase compared to the old rule where they had at most five days. Five more court days are given if tenants were served via mail or through the Safe at Home program. Further, Defendants now must make a motion to demur or to strike any or all of the complaint between five to seven days after filing the notice.

### No more "Renovictions" (for now)

On March 7, 2025, the Los Angeles City Council voted to place a temporary prohibition on evictions which use the Just Cause For Eviction Ordinance's "substantial remodeling" clause as their basis, a practice which became known as "renovictions", a portmanteau of "renovation" and "evictions." Some have claimed that landlords would use this reasoning to evict renters and raise the rent of their units for future occupants, further worsening the housing crisis. This decision acts as both a way to give the City Council time to deliberate on more permanent legislation while providing relief to renters who faced "renovictions" and brought their case to court. For an example of a "renoviction" case, you can read the story of the Mohawk Street Tenants Association and their fight to stay in their homes.

### Los Angeles passes Tenant Rights to Counsel Ordinances

In 2024, Los Angeles County passed a "Tenant Rights to Counsel Ordinance" which provides tenants with free legal services for unlawful detainer proceedings. Starting January 1, 2025, tenants who live in unincorporated Los Angeles County and have a household income of or below 80% of the Area Median Income (AMI), can apply with Stay Housed LA for legal assistance. A similar ordinance, the Right to Counsel Program Ordinance, was approved by the Los Angeles City Council on April 1, 2025.

Together, this will prove to be a large boon for tenants residing in the City of Los Angeles's jurisdiction, where having legal representation in eviction courts is a common occurrence for landlords but not for renters.

*continued on page 19*



## Making Space for Trans/Nonbinary Colleagues in Legal Workplaces

by Krishna Desai, Esq. (they/them)

Pride Month is a time for celebration—and for taking stock. It’s been a tough year for the trans nonbinary, and gender expansive community. Over 900 [anti-trans bills](#) have been introduced across 49 states, each seeking to restrict our rights. The deluge of negative changes can feel debilitating. But as we head into this month of celebration, joy, and inspiration, it’s important to remember that we each have a small sphere of influence: people, places and cultures upon which we can each leave our mark. We spend most of our waking hours at work, so it’s important to take a critical look at our workplace culture and ask: *How can we make space for trans and nonbinary people?*

Those of us who practice law know that paralegals are the unsung heroes of the legal workplace. They hold teams and cultures together behind the scenes. Taking on the national political climate is daunting, but there are ways that each of us can play our part in ensuring that the legal workplace is welcoming and fair to every person.

### The Gender Trap of “Professional” Culture

Legal offices pride themselves on professionalism, but “professional” is too often shorthand for gender conformity. Let’s be honest: many of the ideas we associate with professionalism are gendered. One of the landmark LGBT rights cases that led to federal protections for queer and trans workers involved a plaintiff who was denied a partnership at *Price Waterhouse* because she was insufficiently stereotypically feminine. Ann Hopkins was told to “walk more femininely, talk more femininely, dress more femininely, wear make-up, have her hair styled, and wear jewelry.”

As an employment lawyer, I saw how these same stereotypes still show up in subtle but powerful ways. It can look like comments about someone’s clothes or hairstyle being distracting, quiet questions about whether a client’s name change is official or their medical history, anxiety around and then avoidance of colleagues who don’t conform to pre-conceived notions of gender presentation.

Even well-meaning people struggle with gender fluidity or non-conformance. Dress codes still exist in most workplaces and can directly conflict with the wide expanse of gender expression. While many workplaces aim to recruit trans colleagues or clients, they lack the scaffolding to facilitate transitions for existing colleagues and clients. In formal legal

*continued on page 20*

### STUDENT PERSPECTIVE - cont. from page 18

One of the largest benefits for tenants is the guarantee that should they be served unlawful detainer papers and don’t speak English as their primary language, the landlords must provide a copy of the ordinance notice in their primary language. But if their primary language is unknown or unavailable as a translation on the Los Angeles Housing Department’s website, then the landlord must provide an English copy of the notice, along with copies of every translation the Department offers online.

#### Eviction Moratorium provides relief from wildfires

On February 26, 2025 the Los Angeles County Board of Supervisors passed a countywide eviction moratorium to assist renters who were affected by

the January wildfires. Lasting from February 1, 2025 to July 31, 2025, landlords may not evict tenants who qualify for the moratorium. Furthermore, tenants have an additional year to pay back rent, giving them breathing room until July 31, 2026 to do so.

In order to be eligible, tenants must have lost at least 10% of their average monthly household income due to the wildfires, made equal to or less than 150% of the AMI in 2024, and lived in their rental unit since before January 7, 2025. To maintain their protection, the moratorium requires tenants to self-certify their financial hardships with their landlord or their landlord’s agent within seven days of their due date for paying rent.

*continued on page 20*

workspaces, it may be unclear which honorific one should use for a non-binary colleague. Unfortunately, these things can lead to discomfort and avoidance of colleagues all together.

### The Law is Not Enough

Under California law, gender identity and gender expression are protected. That means misgendering, denying bathroom access, or enforcing gendered dress codes can cross the line into discrimination.

But let's be clear: legal compliance is the bare minimum. Just because something isn't illegal doesn't mean it's inclusive. These "minor" things build up—legally the term is hostile workplace, but in practice it looks like a workplace that excludes people based on who they are. Real inclusion that invites authenticity and high performance from everyone is the result of both policy and practice. The truth is most workplaces don't need more policy—they need more increased awareness, better habits, and real accountability.

### Making Space Starts with Small Shifts

An inclusive workplace starts with how we communicate and show up for one another.

In day-to-day legal work, here's what it can look like:

- **Invite information.** Intake paperwork, HR documents, and directories often force people

into binary boxes. Add a space for chosen name and pronouns where appropriate.

- **Use names and pronouns correctly.** If you're unsure, ask once—and practice. If you mess up, correct yourself and move on. Over-apologizing can shift focus away from the person harmed.
- **Rethink "professional dress"** There's no one way to look competent. Create policies and programs for judging people by their work, not how comfortable people are with their gender presentation.
- **Interrupt bias with care.** If someone makes an offhand comment—"I can't keep up with all these identities"—don't ignore it, be collaborative and curious. Try, "I'm working on being more mindful too so everyone feels respected. What are you finding challenging?"
- **Take Action:** Move from passive support to active intervention—through relationship building, team accountability, and system-level changes. If you're unsure how to do this, get help. In my trainings, we focus on these exact skills: how to address harm or bias in real time, without shaming or escalating. It's about protecting relationships and shifting culture.

*continued on page 21*

On the landlords' end, they can still file an unlawful detainer suit if tenants fail to self-certify with them or their agents on time or if they have material reason to believe the self-certification is "false, incorrect, or fraudulent." Landlords can also only apply any rental payments made for the upcoming month's rent and not for any past-due rent.

### How paralegals can help clients

Eviction laws in Los Angeles County are no simple walk in the park, so how can paralegals help their clients navigate housing insecurity?

The first and obvious approach is to do their due diligence on keeping up with eviction law updates. Paralegals working on unlawful detainer suits can keep an eye out for any announcements from sources such as the Department of Consumer & Business Affairs' newsroom webpage. They can also check in

with local news publications such as LAist and Knock LA to find developing stories centered around tenant evictions.

The second approach, and you might think I'm crazy, is remembering to use compassion and kindness with clients. Being knee-deep in paperwork and deadlines can make it hard to remember why you're putting up with it all in the first place. However, it's crucial to remember that the people you're helping are someone's children, siblings, parents, or friends. Ultimately, your clients are also your neighbors in need. And while we may all inhabit different places, at the end of the day we all share the same home.

*Justin Kim is a Paralegal Student currently attending Mt. San Antonio College's Paralegal/Legal Assistant program. He anticipates graduating with an Associate Degree in June 2026. With his technology background and current education track, he hopes to leverage his skillset in Intellectual Property law as well as legal technology.* 

- **Keep Trying:** Aim for progress not perfection. There's no perfect way to make space for others, it's important to try and be accountable when you fail.

### Ally is a Verb

Celebrating Pride isn't just about being visible—it's about being *safe* while being visible.

Being an ally isn't about having the perfect words—it's about showing up consistently. As a former employment attorney, I've seen and experienced firsthand how these gray areas build up—small slights that escalate into formal complaints or quiet resignations. But I've also seen the positive impact of the opposite. When colleagues take the small steps to normalize inclusive practices: updating email signatures to include pronouns, asking how someone wants to be addressed, or pushing back on outdated norms with curiosity instead of judgment, it changes culture for the better.

When we ensure space for trans, nonbinary and gender expansive people, we build better workplaces for *everyone*. We create workplaces that are more empathetic, collaborative, and less judgmental. In a workplace like this, there's more room to be human and good at what we do. We may not be able to protect each other from a deluge, but we can create a refuge for each other. It starts small with one email signature, one pronoun request, one short conversation that says, *I see you, and you belong here*.

© Krishna Desai 2025

*Krishna Desai works as an employment attorney, mediator, and consultant to create just and equitable workplaces. Early in their career, Krishna worked as a violence prevention educator and published a book advising LGBTQ+ youth of their constitutional rights while in foster care. They also mediated disputes for the Arizona Attorney General's Civil Rights Division. Now, they couple their proactive disposition with their legal background to help organizations align their practices with their values. Their client list includes startups, mission driven non-profits, and multinational corporations. Krishna is also an active community organizer and regularly supports conversations between community groups, nonprofits, and local governments in the SF Bay Area. 🏠*

## NALA THE PARALEGAL ASSOCIATION CERTIFICATION NEWS



### CAREER CORNER

#### Leveraging Your Credential: Join a Paralegal Association

Since earning your CP® credential was a tremendous accomplishment, have you been utilizing it to its full potential? If you are wondering how, you are in the right place! One key to your success is getting involved with your local paralegal associations.

**Advocate and Advance** - Your CP® credential qualifies you to advocate for and advance the paralegal profession. Join associations to contribute to your field's growth and longevity.

**Active Participation** - Attend association events and conferences for networking and staying informed about industry trends.

**Support and Volunteer** - Volunteer your time and expertise to bolster association initiatives, fostering a strong and supportive paralegal community.

**Leadership Opportunities** - With your CP® credential, consider leadership roles within associations to influence positive change.

**Continue Learning** - Utilize association resources for ongoing professional development, ensuring you stay ahead in the field.

**Network for Success** - Build professional connections by engaging with paralegals and other legal practitioners, opening doors for collaboration and career growth.



Your association involvement benefits your career and contributes to the collective success of your profession. Explore opportunities and actively contribute to your community's growth.

Search for a local or state NALA Affiliated Association [here](#).

For guidance on getting started, feel free to reach out to [cle@nala.org](mailto:cle@nala.org).

NALA has gone green! As of April 22, 2025, NALA no longer automatically mails certificates for recertification. This eco-friendly initiative reflects our commitment to reducing our carbon footprint. If you would still like to receive a printed certificate when you recertify, you may request one on our [website](#).



## Legal Volunteering in Los Angeles: Opportunities to Give Back this Summer

by Martha Izquierdo – LAPA Board Member

I'll never forget the intake I conducted with a woman from Mexico who survived years of severe domestic violence. She spoke softly and cautiously, still carrying the weight of her trauma. She had gone to the police in Mexico many times, but each time the police ignored her. The abuse worsened, and eventually, she fled. When I met her, she was alone, scared, and unsure whether she had any legal options in the United States. I helped gather her initial information and the Esperanza Immigrant Rights Project connected her with a pro bono lawyer who agreed to take her case. That moment crystallized for me what legal volunteering is about. It's not always dramatic courtroom wins or sweeping legal change. Sometimes, it's just being there at the right moment to open a door someone didn't know existed.

In a city like Los Angeles, where many people face complex legal struggles with little to no support, these moments matter. This summer, there are countless ways for paralegals—or aspiring paralegals—to offer their time, skills, and care to communities that need them most. The issues are wide-ranging: housing instability, immigration, and discrimination against LGBTQ+ individuals, particularly trans and nonbinary people who face significant barriers in accessing basic rights. Moreover, many immigrant nonprofits are facing severe financial strain and have seen a significant reduction in funding, making it more difficult for them to meet the growing demand for services. As a result, volunteers are needed now more than ever to help bridge the gap between the services these organizations can offer and the number of low-income or marginalized individuals who desperately need legal support:

### 1. Esperanza Immigrant Rights Project

- **Mission:** The Esperanza Immigrant Rights

Project's mission is to serve some of the most vulnerable people in the Los Angeles Area – immigrants facing deportation from the U.S. At Esperanza we believe that immigrant rights are human rights.

- **What They Do:** Esperanza offers **community education, direct legal representation, and pro bono services** to immigrants in need of assistance. They help clients navigate complex immigration laws and fight for their right to stay in the U.S.
- **How You Can Help:** **Bilingual (Spanish)** speakers are crucial for supporting **USCIS asylum interviews**, a key part of the asylum process. One of my first volunteer jobs at Esperanza was to be an interpreter at one of these asylum interviews and I was able to learn a lot about the asylum process. Volunteers also assist with **document translation**, helping clients provide proof from their home countries to support their cases. This work is vital for ensuring clients receive the legal services they need to move forward with their cases. Document translation can be a remote volunteer job.
- For more information about volunteering, visit [esperanza-la.org](http://esperanza-la.org).

### 2. Los Angeles LGBT Center – Legal Services Department

- **Mission:** The Los Angeles LGBT Center provides comprehensive support to LGBTQ+ individuals, including legal services for issues like **discrimination, gender-affirming documentation, housing rights, and immigration**.
- **What They Do:** The **Legal Services Department** offers the **Immigration Law Project, Homeless Youth Project & Housing Rights Project, The Anti-Violence Project, and the Lawyer Referral Service**. They can assist with a myriad of services such as legal name and gender marker changes, discrimination cases, housing barriers, immigration matters, and confidential legal consultations.
- **How You Can Help:** Volunteers help support these different programs which can include assisting in **legal name and gender marker**

*continued on page 23*

**change petitions.** Support for anti-violence programs, including aiding victims of violence in securing **protective orders** and navigating the legal system. There is also a need for assistance with eligibility issues for **subsidized housing** and **public benefits**. The Immigration Law Project can always use **bilingual volunteers** to assist on immigration cases from various countries with significant anti-LGBTQ+ violence.

- For more information about volunteering, visit [lalgbtcenter.org](http://lalgbtcenter.org).

### 3. Public Counsel

- **Mission:** Public Counsel is the largest pro bono public interest law firm in the United States, providing free legal services to individuals and communities in need. They advocate for low-income people facing challenges in areas such as children’s rights, veterans’ services, consumer law, housing, and more, with a focus on breaking down barriers to justice.
- **What They Do:** Public Counsel offers a range of legal services, including **children’s rights advocacy, consumer protection, veterans’ services, and housing rights**. They focus on tackling systemic injustices and ensuring that vulnerable populations have access to the legal resources they need to secure stable lives. Public Counsel works with **law firms, corporations, and individual volunteers** to meet the growing demand for legal support, addressing issues like unlawful evictions, access to education, and consumer fraud.
- **How You Can Help:** Public Counsel relies heavily on volunteers to expand their reach and support their diverse programs. Volunteers can assist at the **Community Legal Clinic** on Saturdays in Pasadena. They assist with experience in a variety of legal areas, especially landlord-tenant law, family law, general civil litigation and bankruptcy/consumer debt. Bilingual English/Spanish volunteers are encouraged to volunteer. Public Counsel’s **CARES program** is another pro bono initiative that empowers to provide

direct advocacy for low-income and unhoused individuals navigating the public benefits system. Under the guidance of Public Counsel staff, CARES volunteers provide **in-person advocacy at Los Angeles Department of Public Social Services (DPSS) offices**, assisting individuals with: **General Relief & CalWORKs** (cash aid), **Medi-Cal** (health coverage), and **CalFresh** (food assistance).

- For more information about volunteering, visit [publiccounsel.org](http://publiccounsel.org).

If you’ve thought about using your legal skills to give back, now is the time. Whether in person or remotely, there are plenty of ways to help—assist with document translation, support asylum seekers, or contribute your expertise in other essential areas. There are many opportunities to get involved—open the door and start making a difference in Los Angeles.

*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. 📺*



## Looking Forward Despite COVID-19

by Deena Bowman

Living with the COVID-19 virus has altered our approach to enjoying recreational and cultural pursuits. However, good times can still be experienced –albeit in different ways. June marks Pride month and the beginning of summer activities to celebrate and enjoy.



### ENJOY LA PRIDE 2025 SIGNATURE EVENTS

Christopher Street West brings back its signature events for LA Pride 2025. From the 55th Annual LA Pride Parade to the Pride Bingo @ The Grove, there's a bounty of delights for the LGBT+ community and

those who give love and support. For a lineup of all signature events taking place in Los Angeles (and one in Catalina Island) in June, see <https://lapride.org/2025-events-calendar/#top>



### VIEW SIX CLASSIC FILMS IN "2025 LAST REMAINING SEATS"

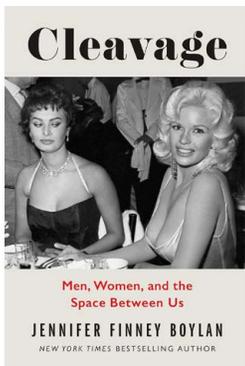
Join the Los Angeles Conservancy's "six classic films, three historic theatres, one spectacular series" running June 7 – 21. See six classic films that should be seen on the big screen at the Orpheum Theatre, the United Theater on Broadway, and the Million Dollar Theatre. For more information and to purchase tickets, go to <https://www.laconservancy.org/tours-events/lrs-2/>

*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



## Cleavage: Men, Women, and the Space Between Us

by Jennifer Finney Boylan

In her fifth memoir, *Cleavage*, Jennifer Finney Boylan examines the differences between men and women, the divisions, as well as common ground between the genders. Boylan reflects on her own experiences, both difficult and joyful, as a transgender American. Yet, *Cleavage* is more than a deeper dive into gender identity; it also presents a comparative study between her positive coming out as a trans-woman in 2000 with the present era of blowback and fear. [📖](#)

*2025, 256 Pages, Celadon Books, \$29.00, hardcover. Also available for checkout from the Los Angeles Public Library in Book & eAudiobook.*

# Benefits and Burdens of Artificial Intelligence Through a Legal Lens

by Travis Chow – LAPA President

On May 6, members gathered for an MCLE event presented by Morvareed Z. Salehpour on balancing the benefits and burdens of Artificial Intelligence with legal perspectives.

Morvareed is the Managing Attorney of Salehpour Legal, a law firm that provides proactive, high-touch legal counsel and strategy for startups and established businesses. She assists clients with negotiating and structuring contracts and tech transactions, and advises on issues related to product launches, intellectual property licensing and protection, open-source compliance, data and privacy rights, and the use of emerging technologies like artificial intelligence.

The discussion raised concerns such as social biases in AI algorithms, potential job losses, legal challenges in intellectual property, issues of privacy, and the liability for AI-driven errors.

Some of the key insights included how AI enhances efficiency and productivity across various industries but poses significant risks related to job displacement as well as ethical concerns; how social bias embedded in AI systems can perpetuate and exacerbate existing inequalities, particularly affecting marginalized groups. Intellectual property rights pertaining to AI-generated content are complex, often involving infringement issues and lawsuits. Further, the increasing ability of AI to analyze personal data raises serious privacy and confidentiality concerns, highlighting the need for stringent regulations. Moreover, liability issues surrounding AI errors remain ambiguous, necessitating clear legal frameworks and guidelines for accountability.

The discussion then turned to how AI offers increased efficiency, automation of routine tasks, better precision in various sectors, and the potential to transform customer service and operational workflows. Further, the focus turned to how AI technologies can introduce biases, lead to job losses, and raise issues of accountability, particularly in sensitive areas like law enforcement and healthcare. This then turns to the question of how AI can create content or inventions that may infringe on existing intellectual property rights, raising legal challenges that companies must navigate. Lastly, attention was placed on how governments are beginning to introduce laws focusing on data privacy and ethical AI use, such as the Colorado Artificial Intelligence Act, which addresses algorithmic decision-making in sensitive sectors.

This MCLE event educated us on where AI is at the moment, and how it is changing the dynamics in the workplace and how the Government's response is slow to react to these changes. 



Fullerton College

**CAREER EDUCATION**



## PARALEGAL

Fullerton College's ABA-approved Paralegal Studies Program provides the education and skills necessary for graduates to work under the supervision of an attorney as a critical member of the legal support team in all areas of law. Our program aids students in finding employment in this ever-growing, fast-paced, and challenging field.

PLEASE NOTE

The Fullerton College ABA-approved Paralegal Studies Program does not prepare students for law school or the practice of law. Under California's Business and Professions Code, Section 6800 (et seq.), a paralegal may not market his or her services to the public, but must work under the direct supervision of an attorney licensed to practice law.



### DEGREE/CERTIFICATE OFFERED

We offer both an Associate Science degree and Certificate in Paralegal Studies. Visit our website to view the degree and certificate requirements.

### → ENROLL ONLINE AT:

<https://admissions.fullcoll.edu/>

### → VISIT OUR WEBSITE FOR ADDITIONAL INFORMATION

### START HERE:

PLEG 101 F -  
Introduction to Paralegal Studies



### QUESTIONS? CONTACT:

 (714) 992-7032

 [buscis@fullcoll.edu](mailto:buscis@fullcoll.edu)

 <https://buscis.fullcoll.edu/>



*A recurring column where we delve into unique experiences and insights of paralegals. We ask engaging, thought-provoking questions to a featured paralegal, offering a glimpse into their daily life and career.*

## Mariana Lui, CEDS

Paralegal in the Advanced Records Center (“ARC”)

department at Best Best & Krieger LLP

### A DAY IN THE LIFE

***Describe a typical day for you as a paralegal. What are your most common tasks and how do you manage your time effectively?***

Best Best & Krieger LLP (“BBK”) has a municipal law practice and within that practice I’m a document review paralegal in the ARC department. I assist clients by analyzing their records, responding to the public’s requests for documents. When I mention my work, a lot of paralegals think of FOIA requests, which rely on federal law, but my assignments focus on requests pursuant to the California Public Records Act (“CPRA”). Due to the CPRA’s statutory deadlines, I organize my time by balancing the most immediate deadlines with the complexity of the analysis required to respond to the request.

***What’s the first thing you do when you get to the office in the morning? How does it set the tone for your day?***

The first thing I do after clocking in is to review my email inbox. I want to be aware of any potential emergencies before I start my day. I will have already sketched out time blocks from the end of my prior day and an emergency email may shift my priority focus around.

### CAREER INSIGHTS

***What inspired you to become a paralegal? Was there a defining moment or person that influenced your career choice?***

I prefer to lead a life of kindness and helpfulness and people tend to turn to lawyers when they are feeling vulnerable. I am also an extrovert and enjoy hearing people’s stories. When I realized that I could use my inquisitiveness and people skills as a paralegal, I decided to attend the UCLA Extension Paralegal Training Program. It’s been one of the best decisions I’ve made for myself.

***What’s the most rewarding part of being a paralegal? Can you share a specific example?***

My specialty is in e-Discovery and one of the most rewarding feelings is finding hot documents – the needle in the haystack of evidence, so to speak. I remember one case from my time as a securities litigation paralegal where I found an email thread of a fiduciary explicitly instructing their assistant not to disclose required information to clients. The emails made quite a difference in settlement negotiations.

### COMPENSATION

***What is the salary range for your field and your experience?***

In Los Angeles, it ranges from \$75k to \$100k annually. If you are CEDs certified, which is an advanced certification for e-Discovery paralegals, then you can definitely ask for the higher end. The amount can increase further if you are also a trial litigation paralegal.

***What factors do you believe most influence a paralegal’s salary, and what advice would you give to others looking to increase their earning potential?***

Specialized, specific training will influence your salary. Your resume should highlight your unique skill set as the specialist that you have become. I would advise paralegals to always continue learning. When it comes to e-Discovery, technology is constantly evolving and our ability to analyse documents and files depends directly on our familiarity with the newest relevant technology.

### CHALLENGES AND TRIUMPHS

***What has been the most challenging case you’ve worked on, and how did you overcome the obstacles?***

One of the most challenging cases I worked on had an extraordinarily large number of plaintiffs, in the hundreds, who we were representing in a non-class-action lawsuit. I was working on managing the document collection with one other paralegal. Together, she and I came up with a form questionnaire and checklist to propose to our supervising attorney. We were able to lean on the system we built to keep everything organized and assist all the clients equally.

*continued on page 27*

***Can you recall a moment when your work made a significant difference in the outcome of a case?***

Yes, there was a particularly sensitive elderly client who had been a victim of fraud. They were embarrassed to have been tricked and had difficulty opening up about the circumstances of their meetings with the fraudsters. Through kindness, patience, and reassurance that they were not to blame for the crime that was committed, I was able to gather key evidence for the case. The case was won and the client was rightfully awarded treble damages.

## SKILLS AND DEVELOPMENT

***What skills do you think are essential for a successful paralegal, and how do you continue to develop them?***

The flexibility to learn new ways of doing things. Yes, we all come up with our systems that help us complete our tasks, but it's important to stay open to new and possibly more efficient ways of completing the same tasks. One of the ways to continue to develop them is by attending legal technology events or following legal technology blogs online.

***Have you taken any courses or certifications that you found particularly valuable for your career?***

Yes, the CEDS certification is an invaluable marker for paralegals who are interested in an e-Discovery specialty.

## TECHNOLOGY AND TOOLS

***How has technology changed your role as a paralegal? What tools or software do you find indispensable?***

e-Discovery software continues to evolve and I am so grateful for its advances. I have had to review paper documents, photocopy and redact by hand, and use Adobe to bates stamp. There's nothing wrong with using Adobe to stamp documents when you have only a few hundred pages, but when your production climbs into the tens of thousands, you want a software to keep track of stamping for you. Avoid gaps or repetitions in bates stamps, or else you will be very confused during the trial preparation stage.

***Can you recommend any specific apps or software that make your job easier and more efficient?***

In addition to e-Discovery software, built-in timers in billing software have made billing entries so much more efficient.

## WORK-LIFE BALANCE

***How do you balance the demands of your job with your personal life? Do you have any tips for maintaining a healthy work-life balance?***

I have worked at boutique firms and while they are an excellent place to learn, they can be overwhelming because there are fewer co-workers to share the workload. I now work at a larger firm and there are many people in my department who can assist if an assignment is particularly urgent. My advice is to work at a larger firm.

If that's not feasible for you I recommend timing yourself completing routine tasks. Calculate an average time for each task. This will give you a realistic view of how long it takes you to complete items. Review your day or week's tasks and if you cannot realistically complete them within 40 hours tell your attorney immediately. Sometimes, a task can wait until next week or may even be passed along to a contractor. Communicate! How can your attorney help if you're not specific?

***What activities or hobbies do you engage in outside of work to unwind and de-stress?***

I enjoy volunteering. In addition to my volunteer work with LAPA, I also volunteer with Project Monarch. We are in our third year of maintaining a habitat for the diminishing Monarch butterfly and we have just seen our first chrysalis of the season!

## ADVICE FOR NEW PARALEGALS

***What advice would you give to someone just starting out as a paralegal? Is there something you wish you had known when you began your career?***

Ask lots of questions and don't make assumptions. Make sure you are clear on instructions that you receive. I wish someone had told me to join LAPA earlier! I have learned so much about paralegal paths and different kinds of law practices through this organization.

***What are the common mistakes you see new paralegals make, and how can they avoid them?***

A common mistake I see is not valuing your work enough to bill for it. It may feel like a simple task to you, but that task is an essential piece of the legal work the client needs. If you're not sure about the verbiage, ask your supervising paralegal or attorney.

*continued on page 28*



## Hot Topics in Real Estate Law

by Kevin Cazares, CP – LAPA  
Newsletter Committee

On April 30, 2025, the Los Angeles Paralegal Association's Real Estate Section hosted an insightful presentation led by Keith A. Attlesey that left many attendees with a clearer understanding of the often complex world of real estate law. Mr. Attlesey is an attorney who provides legal services in Real Estate, Business Litigation, and General Litigation. He represents clients in landlord-tenant matters, real estate

transactions, business contracts, and litigation.

For those of us who work as paralegals supporting real estate attorneys, the session was not just a refresher but a deep dive into the nuances and practicalities that define day-to-day legal work in this vibrant field.

The presentation kicked off by emphasizing the crucial role that real estate paralegals play in facilitating smooth transactions. Keith, a seasoned real estate attorney with over 20 years of experience, highlighted that while the fundamentals of real estate law are taught in schools, the actual practice is where much of the learning happens. Attendees heard firsthand how attention to detail, strong communication skills, and the ability to anticipate potential legal pitfalls are essential for success.

*continued on page 29*

### PARALEGAL PERSPECTIVES: A GLANCE INTO THEIR LIVES - cont. from page 27

Every attachment saved, email read, and phone call made is needed and must be accounted for. If it's not needed, why are you doing it?

#### MEMORABLE MOMENTS

*Can you share a memorable story from your career that highlights the unique aspects of being a paralegal?*

During the COVID-19 lockdowns in 2020, I had an elderly client who had to attend a Zoom deposition. He had no smartphone, no computer, and no one to assist him with technology. I had to come up with a solution to (1) train him on Zoom use and (2) get him to his Zoom deposition. It was an interesting puzzle to figure out and as a paralegal you frequently get to solve non-legal issues that come up in cases so that the attorney can focus on actual legal questions.

*What's the funniest or most unusual thing that has happened to you at work?*

This was at a prior firm, but meeting celebrities and having to maintain a professional demeanor is so funny! I have to pretend like they're not famous to complete my work with them.

#### FUTURE OF THE PROFESSION

*How do you see the role of paralegals evolving in the next five to ten years?*

We are all going to have to become familiar with recognizing the work of AI, including the hallucinations

that it can create. Always ask about the training data set and always Shepardize your cites!

*What changes would you like to see in the legal profession that could benefit paralegals?*

I would like to see the personal time of paralegals respected. We deliver higher quality work when we are rested.

#### PERSONAL REFLECTIONS

*If you could go back in time, is there anything you would do differently in your career?*

INo. I believe that all of the experience I have gained has made me the unique paralegal that I am today.

*What motivates you to keep going on tough days? Do you have a personal mantra or source of inspiration?*

My cats. I work so that they don't have to. :) In all seriousness, my parents motivate me. They have always loved and supported me unconditionally and I want them to know that their efforts were never wasted.

*Mariana Lui is a paralegal in Best Best & Krieger LLP's ARC: Advanced Records Center, which provides clients with comprehensive and cost-effective support for records-related matters, including public records requests of every size and complexity. With over 10 years of experience in the legal industry, including immigration law, trust administration, and securities litigation, Mariana takes a methodical approach to navigating large and complex production requests. She grew up in Los Angeles and enjoys pickling, crafting, and botany. 🍷*

One key takeaway was the importance of understanding the various types of real estate transactions paralegals might encounter. From residential sales and purchases to commercial leases and development deals, each requires a different set of documents, timelines, and compliance checks. Keith explained that being well-versed in local ordinances and regional variations is just as important as knowing the standard forms. This struck a chord with many attendees, given the complex zoning laws and unique regulations that govern properties in Los Angeles County.

The discussion naturally moved toward the standard documents involved in real estate closings. The presenter methodically walked through critical paperwork such as purchase agreements, title reports, escrow instructions, and deed forms. The group learned that a paralegal's thoroughness in reviewing these documents can prevent costly delays or legal disputes. Keith stressed the necessity of double-checking dates, signatures, and contingencies—small errors here can cascade into bigger issues down the line.

Another fascinating segment focused on the role of title companies and how title insurance protects buyers and lenders from potential defects in property ownership. The presenter explained the often overlooked fact that title searches are more than mere formalities; they can reveal hidden claims, liens, or easements that might otherwise derail a sale. Attendees were reminded that knowing how to read and interpret title reports is a critical skill for any real estate paralegal.

Equally valuable was the coverage of escrow processes and how paralegals interact with escrow officers. The presentation underscored the escrow's function as a neutral third party that holds funds and documents until all contract terms are met. Many attendees appreciated the behind-the-scenes glimpse into the coordination required among buyers, sellers, lenders, and agents. Keith encouraged paralegals to maintain clear, timely communication to ensure escrow deadlines are met, emphasizing that

procrastination or miscommunication can jeopardize entire transactions.

The presentation didn't shy away from addressing the challenges paralegals face when dealing with real estate disputes. Keith shared anecdotes involving title defects, boundary disagreements, and contract breaches that required quick thinking and thorough documentation. Attendees learned about the importance of drafting accurate demand letters and understanding settlement negotiations, skills that go beyond typical clerical tasks and into substantive legal support.

Moreover, the presenter highlighted the increasing role of technology in real estate law practice. Electronic signatures, digital document management systems, and online filing portals are now standard tools. Keith advised paralegals to stay ahead of technological trends to improve efficiency and reduce errors. This advice resonated strongly with attendees, many of whom are adapting to hybrid work environments and digital workflows.

Attendees also gained insight into ethical considerations unique to real estate practice. Keith pointed out scenarios where conflicts of interest might arise, such as when handling documents for both buyer and seller, or when working closely with real estate agents. The session reinforced that maintaining confidentiality and adhering to professional responsibility standards are paramount.

What made this presentation particularly valuable was the interactive Q&A session at the end. Attendees asked about everything from how to handle last-minute contract changes to strategies for tracking deadlines in multi-party transactions. Keith's practical advice and willingness to share real-world experiences created an engaging learning atmosphere that many described as both empowering and reassuring.

Reflecting on the presentation, it's clear that real estate paralegals are not merely support staff but integral players who help ensure that property deals close smoothly and legally. The knowledge gained from this session equips paralegals to better anticipate issues, communicate effectively with all

*continued on page 30*

parties, and navigate the complexities of real estate law with confidence.

For those in the LAPA Real Estate Section, this event was more than just a meeting; it was a reminder of the critical skills and dedication required to excel in this field. The opportunity to learn from an expert with decades of experience provided invaluable perspective and reaffirmed the importance of continuous education. As the real estate market evolves, so too must the paralegals who support it, and this presentation was a prime example of that ongoing professional development.

*Kevin Cazares graduated with a Certificate in Paralegal Studies from the UCLA Extensions Paralegal Training Program, class of 2024. Kevin is a member of LAPA, the National Association of Legal Assistants (NALA) and became a*

*Certified Paralegal through NALA in 2024. He is a Court Appointment Special Advocate (CASA) in Los Angeles County, and holds a certificate in E-Discovery from the National Society for Legal Technology (NST). He recently secured his first Paralegal position at Abramson Labor Group (ALG), a plaintiff's law firm in Burbank, California, specializing in employment law. *



Join one of the nation's premier paralegal associations:

## The Los Angeles Paralegal Association

Please visit [www.lapa.org](http://www.lapa.org) for detailed information about LAPA membership benefits.

# STAND TOGETHER STAND STRONG

OCTOBER 18, 2025 | 8:30AM-3:30PM

LAPA - 49<sup>TH</sup> ANNUAL CONFERENCE

Sheraton Grand Los Angeles  
711 S. Hope Street, Los Angeles, CA 90017



# Employers, Find Quality Talent **TODAY!**

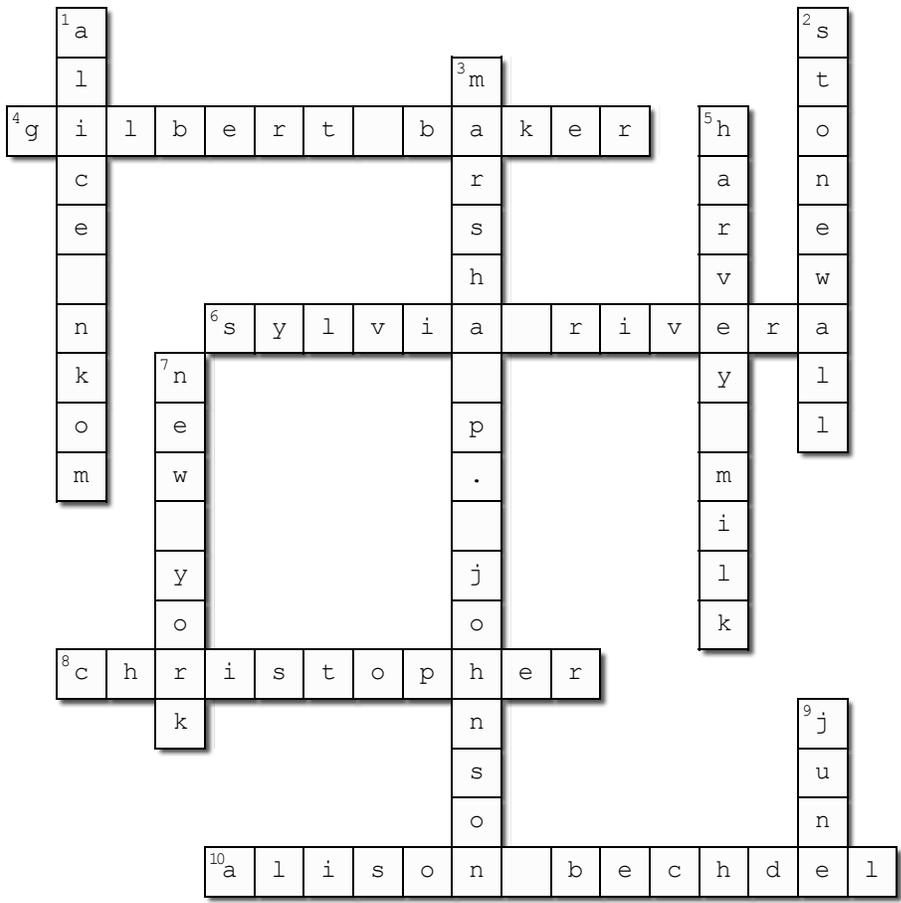


The Los Angeles Paralegal Association's Career Center is the leading source for attracting top talent

- > POST JOBS
- > RECEIVE RESUMES VIA EMAIL
- > SCREEN RESUMES
- > HIRE QUALIFIED TALENT

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

## LAPA'S CROSSWORD PUZZLE - cont. from page 17



### ANSWER KEY

- ACROSS**
- 4. Gilbert Baker
  - 6. Sylvia Rivera
  - 8. Christopher
  - 10. Alison Bechdel
- DOWN**
- 1. Alice Nkom
  - 2. Stonewall
  - 3. Marsha P. Johnson
  - 5. Harvey Milk
  - 7. New York
  - 9. June



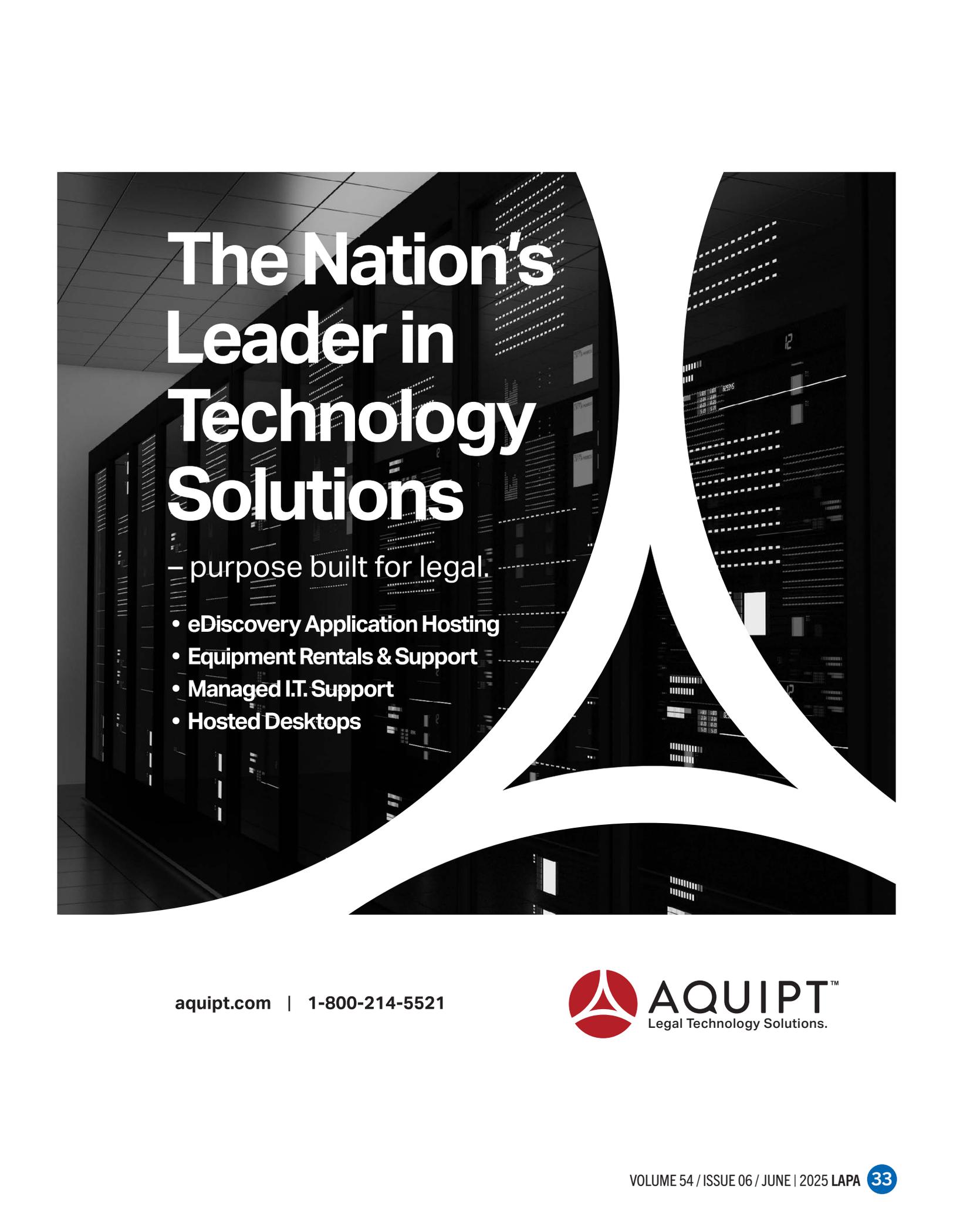
# YOUR BIG ANNOUNCEMENT GOES HERE.

Are you interested in advertising  
for our newsletter?

Reach hundreds of paralegals,  
students, and readers all over  
Los Angeles County.

For inquiries,  
Email Tracey Booth at [Admin@lapa.org](mailto:Admin@lapa.org)

---



# The Nation's Leader in Technology Solutions

– purpose built for legal.

- eDiscovery Application Hosting
- Equipment Rentals & Support
- Managed I.T. Support
- Hosted Desktops

[aquipt.com](http://aquipt.com) | 1-800-214-5521



# Proud Supporter of LAPA



**TRIAL PRESENTATION**

**MOCK TRIALS**

**LEGAL GRAPHICS**

**VIDEO EDITING**

**EQUIPMENT RENTAL**

**FOCUS GROUPS**

**INTERACTIVE TIMELINES**

**JURY RESEARCH**

Contact us to see how we can assist with your upcoming Trial.

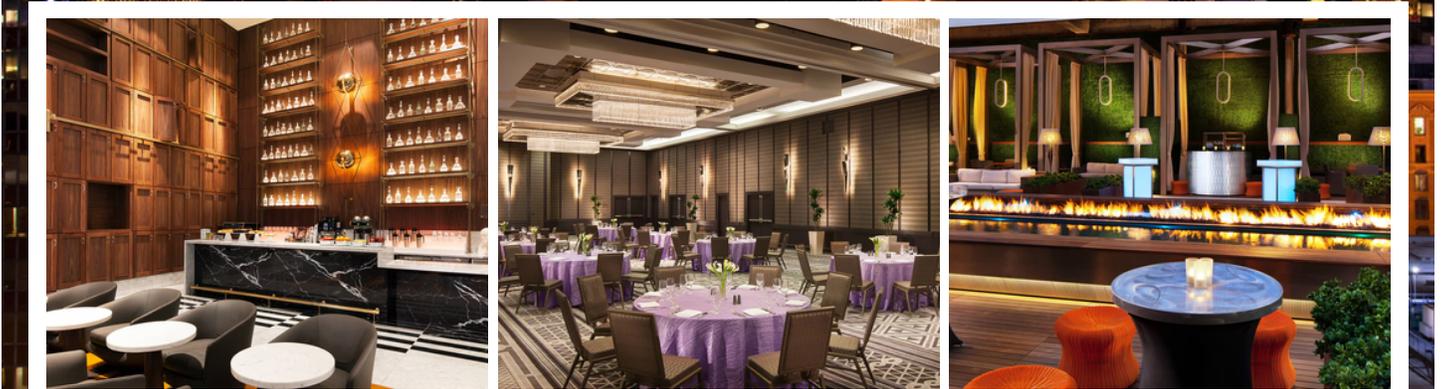
Ph: (805) 705—7777 | [alicia@aquinotrial.com](mailto:alicia@aquinotrial.com)

[www.aquinotrialservices.com](http://www.aquinotrialservices.com)



SHERATON  
GRAND  
Los Angeles

Discover Sheraton Grand Los Angeles – Your Downtown Destination for Events & More



Nestled in the heart of downtown, we're the perfect spot for corporate events, stunning holiday parties, and more. Whether you're here for a festive gathering, business event, or a relaxing getaway, we have everything you need to make your visit special. With versatile, stunning spaces—like our grand ballroom, stylish public areas, and scenic rooftop deck—your event will be nothing short of spectacular.

---

**Take Advantage of Our Special 2025 Packages!**

Planning an Event? Enjoy exclusive perks with our Special Packages.

Contact us today for more details and let's discuss how we can customize our offerings to perfectly suit your needs!

Contact Us: [Daniel.Lee@sheraton.com](mailto:Daniel.Lee@sheraton.com)

  @sheratongrandla  
[www.marriott.com/laxgr](http://www.marriott.com/laxgr)



711 S. Hope St.  
Los Angeles, CA 90017  
213.488.3500

## 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

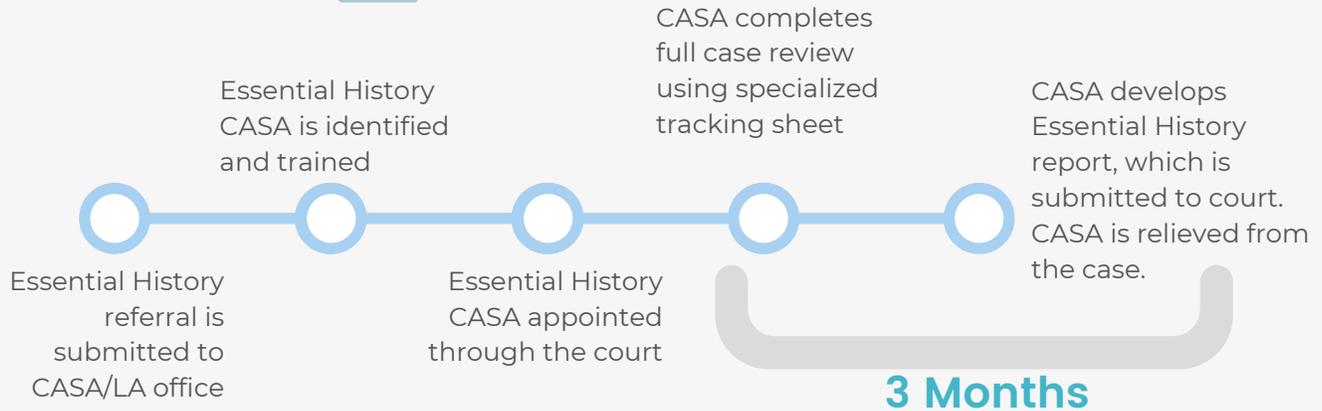
- Reduce time youth is in the child welfare system
- Improve outcomes for youth in the areas such as: permanency, mental health, education and social supports
- Ease changes/transitions for service providers
- Reduce burnout and compassion fatigue for child welfare professionals
- Consolidate information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

*continued on next page*

continued from previous page



## 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](mailto:essentialhistory@casala.org)  
 Visit Us! [www.casala.org](http://www.casala.org)



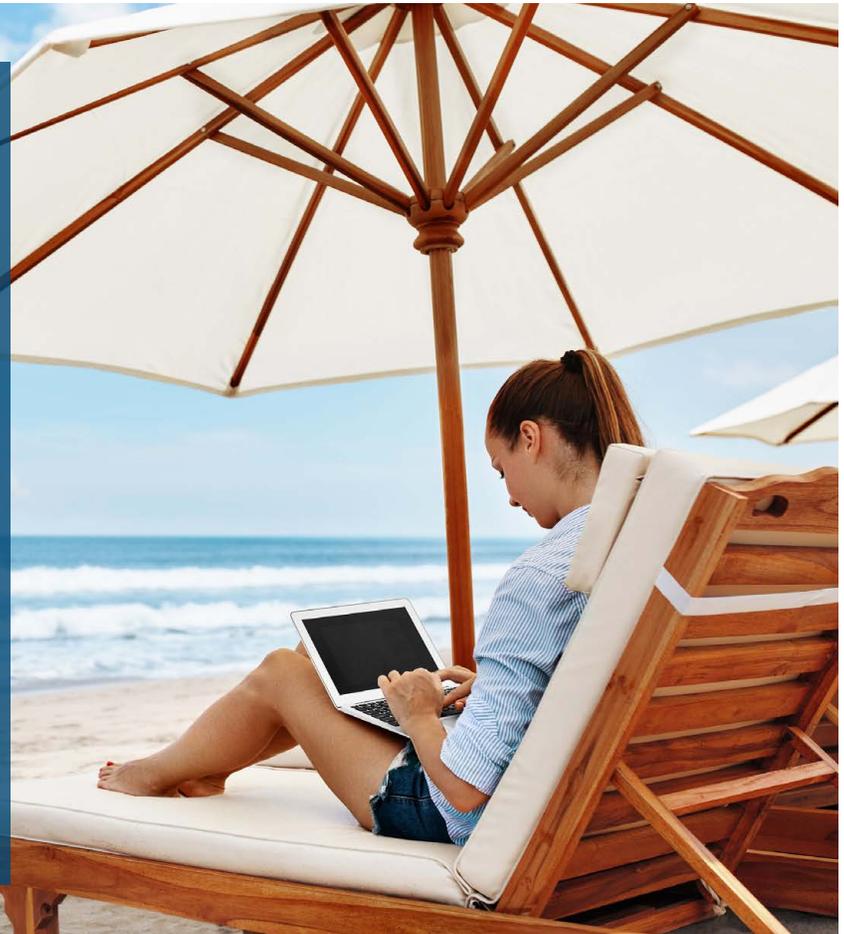
The Los Angeles Paralegal Association (LAPA) reflects the diverse nature of Southern California, and we strive to be as inclusive as possible. As an organization of legal professionals, we hold the ideals of equality and justice in the highest regard. The injustices experienced by the communities of 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. 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.

Attention  
LAPA Voting Members

## FREELANCE PARALEGAL LISTING

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





## Take Charge of Your Career Become a “Certified Paralegal”

College of the Canyons is offering study courses for the NALA CP Exam.  
The courses are noncredit and FREE to California residents!

Summer 2025

Course	Dates	# Wks	Days/Times	Modality
NC.PLGL-001-89011 <b>Knowledge</b>	6/10/25 – 7/29/25	8	Tuesdays 6:00pm – 8:30pm	LIVE/via Zoom
NC.PLGL-002-89012 <b>Skills</b>	6/14/25 – 7/26/25	7	Saturdays 9:00 – 11:30am	LIVE/via Zoom

Location: Virtual/LIVE/via Zoom or Online (Guided Self-study)  
Registration: Free to California residents

To Register: [www.canyons.edu/freeclasses](http://www.canyons.edu/freeclasses) and click on “Applicants”

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

For more information, reach out to Terry Wright, ACP, [terry.wright@canyons.edu](mailto:terry.wright@canyons.edu) or  
Lori Young at [lori.young@canyons.edu](mailto:lori.young@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.  
The NALA CP® Exam creators do not develop or deliver any CP® Exam study materials. Producers of study materials do not have access to actual CP® Exam content. Use of any suggested study materials does not guarantee success on the CP® Exam.



**FREE FOR MEMBERS!**

**Los Angeles Paralegal Association**  
**Burnout Prevention and**  
**Sustainable Wellness**  
**Strategies for Legal**  
**Professionals**



**June 12, 2025**  
**12:00PM**

**Speaker**

**Valerie Hwang Beck**

**Members Free**

**Student Members Free**

**Non-Members \$40**

**MCLE Credit 1.0**

**Register at:**

**[www.lapa.org/newevents](http://www.lapa.org/newevents)**





# Volunteer With Us!



**21 June  
2025**

9:00AM-11:00AM

OC Rescue Mission  
Village of Hope  
1 Hope Drive  
Tustin, CA 92782



LAPA and OCPA invite you to  
volunteer with us.  
Let's work together and make an  
impact.



REGISTER AT  
[LAPA.ORG/EVENTS](http://LAPA.ORG/EVENTS)





Los Angeles Paralegal Association



# VOLUNTEER WITH US!

SATURDAY, AUGUST 16, 2025  
10AM - 2PM

UNION RESCUE MISSION  
545 S. SAN PEDRO ST.  
LOS ANGELES, CA 90013



\*Pre-Registration  
Required

SIGN UP AT [WWW.LAPA.ORG](http://WWW.LAPA.ORG)



# 2025 LAPA OCTOBER CONFERENCE

**“Stand Together, Stand Strong”**

**Join us on October 18, 2025 from 8:30 AM - 3:30 PM**

**Sheraton Grand Los Angeles**

**711 S. Hope Street, Los Angeles, CA 90017**



# 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](mailto:info@lapa.org).

### VOTING

Nora Boghossian		<a href="mailto:graceharmony99@gmail.com">graceharmony99@gmail.com</a>
Hanna Bushman	Ratner Molineaux, LLP	<a href="mailto:hannabushman@gmail.com">hannabushman@gmail.com</a>
Michelle D. Cloutier	The Cooper Companies	<a href="mailto:michelle@thecoutiers.com">michelle@thecoutiers.com</a>
Valarie Corral	Wilson Elser Moskowitz Edelman & Dicker LLP	<a href="mailto:94vcorral@gmail.com">94vcorral@gmail.com</a>
Jillaine Costelloe	Guardian Life Insurance	<a href="mailto:jecostelloe@yahoo.com">jecostelloe@yahoo.com</a>
Elizabeth Ferrat	EMF Paralegal Services	<a href="mailto:elizabethferrat28@gmail.com">elizabethferrat28@gmail.com</a>
Julie Henry, CP	Offices of Julie A. Henry	<a href="mailto:juliehenry@paralegaljuliehenry.com">juliehenry@paralegaljuliehenry.com</a>
Claudia Renee Immerzeel	AIDS Healthcare Foundation	<a href="mailto:claudia.immerzeel@ahf.org">claudia.immerzeel@ahf.org</a>
Mary Jones	Lara Law Firm, APC	<a href="mailto:mary@laralawoffices.com">mary@laralawoffices.com</a>
Tracy LaPierre	Francisco & Francisco, LLP	<a href="mailto:tracy@franciscofrancisco.com">tracy@franciscofrancisco.com</a>
Kyu Dong Lee	Southern California Edison	<a href="mailto:kyudong.lee@sce.com">kyudong.lee@sce.com</a>
La Donna Mc Duffie	Arias Sanguinetti Wang & Torrijos, LLP	<a href="mailto:ladonna@aswtlawyers.com">ladonna@aswtlawyers.com</a>
Marcy McCall		<a href="mailto:marcymccall@aol.com">marcymccall@aol.com</a>
Martha McLaughlin	The Walt Disney Company	<a href="mailto:martha.mclaughlin@disney.com">martha.mclaughlin@disney.com</a>
Jody Meltzer	Alperstein, Simon, Farkas, Gillin & Scott LLP	<a href="mailto:jam@asfslaw.com">jam@asfslaw.com</a>
Rebecca Nelson	Keystone Law Group	<a href="mailto:rebeccadpelke@gmail.com">rebeccadpelke@gmail.com</a>
Brenda Paredes	Ruttenberg Cutler Broomer, LLP	<a href="mailto:bparedes@lawrcb.com">bparedes@lawrcb.com</a>
Monique Patino	Klinedinst PC	<a href="mailto:mpatino@klinedinstlaw.com">mpatino@klinedinstlaw.com</a>
Jessica Rodriguez	Cohen Williams LLP	<a href="mailto:msjrodriguez@gmail.com">msjrodriguez@gmail.com</a>
Steve Rodriguez	Fidelity National Law Group	<a href="mailto:steverodriguez83@gmail.com">steverodriguez83@gmail.com</a>
Ramon Rodriguez, Jr.	Hausfeld, LLP	<a href="mailto:rrodriguez@hausfeld.com">rrodriguez@hausfeld.com</a>
Natalia Stupnikova	Wickers, Wickers & Admans LLP	<a href="mailto:natastupnikova@yahoo.com">natastupnikova@yahoo.com</a>
Audra Sullivan	Fenton Grant Mayfield Kaneda & Litt, LLP	<a href="mailto:audra.sullivan@att.net">audra.sullivan@att.net</a>
Colleen Toomey	Womble Bond Dickinson (US) LLP	<a href="mailto:cpseverino@yahoo.com">cpseverino@yahoo.com</a>
John Vaughn	Veatch Carlson	<a href="mailto:goest.ryeter@gmail.com">goest.ryeter@gmail.com</a>
Alesia Young	Y & B Business Solutions LLC	<a href="mailto:paralegal2law@gmail.com">paralegal2law@gmail.com</a>
<b>ASSOCIATE</b>		
Valerie Breuer	AT&T	<a href="mailto:kaecal@yahoo.com">kaecal@yahoo.com</a>
Lawrence Curtis, II	unemployed	<a href="mailto:lbc_002@yahoo.com">lbc_002@yahoo.com</a>

### ASSOCIATE cont.

Rosaura Gutierrez	California Department of Justice	<a href="mailto:rosaura.c.gutierrez@gmail.com">rosaura.c.gutierrez@gmail.com</a>
Robertta Hutcheson	X	<a href="mailto:robi5352@gmail.com">robi5352@gmail.com</a>
Lynn Kell	Self employed	<a href="mailto:lynnkell@hotmail.com">lynnkell@hotmail.com</a>
Tiffany Kwan	LA Unified School District - Office General Counsel	<a href="mailto:tiffanykwan@gmail.com">tiffanykwan@gmail.com</a>
Lizet Rivera	Mount San Antonio Community College	<a href="mailto:lizet.rivera.d@gmail.com">lizet.rivera.d@gmail.com</a>
Alexander M. Sarabia		<a href="mailto:ducks71583@gmail.com">ducks71583@gmail.com</a>
Kevin Shiosaka	CalPrivate Bank	<a href="mailto:kshiosaka@calprivate.bank">kshiosaka@calprivate.bank</a>
Alfreda Woods		<a href="mailto:elfpower62@gmail.com">elfpower62@gmail.com</a>
<b>STUDENT</b>		
Deborah Addison		<a href="mailto:daddison83@gmail.com">daddison83@gmail.com</a>
Miriam Bernstein	UCLA Paralegal Training Program	<a href="mailto:miriamsobel@gmail.com">miriamsobel@gmail.com</a>
Samantha Braun	UCLA Paralegal Training Program	<a href="mailto:samkristab@gmail.com">samkristab@gmail.com</a>
Sharelle Carter	Los Angeles City College	<a href="mailto:real2soul1st@gmail.com">real2soul1st@gmail.com</a>
Amanda Clayton	The Weiss Agency	<a href="mailto:amanda.g.clayton@gmail.com">amanda.g.clayton@gmail.com</a>
Kristina Correa	UC Irvine Division of Continuing Education	<a href="mailto:kristinaacorrea@gmail.com">kristinaacorrea@gmail.com</a>
Jaqueline Favors	UCLA Paralegal Training Program	<a href="mailto:jaqueline.r.favors@gmail.com">jaqueline.r.favors@gmail.com</a>
Antonia Foard	UCLA Paralegal Training Program	<a href="mailto:tonifoard@gmail.com">tonifoard@gmail.com</a>
Christina Garcia	The Downey Adult School	<a href="mailto:christinalegalpro@gmail.com">christinalegalpro@gmail.com</a>
Mariela Garcia-Luna	California Department of Justice	<a href="mailto:garcialuna08@gmail.com">garcialuna08@gmail.com</a>
Sherrie Gomez	West Los Angeles College	<a href="mailto:sherriegarcia562@gmail.com">sherriegarcia562@gmail.com</a>
Emily Hernandez	Mullen & Filippi	<a href="mailto:emilymich.ellehern@gmail.com">emilymich.ellehern@gmail.com</a>
Audrey Jackson	West Los Angeles College	<a href="mailto:audrey.business.student@gmail.com">audrey.business.student@gmail.com</a>
Jane Lee	UCLA Paralegal Training Program	<a href="mailto:leesoojin0920@gmail.com">leesoojin0920@gmail.com</a>
Julia Manjarres	TM Claims Service, Inc.	<a href="mailto:jmanjar9@calstatela.edu">jmanjar9@calstatela.edu</a>
Patrick Martin	UCLA Paralegal Training Program	<a href="mailto:martp551@gmail.com">martp551@gmail.com</a>
Brenda Martinez	Ascendant LLP	<a href="mailto:bmartinez@ascendantllp.com">bmartinez@ascendantllp.com</a>
Cynthia McNamee	Optum - United Healthcare	<a href="mailto:c.d.mcnamee@gmail.com">c.d.mcnamee@gmail.com</a>
Stephanie Stehling		<a href="mailto:stephstehling@yahoo.com">stephstehling@yahoo.com</a>
Tiffany Taba Hirata	University of California, Los Angeles	<a href="mailto:hiratatiffany@gmail.com">hiratatiffany@gmail.com</a>
Kimani Williams		<a href="mailto:kimani.williams@outlook.com">kimani.williams@outlook.com</a>

**Save BIG**  
on your monthly  
medical premium.

**Compare**  
your plan  
right now.  
It's fast, easy  
and free.

LAPA has teamed up with UIP – United Insurance Partners to offer you affordable quality insurance that addresses your health care needs in simple, easy to understand terms.

Visit LAPA's Benefits section and see the wide array of quality insurance providers now available to you through this exclusive arrangement with UIP and start saving today.



<http://lapa.healthinsurance.com/hi/>  
or call Armando at (800) 707-2360

**UIP** United Insurance Partners  
Specialists in Sponsored Insurance Programs

Insurance products are available to qualified LAPA members through United Agencies and its affiliates including UIP Insurance Services.  
CA Lic #0252636

# LOS ANGELES PARALEGAL ASSOCIATION - 2025 BOARD OF DIRECTORS

## EXECUTIVE COMMITTEE

Name	Title	Employer	Office #	Email
Travis Chow	President	Collins + Collins LLP	626.243.1100	travis.chow@laverne.edu
Isis S. Curiel	Executive Vice President	Athlon Legal, APC	909.914.0992	isis.s.curiel@gmail.com
Mariana Lui	V.P. of Marketing	Best Best & Krieger LLP	213.617.8100	mariana.s.lui@gmail.com
Gina Rosales	Treasurer	Loeb & Loeb LLP	310.788.7154	treasurer@lapa.org
Don Adove	Secretary	Kennedys CMK LLP		adovedon@gmail.com

## DIRECTORS AT LARGE

Name	Employer	Office #	Email
Bryan Corbett	Abramson Labor Group		bryanpcorbett@gmail.com
Elizabeth Garcia, ACP	Alder Law, PC		elizabethgarcia9421@gmail.com
Talar Guedikian	Altair Law, LLP		tguedikian@altairlaw.com
Kenneth L. Harold, ACP, CAS	Law Offices of Oldman, Sallus & Gold, LLP		kennethharold@mail.com
Martha Izquierdo	Susman Godfrey LLP	562-507.8952	marthaizquierdo13@gmail.com
Jacqueline S. Loza, JD	Freelance Paralegal	818.392.4411	jacquelinesloza@gmail.com

## SECTIONS, COMMITTEES & OTHER LAPA INFORMATION

Administrative Manager	Tracey Booth	admin@lapa.org	Pro Bono & Community Services Committee	Martha Izquierdo	marthaizquierdo13@gmail.com
Advertising	Tracey Booth	admin@lapa.org	San Fernando Valley Section	Mariana Lui	mariana.s.lui@gmail.com
LAPA Pro Bono Counsel	Bethelwel Wilson, Esq.	bethelwel@gmail.com	Santa Clarita Section	Terry Wright, ACP	terry.wright@dignityhealth.org
Bankruptcy Section	Tracey Booth	info@lapa.org	Spring Career Conference Committee	Don Adove	adovedon@gmail.com
Board Advisors		info@lapa.org	Student & School Liaison	Isis S. Curiel	isis.s.curiel@gmail.com
Budget & Finance Committee	Gina Rosales	treasurer@lapa.org	Technology Chair	Mariana Lui	mariana.s.lui@gmail.com
Compliance Committee	Elizabeth Garcia, ACP	elizabethgarcia9421@gmail.com	Volunteer Coordinator	Gina Rosales	treasurer@lapa.org
Corporate/Real Estate Section	Gina Rosales	treasurer@lapa.org	Westside Section	Tracey Booth	admin@lapa.org
Corporate Sponsors	Tracey Booth	info@lapa.org			
DEI Section	Kenneth L. Harold, ACP, CAS	kennethharold@mail.com			
Downtown Section	Tracey Booth	admin@lapa.org			
Editor of Reporter	Kevin Cazares, CP	kevincazarescp@outlook.com			
Employment Law Section	Tracey Booth	admin@lapa.org			
Family Law Section	Terry Wright, ACP	terry.wright@dignityhealth.org			
General Information		www.lapa.org			
Holiday Benefit Gala Committee	Jacqueline S. Loza JD	jacquelinesloza@gmail.com			
Immigration Law Section	Tracey Booth	admin@lapa.org			
IP & Franchise Section	Tracey Booth	admin@lapa.org			
Legislative Committee	Tracey Booth	admin@lapa.org			
Litigation Chair	Elizabeth Garcia, ACP Talar Guedikian	elizabethgarcia9421@gmail.com			
Marketing Committee	Mariana Lui	mariana.s.lui@gmail.com			
MCLE Review Committee	Elizabeth Garcia, ACP	elizabethgarcia9421@gmail.com			
Membership Committee	Tony Sipp	haveasipp@gmail.com			
NALA Liaison	Elizabeth Garcia, ACP Kenneth L. Harold, ACP, CAS	elizabethgarcia9421@gmail.com kennethharold@mail.com			
Newsletter Chair	Bryan Corbett	bryanpcorbett@gmail.com			
Newsletter Committee	Travis Chow Bryan Corbett Mariana Lui	travis.chow@laverne.edu bryanpcorbett@gmail.com mariana.s.lui@gmail.com			
Nominations & Elections Committee		admin@lapa.org			
October Conference Committee	Isis S. Curiel Terry Wright, ACP	isis.s.curiel@gmail.com terry.wright@dignityhealth.org			
Paralegal Certification Committee	Terry Wright, ACP	terry.wright@dignityhealth.org			
Parliamentarian	Terry Wright, ACP	terry.wright@dignityhealth.org			
Probate & Estate Planning Section	Gina Rosales	treasurer@lapa.org			

## Save on dental care, and more

**The Vital Savings by Aetna® dental discount program** gives you a way to get the dental care you need *without* insurance.

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

### Also get discounts on:

- LASIK surgery and chiropractic care
- Contact lenses, gym memberships, over-the-counter vitamins and more

### Find out more.

Visit [www.lapa.org](http://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.

39.12.301.1 (1/1/09)

©2009 Aetna Inc.





Los Angeles  
Paralegal Association  
P.O. Box 452354  
Los Angeles, CA 90045  
Telephone (866)626-LAPA  
Fax (866)460-0506

# LOS ANGELES PARALEGAL ASSOCIATION

Invites You To

# WRITE FOR OUR NEWSLETTER!

Students, paralegals, everyone!  
We want you to write for the  
Los Angeles Paralegal  
Association newsletter! Email  
[admin@lapa.org](mailto:admin@lapa.org) for more info.

