

IN THIS ISSUE

SWLC – MOVING
THROUGHOUT THE
STATE AND PROTECTING
WOMEN'S RIGHTS

CELEBRATING WOMEN'S
STORIES

MEET THE SWLC SUMMER
INTERNS

GOOD BUSINESS
PRACTICES

SUPREME COURT UPDATE

2015 & 2016 DONORS AND
SUPPORTERS



SWLC MISSION

Create opportunities for women to realize their full economic & personal potential by:

- Eliminating gender bias, discrimination and harassment
- Lifting women and their families out of poverty
- Ensuring that all women have full control over their reproductive lives through access to comprehensive reproductive health services and information

The Southwest Women's Law Center Develops Collaborative Effort To Advance Women's Access to Justice

Pamelya Herndon, Executive Director

The W.K. Kellogg Foundation has provided a \$400,000, 2-year grant to the Southwest Women's Law Center to launch the innovative project entitled One Woman, One Case, Once A Year. The project is in collaboration with New Mexico Legal Aid, the Women's Bar Association and the UNM School of Law to advance Economic Security for women and girls in the state of New Mexico with three primary objectives. These objective are: (1) to use the judicial system rather than the legislative process to help develop strong policies affecting women and girls in high impact areas such as equal pay, pregnancy fairness in the workplace, women's access to healthcare and all areas covered by Title IX including access to sports programs and preventing sexual assault on college campuses; (2) to give each member of the New Mexico Bar the opportunity to utilize up to 50 pro bono hours per year to help women have access to justice and to engage 6 law students each year as public interest law interns; and (3) to help train law students and practicing attorneys in public interest law addressing pressing issues in poverty, education, healthcare and economic security.

One Woman, One Case, Once A Year is focused on developing a pool of lawyers who will agree to represent women in high impact policy cases, pro bono. The project will raise awareness for employers,

community leaders, policymakers and the media about issues that are critical to building economic security for women and their children. It will pair high impact policy cases affecting women and girls with attorneys, who will serve in a pro bono capacity, and law students, to litigate the cases. This project will help vulnerable children in New Mexico succeed by addressing issues affecting mothers experiencing the effects of poverty, racial injustice and sex discrimination.

New Mexico is again ranked 49th in the country for child well-being according to the Annie E. Casey Foundation's Kids County 2015 Data Book. In New Mexico, 146, 000 or 30 percent of children live in poverty, while 14 percent or 69,000 live in extreme poverty. Forty-one percent of all children who live in poverty live in single parent homes. This project will reverse negative impacts that children face, by improving the economic outcomes for their mothers.

We are asking attorneys around the state to join us in providing pro bono services to low-income women in a variety of ways to help raise the economic status of women in our state. We have launched our Lunch and Learn Mini Series of CLE seminars to help ensure that attorneys and law students are well aware of the issues facing women and girls in the State of New Mexico.

BOARD OF DIRECTORS

Dr. Caroline Silby, *President*
Evangeline Trujillo, *Vice President*
Lauren Baldwin, *Secretary*
Dorine Sanchez, *Interim Treasurer*
Anne K. Bingaman
Jackie Bregman
Laura Buchs
Ashley Carter
Mary Clark
Janice Paster
Dr. Valerie Romero-Leggott
Caroline Little
Jenna Scanlan
Dr. Susan Scott
Theresa Spencer

STAFF

Pamelya P. Herndon, *Executive Director*
Pearl Clark, *Office Administrator*
Sarah Coffey, *Staff Attorney*

INTERNS AND PARALEGALS

Amanda Flores, *Law Student Intern*
Ashlee Mills, *Law Student Intern*
Devon Vargas, *Law Student Intern*
Jason Short, *Paralegal Intern*
Benita Soto, *Paralegal Intern*
Amanda Valdez, *Paralegal Intern*
Christina Brigrance, *Graduate Student Intern*

LETTER FROM THE PRESIDENT

Greetings Friends and Supporters,



Caroline Silby

I am excited and honored to continue my service to the Southwest Women's Law Center as the newly elected President of the Board of Directors. We have all benefitted from the strong stewardship of Dr. Susan Scott, departing President, and extend our deepest appreciation for her governance, continued Board service and specifically, for her leadership in helping to mitigate health risks for middle school girls.

We have an outstanding Board of directors who bring a wealth of knowledge and experience to the Law Center. Our four newest Board members are Caroline Little, Dorine Sanchez, Laura Vele Buchs and Ashley B. Carter. Please join us in welcoming them to the Board and thanking them for their service.

As a result of the depth of our Board and the untiring efforts of the Law Center's staff and community partners, the SWLC is able to continue our steadfast efforts to champion causes that positively impact the lives of women and girls in New Mexico. We are thrilled about the partnerships with funders and individual donors whose support allows us to continue advocating for, and developing policies in, our three key areas of focus for women and girls: (1) economic equality and vitality, (2) access to reproductive health and services, and (3) protections guaranteed women and girls under Title IX.

The Board together with Executive Director, Pamelya Herndon, are working to finalize the Law Center's new Strategic Plan and will share that content with you later this summer. Pamelya will be updating you on several exciting projects including "One Woman, One Case, Once A Year" and the Women's Equality Day Celebration on Albuquerque's Civic Plaza on Friday, August 26, 2016, which is sure to be a spectacular event.

Our team welcomes your ideas and thanks you for your continued support of our initiatives through your gifts and donations as we focus on the power of education, advocacy and policy to champion and advance equality and justice for women and girls in New Mexico!

Warm Regards,

Caroline Silby, President
Board of Directors
Southwest Women's Law Center

FOUNDERS OF THE SOUTHWEST WOMEN'S LAW CENTER

Ed and Leslie Atler
Dana Asbury and Rich Levy
Shannon Bacon
Gay Block and Rabbi Malka Drucker
Paul Bardacke and Lisa M. Enfield
Susan G. Berk
Jane and Bill Buchsbaum
Dan and Cristy Carbon-Gaul
Marilynn Cooper
Bonnie Bell Cundiff
Diane D. Denish

Barbara Dobkin
Mimi Efroymsen
Eve and David Espey
Maria DeAnda Hay
Heidi and Wyatt Heard
Julia Kalmus and Abe Lillard
Stephen Kaufman
Peter and Debi Kierst
Anita Miller
Janice and Stuart Paster
Deborah Peacock and Nathan Korn

Charles and Karen Peifer
Planned Parenthood of New Mexico
Marina Arbetman and Ian Rabinowitz
Roberta and Barry Ramo
Arthur and Mimi Rosenberg
Mimi and Martin Rosenberg
Meryl Manning Segel and Ron Segel
Elisa and Toby Simon
Elaine and Maynard Wishner
Jane Wishner and Robert Rosenberg

THE SOUTHWEST WOMEN'S LAW CENTER...

Moving throughout the State and Protecting Women's Rights

Below is a summary of some of the programs the Law Center is currently pursuing.

Filing Amicus Briefs

As a part of its One Woman, One Case, Once A Year initiative, the Southwest Women's Law Center is preparing to file an Amicus Brief in the case of *Lucero v. Department of Corrections* focusing on the Fair Pay for Women Act. The core issue to be decided in this case is whether governmental entities are subject to the Act. The Law Center has put together a Dream Team Legal Team to file the brief. The Legal Team is being led by Rada Potts, a former attorney with Appellate Division of the Securities Exchange Commission, with team members Alice Lorenz, Molly Schmidt-Nowara, Antonia Roybal-Mack, Katie Wray, Kate Girard, Angelica Hall, Sarah Coffey and Pamelya Herndon and law school intern, Devon Aragon.

Statewide Convening on Paid Leave in New Mexico

The Southwest Women's Law Center kicked off a 10-city tour to convening individuals around the state of New Mexico seeking input on implementation of statewide Paid Leave Policy for New Mexico. The first stop was in Clovis, New Mexico where residents of this Eastern New Mexico City who attended the gathering expressed their unanimous support for a statewide Paid Leave Policy.

Reducing Infant Mortality

African Americans comprise only 3 percent of population of the State of New Mexico, but comprise more than 13% of the deaths among infants in their first year of life. The Law Center has launched a study to look into the causes of this high rate of infant mortality. Watch for our report in early 2017.

Women's Access to Long Acting Reversible Contraceptives

In collaboration with Young Women United and Planned Parenthood, the Law Center is conducting a landscape review of women's access to Long

Acting Reversible Contraceptives, also known as LARCs as a part of women's reproductive health.

Sex Education in Public Schools

How is sex education being taught in public schools? Does the curriculum in every school match with what students indicate they are learning? The Southwest Women's Law Center, in collaboration with the American Civil Liberties Union of New Mexico are reviewing these policies.

Sexual Assault on College Campuses

Through the work of law school interns, the Southwest Women's Law Center is reviewing the policies and procedures of college campuses around the state. How are women protected on our college campuses? How easily can they report sexual assault and sexual misconduct without being victimized twice: (1) once by their offender and (2) once by the system that should be protecting them? The report will be posted on our website later in this year.

Encouraging Equal Pay Proactive Legislation

Albuquerque, New Mexico is a trailblazer! The Southwest Women's Law Center completed our review of Albuquerque's Equal Pay Ordinance in May. In 2015, the city passed an

ordinance to encourage companies bidding for city work to pay their workers equally regardless of sex. We invite you to review the report on our website.

Rights of Expecting and Parenting Students

The Southwest Women's Law Center recently completed their in-depth study of whether student handbooks for all New Mexico high schools were complying with the mandatory notice requirement of the Excused Absence Policy for Pregnant and Parenting Students. The study found most New Mexico high schools fail to provide vital information about the rights of expecting and parenting students in the student handbook. For more information, please review the report on our website.

Childcare Accessibility in New Mexico

What do parents do when they do not have a trusted family member or friend to watch their children while they are at work? Childcare is a necessity for many working families in the State. The Southwest Women's Law Center completed a three part series on childcare affordability, availability and the workings of the Childcare Assistance Program. You may review our newly released report on our website.



Teresa C. Younger, CEO Ms. Foundation and Pamelya Herndon, Executive Director, SWLC

CELEBRATING WOMEN'S STORIES

Dedicated to the Memory of Florenceruth "Flossie" Jones Brown

Pamelya Herndon, Executive Director



The Southwest Women's Law Center was proud to honor the outstanding work of Florenceruth Jones Brown at our Celebrating Women's Stories Gala on March 12, 2016. On April 4, 2016 we sadly said our final goodbye to a woman who blazed an extraordinary trail for many women to have successful careers as attorneys in the State of New Mexico. Flossie, as she was affectionately called by colleagues and friends throughout the state, was among the first women to graduate from the UNM School of Law.

I did not know Flossie very long, but one Sunday afternoon in early March, my husband and I spent time with Flossie

learning about her amazing career, from the political button collection she maintained to her tenacity for women's rights. As we drove through town enroute to the perfect place to have a late lunch, Flossie pointed out the restaurants, along the way, and provided a little history for each one.

She never had a problem expressing her opinion. When her father refused to put her name on property the family owned, because in Flossie's words, she was a woman, that is when Flossie decided to go to law school to ensure her rights were always protected. Flossie was extremely proud of the land her family acquired that is situated on the outskirts of Santa Fe, and now used by many tourists when they visit New Mexico. She was proud of the home that she resided in until her death, that was built in the architectural style of Frank Lloyd Wright.

Most important, she was proud of her children and her grandchildren. She was proud of the fact that her mother was the architect, creator and founder of

Smokey the Bear and all that he stood for in protecting land from forest fires. Flossie had a red truck that she loved to drive. I remember asking her how many miles she put on that truck. Her answer, in true Flossie style, was, "Well, they do not let me drive this truck off of our land these days."

Flossie was the first person to be recognized as the Public Lawyer of the Year in New Mexico, an award given yearly to lawyers who are employed in some aspect of governmental work. Many years later, I also received that same award. Little did I know at the time that I was walking in the footsteps of an exceptional woman whose path I would later cross, primarily through my interaction with the American Association of University Women, and at what turned out to be a final celebration in recognition and honor of Florenceruth "Flossie" Jones Brown for her great work. Florenceruth "Flossie" Jones Brown, we salute you and thank you for blazing a remarkable trail for women in New Mexico.

IN ADDITION TO HONORING THE WORK

of Florenceruth Jones Brown at our 2016 Celebrating Women's Stories, we also celebrated the work and achievements of Dr. Gayle Dine Chacon and Colonel Gail Crawford.

Dr. Gayle Dine Chacon was the first woman to serve as the Surgeon General of the Navajo Nation. In this capacity, Dr. Dine Chacon was referred to as "our Matriarch of Health." Dr. Dine Chacon also served as a professor at UNM's School of Medicine for thirty years and educated hundreds of students.

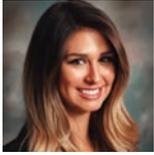
Colonel Gail Crawford currently serves as a Staff Judge Advocate on Kirtland Air Force Base. She was the first woman to serve as Chief Counsel to the Chief of the Nuclear Weapons Division of Kirtland Air Force Base. She is one of the few female, African American judges in the United States Air Force. Colonel Crawford was commissioned as a direct appointee in 1997 after serving eight years enlisted in the Air Force.



Dr. Gayle Dine Chacon, Executive Director Pamelya Herndon and Colonel Gail Crawford

MEET THE SWLC SUMMER INTERNS

LAW STUDENT INTERNS



DEVON ARAGON is currently enrolled at the University of New Mexico School of Law, where she just completed her first year. Growing up in rural Northern New Mexico, Devon hopes to use her new found knowledge and passion for the law to make a difference in the impoverished community she calls home.



AMANDA FLORES graduated from the University of New Mexico with a B.A. in Psychology and Sociology. She will begin her second year of law school at UNM in the Fall, and expects to pursue a career in civil rights law after graduation.

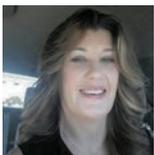


ASHLEE MILLS will begin her third year at the University of New Mexico School of Law in the Fall. She is focused on a career in criminal law. Ashlee plans to use her degree to make New Mexico a better state.

PARALEGAL INTERNS



JASON SHORT is currently a Paralegal Intern at Southwest Women's Law Center and a student in Paralegal Studies at Central New Mexico Community College graduating in August of this year. Jason holds Bachelors' Degrees in Medical Technology and Accounting from Middle Tennessee State University as well as a MBA in Healthcare Management from Belmont University and plans to become a Physician Assistant in the long term.



BENITA SOTO is working towards her Associates' Degree in paralegal studies at CNM. She became interested in law in order to give back to the community and help women and children. After earning her degree, Benita plans to continue her education in social service.



AMANDA L. VALDEZ is studying to get her Associate Degree in Paralegal at Central New Mexico College. She has work with people with disabilities of all ages and seniors for the past seven years. Her son is one of her biggest supporters and keeps her going every day.

MASTER OF PUBLIC HEALTH INTERN

CHRISTINA MARIE BRIGANCE became interested in studying public health through her experience working in healthcare settings while pursuing her Bachelors' degree at New Mexico State University. She currently a 2nd year student in the University of New Mexico's Masters of Public Health Program with a focus in community health and is interested in pursuing a career with Spanish-speaking populations.



GOOD BUSINESS PRACTICES

Women's Workplace Equality Makes Good Business Sense

By Jackie Bregman, SWLC Board

How can we help women achieve workplace fairness and equality? Many of us ask this question of ourselves regularly. We all want to help lift each other up and support women locally and globally in our shared quest for economic security and self-sufficiency. The good news is that, aside from obviously being the right thing to do, diversity drives profits - and the corporate world is beginning to take notice.

Morgan Stanley's May, 2016 Report entitled "Why it Pays to Invest in Gender Diversity", which was based on research and quantitative analysis of the subject, established that investing in diversity is directly beneficial to profitability.

Local support of women's economic self sufficiency comes in many forms. As employers, we must continue to scrutinize internal hiring practices to make sure that our companies are not trapping talented and capable women beneath the glass ceiling. As shareholders, employees, company Board members and active community leaders, women must speak up and show up in support of Board diversity and inclusiveness of women at all levels within organizations. As community members, we can choose to support women owned local businesses and startups and we can mentor young women in the workplace.

Further, we must create and strongly advocate for work environments and policies that allow women the flexibility to care for their families without sacrificing their own job security and advancement. In New Mexico, in particular, our work is cut out for us. New Mexico recently ranked a dismal 42nd in WalletHub's 2016 Best and Worst States for Working Moms report, which compared statistics across 13 metrics, including child care quality and costs, the gender pay gap, female unemployment rates and parental leave policies.

At the Southwest Women's Law Center, our current project called "One Woman, One Case, Once A Year" is working to hold employers accountable for engaging in unlawful employment practices that negatively affect women in the workplace. By supporting this project and by individually speaking out and speaking up within our own workplaces, we have the ability to change corporate "culture" from within and lead the fight for women's equality.

Yes, we can.



Supreme Court Rules Positively in Significant Abortion Decision

On Monday, June 27, 2016, the Supreme Court took a strong stand in support of women's reproductive health in the case of *Whole Woman's Health v. Hellerstedt* when it ruled that Texas House Bill 2, which required abortion clinics to meet absurd requirements, was an undue burden on women that did not improve women's health or safety. The law forced doctors performing abortions to have admitting privileges at local hospitals and required that all abortions take place in expensive ambulatory surgical centers.

The Texas Bill passed in 2013. Since then, there had been an extended legal battle over the constitutionality of the legislation. Fortunately, the Supreme Court of the United States stepped in and ruled that the law was unconstitutional.

Before Texas House Bill 2, providers in that state were required to have a "working arrangement" with a doctor who had admitting privileges. Hospital admitting privileges are not granted based on the provider's competence, but were granted on other grounds. For example, one way of determining which providers had admitting privileges was based on the number of patients the provider admitted to the hospital each year. The Court noted that most abortion providers did not admit many patients because abortion procedures did not often result in complications needing hospital admittance.

During oral arguments, Justice Breyer asked for an example of one woman who would have had a better health

outcome as a result of the legislation. The attorney representing the state of Texas was unable to provide even one situation where implementation of the legislation would have improved a woman's health or safety.

The second part of the law required abortion clinics to comply with the same requirements that are placed on ambulatory surgical centers. Even though abortion clinics did not perform the same type of medical procedures as performed in ambulatory surgical centers, the law was requiring clinics to follow those protocols. The law mandated a certain width for hallways. Waiting rooms and recovery rooms were required to have one-way traffic patterns and the law required sterilization procedures that are only necessary when a patient undergoes surgery.

Simply stated, the law was targeting abortion clinics despite abortions being a very safe procedure compared to other procedures performed outside of ambulatory surgical centers. For example, clinics where colonoscopies are performed are not required to be ambulatory surgical centers. Yet, colonoscopies have a mortality rate ten times higher than abortions.

The Texas legislation put an extreme burden on abortion clinics. In order to remain open, many clinics would have been required to spend over a million of dollars to comply with unnecessary ambulatory surgical center regulations. If these regulations had remained in effect, Texas would likely have been left with only seven clinics to provide abortion services in a state with a population of over one million women.





1410 COAL AVENUE SW
ALBUQUERQUE, NM 87104

NON-PROFIT ORG.
U.S. POSTAGE
PAID
PERMIT #932
ALBUQUERQUE, NM

WHY DO WE NEED A WOMEN'S LAW CENTER IN NEW MEXICO? **BECAUSE:**

- One in three New Mexican women will experience domestic abuse in their lifetimes
- One in four New Mexican women will experience sexual assault
- New Mexico is among the states with the highest rate of teen pregnancy rate in the U.S.
- New Mexico has the 2nd highest percentage of women living in poverty in the U.S., and the poverty rate for women in New Mexico is nearly 30% higher than the poverty rate for men
- New Mexico has the 4th highest rate of unemployed women in the U.S.

The Southwest Women's Law Center also recognizes that for women of color, these rates are even worse and are part of larger systemic problems that need systemic solutions. We believe that these facts can and must change. SWLC strives to harness the power of law, research, and creative collaborations to change these realities and to create greater opportunities for women and girls in New Mexico to fulfill their personal and economic potential.

BECOME A SUPPORTER!

Send your tax-deductible contribution to:
Southwest Women's Law Center
1410 Coal Avenue SW
Albuquerque, NM 87104

CONTACT THE CENTER

(505) 244-0502
Fax: (505) 244-0506
www.swwomenslaw.org