

# CALIFORNIA WOMEN'S LAW CENTER ANNUAL 2009

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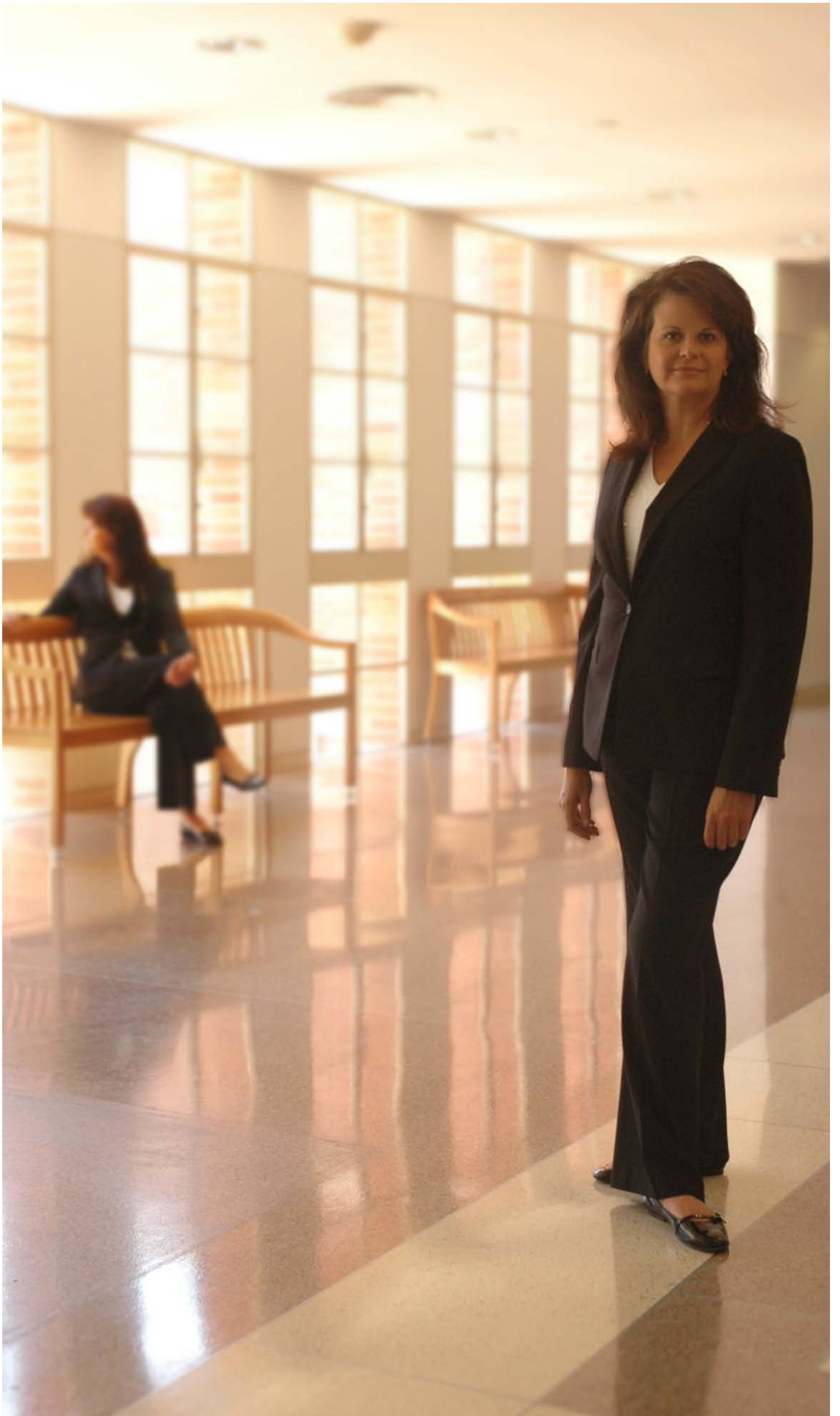
# Our work changes law and policy. Our impact changes lives.

The California Women's Law Center protects, secures and advances the civil rights of women and girls.

Since 1989, we have advocated for and achieved policy level change for a wide range of women's issues affecting gender discrimination, violence against women, women's health and reproductive justice. Our work makes life safer and more equitable for women and girls across California, and creates opportunities for women of all socioeconomic, racial, ethnic, and political backgrounds.

Fundamentally, because we examine the very fabric of our legal system and how it exacts fairness for women, we have the capacity to affect millions of lives.

To learn more about the CWLC, please visit us at [www.cwlc.org](http://www.cwlc.org). With continued backing from conscientious supporters like you, we can ensure the constitutional promise of equality for women throughout California.



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## LETTER FROM THE DIRECTOR

Dear Friends,

The mission of the California Women's Law Center has never been more relevant: to ensure, through systemic change, that life opportunities for women and girls are free from unjust social, economic and political constraints. We push the legal envelope by testing legal theory and breaking new legal ground that will positively impact women and girls.

This year was sharply defined by the financial collapse and the election of President Barack Obama, both events that signaled sea changes in public and economic policy. At once, we are presented with an historic opportunity to institute forward-looking legal policies and enforce laws that advance opportunities for women, and we are also faced with intense financial pressures that present deep obstacles to the implementation of those reforms.

CWLC continues to succeed in the face of sweeping political change and profound recession. Our progress over the past year demonstrates that ameliorating inequality for women and girls is an important ongoing priority for Californians and necessary to moving forward.

Our gender discrimination work continues to focus on achieving equality in the educational sphere. The Center has seen an increase in Title IX cases, reflecting our sound reputation as educators and advocates in this area, as well as our history of successful resolutions for young women.

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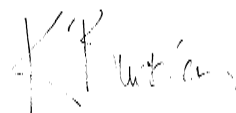
We have also seen an increased need to raise awareness regarding violence against women this past year as a result of the deepening recession. Among its efforts addressing violence against women, CWLC began a statewide initiative to educate schools about their legal responsibility to address teen dating violence and to establish local networks with domestic violence service providers across California.

Women's health protections and reproductive justice have been severely compromised during the last eight years. In 2008, the Law Center conducted educational trainings on issues such as the civil rights of pregnant and parenting teens, the legal rights of breast cancer patients and employee's rights to paid family leave.

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On the litigation side, CWLC won its case against the Center for Empowered Learning for firing a worker based on her request to express her breast milk while at work.

Next year will inevitably be fraught with financial pressure. We are deeply enthusiastic, however, about opportunities for education and reform on behalf of women in California.



Katie Buckland  
Executive Director







# Sports, just as with education, should be fair for both boys and girls.

From high schools and colleges to recreational facilities, girls are still losing out on the playing field, even though both state and federal laws prohibit sex discrimination. To ensure that girls receive equitable treatment in the athletic arena, CWLC litigates, lectures, issues policy briefs, and testifies before lawmakers about discrimination laws and our responsibility to vigorously enforce them.

CWLC successfully represented high school girls in Alhambra, California in the first Title IX class-action sports lawsuit certified in California for high school students.

*Time Out: Does your School Play Fair?* is CWLC's Title IX guide to inform women and girls of their legal rights and to help them assess whether their school or university is engaged in fair practices. The guide – hundreds of which have been distributed to schools, coaches, parents and students – also includes steps women and girls can take to ensure compliance at their schools. Through the widespread dissemination of this material, CWLC's advocacy for Title IX ultimately is supporting thousands of girls across California.

*To enhance girls' preparedness for competitive sports, CWLC is one of the few organizations in the U.S that examines equity at the K-12 level as well as city parks and recreational departments.*

## Alhambra High's Field of Dreams

After two years of litigation, the city and school district of Alhambra, California settled the first class action ever certified to a Title IX lawsuit. The seminal class-action status of this lawsuit serves as an “umbrella” ruling for all current and future female athletes and allows CWLC to monitor compliance and address issues more broadly. Moreover, the ruling’s broad scope conveys to other districts that it is more fiscally prudent to fix such Title IX issues than to litigate.

“Due to this case, school districts are now well aware of the cost involved in defending their actions, even if they are illegal, and are much more likely to remedy Title IX issues in a timely and less litigious manner,” states Vicky Barker, CWLC Legal Director. “Few Title IX issues are reported or corrected. Our hope is that the class-action status of this case gives young women the courage to step forward if separate but unequal facilities exist in their schools.”

“These new softball diamonds are more than just places for girls to play ball,” said Lauren Cruz, plaintiff in the case and former member of the Alhambra High School girls’ softball team. “They are symbols of the school’s commitment to treating girls fairly and giving us the same respect that the boys have gotten all along. It is our right to play, and it feels good to have our rights recognized. This is something that’s been a long time coming and I am very happy with the outcome of the fields. The girls’ softball program is expanding and with these wonderful changes come better opportunities for succeeding generations to play ball.”

*In the 2007-2008 school year, girls made up 49% of the high school population, but females only accounted for 41% of the participants in athletics.*

*Female college athletes receive only 35% of total athletic expenditures in the 2004-2005 school year.*

## Let Them Play: CWLC Helps San Diego Girls Win a Landmark Title IX Judgment

Over 35 years since its first impact, Title IX is still striving to create equality for girls in high school and collegiate athletics. And, even now, advocates such as CWLC are necessary to champion and safeguard this cause.

In 2009, a group of female athletes at Castle Park High School, in San Diego, California, won a claim that their high school discriminated against girls by offering them significantly fewer opportunities to participate in athletics than boys.

CWLC, which represents the girls with co-counsel, proved to the court that the defendant school district was not in compliance with Title IX based on unequal participation opportunities in athletic programs. Importantly, this is the first case in which a class of high school female athletes won a summary judgment motion on the issue of failure to provide equal participation opportunities to girls under Title IX. Winning the summary judgment strongly positions the plaintiffs for trial; the case is expected to be litigated by the end of 2009.

“Title IX is more than 35 years old, yet gender discrimination in high school sports continues to be rampant,” said Vicky Barker, CWLC Legal Director. “I hope this Order serves as a wake-up call to other high schools that they must bring their athletic programs into compliance.”

Because CWLC keeps fighting for fundamental rights of women and girls, the female athletes at Castle Park High School can keep playing on the athletic field.

*Female NCAA athletes receive **\$166** million less in scholarships than male college athletes.*

*71% of the female students who entered NCAA Division I programs on athletic scholarship in 1998 graduated within six years of enrollment, as compared to 63% for female students overall.*

As long as domestic violence remains an unfortunate part of our society, CWLC will continue to fight for women's safety and justice in abusive relationships.

A serious, preventable public health crisis that affects more than 32 million Americans, domestic violence touches people of all cultures, ethnicities and religions. It takes many forms including physical violence, sexual abuse, emotional abuse, intimidation and economic deprivation.

Unfortunately, many women still fail to report their abusive partners due to the shame and fear associated with domestic violence. Also, some women are not aware of their rights and may not know how to secure a restraining order or find resources to help themselves and their families.

CWLC strives to remedy this problem through innovative programs to help promote awareness, advocate for justice and expanded services for victims of domestic violence. Our goal is to empower women to seek help and safety while bringing an end to their domestic suffering.

*The Federal Bureau of Investigation reports that between 1976 and 1996, domestic violence claimed the lives of more than four women every day.*

*CWLC trains domestic violence shelter professionals and staff throughout California on the legal rights of domestic violence victims. These professionals then transfer that knowledge to tens of thousands of women who seek legal counseling and representation. CWLC also is on call 24/7 for emergency counsel.*









### **S.T.O.P. (School Training, Outreach and Prevention) Teen Dating Violence Project**

The S.T.O.P. Teen Dating Violence Initiative is a statewide, public policy and education initiative to institute comprehensive policies, protocols, training and resources to prevent and respond to complaints of teen dating and sexual violence against students.

### **Domestic Violence Advocate Legal Support Network**

The Domestic Violence Advocate Legal Support Network ensures that California's battered women's shelters have access to ongoing, free legal support and services. As part of this project, CWLC conducts legal trainings for shelters throughout the state and developed a legal manual for shelter directors and managers.

### **Habeas Project**

Under California state law, battered women who are in prison for certain violent felonies, including murdering their abuser, may submit a petition for habeas corpus if they were prejudiced by the fact that expert testimony on battering and its effects was not presented during their original trial. CWLC works in collaboration with the USC Law School Post-Conviction Justice Project, Legal Services for Prisoners with Children, and Free Battered Women to secure pro bono representation for incarcerated battered women who qualify for habeas relief under state law.

### **Murder at Home Project**

Murder at Home is a groundbreaking effort to transform criminal justice and community and media perception about intimate murder and violence cases. CWLC released the first volume of its policy report *Murder at Home: An Examination of Legal and Community Responses to Intimate Femicide in California* in October 2005, which chronicles and recommends important advancements to improve legal and community responses to domestic violence in California.

### **Teen Dating Violence**

It is estimated that 1.5 million high school students experience dating violence each year and more than 10% of teenagers report being sexually abused or coerced in a dating relationship. CWLC is conducting statewide trainings for educators and service providers on this vital topic.

*It is estimated that 1.5 million high school students experience dating violence each year.*

*CWLC has conducted and distributed research on the emotional differentiation between teen dating violence and domestic violence and is educating key audiences on this crucial topic. A formal statewide Education Tour targeting teachers, counselors and parents is scheduled for the second half of 2009. Through these efforts, CWLC has the potential to effect change for tens of thousands of women across California.*





The Murder at Home Project was established in 1999, in memory of Nina Clare Leibman who was brutally murdered by her husband in 1995, on the night that he was supposed to move out of their home pending their divorce.

The Project investigates and highlights systemic problems concerning the prevention and punishment of intimate partner femicide in California. The Project also examines how media language with regard to these cases shapes the public's view and awareness of intimate partner murder, thus contributing to stereotypes that can keep women in danger or create unjustified sympathy for batterers who kill their partners. The ultimate goal of the Project is to advance policies that improve the ways in which California's criminal justice and community agencies respond to domestic violence and domestic violence murder.

The first volume of the report, which was released in October 2006, focuses on law enforcement and probation department responses to domestic violence, as well as inter-agency efforts to engage in post-homicide data collection and domestic violence death reviews. The second volume of the report, which will be released by summer 2010, will focus on intimate partner violence against young women as well as the prosecution of, the medical community's response to and media coverage of domestic violence.

# For low-income and under-served women, reproductive justice can be a matter of survival.

Through policy advocacy, community education, and coalition building, CWLC obtains reproductive justice for low-income and under-served women, women of color, immigrant women and adolescent girls throughout California.

Many women are not aware of their reproductive rights and may experience multiple barriers to exercising those rights. To assist these women and protect their reproductive freedoms, existing reproductive rights laws must address cultural competency, language access rights and issues of poverty and sexism.

CWLC provides women with information about their reproductive health and rights, organizes community-based organizations to advocate for reproductive justice, and advocates for public policy that addresses these issues at a systemic level.

*A woman's right to choose is protected as a fundamental right in our state constitution and specifically reaffirmed through legislation. Health insurance plans that provide coverage for prescription drugs must provide equitable coverage for contraceptive methods. Sexual assault victims have access to emergency contraception (EC) in hospital emergency rooms and women have access to EC directly from pharmacists without a prescription. Through public benefit programs like Medi-Cal and Family PACT (Family Planning, Access, Care and Treatment program), low-income women have access to pre-natal care and birth control and can obtain state funding for abortion services.*

CWLC provides information guides and training sessions to professionals who in turn counsel women in need. Through these efforts, CWLC reaches tens of thousands of women across California.











Every woman should have access to the most trusted and reliable health information.

### **Training Regarding the Rights of Pregnant and Parenting Teens**

CWLC trains advocates, social service providers, school personnel, and other teen advocates about the civil and educational rights of pregnant and parenting teens. Such training not only helps change illegal school practices that discriminate against these students, but also supports the pregnant student population to stay in school and complete their education.

### **Paid Family Leave Collaborative**

CWLC is a founding member of the Paid Family Leave Collaborative, which works to inform Californians about their rights under the Paid Family Leave law – the first comprehensive paid leave program in the nation. As part of the Collaborative, CWLC offers workshops to community groups, labor unions, health care providers, legal services agencies and social services agencies.

### **Health Resource Guides**

CWLC provides, education, training and technical assistance for the health and work issues that disproportionately impoverish older working women in California. As part of this effort, CWLC has developed a resource guide for older women that addresses available health care resources in the private and government sectors, health care rights and benefits and information on how to take action when these rights and/or benefits are denied.

CWLC has distributed hundreds of these guides throughout California, to individuals as well as strategic health organizations and community facilities. As a result, the guide's information potentially has been disseminated to thousands of women statewide.

CWLC has distributed hundreds of informative breast cancer guides throughout California. The guides have been published in a wide range of languages, including Spanish, Mandarin, Hindi, and Samoan, and have reached thousands of women statewide.

For women in these minority groups and others, outreach and information dissemination can be very difficult because of cultural and communication barriers. For example, about 40,000 adult Samoan women live in the U.S. (mostly in Los Angeles and San Francisco) and their cultural tendency is to seek help from friends and relatives rather than consult with “outsiders.” Also, women who speak Mandarin and Hindi tend to live in decentralized populations and face cultural obstacles that can prevent them from getting assistance for abusive or legal problems. CWLC's guides are critical first steps in reaching and helping tens of thousands of these women.



Protecting One Woman in  
the Workforce.

Helping Thousands of Women  
By Inspiring Federal Legislation.

Ms. Eileen Hurtt was a part-time student and the mother of a seven month-old infant when she applied for and was offered a secretarial position at a Los Angeles company (the firm focused on “educational therapies” for struggling students).

She accepted the offer and then informed her employer that she needed 10 minutes a day to express her breast milk. The employer later called Ms. Hurtt and informed her they couldn't work together after all because of the “breast milk pumping.”

CWLC represented Ms. Hurtt in an action lawsuit against her employer, citing a little-known lactation accommodation law in California that protects basic rights and privileges for thousands of women in the workforce.

The case settled in Ms. Hurtt's favor. Perhaps more importantly, however, CWLC helped articulate that not allowing women to express their breast milk or breastfeed at work is illegal. A federal bill currently is in process that would firmly establish such discriminatory actions to indeed be pregnancy and gender discrimination.

## Paid Family Leave: Enabling a Daughter to Care for Her Father

Lorraine Peña is a working mother that benefited from California's Paid Family Leave ("PFL") law, which helped her care for her father after he had a stroke and fell into a coma. When Lorraine's father woke from his coma, he needed round-the-clock care because he couldn't walk, eat or talk.

"It would have been financially impossible to take time off work without pay," states Lorraine. "Paid Family Leave allowed me to be able to afford time off work so I could go to my father's medical appointments and understand his condition and options for treatment, so we could make informed decisions and provide appropriate care."

Lorraine spent countless hours in doctors' waiting rooms, helping with the many appointments and arrangements, making sure that her father had a wheelchair that worked and the correct medicine as well as attending to countless other needs.

"My father can now walk, eat on his own and talk. He is very thankful for the care that Paid Family Leave allowed," adds Lorraine. "I paid into the Paid Family Leave insurance program and received benefits from it when my father needed my help. I hope that others have the same opportunity to be there when they are needed."

CWLC is part of the Paid Family Leave Collaborative and provides training to social work professionals throughout California on the intricacies of the Paid Family Leave Act, which is celebrating its fifth anniversary in 2009.

Since PFL became law in July 2004, the Collaborative has helped more than 10,000 low-income workers and their families apply for and obtain PFL information and benefits through counseling, training, advocacy and community outreach. The Collaborative also has spearheaded coalition work to protect the rights of low-wage workers who need time off work for their own illness or to take care of family members, and successfully advocated for the creation of a community outreach unit within the Employment Development Department (EDD).







At least **75%** of legal services clients in California are women and their children.

CWLC is the first law center in California solely dedicated to addressing the comprehensive and unique legal needs of women and girls—which often are distinctly different from the legal issues that confront men.

Single parents head almost **50%** of families in poverty, and more than **75%** of those families are headed by women.

Throughout the years, CWLC has influenced policy in multiple states across the nation. The organization's unparalleled expertise stems from its staff attorneys and collaboration of partners who are nationally recognized legal experts in advancing the rights of women.

# Remembering Maria Rodriguez



Maria Rodriguez served on the CWLC board of directors for nine years and led the board as President from 2002 to 2003. As President, Maria championed the Breast Cancer Legal Project, The Murder at Home Project, and was tremendously supportive of the staff and the institution. On August 23, 2009, Maria lost her battle against breast cancer. Her daughter Cristina touched our hearts by staying by her mother's side throughout the hospital stay.

Maria symbolized the success of the Civil Rights Movement. She proved that the ideals were rock solid. This meant that every American regardless of his or her economic circumstances could achieve the American dream. Her daughter mentioned that she and her parents had marched with thousands of others during the funeral of Cesar Chavez in Delano, CA. Maria never spoke on how difficult her early life as a farm worker had been. When she was born in Mexico, she was the second child of a family that would eventually grow to eleven people. Maria began life living in a modest crib made of cardboard.

On the road as migrant farm workers, the family slept in their car. The boys often slept on blankets placed next to the highway. Maria's mom prepared the food daily. When the Rodriguez family finished following the crops in various states, they settled in Madera, California, a rural and agricultural farming region.

Unlike many migrant families in the U.S., the Rodriguez children attended public school in the day and worked the fields from 3:30 p.m. until sundown. The Rodriguez children then went to their modest home, ate dinner, took showers, studied and went straight to bed. The children never had playmates because they worked as a family unit to survive. The parents made all of the decisions. The children did not resent this because this was the only life they knew. Their best friends were each other. Maria's mother rose at 2 a.m. and she was the last person to go to sleep. She never complained. Maria's mother worked alongside her children and husband in the field even during her pregnancies.

Like her siblings, Maria worked to harvest raisins, potatoes and cotton. To harvest potatoes, the girls bent over and placed potatoes in a large burlap bag. The weight of the heavy potatoes caused bruises on Maria's and her sisters' legs. When the heat did not drive workers crazy, the family could count on the bees and other unpleasant insects that also followed the crops. Pesticides were used to control insects and prevent viruses from killing crops. Portable restrooms, shade, or air conditioning weren't options. Being a farm worker was a brutal and exhausting job.

Maria had a voracious appetite for learning and as a child, often stayed up until midnight studying after she completed her work in the fields. From an early age, her family recognized that she not only loved school but that she excelled in it. Maria was proud to graduate from Madera High School and even happier when she became a naturalized citizen at the age of 18. The ceremony was in Fresno, California.

Madeline Chun, Maria's dear friend from law school, said the main reason Maria had gone to Stanford was because her high school counselor said, "Okay, Maria, apply to Stanford, Pomona College and Occidental." She admired her counselor so much that she followed the instructions.

After Stanford, Maria studied at UC Berkeley and graduated from Law School there. She worked at Public Advocates in San Francisco. Later, she moved to Los Angeles and got a job at Maldef (the Mexican American Legal Defense and Education Fund). Then she moved on to a private law firm and became a partner. When the hours became too much, she applied to the Kaiser Permanente Legal Department to have more time for her husband and daughter.

Petite in stature, Maria had the energy of five people. She developed long-lasting friendships. She served on boards and commissions and gave a lot of her money to charities and political causes. She supported Hillary Clinton for President. Maria also spent lavishly on nieces, nephews, her parents and other people.

To Maria, the Chicano and Civil Rights Movements were not about her own educational and financial success. The goal was to uplift the less fortunate and especially people without a voice.

Maria never wanted to be the poster child of any movement and one found out what terrific things she had accomplished by talking to others. She was an extremely modest person. Her other great gift was helping friends.

Maria Rodriguez was the success of the Civil Rights Movement. To those who knew her, she was a godsend. She was the rare gem that Republicans and other doubters of the Civil Rights Movement said did not exist because that would mean admitting that some government programs worked beautifully. She not only existed, she lived large and in capital letters. She left such a positive mark through her example.



CWLC  
**FINANCIALS**

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INCOME  
**STATEMENT**

	<b>FYE2009</b>	<b>FYE 2008</b>
<i>Support and revenues</i>		
Contributions - IOLTA/Equal Access	\$179,501	\$213,890
Contributions - foundations	\$399,000	-
Contributions - individuals and corporations	\$25,205	\$45,423
Fundraising events, net of related expenses	\$73,580	\$119,720
Court awarded fees	\$128,799	\$136,249
Miscellaneous income	\$23,955	\$10,202
Interest income	\$2,332	\$5,008
<i>Total</i>	\$832,372	\$530,492
<i>Expenses</i>		
Program services	\$571,610	\$735,745
Supporting services	\$49,137	\$55,388
Fundraising	\$47,468	\$55,840
<i>Total</i>	\$668,215	\$846,973
Decrease/(Increase) in net assets	\$164,157	\$(316,481)
Net assets, beginning	\$302,336	\$618,817
<b>NET ASSETS</b>	\$466,493	\$302,336

Our pledge is to maintain the highest standards of financial accountability to continue to deserve your trust. CWLC is audited by independent certified public accountants in accordance with generally accepted accounting principles.

## BALANCE SHEET

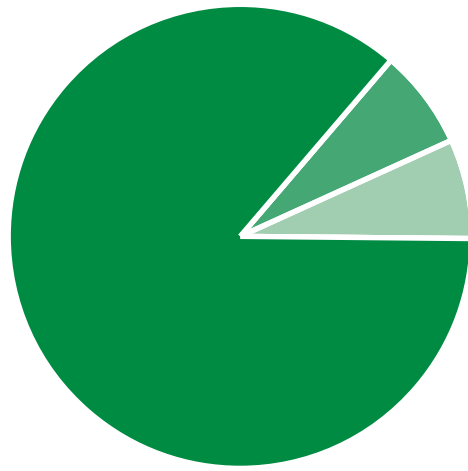
### ASSETS

	FYE2009	FYE 2008
<i>Current assets</i>		
Cash	\$329,811	\$180,804
Grants receivable	\$108,000	\$32,727
Other receivables	\$21,865	\$91,357
Prepaid expenses	\$11,089	\$8,873
<i>Total</i>	\$470,765	\$313,761
<i>Property, equipment</i>		
Property, equipment	\$7,514	\$8,375
<i>Other assets</i>		
Deposits	\$7,383	\$7,383
<b>TOTAL</b>	\$485,662	\$329,519

### LIABILITIES AND NET ASSETS

<i>Current liabilities</i>		
Accounts payable	\$6,535	\$8,710
Accrued expenses	\$8,497	\$10,480
Line of credit	\$ 4,137	\$4,415
Capital lease obligation	\$ 3,578	
<i>Total</i>	\$19,169	\$27,183
<i>Net assets</i>		
Unrestricted	\$286,993	\$214,836
Temporarily restricted	\$179,500	\$87,500
<i>Total</i>	\$466,493	\$302,336
<b>TOTAL</b>	\$485,662	\$329,519

## OPERATING EXPENSES



<b>Program Services</b>	<b>86%</b>	<b>\$571,610</b>
<b>Fundraising</b>	<b>7%</b>	<b>\$47,468</b>
<b>Program Services</b>	<b>7%</b>	<b>\$49,137</b>
<b>Total</b>		<b>\$668,215</b>

CWLC  
**BOARD MEMBERS**

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**President**

**Ellen Berkowitz**

Manatt, Phelps & Phillips LLP

**Vice President**

**Lois Thompson**

Proskauer Rose LLP

**Treasurer**

**Suzy Wilson**

Arnold & Porter LLP

**Secretary**

**Alexandra A. Bodnar**

Squire, Sanders & Dempsey LLP

**Tony Blain**

Blain & Associates

**Laura K. Christa**

Christa & Jackson

**Deborah Clarke**

Gibson, Dunn & Crutcher LLP

**Tracy Cohen**

Rogers Group LLC

**Kristina Diaz**

Roll Internaional

**Daphne Gronich**

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Latham & Watkins LLP

**Sheila James Kuehl**

**Lisa Mundt**

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**Laura Petroff**

Winston & Strawn

**Alicia Ramirez**

Paramount Pictures

**Jill Ratner**

Fox Group

**Mary Shelton Rose**

PricewaterhouseCoopers LLP

## CWLC STAFF

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### **Katie Buckland** Executive Director

A former prosecutor with a history of fighting for women's equality, Ms. Buckland has presided over significant growth in both the revenue and constituent outreach of CWLC in her five-year tenure. The organization has expanded its litigation support, lobbying, and public education efforts, including expanded public health initiatives under its domestic violence category, under her leadership.

Prior to coming to CWLC, Ms. Buckland served as a prosecutor and special assistant in the office of the Los Angeles City Attorney. In that capacity, Ms. Buckland coordinated and led prosecutorial efforts on behalf of all Los Angeles City Attorney celebrity and non-celebrity stalker and hate crime cases with an 82% overall conviction rate. Her responsibilities also included creating and directing the Los Angeles Neighborhood Prosecutor Project, a program that won the City of Los Angeles' Innovation and Productivity Award in both 2002 and 2003.

As primary spokesperson for CWLC and on behalf of the Los Angeles City Attorney's office, Ms. Buckland has been interviewed by The Los Angeles Times and Associated Press, has been a regular commentator on CNN local/regional headline news, and has served on numerous panels at state and national women's conferences. In 2007, Los Angeles Mayor Antonio Villaraigosa appointed Ms. Buckland to serve on the Los Angeles Commission on the Status of Women.

In the 1990s, Ms. Buckland served the Clinton campaign and administration in a variety of capacities, including Deputy Political Director and California Director for the Democratic National Committee. She attended the 2000 Democratic National Convention as a California delegate.

Ms. Buckland earned a Juris Doctor of Law from the University of California, Hastings College of the Law and graduated magna cum laude with a Bachelor of Arts degree from the University of California, Los Angeles. She resides in Los Angeles, with her son, Jack.

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**Vicky Barker**  
Legal Director

A critical member of the CWLC team since 2002, Ms. Barker currently directs the Law Center’s legal work, including supervision and hiring of CWLC legal staff, law clerks, and volunteers, and management of all CWLC litigation. Ms. Barker also focuses on sex discrimination in employment and education with an emphasis on Title IX and girls’ athletics, as well issues impacting women’s economic security, including the way in which women’s economic security issues intersect with issues of discrimination, health, and violence.

Ms. Barker’s work has included class counsel in *Cruz v. Alhambra School District*, a Title IX class-action lawsuit seeking equal athletic facilities, treatment, and benefits for girl athletes at Alhambra High School. Ms. Barker’s other recent work has focused on the economic security of older women workers and the protections and implementation of California’s paid family leave law. She also currently serves as a member of the Paid Family Leave Collaborative.

Prior to joining the Law Center, Ms. Barker represented workers and their unions in a wide range of aspects of employment matters, including labor law and employment discrimination litigation.

Ms. Barker is a former Vice President and Board Member of the YWCA of the USA and the YWCA of Greater Los Angeles. Ms. Barker earned her J.D. from the University of California, Davis School of Law and her B.A. in political science from the University of California, San Diego.

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**J. Cacilia Kim**  
Senior Staff Attorney

Ms. Kim litigates cases addressing systemic discrimination against women and girls, including federal class-action lawsuits seeking equal access to education and employment discrimination cases, particularly those that involve women’s health issues. She also works with national and state legal advocacy organizations to develop and influence legislation that supports and protects working families and has written policy briefs and legal resource guides concerning healthcare rights and reproductive health issues.

Prior to joining CWLC, Ms. Kim was a litigation attorney at O’Melveny & Myers LLP, specializing in securities fraud class actions at both the federal district and appellate court level. She also worked as a legislative assistant to U.S. Senator Jeff Bingaman, advising the Senator on legislation affecting low-income children and families.

Ms. Kim graduated with a B.A. in Psychology from the University of California, Berkeley. She received her J.D and Ph.D. in Developmental Child Psychology from the University of California, Los Angeles.



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**Heleann Hirsch**  
Staff Attorney

Ms. Hirsch focuses on training attorneys and non-attorneys alike on a range of legislative and employment issues, including workplace leaves and the civil rights of pregnant and parenting teens. Before working at the CWLC, Ms. Hirsch worked extensively in California politics for assembly members and congress people, as well as in Washington D.C. with the Clinton Administration. She also worked as an attorney in private practice, with an emphasis in employment law.

After graduating from the University of California Davis School of Law, she clerked for the Ninth Circuit Federal Court of Appeals. Ms. Hirsch also serves in a variety of volunteer capacities and is currently Chair of the Board of Directors of the Los Angeles Conservation Corp.

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**Sarah Kroll-Rosenbaum**  
Staff Attorney

Prior to joining CWLC, Ms. Kroll-Rosenbaum was a litigation associate at Paul, Weiss, Rifkind, Wharton and Garrison, LLP in New York City. She also clerked for the Honorable Christopher F. Droney, United States District Judge for the District of Connecticut. Prior to law school, she worked for Demos: A Network for Ideas & Action and the White House Project, both in New York.

Ms. Kroll-Rosenbaum earned her law degree from New York Law School and a bachelor's degree in Political Science from Barnard College, Columbia University.

**Jennifer Kang**  
Development Manager

Before joining the California Women's Law Center, Jennifer worked as a field organizer in Concord, New Hampshire for Senator Jeanne Shaheen's campaign in 2008.

She has a BA in Public Law, Political Science and a minor in Literatures in English from the University of California, San Diego. She has also completed the JusticeCorps program by AmeriCorps for the family law court in downtown San Diego.



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