Hearsay

"Soar to Your Highest Potential Through Education and Community"

San Francisco Legal Professionals Association



PO Box 2582, San Francisco, CA 94126 www.SFLPA.org



In This Issue...

What Have We Been Up To? In-Person Conference

Feature: After the Eviction Moratorium

Feature: Adventures in Space Travel 2021

Blast Off With SFLPA!

By Judy Nakaso and Kate Cochran, Co-Editors

We are celebrating fall in beautiful San Francisco, as we enjoy the typical Bay Area weather that ranges from enjoying melting ice cream cones on sunny days at Dolores Park to enjoying hot chocolate on chilly nights at Oracle Park in orange parkas.

What a year it has been so far--both SFLPA and humanity have much to celebrate! As our members enjoy the flexibility of our hybrid world, where we can choose to spend time with our loved ones, colleagues, and SFLPA friends on Zoom or in person, we reflect on a year where humans, whether at the Olympics or in outer space, have accomplished amazing things in the face of incredible obstacles.

As we celebrate all we have achieved so far, we encourage you to take advantage of this season and enjoy all that SFLPA has to offer, and to blast off with SFLPA as we continue to SOAR and achieve great things together!



San Francisco Legal Professionals Association 2021-2022 Elected Officers





Frances Skaggs
President

02



Jenny Ha Vice President



Lorri Nicolini Secretary



Sally Mendez
Treasurer



Christine Flores, CBA Governor

Appointed Officers, Chairs & Committee Members

Executive Advisor: May Sene - executiveadvisor@sflpa.org
Parliamentarian: Christine Flores, CBA - governor@sflpa.org
Career Promotion and Scholarship: Felicia Masters - careerscholarship@sflpa.org
CCLS Program: Melissa Dallas, CCLS & Lorri Nicolini - ccls@sflpa.org
Chapter Achievement: Christine Flores, CBA - governor@sflpa.org
Education: Frances Skaggs, Chair & Lillian Wong - education@sflpa.org
Hearsay Editors: Kate Cochran & Judy Nakaso, Co-Chairs - editor@sflpa.org
Interclub: Lillian Wong, Chair - interclub@sflpa.org
Legal Procedure: Leanne Ruesink, Chair - legalprocedure@sflpa.org
Membership: Jenny Ha, Chair - membership@sflpa.org
Professional Liaison/Day-in-Court: Lillian Wong, Chair - dayincourt@sflpa.org
Programs: Terralyn Graff, Chair - program@sflpa.org
Ways & Means: Lillian Wong, Chair & May Sene - waysandmeans@sflpa.org
Website: Kristen Craig-Reed, Chair - website@sflpa.org

Open Positions: Social Media & Public Relations



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SEPT. - OCT. 2021

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PRESIDENT'S MESSAGE FRANCIE SKAGGS



Dear Members:

San Francisco Legal Professional Association continues to be dedicated to education and community thanks to an amazing and hard-working Board. As you will see in this issue of the *Hearsay*, some of our hard-working Board was able to step out and enjoy community festivals as more and more events are re-opening due to the decline in Covid cases. I hope to also eventually to meet our members in person sometime soon, or at least in the upcoming year.

EDUCATION

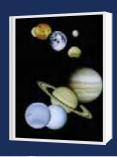
September Brown Bag

Sophia Calderón, Esq. from the Federal Trade Commission taught us about how the FTC protects our rights, which we may sometimes take for granted. Ms. Calderón gave an overview on the FTC including anti-trust violations, deceptive advertising and marketing, telemarketing and internet fraud, abusive debt collection and privacy and ID theft assistance.

In our country, anyone who receives a suspicious phone call that turns out to be fraudulent has the power to do something about it. An example would be a call from someone claiming to be from a utility company threatening to cut your power off unless a payment is made immediately. Some more disheartening stories are the ones of elderly people receiving aggressive phone calls from someone stating to be from the IRS and that payment on their taxes is due immediately These are considered "spoofed" phone calls and they can be reported to the FTC. To report them, a person can go to the FTC website at FTC.gov and click the button "Report Fraud" to submit a report. The FTC makes it easy for everyday Americans to have the power to do something, which many of us who attended the presentation didn't realize. It definitely made me feel safer knowing that this agency exists to protect us from those horrible scams.

California Certified Legal Secretary Exam

The California Certified Legal Secretary exam was taken online on Saturday, September 18. Those who took the test are still anxiously awaiting their results. This was the first time the test has been available since the pandemic prevented social gatherings, canceling the March 2020 exam. All those who studied and took the exam will be biting their nails waiting for the upcoming test results!



PRESIDENT'S MESSAGE





COMMUNITY

On September 16, Scholarship Chair Felicia Masters presented the first **Trivia Night** to raise money for the SFLPA Scholarship Fund. This event was a huge success, raising \$700 for the SFLPA fund, which will be offered in addition to the already existing Eula Mae Jett scholarship offered by LPI. Congratulations to the winners of the contest, but the biggest winners will be the students who win the scholarship!

Not only was it a success, but it was a delightful time with lots of belly laughs thanks to the hilarious and always entertaining Brian Klunk of Divergent Language Services. In attendance were a diverse group representing the legal community, including attorneys, legal secretaries, paralegals, court reporting representatives, and even some law students!

Thank you to all those who participated and donated, including Divergent Language Solutions, Barkley Court Reporters and Aptus Court Reporting. A special thank you goes out to our biggest sponsors of this event, Lexitas and Mullen & Filippi LLP for their very generous contributions. Please stay tuned for more upcoming trivia events because the planning is already in the works!



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VICE PRESIDENT'S MESSAGE

JENNY HA

Hello SFLPA,

I am writing this on the 15th of September, so I hope you had a relaxing Labor Day, and that those of you who went to our trivia night had lots of fun and learned some interesting trivia for next time. Many thanks to Brian Klunk for being our host with the most, and to Felicia Masters for organizing.

Autumn officially began on the 22nd of September. Guess what else happened on the 22nd? Our famous SFLPA coffee hour!

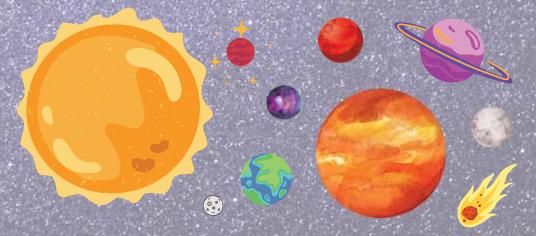
SFLPA's September coffee hour was held on Wednesday, September 22 at 6 p.m. Members enjoyed the casual open-door Zoom session where everyone was free to socialize, work (or more realistically procrastinate) on our personal projects with some friendly company, and share and vent to our peers about the struggles we all face in the remote legal workplace, COVID times, and life in general. Thank you to all who attended, and I look forward to seeing you at the next Coffee Hour in November!

Please save the date for our next membership meeting on January 18th. Please also keep an eye out for news on the results of our DoubleGood popcorn fundraiser. I look forward to eating more delicious popcorn and seeing who sold the most this year!

Stay healthy!

Best regards,

Jenny Ha





VICE PRESIDENT'S REPORT JENNY HA

Membership Statistics

Below is our current membership composition, as of October 2021:

Membership Class	Membership Type			
	Renewal	New	Total (per Membership Class)	
Active	28	6	34	
Associate	1	1	2	
Student	0	0	0	
Total (per Membership Type)	29	7	36 TOTAL annual members	

Veep News

- Got some news to share? Want to talk about the news? Please come to our virtual coffee hour and do share! This is a recurring monthly event where members can stop by for low-key fun and/or lowpressure productivity. Please see the flyer for more details, and do email vicepresident@sflpa.org if you're interested so that I can send you the meeting link.
- President Francie Skaggs, Website Chair Kristen Craig-Reed, and I are still working on consolidating our different membership applications into one.
- · Keep renewing and invite your friends to SFLPA!





CHRISTINE FLORES, CBA



The First Quarterly Conference and Board of Governors Meeting was held August 27 – 29, 2021 in Santa Clara, California. Santa Clara County Legal Professionals Association was the gracious hosts of this conference, the first fully in-person conference since the beginning of the pandemic! I attended the conference representing SFLPA as Governor. Francie Skaggs attended as part of the Webinar Team and Larry McGrew attended as LPI Legal Procedures Chair. Lorri Nicolini attended her first Board of Governors meeting on Saturday, August 28. She also was able to enjoy the members' open luncheon, where she met several new LPI friends. Lillian Wong observed the Board of Governors meeting via Zoom.

My attendance began with a very long drive to Santa Clara. Those of you who have driven somewhere with me know that I rely heavily on Google Maps and/or WAZE to get me anywhere. As I left Brentwood and headed to Highway 580, I was feeling quite confident that I had left early enough to avoid any traffic issues. As I got to Livermore, Google was telling me to get off the freeway. We all know that sometimes Google doesn't choose the most direct route, and I had already decided I was going to go Highway 580 to Highway 84. So, I ignored Google. At every exit that I approached, Google tried to convince me to take it off the highway. But I'm a little stubborn. All of a sudden, just before the 84 exit, I saw a sign that indicated an accident was ahead and only one lane was open. Yep — that got my attention more quickly than Google ever would! Unfortunately, everyone was getting the same instructions, so it was a bit slow going for quite some time.

I finally arrived in Santa Clara at about 2:30 p.m. and got settled in. It was such an exhilarating feeling to see so many people who I have missed for 18 months. My irritating drive to Santa Clara suddenly became worth the aggravation because I was finally seeing my friends.

The theme for the next few conferences is "Passport to Education." Imagine yourself on a cruise aboard the S.S. LPI, headed to the Mexican Riviera! The journey will continue to Europe and end in May 2022 in Italy for the Annual Conference.

Our weekend "cruise" began with a festive Friday Night reception, complete with quesadillas and all the toppings! I think everyone felt the same way – how good to have a conference in person! I've lost track of how many times I heard that sentiment!







The Governors had an informal gathering – a heart-to-heart chat – which allowed us to ask for information regarding any items on the Executive Committee Resume, which is the summary of items discussed by the EC earlier in the day.

The conference continued with the Board of Governors meeting which was called to order at 9:00 a.m. on August 28, 2021. The opening ceremonies began with the Pledge of Allegiance led by U.S. Marine Corps Veteran Tim Shreve, husband of Vivian Shreve, CCLS – CCLS Certifying Board Chair. Sheryl Boardman read the Code of Ethics, dedicated to the Memory of LSI Past President, Joan M. Moore, PLS, CCLS. The Past Presidents in attendance or logged on via Zoom were introduced, along with Honorary Member Don Lee. Roll was then taken. Kristi Edwards, CCLS was seated as Governor Pro Tem for Marin County LPA. There were 20 Governors present at the meeting, constituting a quorum. The pages for the meeting were Santa Clara County LPA Pam Stallings and Anthony Cardinale, the son of LPI Vice President Rod Cardinale. LPI Administrator Kim Oreno served as timekeeper.

The minutes of the May 2021 Pre-Conference and Post-Conference Board of Governors meetings were timely distributed. There were no corrections and the minutes were approved as distributed.

The meeting continued with the reports of the elected officers. President Lynn Prescott CCLS encouraged us all not to give up and to continue to "Climb." We need to continue to Elevate our purpose, our people, and our profession! A challenge for us all. Vice President Rod Cardinale reported that there are currently 673 LPI members. Rod's challenge to us was for each member to recruit one new member. Just one! You don't have to be a math wiz to know that our membership would double if each one of us did just that. The Treasurer reviewed the financial transactions of the first quarter. On motion duly made and seconded, the actions of the Treasurer in paying the routine bills of LPI were ratified. The meeting continued with the reports of appointed officers and chairs. These reports are available on the LPI website in the Members Only section. If it is easier, I would be happy to email a PDF of the reports to anyone who asks me.

Francie Skaggs was able to enjoy the Presidents Luncheon and I'm sure she is full of new ideas for SFLPA. The Governors Luncheon was somewhat of continuation of Friday night's discussion.





CONT'D.

We had the pleasure of meeting Taylor Drake from First Legal Network. Taylor explained some of the details in the proposed joint venture between First Legal and LPI. Essentially, this joint venture will designate First Legal as a joint venture partner on LPI's website. LPI will pay for First Legal's exhibitor fees at LPI Conferences in the coming year, and will recognize First Legal on all dance conference publicity. First Legal, in return, will pass along four LPI notices to its client base per year and will put LPI's name and logo on the banner on First Legal's vendor page. First Legal will also be conducting a minimum of three in-person or virtual education and training sessions on e-filing and other topics of interest over the course of 12 months following the entering of the agreement.

The Board of Governors meeting resumed after the luncheon. Following the remaining reports of the appointed chairs, the educational program commenced: The Good, The Bad & The Ugly - Working from Home and from the Office. It was a very timely and interesting presentation regarding our changing work environment.

It was announced that LPI is accepting bids for several upcoming conferences. The next conference will be hosted by LPI and will be held in San Diego on November 19-21, 2021. It's not too early to plan to attend. Southwest Airlines is having some great sales. Room rates are approximately \$145 at the Town & Country Resort. The Script ticket, including the Friday Reception, the Banquet and Brunch on Sunday is \$175. The following conference, also to be hosted by LPI is scheduled for February 25 - 27, 2022 in Stockton, California. Santa Clara will be hosting the Annual Conference in May 2022 at the Santa Clara Marriott - right near Great America and Levi Stadium.

Our Saturday concluded with a banquet which allowed more time to reconnect with those we have not seen in a while. The meeting reconvened on Sunday morning over Brunch. There was no further business to come before the meeting, and the meeting was thereafter adjourned until the Second Quarterly Conference Board of Governors Meeting in San Diego.

Some members have asked why LPI is not continuing with a "hybrid" format - in other words, allowing members to attend in person or to participate via Zoom. This meeting did have an opportunity to observe over Zoom, but there was no opportunity for members to speak to those in attendance at the meeting.







It was explained that the last hybrid conference resulted in a financial loss of approximately \$5,000 because of the technology that is required to set up a meeting to allow for virtual voting and participation.

It was an honor and a privilege to represent you at this Conference. Keep in mind I am your voice to LPI, so if you have any questions or concerns, please do not hesitate to ask. I do hope some of you will consider coming to San Diego for the November Conference. It is a fun city and there is the opportunity to make it a family vacation if you can add it to the Thanksgiving holiday.

I trust all of you are staying safe and healthy. I'm looking forward to SFLPA's next inperson event - which I hope someone is planning as I write this!!!







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SFLPA Out and About Photos





President Francie Skaggs and family at Half Moon Bay.



President Francie Skaggs with her cousin Emily at one of the many amazing pumpkin patches in Half Moon Bay.

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SFLPA Out and About Contd.



Treasurer Sally Reyes and Rae Perez cheering for the Giants!



Co-Editor Kate Cochran and Jack Mazza at a concert in Stern Grove in SF.



President Francie Skaggs and BFF (and Popcorn Supporter), Marina Koenig at the NorCal Renaissance Faire near Hollister.



Website Chair Kristen Craig-Reed and Eliza Craig-Reed at the NorCal Renaissance Faire.

SFLPA Out and About Contd.



Four adorable fairies getting ready for Halloween.



Ruth Cochran and Izzy Cervantes enjoy public art by Union Square in SF.

SFLPA Out and About Contd.



Herefords So Yin Wong, Interclub and Ways & Means Chair Lillian Wong's father.



SFLPA Member Danya Gonzales shows us some spooky design tips for this time of year!



MEMBERSHIP

Established in 1934, Legal Professionals Inc., also known as "LPI," is a nonprofit, mutual benefit corporation organized for the purposes of providing educational, professional, and personal development programs to its members.

Membership is open to anyone within the legal profession. In addition to legal support professionals, the membership includes court clerks, court reporters, paralegals, legal assistants, legal administrators, banking/trust department personnel, legal support vendors, and attorneys.

Local associations, located throughout the state, offer monthly educational and professional programs. Many sponsor lunchtime learning, evening, and weekend long-term educational workshops.

Advantages of LPI Membership:

- Continuing education and professional development
- · Local association educational meetings
- · Networking with other legal professionals
- The Legal Secretary magazine (published quarterly)
- Benefits available to members on an individual basis:
 - Discounts on LPI's Rutter Group publications
 - · Financial consulting
 - · Disability income plan
 - · Long-term care plan
 - Medical plan
 - Credit union memberships
 - Rental car discounts

LPI Conferences:

Conferences are held May, August, November, and February at various locations throughout California. Continuing educational seminars and workshops are offered at each conference, conducted by respected attorneys, judges, and educators. Updated materials are provided for each workshop.

Membership-At-Large:

There are over thirty associations within the State of California. Legal professionals may join LPI as a Member-at-Large if a local association is not within a reasonable distance. Members-at-Large are eligible for all of the benefits of membership, but joining LPI through a local association provides instant access to the benefits of the local association as well as LPI.

LPI Publications:

Legal Professional's Handbook – This best-selling, twovolume publication sets out procedures and forms in most areas of law in a clear, concise manner.

Law Office Procedures Manual – This publication, an excellent training tool, contains completed Judicial Council forms, procedural guidelines and a glossary formulated for legal procedure.

Legal Secretary's Reference Guide - The essential, handy desk reference guide for busy legal professionals.

The Legal Secretary – This quarterly magazine, published by LPI and distributed to all members, contains educational and professional development articles from LPI officers, chairmen, members, and guests.

LPI Programs:

California Certified Legal Secretary – Become more valuable in your office, maintain and increase your skills, gain more confidence, earn more respect, and achieve greater financial security by achieving certification through the CCLS program. Online study courses are offered.

Legal Specialization Sections – Further your legal education by joining one or all of the Legal Specialization Sections: Civil Litigation, Criminal/Family Law, Law Office Administration, Probate/Estate Planning, Federal Law, and Specialty Law. Classes are offered free to members at each LPI conference, as well as online. Members receive a statewide roster of counterparts and quarterly newsletters.

Legal Secretary Training – Online classes are offered, including Beginning Legal Secretary and Advanced Discovery. Classes are work-at-your-own-pace, and are designed for legal staff at all levels.

For more information about membership or an association near you, contact LPI's Corporate Office: Kim Oreno, kim@legalprofessionalsinc.org, www.legalprofessionalsinc.org. Find us on Facebook, Instagram, LinkedIn & Twitter!

Take a step in the right direction. Advance your legal career, improve your professional and personal skills.

BECOME A MEMBER OF LPI TODAY.



Contra Costa County Legal Professionals Association Membership Meeting Featuring:



Ethical Duties and Electronically Stored Information

Speaker: Tom Plunkett, Director Digital Forensics - ArcherHall

~ Free Live Webinar ~

This CLE presentation covers electronic discovery and the related ethical duty of competence. Drawing on guidance from the State Bar, recent e-discovery cases, and our own experience assisting attorneys, the presentation outlines the main risks to counsel and client of failing to properly understand e-discovery obligations in litigation.

Wednesday, November 3, 2021 ● Cost: FREE

1.0 Ethics CLE and CCLS Credit

6:15 p.m. - 7:15 p.m.

CCCLPA Membership Meeting at 6:00 p.m.

VIA ZOOM: See link below:

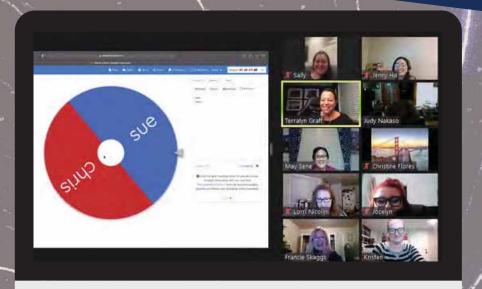


https://us06web.zoom.us/j/84415798359?pwd=TXBoMW1TUW1kR3RFaEhka0RNbEtFZz09

Please RSVP no later than Tuesday, November 2nd: Judy A. Martinez, jmh1561@aol.com or 510-891-3315

> CCCLPA website: http://www.ccclpa.org/ LPI website: www.lsi.org

What have we been up to?



Recent Events

SFLPA's Membership Meeting

By Terralyn Graff, Programs Chair

Navigating Common Workplace Issues in the COVID Era

SFLPA hosted its monthly membership meeting on October 19, 2021. Members attended by Zoom, and enjoyed socializing before the meeting started at 6:00 p.m. We started with a welcome from President Francie Skaggs, and then I introduced one of our favorite returning presenters, James Wu. James is an attorney at Quarles & Brady in Walnut Creek, CA.

For over 25 years, James Wu has provided day-to-day advice and counsel to businesses of all sizes (including many Bay Area law firms) regarding employment law compliance and HR issues, including Employee Handbooks, policies, hiring, leaves of absence, discrimination, harassment, and employee termination. He helps employers comply with the complex maze of federal, state, and local employment laws. James shared a great presentation with us called "Navigating Common Workplace Issues in the COVID Era."



What have we been up to?

SFLPA's Membership Meeting (cont'd.)

James discussed issues regarding employees who remain unvaccinated and/or do not wish to wear a mask, remote work issues and hiring considerations, and employees who move out of town or out of state. It was such an informative presentation, and we are so grateful for James' time and knowledge.

We then proceeded with business as usual, with a call to order by President Francie Skaggs. We heard reports from our Treasurer, Sally Mendez, our Vice President, Jenny Ha, and our Governor, Chris Flores. We also heard reports from the Ways and Means Committee and the Education Committee.

We hope you can join us at our next event. It will be our holiday party in December. Keep an eye out for the date!





What have we been up to?

The Northern California Renaissance Faire

By Francie Skaggs, SFLPA President

Huzzah! After being closed for the 2020 year due to the pandemic, the Renaissance Faire returned with all the fun and entertainment it brings every year. Where can you have a Halloween costume contest judged by Her Majesty, Queen Elizabeth? Faire attendees were dressed in beautiful costumes, including pirates, plague doctors, peasants, nobility and royalty. Children attended in their Halloween costumes and were all given a bag at the entrance so that they could trick — or — treat at each of the vendor's shops.





The Spanish Knight, the English Knight and the Scottish Knight all showed up for the jousting event at the Queen's Tournament of Games. The Faire was more crowded than I had seen in the past, which must mean the world is ready to celebrate. Not to worry about any pandemics, the plague doctors were everywhere and ready to bleed anyone who came down with The Plague!



Family Fun at Hangtown Music Festival

By Kristen Craig-Reed, SFLPA Website Chair

My husband, Michael, and two daughters (Eliza and Caliana) attended a Halloween-themed, camping music festival called Hangtown Music Festival in Placerville, California. This was our first time attending this festival, having attended a similar festival put on by the same production people back in the summer of 2019 (called High Sierra Music Festival).

Both festivals have a family-friendly-hippie-vibe with lots of littles being transported around in wagons and designated Kid Zones where they can do craft projects. The music is mostly bluegrass and funky jam bands, but there are also late night indoor shows (that we skipped because of the kids).

We almost did not attend due to the rain forecast, but then decided to go in-between storms. We arrived Friday, October 22nd in the afternoon and left on Saturday, October 23rd in the early evening and that was perfect for our family. Maybe next year we will leave the kids with grandma and experience the late night scene.



Speer Family Farms Pumpkin Patch!

By Kristen Craig-Reed, SFLPA Website Chair

My family and I recently moved to the island of Alameda and we discovered a long time running pumpkin patch right around the corner from our new home on the West End. We decided to go check out the Speer Family Farms Pumpkin Patch on a sunny Sunday in October.

There were lots of bouncy-house style attractions for the 4-year-old to enjoy, and there was even a small petting zoo! We got lunch from a Mexican taco truck and picked out a couple of pumpkins to take home. All in all, a lovely Sunday on our new island home.





SFLPA Trivia Night!

By Felicia Masters, Career Promotion and Scholarship, and Kate Cochran, Hearsay Co-Editor

Our first SFLPA Trivia Night was held on Thursday, September 16. Tickets were \$10 a seat, or \$25 for three. In just a few hours, we raised over \$600 for the Eula Mae Jett Scholarship! Our special thanks to Clint Nemmer, Mullen & Filippi, LLP for their generous donation of \$250.00 and participation and also to Lexitas Legal for their \$250.00 donation, as well as to the charismatic and capable Brian Klunk of Divergent Language Solutions for hosting this fun event. Members had a blast answering rapid-fire questions, debating trivia answer spelling rules, and enjoying Erin Keller's amazing singing abilities. SFLPA members and the greater legal community all participated, including two students from Santa Clara Law School. Thank you all for helping make this event a smashing success, and watch for our next Trivia Night coming the first quarter of 2022!!



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SEE YOU IN NOVEMBER!

RSVP to <u>vicepresident@sflpa.org</u> for the Zoom link.



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VIRTUAL EVENT CALENDAR

Educational & Networking Opportunities

November

11/2 - SFLPA Board Meeting

11/3 - CCCLA Webinar Ethical Duties & ESI

11/4 - LSS Webinar Spotlight on Appeals

11/11 - LSS Webinar Conservatorships

11/12 - LPI Webinar Ex Parte Applications

11/18 - LSS Webinar Insurance Fraud

11/19-21 - LPI Second Quarterly Conference

11/20 - LPI Conference Education Presentations

December

12/2 - LPI Webinar Investment Strategy

12/6 - Eye on LPI: Holiday Edition

12/7 - SFLPA Board Meeting

12/10 - LPI Webinar Notice of Appeal Checklist

12/16 - CEC Webinar Lit. Support Service Providers

January

1/4 - SFLPA Board Meeting

1/18 - SFLPA General Membership Meeting

All SFLPA events are posted on our website. You will also find some of the flyers published in this issue. Please visit us at www.sflpa.org and click on the Events tab.

We also encourage you to visit LPI's website at www.legalprofessionalsinc.org to keep up with all the educational webinars, other local association events, and information on upcoming LPI Conferences.



VISIT SFLPA.ORG

The sooner you renew, the sooner you can receive benefits of SFLPA and LPI membership.

*Renew today!

Contact <u>vicepresident@sflpa.org</u> with any questions



SFLPA honors and celebrates

HISPANIC HERITAGE MONTH



Join us in celebrating the diversity, culture, and history of the Latinx community from Sept 15 - Oct 15

Click below to learn about:

Issues with Latinx representation across CA courts

Books by Latinx authors to add to your reading list

How the term "Hispanic" started being used in the U.S.

Mendez v. Westminster, which preceded Brown v. Board of Education



Judy Nakaso, Co-Editor



Taking Off for the Stars: Private Space Travel in 2021

We all remember the saying "The sky is the limit." In 2021 three civilian space missions have already surpassed that threshold to fly into space, thus making space travel that much more of a reality for the average person, with a few requirements, like the cool \$200,000 seat ticket. Are you ready to add flying to the moon on your bucket list?

Is "space really the final frontier" as Star Trek's Captain Kirk has quoted on each episode? What is there to be gained from this world away from our homes on Planet Earth? The direct benefits of exploration include the generation of scientific knowledge, the diffusion of innovation and creation of markets, the inspiration of people around the world, and agreements forged between the countries engaged in exploration. (NASA, "Benefits Stemming from Space Exploration, 2013) https://www.nasa.gov/sites/default/files/files/Benefits-Stemming-from-Space-Exploration-2013-TAGGED.pdf

Here are some facts from the three successful launches in 2021 to get you thinking about your own space trip in the near future.





Cont'd.



Space Travel Expedited by Private Companies

"People say they go into space [and] that they come back changed; astronauts always talk about that." -- Jeff Bezos (EarthSky, 7-20-21)

In 2000, Jeffrey Bezos, founder of Amazon, created his own space company called Blue Origin. Located in West Texas, Blue Origin is an aerospace manufacturer and spaceflight services company with its own launch site and testing facility. Mr. Bezos had a vision of having millions of people living and working in space.

By 2015, Blue Origin's rocket called the New Shepard reached space and successfully returned to Earth. New Shepard is a traditional rocket which is launched upward into the sky and then the capsule containing the passengers detaches from the booster rocket; while the booster rocket returns to make a vertical landing at the launch pad, the capsule descends to the ground using a parachute.

July 20, 2021—on the 52nd anniversary of Apollo 11 moon landing in 1969—Blue Origin made its mark with its first human flight with four non-astronaut citizens. The four passengers were: Jeff Bezos, Mark Bezos (brother), Wally Funk (the female aviator from Mercury 13), and Oliver Daemen (a student). Ms. Funk is the oldest person to fly into space at age 82. Oliver Daemen at age 18 is the youngest person fly into space. It wasn't a cheap seat—Daemen's billionaire father paid \$28 million for his son's ticket.

And most recently, on October 13, 2021, actor William Shatner became the oldest civilian at age 90 to go into out space with Blue Origin's Jeff Bezos.

For more on the historic Blue Origin space flight, visit:

https://earthsky.org/space/jeff-bezos-blue-origin-flight-on-july-20/#:~:text=Jeff%20Bezos%20soared%20past%20the,Site%20One%20in%20West%20Te

xas.&text=Bezos'%20flight%20was%20live%2Dstreamed%20on%20Blue%20Origin's%20
website.



2021 SPACE TRAVEL Cont'd.

VEL

"I was once a child with a dream looking up to the stars. Now I'm an adult in a spaceship looking down to our beautiful Earth." -- Sir Richard Branson (CNN, 7-11-21)

Billionaire Sir Richard Branson of England entered the space tourism industry in 2004 when he founded Virgin Galactic, a spaceflight corporation currently operating in Truth or Consequences, New Mexico (yes that is the real name of the city). Branson had said "We're here to make space more accessible to all." And on July 11, 2021, he fulfilled that promise when he and three other Virgin Galactic employees and two pilots took Virgin Galactic's SpaceShipTwo on a trip above the Karman line. SpaceShipTwo is a winged plane with a single rocket motor that was designed specifically for space travel/tourism. It was designed for short trips with comfortable accommodations inside. The rocket plane is like the inside of a commercial plane with an interior layout so passengers enjoy a supersonic flight, approximately four minutes of weightlessness, and stunning views of the Earth from space through many windows from the plane. Here is the list of luxuries one can expect to get for a \$200K - \$300K seat:

- Cabin design driven by astronaut experience:
- Individually sized, reclining seats for G-force management and float zone volume;
- Automated mood lighting harmonizes with each flight phase;
- Personal seat back screens connect astronauts to live flight data;
- Cabin architecture facilitates effortless movement in weightlessness;
- 16 cameras provide high definition footage and stills;
- 12 cabin windows for astronauts to gaze at Earth from;
- Largest mirror in a spaceship cabin mirror reflects the real-time astronaut experience.





Cont'd.

On board, the passengers experienced up to three Gs of force from the burst of extreme acceleration and watched the blue sky fade into the star-speckled darkness of outer space. At the top of the flight path, more than 50 miles high, the vehicle was suspended in weightlessness for a few minutes, allowing the passengers to enjoy panoramic views of the Earth and space as SpaceShipTwo flipped onto its belly. It then deployed its feathering system, which curls the plane's wings upward, mimicking the shape of a badminton shuttlecock, to turn the spaceship rightward as it flew back into the Earth's thick atmosphere and glided back down to a runway landing. The space plane was named VSS Unity by the late physicist Stephen Hawking. The plane was secured to the bottom of a mothership, a double-fuselage aircraft called VMS Eve, after Branson's late mother.

To learn more about Virgin Galactic's space exploration, visit: https://www.cnn.com/2021/07/11/tech/richard-branson-virgin-galactic-space-flight-scn/index.html





Cont'd.



"I plan on eating a glazed donut, my favorite kind, the morning of launch; I'll be wearing my go-to red lipstick; and I'll be launching into orbit with the memories of all my friends that didn't make it through cancer, all the kids who are in the battle right now, and all the other survivors." — Hayley Arceneaux (USA Today, 9-15-21)

Tesla's founder Elon Musk has thrown his hat, and rocket ship, into the space travel ring and launched his rocket ship named Inspiration4 on September 15, 2021 with his first all-civilian crew who spent three days orbiting around the Earth and splashed down on Saturday, September 18th. This orbit was 80 miles higher than the International Space Station and was the first time that a spacecraft did not have a professional astronaut on board. The four passengers are: Chris Sembroski, Dr. Sian Proctor, Jared Isaacman and Hayley Arceneaux.

- Mr. Sembroski's lucky seat was won by a friend who entered Shift4 Payments' online sweepstakes contest during the Super Bowl. Mr. Sembroski is a Lockheed engineer and a mission specialist, a 41-year-old Air Force veteran and former Space Camp counselor. He will serve as mission specialist and help manage payload operations, science experiments and mission communications.
- Dr. Sian Proctor is an American geology professor and makes her mark as the first African-American woman to pilot a spacecraft.
- Jared Isaacman is the CEO of Shift4 Payments that ran the online sweepstakes to raise funds for St. Jude's. Mr. Isaacman is underwriting the cost of the mission and has a goal of raising \$200 million from the Inspiration4 space mission to benefit St. Jude's Children's Research Hospital in Memphis, Tennessee. He said the other 3 seats represent hope, prosperity and generosity.





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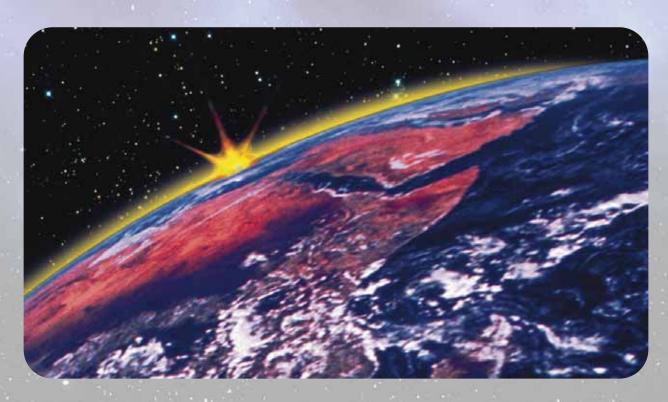
 Hayley Arceneaux is a physician's assistant and cancer survivor who works at St. Jude's Children's Research Hospital; she will be St. Jude's Ambassador during the flight.

In 2002, Elon Musk founded his own space travel company SpaceX which is based in Hawthorne, California. Unlike Branson's rocket plane, SpaceX uses reusable rockets that would save costs for flying people and objects into space.

The SpaceX Dragon rocket was launched successfully on September 15 and returned on September 18, 2021 after conducting scientific experiments on future human health on earth and future space travel.

You can now add "be an astronaut" to your bucket list.

For more on SpaceX's historic flight and future space travel plans, visit: https://www.spacex.com/updates/inspiration-4-mission/





California Certified Legal Secretary A Program of LPI®



APPLICATION TO TAKE CCLS® EXAM

Mail Application, copy of LPI Membership Card (if applicable), and fees to: Vivian L. Shreve, CCLS, c/o WSGR, 650 Page Mill Road, Palo Alto, CA 94304 (Select one) (Select one) Northern California Saturday, March 20, 2021 Saturday, September 18, 2021 Saturday, March 20, 2021 Saturday, September 18, 2021 Southern California Deadline: Applications must be received 60 days prior to the examination date. Late Application: Late Fees apply when Applications are received less than 60 days (but not less than 30 days) prior to the examination date, and accepted only if space is available. Deferral: Requests to defer to the next exam must be received at least 30 days prior to the exam date. **EXAMINATION FEES** PayPal Check Payable to "LPI" Email exam application to (Select Payment Type) Mail to above address CCLSCertifyingBoard@gmail.com. Payment link will be provided upon confirmation of eligibility to sit for exam. LPI Members Non-LPI Members On Time Registration Fee \$ 25.00 On Time Registration Fee \$ 75.00 Examination Fee* 100.00 Examination Fee* 100.00 45.00 45.00 Late Fee (if applicable) Late Fee (if applicable) TOTAL DUE w/o Late Fee: \$125.00 TOTAL DUE w/o Late Fee: \$175.00 Personal Information Name: -Mailing Address: ____ Last 4 digits of SSN: _____ Email: Phone (Evening): _ Phone (Day): -LPI Member: Yes (enclose copy of LPI Membership Card) Name of Local LPI Association: **Employment Information** Provide your legal secretarial employment information beginning with your most recent (or current) employment in order to confirm that you have at least two years' experience. Attach a supplemental page if you have not been in your current position for two years. Dates of Employment: _ Position: Employer: (name and address) Supervisor's Phone: . Supervisor: Supervisor's Email: . Summary of Duties: I certify that I have completed this application truthfully. I understand that a false statement may result in the rejection of this application or revocation of my certification. I understand and agree that the contents of the examination are confidential and not to be discussed with anyone, and that my employment record will be verified by a member of the California Certified Legal Secretary Certifying Board. Date: Applicant Signature *Fees subject to change without notice. Rev. April 2020.



SAN FRANCISCO SUPERIOR COURT

The San Francisco Superior Court will fully open starting on Monday, June 28, 2021, with services re-expanded to pre-pandemic levels. In accordance with new state and local health and safety guidelines, the court will modify some existing pandemic precautions. "Our focus remains on the health and safety of our judicial officers, staff, court patrons and our community," said Samuel K. Feng, the court's Presiding Judge. For the re-expansion of services, social distancing will no longer be required at the Superior Court's four courthouses. However, face coverings will still be required of all staff, justice partners, jurors and other court visitors.

In addition to these changes, the following updates and changes in operations will be part of the June 28 re-expansion – they can also quickly be found by visiting the court's website: https://www.sfsuperiorcourt.org/





- <u>Civic Center Courthouse</u> The Civil Clerk's Office, Room 103, will continue to welcome walk-in service. Office hours are Monday-Friday, except holidays, from 8:30 a.m. to 12:30 p.m. Phone service will remain available from 8:30 a.m. to 2 p.m. To reach the Civil Division, please call 415-551-3927. A drop box remains available in the courthouse lobby.
- Family Law Offices at the Civic Center Courthouse, Room 402, and the Juvenile Justice Center, Room 101, will continue to welcome walk-in service. Office hours are Monday-Friday, except holidays, from 8:30 a.m. to 12:30 p.m. For family law matters, please phone the Family Law Office at 415-551-3900 between 8:30 a.m. and 2:00 p.m. Drop boxes remain in the lobby of the Civic Center Courthouse and outside Room 101 at the Juvenile Justice Center. The Jury Offices at the Civic Center Courthouse, Room 007, and the Hall of Justice, Room 307, will be open Monday-Friday, except holidays, from 8 a.m. to 3 p.m.





- <u>Civic Center Courthouse</u> The Civil Clerk's Office, Room 103, will continue to welcome walk-in service. Office hours are Monday-Friday, except holidays, from 8:30 a.m. to 12:30 p.m. Phone service will remain available from 8:30 a.m. to 2 p.m. To reach the Civil Division, please call 415-551-3927. A drop box remains available in the courthouse lobby.
- Family Law Offices at the Civic Center Courthouse, Room 402, and the Juvenile Justice Center, Room 101, will continue to welcome walk-in service. Office hours are Monday-Friday, except holidays, from 8:30 a.m. to 12:30 p.m. For family law matters, please phone the Family Law Office at 415-551-3900 between 8:30 a.m. and 2:00 p.m. Drop boxes remain in the lobby of the Civic Center Courthouse and outside Room 101 at the Juvenile Justice Center. The Jury Offices at the Civic Center Courthouse, Room 007, and the Hall of Justice, Room 307, will be open Monday-Friday, except holidays, from 8 a.m. to 3 p.m.
- <u>Court Collections Unit</u> will welcome walk-in service Monday-Friday, except holidays, from 8:30 a.m. to 12:30 p.m. To speak to a clerk, please call 415-551-0670. A drop box is available outside Room 101 and is accessible Monday-Friday from 8:30 a.m. to 4 p.m.
- Traffic Office will welcome walk-in service Monday-Friday, except holidays from 8:30 a.m. to 12;30 p.m. Phone service is available from 8:30 a.m. to 2 p.m. Please call the traffic office at 415-55-8550 and ask to speak to a clerk. A drop box is available outside Room 145 and is accessible Monday-Friday from 8:30 a.m. to 4 p.m.
- Hall Of Justice The Criminal Office will continue to welcome walk-in service Monday-Friday, except holidays, from 8:30 a.m. to 12:30 p.m. Phone service is available from 8:30 a.m. to 2 p.m. Please call 415-551-0651 and ask to speak to a clerk. A drop box is available outside Room 101 and is accessible from 8:30 a.m. to 4 p.m.



What is going on in Contra Costa County?

Community Homeless Court:

Homeless Court is an alternative to the traditional criminal justice court system. The Homeless Court program is focused on helping individuals with a history of homelessness clear fines for infractions. Clients are rewarded retroactively for the work they have already done toward clearing the fines on their tickets. Court sessions are held at the Concord Adult Homeless Shelter.

For more information, go to:

H3 Homeless Programs: Health, Housing & Homeless :: Contra Costa Health Services (<u>www.cchealth.org</u>)

Contra Costa County Superior Court

CourtCall – Telephonic Court Appearances*
CourtCall (<u>cc-courts.org</u>)





Santa Clara County Superior Court

Face coverings are required while in the courthouse
The Self-help center is available for emergency requests
Microsoft Word - How to use SHC.COVID19.Eff 08172020 (www.scscourt.org)

Superior Court of Marin County

General order regarding face coverings pursuant to the new public health recommendations regarding the COVID – 19 Delta variant 400.pdf (<u>www.marincourt.org</u>)

SFLPA Legal Procedure Chair LEANNE RUESINK legalprocedure@sflpa.org 415.707.9221



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Thursday, November 11, 2021 12:00 p.m. to 1:00 p.m.

Presented By: Lara J. Heisler, Partner Heisler Rosenfeld LLP



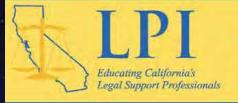
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Spotlight on Appeals

November 4, 2021 at 12 pm

Presenters from the Court of Appeal
Third Appellate District:
Colette M. Bruggman Assistant
Clerk, Executive Officer and
Todd Eyster, Supervising
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Presented by:

Vanessa Valdez Dalton & Joshua Jones

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EMOJIS AND E-DISCOVERY: HOW TO MITIGATE RISKY BUSINESS!

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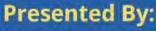












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Certified e-Discovery Specialist









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- The price increases \$5 after 12.30.21
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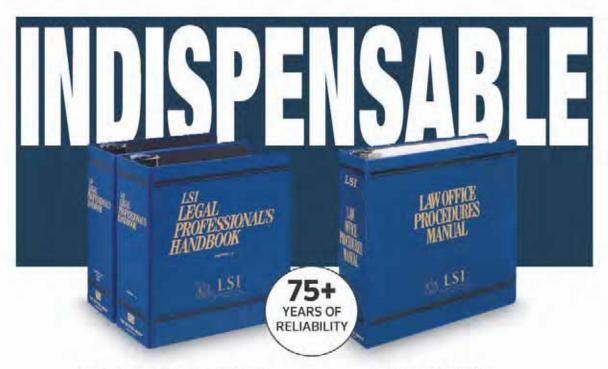
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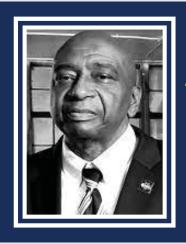






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After The Eviction Moratorium Ends Lindon Lilly

Rhino Investigation and Process Serving

Eviction Defense after the Eviction Moratorium Ends and Hiring a Private Investigator (PI)

Why should a legal professional hire a PI to assist with an eviction case?

An unlawful detainer is a lawsuit to evict a tenant. In these cases, tenants are usually being removed from a property for cause (e.g., not paying the rent, engaging in criminal behavior, endangering the safety of other tenants, or other behavior that violates their lease). To defend these tenants, attorneys must prove the opposite of what is alleged. Nonpayment of rent is hard to dispute, but allegations such as loud noise, threatening neighbors, or improperly subletting a unit may be able to be investigated. Neighbors can be interviewed and statements can be obtained that dispute what the landlord alleges. Police call logs for the address can be obtained to show that the police were not called to the location. The landlord's background can be investigated to learn their eviction history—maybe they own other properties and have attempted similar evictions. Copies of case files can be obtained, and the involved parties can be interviewed to show that the landlord behaved improperly in these cases. Landlord motivation can be investigated to see if they are inventing reasons to evict a tenant. In areas with rent control, landlords are often motivated to get out of a rent control lease and charge market rate for their unit.

There are also wrongful eviction investigations that arise after the tenant has been evicted. Rent control protection creates situations where a landlord may legally evict a tenant, but if they do not follow the law, remedy can be obtained in court. Here are two examples that are prevalent in San Francisco:

1. Owner Move-In Eviction: Generally, a property owner can evict a



After The Eviction Moratorium Ends Cont'd.

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tenant if the property owner plans to move into the property as their residence. They must remain in the dwelling for 3 years and must not have another suitable place to reside. They also must not have other available units that they or the displaced tenant can occupy. Landlords often use this tactic to get rid of rent control tenants and later rent the property out to a new tenant at the market rate. If a tenant suspects that a landlord did not move in after being removed from their property, the matter can be investigated. Substantial civil awards are handed out when a landlord violates the terms of an owner move-in eviction and it can be proved in court (many of these cases settle as the result of investigation). Investigation includes determining if the landlord lives elsewhere or if someone else moved into the property under consideration. Database/public record research, surveillance, and interviews of neighbors or new tenants are the customary investigative methods employed by PIs for these cases.

2. Ellis Act Evictions: The Ellis Act is a California law intended to allow landlords to "go out of business" and remove their rental units from the market. There are steps that must be taken to remove the tenants and the property cannot be rented out again (see Ellis Act Evictions article via the link below for more details). This often is done to repurpose a building's use, particularly to convert to condominiums. Landlords can be found to have used the Ellis Act improperly if they begin renting these properties to new tenants. Again, database/public record research, surveillance, and interviews are the primary methods to show that people are renting out an Ellis Act property.

Disclaimer: It should be noted that the information in this article is provided by licensed Private Investigators in the state of California. This article should not be considered as legal advice. An attorney should be consulted to determine a tenant's rights in a specific eviction and to determine the best course of action.



After The Eviction Moratorium Ends Cont'd.



Additional Resources for Eviction Defense:

Ellis Act Evictions https://sftu.org/ellis/

"Just Causes" for Eviction under the San Francisco Rent Ordinance https://sftu.org/justcauses/

"Just Causes" for Eviction under California Law Requiring Just Cause https://sftu.org/california-just-causes-for-eviction/

Process of Evictions https://sftu.org/eviction/

Threats of Eviction https://sftu.org/threats/

Owner Move-In Evictions under the San Francisco Rent Ordinance https://sftu.org/omi/

CA Covid Rent Relief Program housing.ca.gov/covid_rr/index.html

Mergers and Demolitions under the San Francisco Rent Ordinance https://sftu.org/merger/





After The Eviction Moratorium Ends Cont'd.



Ten Other Reasons to Hire a Private Investigator (PI)

- 1. Locate a person of interest
- 2. Provide surveillance
- 3. Protect proprietary information and assets
- 4. Determine if someone is hiding assets
- 5. Reveal workers' compensation fraud
- 6. Conduct a background check
- 7. Find a missing person
- 8. Reveal infidelity among partners
- 9. Service of process
- 10. Canvassing an accident scene
- 1. A PI can locate a person of interest like a witness whose testimony would be instrumental in a case. To the contrary, a case could become problematic without the testimony of a key witness. By hiring a private investigator, a witness may be located faster and thus free up an attorney's time to focus on other matters.
- 2. A PI can provide surveillance for people and things to give their clients an advantage. Surveillances are often conducted to help clients prove that a person is guilty of wrongdoing, such as employee theft and unsafe or unauthorized practices and activities.
- 3. A PI can assist clients by helping them to protect proprietary information and assets. Many security threats come from insiders and employees formerly associated with individuals, businesses, and organizations. A capable PI can be the difference between possible harm to individuals and protection, and success among businesses and organizations or failure.
- 4. A PI can determine if someone is hiding assets to gain the upper hand in a civil dispute, such as a messy divorce or a lawsuit between feuding business partners. When a PI uncovers hidden assets such as property and money, it increases the chance that the case will have a fair outcome.



After The Eviction Moratorium Ends Cont'd.



- 5. A PI can reveal workers' compensation fraud. This fraud occurs when an employee provides false information regarding an injury claim. Although most workers' compensation claims are legitimate, some unscrupulous employees are guilty of milking the system.
- 6. A PI can conduct a background check on a potential employee, business acquaintance, tenant, etc. By revealing unsavory information about an individual who has the potential to have an impact on the people they encounter, PIs often save their clients much heartache and financial loss in the future.
- 7. A PI can find a missing person. Children, elderly people, and teenagers go missing every day. And family members should use every tool at their disposal to find them before they are harmed or worse. These cases sometimes require the learned investigative skills of an experienced PI to track them down.
- 8. A PI can reveal infidelity among partners. Evidence of cheating or adultery can tip the scale of cases involving irreconcilable differences.
- 9. A PI can be used for service of process. Using a seasoned PI for subjects that are evading service or locating/skip-tracing them to complete a service of process can be advantageous.
- 10. A PI can be used for canvassing an accident scene to locate and gather CCTV footage from the time of the accident.

Lindon Lilly is President of Rhino Investigation and Process Serving. Lindon can be reached at info@Illegalassistance.com and at 833-711-3400. Visit Rhino Investigation and Process Serving's website at: www.lllegalassistance.com

Feature Haticle



Become a Member

San Francisco Legal Professionals is a mutual benefit corporation formed for the primary purpose to provide its members with educational, networking, and personal development opportunities through a range of services. We have three different membership categories:

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 support services
- Have attended at least one SFLPA function.
- Submit with your application dues in the amount of \$65.00 for the first fiscal year of membership. \$55.00 for renewal.

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- You are a student enrolled in a legal trade school or currently attend college and are enrolled in legal classes; are temporarily unemployed in the legal profession, or are actively seeking employment in the legal field.
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If you are interested and would like to learn more about the services provided within the SFLPA, please visit our website at: www.sflpa.org. To apply for membership, click on the Membership Tab and fill out our online application form. Payments can be made via credit card online.

Our application forms are also available to download. Applications and payments can be received by mail. Address information as well as who to make checks payable to are also provided on the forms.

If you have questions and would like to speak to someone, please send an email to our Vice President/Membership Chair: Jenny Ha. Send your email to: membership@sflpa.org.

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Revised 04/2020



Change of Address

New Address	_ (11) _			State	Zip
New Home Telephone		New Office Telephone New Work E-Mail Address			
New Personal Email Address					
New Employer Name					
New Address	City			State	Zip
Please indicate preferred contact method:		Home		Work	
YOUR SPECIALTY: Administrative Appeal Arbitration Business/Corporate Probate/Estate Taxation		□ Criminal □ Family □ Law Offic □ Litigation □ Real Estate □ Other (Spe	e ecify):		



Message From Co-Editors

Judy Nakaso & Kate Cochran



Autumn leaves falling.
Flying high with mighty winds.
Sky's not the limit.

The changing seasons bring newness and cool weather to our days as we break out our winter clothing and pack summer into the closet. We return to familiar school routines with our kids and start filling in calendar dates for the grand finale of our year. There are several holidays we've been waiting all year for: Halloween, Thanksgiving, Christmas, Hanukkah, and Ramadan, to name a few of many occasions to celebrate with family and friends - in person or via Zoom, it's still meaningful in whatever form it takes.

The legal world has its own seasons, too. We will schedule depositions around fall holidays, prepare to close transactions before January 1st, and hope the judges will mercifully spare us with kind hearing dates so we can enjoy the holidays. Luckily, we can make and change depositions with online clicks, download documents from zip files, and push out documents all in one email. Fingers flying across the keyboards—Done!

Let's support one another in learning, having fun Zooming, and keeping life positive and interesting. We are stronger together and look forward to seeing you soon as we all SOAR to new heights this fall. Please stay safe and healthy. Got ideas? We're listening.



San Francisco Legal Professionals Association Diversity, Equity + Inclusion Statement

Members of the San Francisco Legal Professionals Association shall respect everyone, and shall not discriminate against anyone on the basis of that person's actual or perceived race, ethnicity, age, gender, religion, sexual orientation, gender identity, gender expression, disability, body size, educational background, nationality, immigration status, economic status and/or other diverse backgrounds.

Members shall contribute to a safe, professional, and collegial environment in SFLPA and LPI. This includes all SFLPA and LPI events, and all situations in which a member interacts or communicates with another member, regardless of whether the interaction occurs at or outside SFLPA or LPI events.

Members understand that people may belong to different communities and backgrounds of which the member is not aware. Members will be mindful of their potential biases, and respectful as they interact with others.

Members understand that disclosure of a person's diverse background can lead to unintended negative consequences. Therefore, members shall exercise utmost discretion in respecting others' privacy when diversity-related information is disclosed to or obtained by a member.

Members are encouraged to examine and take advantage of the privileges they have to support others within our association, their own communities, and beyond.

