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**DIVERSITY, EQUITY, & INCLUSION**



## The Journey of Asian American & Pacific Islander Heritage Month

by Travis Chow – LAPA Executive Vice President

In 1977, House Joint Resolution 540 and Senate Joint Resolution 72 were introduced to proclaim early May as Pacific/Asian American Heritage week—they both failed. The following year House Joint Resolution 1007 was passed and signed, which President Jimmy Carter codified as Public Law 95-419 on October 5, 1978. This established a 7-day period starting May 4, 1979, as “Asian/Pacific American Heritage Week”.

In 1990, President George H.W. Bush signed Public Law 101-283 extending the week to “Asian/Pacific American Heritage Month”. Two years later President Bush signed Public Law 102-450 which outlines major accomplishments and contributions of Asian/Pacific Americans. It was explained that the month of May was chosen to mark the anniversary of the transcontinental roadway completed in May 1869, and the recognition of the first Japanese immigrant in May 1843.

*continued on page 2*

**PRESIDENT'S MESSAGE**



## Networking Tips & Tricks

by Jonathan Dang – LAPA President

Networking is a crucial skill that can significantly impact your career and personal growth. Throughout my career, I have seen multiple success stories from networking in the legal field. Colleagues and students have even landed their dream jobs through the power of networking. Let's dive into some tips and explore the importance of networking:

**1. Make Genuine Connections:**

- Networking isn't just about meeting with new people, it's also an opportunity to connect with individuals you've known for a while but haven't had a chance to interact with.

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On May 1, 2009, President Barack Obama signed Proclamation 8370 designating May as “Asian American and Pacific Islander Heritage Month” and implored the public to learn more about the history of Asian Americans. On April 30, 2021, President Joe Biden signed Proclamation 10189 reaffirming and continued the designation of May as “Asian American and Pacific Islander Heritage Month”.

On June 13, 2022, President Joe Biden signed HR 3525 into law which will explore the creation of the first national museum dedicated to preserving the history, culture, and accomplishments of Asian Pacific Americans.


The purpose of the legislation would be to “(1) report recommendations for a plan of action for the establishment and maintenance of a National Museum of Asian Pacific American History and Culture in the District of Columbia; (2) develop a fundraising plan to support the establishment, operation, and maintenance of the museum through public contributions; (3) obtain an independent review of this fundraising plan, including an analysis

of the resources necessary to fund the construction of the museum and its operations and maintenance in perpetuity without reliance on federal funds; and (4) submit a legislative plan of action to establish and construct the museum.”

On April 28, 2023 President Joe Biden issued a Proclamation proclaiming “May 2023 as Asian American, Native Hawaiian, and Pacific Islander Heritage Month.” Its more than a symbolic gesture, the White House not only recognizes the rise of hate crimes against the AAPI community but promised to help business owners with loans through the Small Business Administration

It’s long overdue for there to be a centralized platform dedicated to acknowledging the significant contributions of Asian/Pacific Americans to our nation’s infrastructure, and, more importantly, highlighting how our rich heritage has profoundly enriched the fabric of our nation.

There is a bigger picture, in our world now filled with endless division and discord at every turn. Yet, a simple act of kindness towards one another holds immeasurable power. Civil discourse fosters understanding, paving the way for constructive dialogue and meaningful connections. By listening attentively and speaking with respect, we honor each other’s perspectives and cultivate an environment where differences are not barriers, but rather opportunities for growth and unity. We must embrace the uniqueness in our interactions with each other, recognizing that it is through our collective efforts to uplift and support one another that we truly flourish as a society.

*Travis Chow is currently the Paralegal Coordinator at Collins + Collins LLP. Before that, he freelanced at several private practice firms in Southern California. He is a Certified Social Media Intelligence Expert & Certified Cyber Intelligence Professional. He is also a California Licensed Realtor and Notary Public. With the help of Walter T. Shattford & San Gabriel Valley Bar Association Legal Scholarship, he earned his Paralegal Certificate from Pasadena City College along with an associate degree in Social Behavioral Science, Humanities and Paralegal Studies. He then earned his Paralegal Certificate and bachelor’s degree from the University of La Verne in Legal Studies.* 

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## LAPA REPORTER

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### THE ADVERTISING AND EDITORIAL DEADLINE IS THE 5TH OF THE MONTH PRIOR TO PUBLICATION.

Articles and news items should be directed to LAPA at [editor@lapa.org](mailto:editor@lapa.org). Inquiries about making a submission should be directed to LAPA at [info@lapa.org](mailto:info@lapa.org).

Inquiries about advertising placement, applications, membership materials and address changes should be directed to LAPA at [admin@lapa.org](mailto:admin@lapa.org).

Articles will be published as space permits. The Newsletter Committee reserves approval and edit rights on any article submitted.

The Los Angeles Paralegal Association is a non-profit, mutual benefit corporation and is tax exempt within the meaning of section 501(c) (6) of the Internal Revenue Code. Membership dues and donations to LAPA are not tax deductible as charitable gifts, but may be deductible as related business expenses. LAPA suggests that you consult your tax advisor in this regard.

## CALENDAR OF EVENTS

### MAY

- 1- **LAPA Executive Board Meeting** – Conf. Call; Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 8- **LAPA Board Meeting** – Contact Jonathan Dang at [president@lapa.org](mailto:president@lapa.org).
- 9- **Basics About Motions: Rules re Motions & Procedural TILS (non-MCLE)** – Online via Zoom; 6:00-7:00 PM; Featuring: Sheila Grela & Joy Murao; Go to <https://www.lapa.org/event-5707178> for more information & to register.

### JUNE

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

## PRESIDENT'S MESSAGE - cont. from page 1

- Instead of engaging in small talk, aim for more intimate conversations. Be open, vulnerable, and talk about common interests when meeting someone for the first time.

### 2. Help Others:

- Use networking as an opportunity to assist others. Consider what you're good at, what you're doing, and what others often seek your help with. Through my network, I have been able to connect individuals. I often get asked by students if I know anyone working in the XYZ practice area and I have tapped into my network either on LinkedIn or connected them personally through email.
- By offering value and support, you build stronger connections and contribute positively to your network.

### 3. Create Your Own Identity:

- Understand your strengths and confidently embrace your identity. Networking isn't always inclusive, but you can change the narrative by being authentic and proud of who you are.

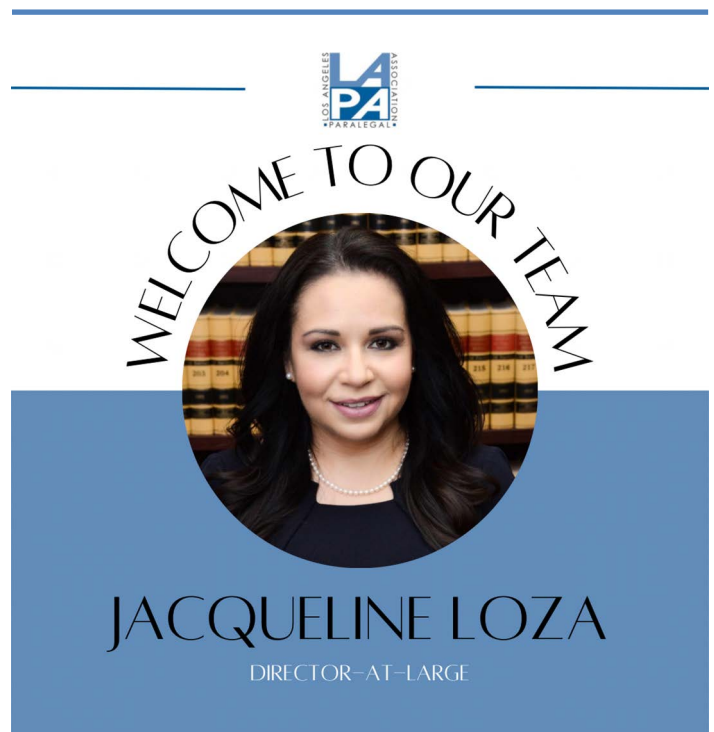
### 4. Use Platforms, attend events, and join organizations:

- LinkedIn is one of the most powerful platforms to connect with others. Many have done away with the old method of sharing business cards.
- Attending networking events can also be a valuable tool. I know it might be often uncomfortable for many, but I haven't met a person who has left a bad taste in my mouth through a networking event. Be friendly, proactive in starting conversations, and find common interests to talk about.
- Joining organizations such as LAPA and NALA can expand your network.

### 5. Be Sure to Follow Up:

- It is very important to follow up with those who you meet at networking events. Simply send them a message on LinkedIn, an email, or even meet for coffee. This also makes a memorable impression and can strengthen friendships.
- If you receive a business card from someone, try to write down the date you met this individual on the back of their card and the event.
- Do not burn bridges – the legal community is quite small.

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





LOS ANGELES PARALEGAL ASSOCIATION



**HAPPY**  
*aspi*  
**HERITAGE**  
**MONTH!**

“DIVERSITY - BOTH IN IDEAS AND PEOPLE - HAS ALWAYS BEEN ONE OF THE COUNTRY’S GREATEST ASSETS” - CONGRESSMAN TED LIEU

2024



## Ignite & Transform: Unleashing Your Path to Success as a Paralegal in Today's Professional Climate

by Susan C. Gaul

Maneuvering through the job market as a new paralegal grad can be confusing and overwhelming. As a new graduate in 2010, I thought I would land a paralegal position for a top firm in downtown Los Angeles, have an office on the 55th floor of the Arco Tower, and live my version of “Boss Babe in the City Paralegal Edition.” This could not have been further from the truth. Three months after graduation, I landed a job in a collections law firm in Pasadena, California. I was in a little cubicle sorting out court filings that had been rejected. No glamorous receptionist was next to a beautifully arranged \$500.00 orchid arrangement as soon as you exit the elevator. From my cubicle, I could smell the strong scent of paint and the rustling papers and voices. There was no office on the 55th floor of a prestigious downtown Los Angeles law firm. I worked on the 4th floor of a legal collections firm in a bland, undecorated office next to a plethora of banker boxes full of court filing rejections. Fast forward to April 2024, I work for a woman-owned boutique law firm, where an abstract art piece of Ruth Bader Ginsburg hangs in the main conference room. The wall-to-wall white paint complimented the frame on the wall that read, “Keep Calm and Litigate On”. These fourteen years have been a ride, and if you read this until the end, you may learn a thing or two. If you are a new grad feeling discouraged, buckle your seat belt, and I will take you for a ride. I’m your paralegal auntie now!

Are you a bit nervous about what your future may look like in the paralegal field? Are you trying to find footing and sailing your proverbial ship into unknown waters? Guess what! We have all been there! We all have been new graduates. We all have contemplated our professional careers and had doubts. I have a not-so-secret tip to tell you. It is normal. You are normal. It is easy to fall into confusion, so let me give you tips on

creating a foundation for a successful professional life.

- *Join a Community.*
- *Know Yourself.*
- *Know the Job Market.*
- *Be Brave and Ask Questions.*

While at the University of La Verne, I was fortunate to be introduced to the Los Angeles Paralegal Association. I remember sitting in a classroom while I listened to this well-polished funny man with a sharp laugh introduce me to a community known as The Los Angeles Paralegal Association. He did not promise me riches and gold, but he gave me the keys to a source I have utilized for the last 14 years.

### NETWORK! NETWORK! NETWORK!

Joining a community is an excellent way to learn about jobs, the job market, and the job itself. My paralegal colleagues often answered questions about procedures, pay, and which downtown law firms were hiring. Through the professional associations I joined, I have made some lifelong friends.

If you are an introvert or just plain shy, it is okay. You can find colleagues with whom you align and who will support your growth and be a beacon of light as you work your way through this thing called your professional life. Support through a community is a valuable resource that many new graduates fail to take advantage of. LinkedIn is a good way, but attending events and helping will help you get noticed. Attending an event can possibly lead you to your next paralegal position.

### SELF-AWARENESS IS KEY!

Being a paralegal is your career; you are more than your career. Being a paralegal is part of you, but it does not define you. In any career, we need to be radically honest with ourselves. To be honest with ourselves, sometimes we should try things we do not want or are afraid of trying. My motto has been, “If you don’t try it, how will you know?”. We need to accept that employment offer in a legal collections firm with unattractive, bland, undecorated walls so we can learn from dealing with rejected court filings, which will be a resource for us in preparing documents in the future. Sometimes, the unsavory parts of working as a paralegal are the parts that teach what we want.

*continued on page 6*

Sometimes, what we do not want to do points us toward what we want to do. Sometimes, working with a solo practitioner is not for you because you prefer streamlined, established procedures in the office. If you do not try or do it, you will lack the mental capacity to measure your tolerance threshold. Also, auntie tip here: what we want changes as we go through the seasons of our lives. Be reflective and ask yourself the questions that will propel you forward.

**THE MORE YOU KNOW THE MORE POWERFUL YOU BECOMES!**

This is the “stuffy” part of this article. Please don’t fall asleep! I promise I won’t. The paralegal job market is HUGE! You will find a paralegal position at \$24 to \$50 per hour. As a new graduate, you can expect between \$58,000 and \$72,000. In the middle of your career, you can expect between \$75,000 and \$85,000. Seasoned paralegals are in the \$85,000 to \$140,000 range. Paralegal managers have been known to be offered \$165,000 per year. This is all dependent on the area of law you decide to support and the geographics. Los Angeles tends to pay more than other metropolitan areas. Learning the market and being part of an association helps.

**SAVE THE DATE**

for

**LAPA’S Annual October Conference!**

**“NAVIGATING YOUR CAREER PATH”**

- When** : Saturday, October 19, 2024
- Time** : 8:30am – 3:30pm
- Location** : Omni Los Angeles Hotel  
251 South Olive Street  
Los Angeles, CA 90012



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

**THERE ARE NO STUPID QUESTIONS**

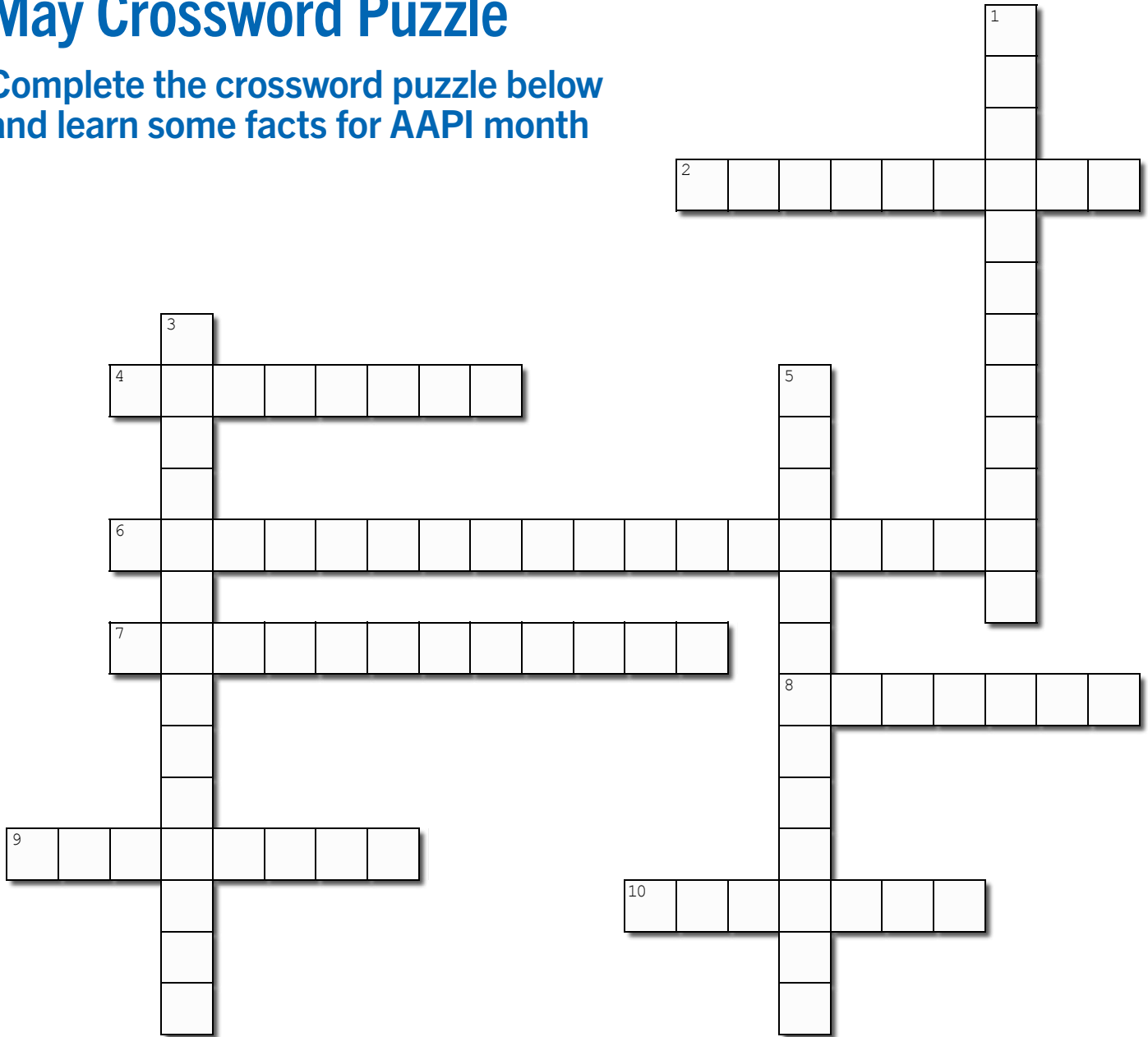
So, you got past the initial stage of an interview. What is next? There are three things I do during an interview. The first thing I do takes place before the interview; I learn about who is interviewing me, what area of law they practice, and their role in the interview process. The second thing happens during the interview. My best advice is to ask questions about the role and management’s expectations. I also have the interviewers define their leadership style and how they motivate their support staff. Further, I ask follow-up questions to understand their law firm’s culture.

There are no “stupid” questions, especially if you plan to spend 40 hours with the people who are interviewing you. The “Interview” is not unilateral. You are part of the process. You are interviewing them as much as they are interviewing you. The third thing I do is send a thank you card or email. I share the most significant moment and something I learned that resonated with me during the interview. This is something personal, and it keeps me in the hiring team’s mind during the hiring process.

*Susan C. Gaul is a former Los Angeles Paralegal board of directors member now residing in Vallejo with her husband Matt and their three fur babies, Tori, Mario, and Luigi. Susan is a paralegal for Duggan McHugh Law Corporation in Sacramento, California, a certified woman-owned boutique law firm specializing in employment. You may contact her at susan@feminipowerbeauty.life. <https://www.linkedin.com/in/susanckastner/>*

# May Crossword Puzzle

Complete the crossword puzzle below and learn some facts for AAPI month



**ACROSS:**

2. American Journalist who worked as an anchor for NBC News, Dateline NBC, and the Today Show.
4. He was named the 1996 Time magazine Person of the Year for his invaluable work related to HIV/AIDS.
6. She was a leader in the women’s rights movement and campaigned for women’s suffrage.
7. Currently serves as the chief medical correspondent for CNN.
8. Novelist best known for her best-selling book, The Joy Luck Club.
9. She designed the Vietnam Veterans Memorial in Washington, D.C.
10. An American cellist who was awarded the Presidential Medal of Freedom.

**DOWN:**

1. His childhood story inspired a Broadway musical called Allegiance.
3. In 1997, this NASA astronaut and mechanical engineer made history as the first woman of Indian origin to go into space.
5. Considered to be the first Chinese American movie star who appeared in over 60 films.

ANSWER KEY FOUND ON PAGE 13





## LAPA Spring Career Conference Recap

by Isabella Guzman – LAPA Student Member

How does a first year college student network with professional legal recruiters and legal professionals? There has never been a better time to network than attending the LAPA Spring Career Conference. The Spring Conference allowed many students, such as myself, the opportunity to gain firsthand experience learning and networking with many successful legal professionals. Attending the conference allowed me to have a profound understanding of working as a paralegal alongside alternative career paths involving the legal field.


Legal recruiters Tracey Perkins, Kathy Ly, Scott Rosen, and Crystal Villa dove into what areas of law happen to be the most popular, as well as job concentration, visibility, and personal branding. Currently, commercial law along with labor, employment, and intellectual property law are the most popular fields. You can find the highest job concentrations in DTLA and Century City, followed by Newport, Orange County, and Irvine. If you're interested in increasing your visibility, legal technology skills in e-discovery and even AI have the ability to make you stand out among the crowd.

When it comes to personal branding, I've learned that there is no better way to market yourself than LinkedIn as it's essentially the instagram of the professional world. Following the legal recruiters panel, I learned what it means to be a certificated vs. being certified thanks to Elizabeth Garcia, Terri Walters, Ivan Zogovic, and Cheryl Garner. Once you receive your paralegal certificate, you can take a "mini bar exam" to become certified in fields such as e-discovery and NALA. A certificate has the ability to make you stand out from over 300,000 paralegals in the US to being in the top 8% that are certified and top 3% that have an advanced certificate.



With the advice of Felicia Vargo-Johnson, Adesh Singh, Allison P., and CJ Dolores, I was educated on career paths that explore new perspectives on the traditional paralegal role. Whether it's legal operations, AI, or state jurisdictions, there are many opportunities to work in alternate career paths.

My favorite event of the day was the networking event held at The Eight Bar as I was able to not only meet, but connect with each panelist that spoke at the conference. The environment was vibrant and everyone I met gave me new insight into the paralegal world. Given I was asked throughout the event for my LinkedIn, my word of advice after the conference is if you haven't already, make a LinkedIn account!

*Isabella Guzman is currently a student at College of the Canyons interning with the Biological Sciences Department in biodiversity analysis. She is a part of the California LAW Pathways program as a Cal-LAW Scholar and a current recipient of the Congressman Buck McKeon Scholar award. Isabella is working to earn her political science bachelors degree for transfer, associates in law, public policy, and society, and associates in environmental studies from College of the Canyons.* 

photos from event continued on page 9









## Looking Forward Despite COVID-19

by Deena Bowman

Living with the COVID-19 virus has changed our means of enjoying recreational and cultural pursuits. However, good times can still be experienced –albeit in different ways. May features celebrations of Asian American, Native Hawaiian, and Pacific Islander Heritage.



### DANIEL DAE KIM AT CALENDOW LIVE

CalEdnow Live will host actor, director, and producer Daniel Dae Kim to discuss diversity and representation in the entertainment industry and

share his work as an activist and entertainer. The live virtual event will occur on May 21 from 6:00 – 7:00 p.m. PST. The virtual event is free, but registration is required. RSVP at <https://z83ue3g1.paperform.co/>. For questions, email [registration@girlfridayevents.com](mailto:registration@girlfridayevents.com).



### MEET UP WITH FRIENDS AT HOA

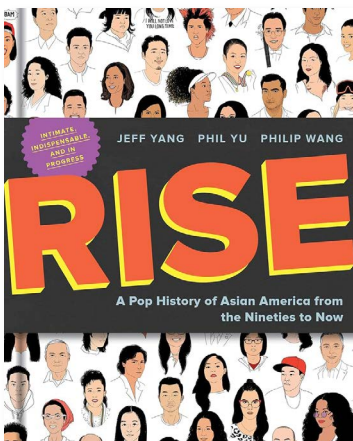
Heritage of Aloha (HOA) is a free two-day festival showcasing the heritage of Hawai'i and Polynesia. Enjoy island cuisine, an outdoor marketplace, cultural workshops, and continuous music and dance on May 18 from 10:00 a.m. – 6 p.m. and May 19 from 10:00 a.m. – 5 p.m. The festival takes place at Heritage Park, 12100 Mora Drive, Santa Fe Springs. <https://heritageofaloha.com/>

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

## LAPA READING CORNER

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

by Deena Bowman



## Rise: A Pop History of Asian America from the Nineties to Now

by Jeff Yang, Phil Yu, & Philip Wang

Wang. Illustrations by Julia Kuo

This is a labor of love by the authors Jeff Yang, Phil Yu, and Philip Wang. The hefty (in both content and weight) tome contains accessible and stereotype-busting information on Asian American contributions to pop culture. From fun facts such as the designer of First Lady Michele Obama's dress for the White House Correspondents Dinner to the controversy over Amy Chua's "Tiger Mother," Rise is an essential addition to a home library.

2022, 496 Pages, Harper, \$28.99 hardcover. Also available for checkout from the Los Angeles Public Library in book form, e-Book, and e-Audiobook.



## Putting Yourself Out There: The Power of Networking & Joining Associations

by Ariel Chen

Congratulations! You have been accepted into this Summer 2023 Cohort Paralegal Training Program at UCLA Extension! I could feel the excitement in my chest bubbling as I read my acceptance email. I knew this was the beginning of a new chapter that would alter the trajectory of my career path forever.

I eagerly embarked on this new academic pursuit, determined to learn as much as possible, excel in my studies, and obtain my certificate with distinction. On the very first day of the program, Orientation Day, our instructors highlighted the academic rigor the program would demand. More importantly, they emphasized the importance of getting involved with our professional community, specifically, the Los Angeles Paralegal Association (LAPA).

Heeding my instructor's advice, I immediately looked into LAPA and how I could get involved as soon as possible. I attended LAPA's first Happy Hour Mixer of 2024 in February where I met the current president of LAPA and my future mentor, Jonathan Dang, as well as many key players in the industry. This was my first time attending a professional networking event. I arrived bright-eyed and bushy-tailed, albeit not knowing what to expect, and was warmly welcomed with the same enthusiasm tenfold.

Looking back, I have come so far. At times, I truly felt so lost, uncertain of how my path would unfold, and unsure of how to navigate the professional field. But I can distinguish the apex/turning point/key point of my journey where my professional growth began to progress positively and that was when I joined the Los Angeles Paralegal Association.

Today, I am a newly certified paralegal about to embark on yet another new chapter as a litigation paralegal at Murchison & Cummings, LLP. If I had not listened to my instructors at UCLA Extension


and proactively joined LAPA, my professional growth would not be where it is today.

Jonathan Dang often reminds me, "Give back to the community. Be the difference you want to see in the industry". As the President of Los Angeles Paralegal Association, he demonstrates that through his actions and contributions to the field.

My advice to all future paralegals:

- Thrive for academic excellence, but more importantly - put yourself out there. LAPA is your best resource.
- There is something to learn from everyone.
- You can be the most academically brilliant paralegal out there, but you cannot do it all alone.
- Harness your personal strengths, utilize them, and network!
- Without the help and encouragement of my mentor, I would not be where I am today.

As soon as the program began, it proved to be demanding and rigorous. But I loved a challenge and each day in class learning more about the profession only grew my passion for the field.

*Ariel Chen is a recent graduate from the Paralegal Training Program at UCLA Extension. She is an incoming paralegal at Murchison & Cummings, LLP. Ariel grew up in Taipei, Taiwan before moving to California to pursue higher education at the University of California, Irvine. Prior to her transition to Murchison & Cummings, LLP, Ariel worked as a Law Clerk for Legal Aid Foundation Los Angeles at the Self-Help Center in Inglewood Courthouse. Her experience working at the Self-Help Center providing low-income litigants with legal aid is what inspired her to pursue a career in the legal field. Ariel intends on going back to school to obtain a JD. In the meantime, she is excited to begin her new chapter with Murchison & Cummings, LLP, as well as volunteering as a Marketing Associate for LAPA. She also intends on staying involved with LAFLA and serving the public sector as a volunteer. Ariel enjoys playing video games, trying new restaurants, and exploring self-care in her free time.. *



Join one of the nation's premier paralegal associations:

**The Los Angeles Paralegal Association**

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






## Table of Authorities/Table of Contents

by Don Adove – LAPA Director at Large

The table of contents and authorities is simple, yet an important component of the brief, but it takes time to skillfully master this simple task. Fortunately, the version of our word processing software today has this feature built in. Moreover, I am sure there is other fancy software that does this. However, if you do not know how to use it or have the skills, you will not be able to create a professional looking table of contents and authorities.

With over 25 members in attendance, the multifaceted June Hunter of DISCO, Inc. gave an excellent presentation for the LAPA Upskilling Series the “ins-and-outs” of preparing table of contents and authorities. In just over 45 minutes, June was able to showcase simple yet helpful steps to set-up and prepare your word processing software for this task. The discussion started in a modest pleading word format where she emphasized the important use of the non-printing markers or formatting marks that can guide you throughout the document, such as breaks, spaces, paragraphs, etc. She showed which word processing menu options are most useful, like layout and reference menus to name a few. Then, she stressed making sure that the document format is properly done, headers are marked, and case cites, local rules and other authorities are properly cited to easily propagate your table of contents or authorities.

I have done several tables of contents and authorities for a motion brief, but this session solidified the knowledge that I already have while also highlighting new techniques that I can use. To those who are new to this, a new skill is unlocked. This informative session improved individual knowledge on a skill that is useful and relevant to our profession. See you at the next upskilling series for yet another interesting topic!

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




## Your Car is Smarter Than You Think

by Jeffrey M. Stewart – LAPA Secretary

After an airplane crash, we’ve all heard about how quickly officials want to retrieve the airplane’s “black box” to help them investigate the crash. But airplanes and trains are not the only vehicles that contain black boxes. On April 16, 2024, LAPA hosted another successful CLE, entitled “Exploring Crash Data Retrieval and Understanding the Black Box,” presented by Elvis Desai, Senior Forensics Engineer at YA Engineering Services.

In 1994, General Motors (“GM”) first included Event Data Recorders (“EDRs”)—aka “black boxes”—in some of their passenger vehicle models, and it has since become the industry standard to include EDRs in motor vehicles. When vehicles are involved in a collision, these devices record invaluable data which allow analysts to determine such data as the rate of speed at impact, the direction each vehicle was traveling, and whether it was a “longitudinal” impact (in the front or back of a vehicle) or “latitudinal” (impact from the side). Analysts can then build models of the collision which can aid investigators in determining the cause of the crash, and can greatly determine the outcome of any possible settlement or litigation.

Mr. Desai holds a Master of Science degree in Automotive Systems Engineering with a specialty in Vehicle Safety from Kettering University, and is an expert in analyzing data from EDRs and Bosch Crash Data Retrieval (CDR) systems. LAPA is grateful to Mr. Desai for bringing his expertise on this fascinating topic to LAPA members through our CLE program. For upcoming CLE presentations and other events, check this newsletter or visit [www.lapa.org](http://www.lapa.org).

*Jeffrey Stewart is currently a Paralegal at Murchinson & Cummings and serves on the board of directors of the Los Angeles Paralegal Association as the Secretary. He graduated from the UCLA extension program and has extensive experience working in the entertainment industry.* 

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



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

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

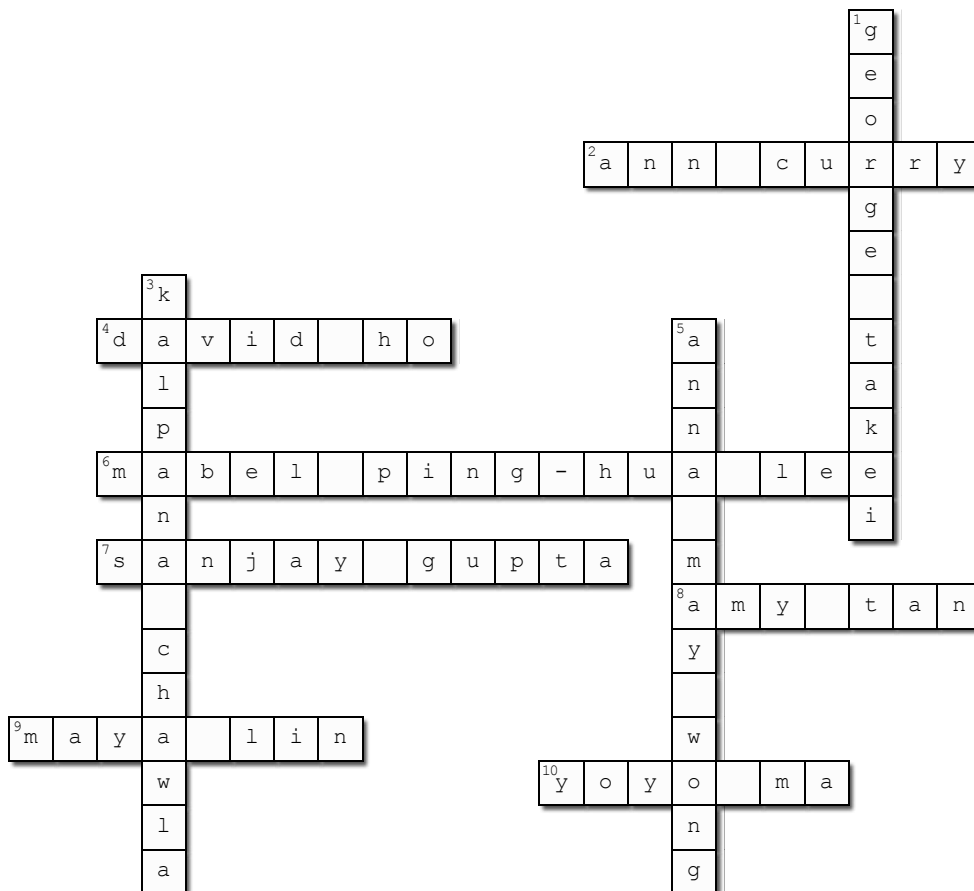


[www.lapa.org](http://www.lapa.org)



ASSOCIATION  
CAREER NETWORK

## LAPA'S CROSSWORD PUZZLE - cont. from page 7



## ANSWER KEY

### ACROSS

2. Ann Curry
4. David Ho
6. Mabel Ping-Hua Lee)
7. Sanjay Gupta
8. Amy Tan
9. Maya Lin
10. Yoyo Ma

### DOWN

1. George Takei
3. Kalpana Chawla
5. Anna May Wong

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

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

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

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



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

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

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

## NALA THE PARALEGAL ASSOCIATION CERTIFICATION NEWS



### **SHOW OFF YOUR CP® DIGITAL BADGE**

CPs, do you know how to make your digital badge work for you? After you accept your badge, update your social profiles and email signature to feature your new accomplishment. This can help you if you are:

- looking for a new role at your organization
- interested in being contacted about job opportunities
- looking for new skills and credentials

[Credly](#) provides a plethora of information about the paralegal field and its opportunities. At the bottom of your badge profile, click "Insights" to see available jobs, salaries, job locations, and much more!

### **RETIRING SOON?**

If, after many years of service to the paralegal community, you are nearing retirement, please remember to submit the [CP® Retired Form](#) to NALA so you do not lose your hard-earned credential. Your certification status will be updated to "CP® Retired," and you will no longer be required to earn CLE. If you have any questions, please contact us at [cle@nala.org](mailto:cle@nala.org).





## CAREER EDUCATION

# PARALEGAL

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



**PLEASE NOTE:**

The Fullerton College ABA-approved Paralegal Studies Program does not prepare students for law school or the practice of law. Under California's Business and Professions Code, Section 6450 (et seq.), a paralegal may not market his or her services to the public, but must work under the direct supervision of an attorney licensed to practice law.

### DEGREE/CERTIFICATE OFFERED

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

### → ENROLL ONLINE AT:

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

### → VISIT OUR WEBSITE FOR ADDITIONAL INFORMATION

### START HERE:

PLEG 101 F -  
Introduction to Paralegal Studies



#### QUESTIONS? CONTACT:

 **(714) 992-7032**



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



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

# Proud Supporter of LAPA



**TRIAL PRESENTATION**

**MOCK TRIALS**

**LEGAL GRAPHICS**

**VIDEO EDITING**

**EQUIPMENT RENTAL**

**FOCUS GROUPS**

**INTERACTIVE TIMELINES**

**JURY RESEARCH**

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

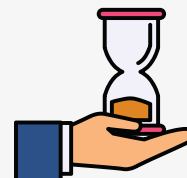
Ph: (805) 705—7777 | [alicia@aquinotrial.com](mailto:alicia@aquinotrial.com)

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

## Child Welfare in Los Angeles County



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



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

**Black & Hispanic children encompass**

**81.5%**

**of children/youth in care.**

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



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

## The Solution? The Essential History Program!

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



### Program Goals

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

*continued on next page*



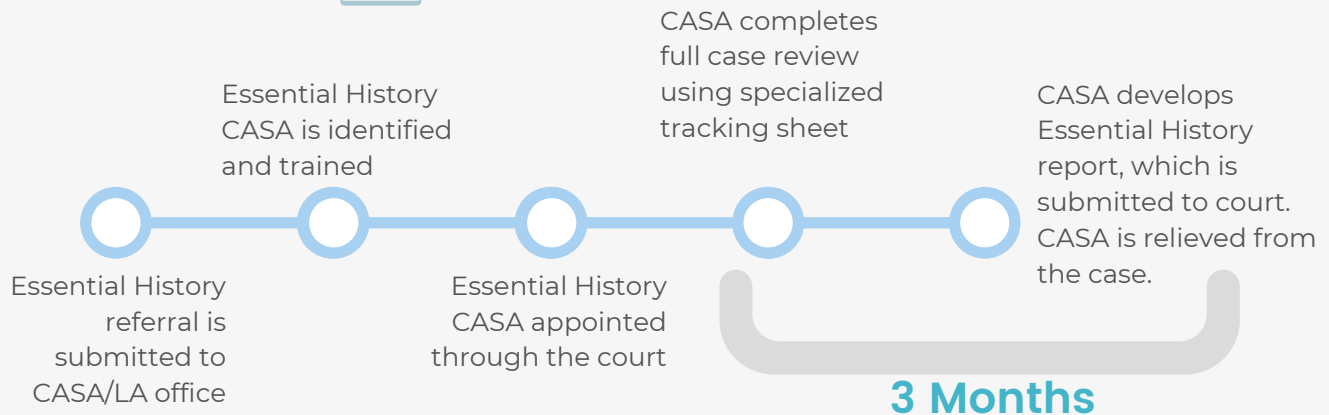
# Essential History Program



continued from previous page



## Process & Timeline



## The Report

### Objective & Neutral Language

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

### Strengths-Based

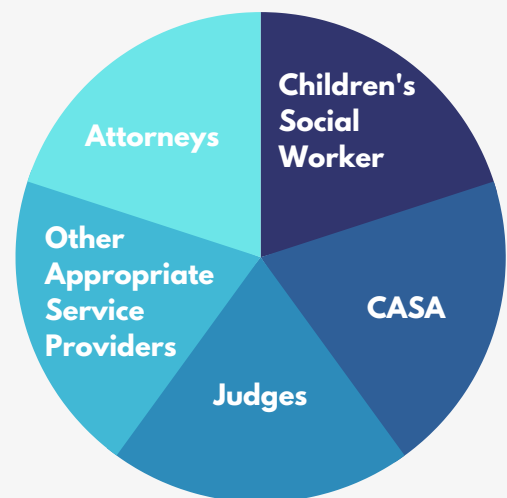
Focus is kept on not creating a negative perception of the youth

### Report Content

Report Covers Risk & Protective Factors in the areas of:

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

### Who Can Access the Report?



### Questions?

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



The Los Angeles Paralegal Association (LAPA) reflects the diverse nature of Southern California, and we strive to be as inclusive as possible. As an organization of legal professionals, we hold the ideals of equality and justice in the highest regard. The injustices experienced by the communities of Black, Indigenous, and People of Color are a stark reminder that equality and justice are ideas that have yet to reach fruition in this country. We, as a nation, must do better. LAPA stands in solidarity with the families and friends of George Floyd, Breonna Taylor, and Ahmaud Arbery. It is our sincerest desire to see justice is done as the law requires for their tragic deaths.

Diversity and inclusion are LAPA's initiative for 2022. We hold firm in striving to be more inclusive and diverse to reflect the community that we serve and represent. Moreover, LAPA will continue to steadfastly advocate and create initiatives to prepare and support our paralegals.



Housing + Community Investment Department

**Attention: City of L.A. Tenants & Landlords**

**Coronavirus: What You Need to Know  
about L.A.'s Eviction Protections**  
visit: [hcidla.lacity.org](https://hcidla.lacity.org)





# **FREE COVID-19 TESTING**

Now available to all Los Angeles residents.  
Get more information and sign up:  
**[Coronavirus.LACity.org/Testing](https://Coronavirus.LACity.org/Testing)**

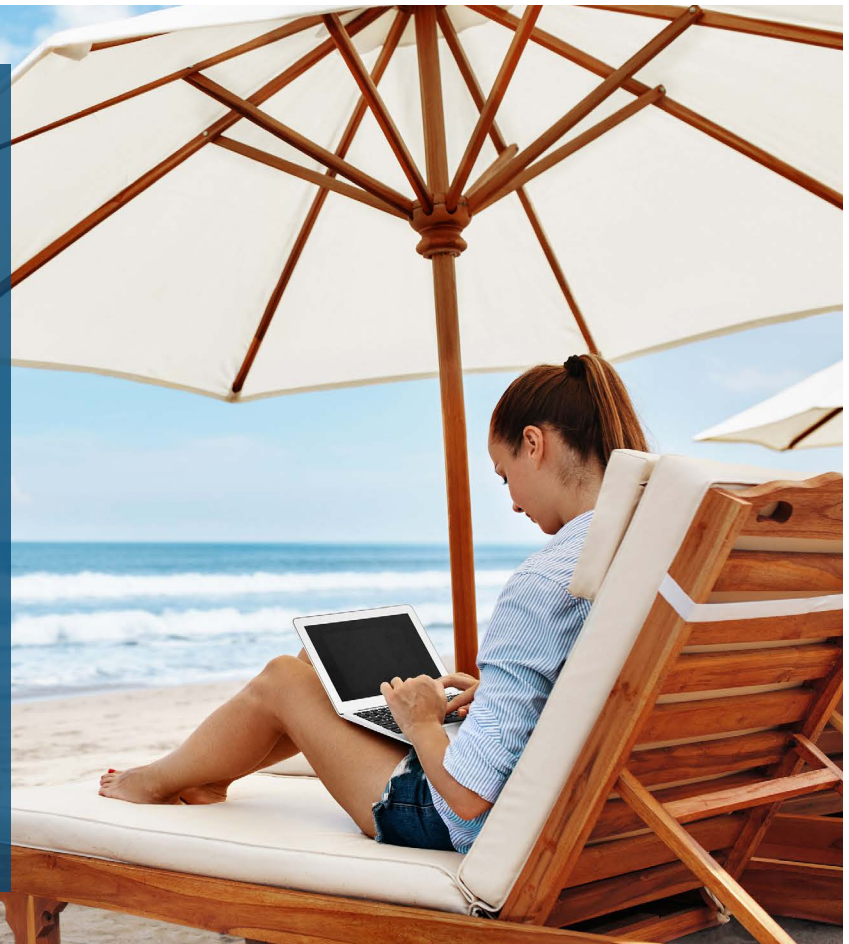
## **L.A. CARES Corps**

Connecting L.A. Businesses to Federal SBA Loans during COVID-19

Attention  
LAPA Voting Members

## **FREELANCE PARALEGAL LISTING**

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





**LAPA UPSKILLING EVENT:  
BASICS ABOUT MOTIONS-  
RULES RE MOTIONS AND TILS**



**9 MAY,  
2024**

**6:00 PM -  
7:00PM**

**SHEILA GRELA  
JOY MURAO**

**SPEAKERS**



**Members- \$20  
Student Members - \$15  
Non-members - \$30**

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



**11 JUNE,  
2024**

**6:00 - 7:00PM**

**KELLI  
RADNOTHY**  
SPEAKER



Members - Free

# Members Only Benefits

## Regional and Networking Sections

LAPA has many opportunities for meeting and connecting with your paralegal colleagues and other legal industry professionals. Such opportunities include seminar and networking events based on geographical locations such as Downtown (Los Angeles), South Bay, West L.A., the San Fernando Valley, Santa Clarita, and more. LAPA also provides educational seminars in various legal specialties, including, but not limited to, Litigation, Probate Law, Intellectual Property Law, Corporate Law, Immigration Law, and Ethics. Additionally, with the support of our legal industry partners, LAPA also hosts other networking and charitable events and mixers. Your participation in LAPA is encouraged, so be sure to reach out to a LAPA Section or Committee Chair, develop your leadership and networking skills, and make LAPA an even better association.

## Vital Savings

This benefit provides LAPA members a discount program for dental and vision services, long term care, as well as many pharmaceuticals. LAPA has been able to obtain special pricing of Vital Savings discount cards through Aetna. By using the discount cards and Aetna approved providers, LAPA members can save dramatically on the services provided by these professionals. For more information, please visit LAPA's website, [www.lapa.org](http://www.lapa.org).

## Working Advantage

LAPA members may join a program that offers discounts up to 60% on tickets, travel, shopping, and more. LAPA helps you save money on items from clothing to theater tickets to flowers. This benefit is available by logging onto the LAPA website "Members Only" section.

## United Insurance Partners

LAPA has teamed with UIP - United Insurance Partners - to bring LAPA members the opportunity to purchase health, dental, and/or vision insurance. When you access UIP through the link provided on the Benefits webpage, you will find an array of insurance products available for you to purchase with companies such as Blue Cross, Aetna, and many other top insurance companies. Please visit LAPA's website, [www.lapa.org](http://www.lapa.org), for more information.

## NALA Affiliation

LAPA is an affiliated member of the National Association of Legal Assistants. NALA is the nation's leading professional association for paralegals. As a member of an affiliated association, the initiation fee for individual membership in NALA is waived for LAPA members. NALA boasts some of its own benefits. Access its NALA Campus Live for online continuing legal education, self-study courses, and preparation for the CLA/CP Exam. Its annual educational convention in July allows you to expand your network beyond your state's borders as you network with other paralegals from around the country, attend educational institutes and member related activities.

## Freelance/Contract Paralegal Listing

LAPA provides a "Freelance Paralegals" section on its website to assist LAPA members who are freelance, contract, or independent paralegals, as defined by California Business and Professions Code Section 6450. For a nominal fee of \$60, you can post your contact information on LAPA's website for six months. You can sign up online through the Members Only section of the website.

## Membership Database

Available only to LAPA members, the Membership Database is a valuable tool in locating other paralegals or legal professionals with whom you have worked or networked. The Membership Database also provides up-to-date contact information as well as members' legal specialties and geographical areas.

## Credit Union

LAPA members are eligible to join Southland Credit Union. Southland Credit Union, with over \$435 million in assets, offers an online presence, a new full-service branch in downtown Los Angeles, an upgraded ATM network and five new proprietary ATMs. Southland Credit Union has expanded its product line by introducing a new high-yielding certificate of deposit, a Rewards Plus program and a market-leading high interest yielding checking account. Southland Credit Union prides itself on outstanding service to its members and has recently earned a 95 percent Member Service satisfaction rating.

## Lorman Education

LAPA is dedicated to providing efficient and readily-available continuing education opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. LAPA has partnered with Lorman Education to provide continuing education in a variety of topic areas. LAPA members receive a 20% discount on all orders.



Join one of the nation's premier paralegal associations:

## The Los Angeles Paralegal Association

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

Serving the Legal Community  
SINCE 1972





# Bet Tzedek Needs **YOUR** Help!

## *Intake Services Volunteers Sought*

Bet Tzedek's Intake Services volunteers conduct pre-screening assessments in order to determine the appropriate course of action for individuals who call seeking legal assistance. Our volunteers are often the first contact our community has with our organization, and we rely on our volunteers to handle a high volume of calls from a diverse population of individuals with a broad range of needs.

### **Gain Issue Spotting and Client Interview Experience**

Under attorney supervision, volunteers develop foundational legal skills, including learning to spot legal issues; to conduct telephone interviews with potential clients dealing with challenging, stressful situations; determining what information provided by the caller is relevant; and to begin to develop judgment of potential cases in a wide array of legal areas. Volunteering with Intake Services also provides first-hand knowledge of the landscape of legal services available in Los Angeles County and exposure to and understanding of the issues faced by the communities we serve.

**Commitment:** 40+ hours. During the school year, we ask that volunteers commit to working in the Intake Center for 8-10 hours/week for 8-10 weeks. During certain periods, such as winter break, we may be able to accommodate schedules that include a higher number of hours per week for fewer weeks. Work must be completed during normal business hours (M-F, 9am-5pm).

**To Apply:** Email [volunteer@bettzedek.org](mailto:volunteer@bettzedek.org) or call (323) 549-5839 with any questions. Spanish language skills are highly preferred, but not required.

## WELCOME NEW & RENEWING LAPA MEMBERS

The following is a listing of legal professionals and paralegal students who joined or renewed their membership in Los Angeles Paralegal Association within the last 30 days. The employer and work telephone number also are included when available. If any information is incorrect, please fax corrections to 866-460-0506, call LAPA at 866-626-LAPA or e-mail updates to [info@lapa.org](mailto:info@lapa.org).

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Martha Izquierdo	Federal Public Defenders Office	marthaizquierdo13@gmail.com
Rebecca Nelson	Keystone Law Group	rebeccadpelke@gmail.com
Maren Neufeld	Sage Law Partners P.C.	maren@talmallc.com
Alice Orozco	Law Offices of Atousa Saei, APC	aliceorozco87@yahoo.com
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Leslie Saldana	Cox Law Group, Inc.	lsaldana@coxlawgroupinc.com
John Vaughn	Veatch Carlson	goest.ryeter@gmail.com

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Phyllis Howard	Pasadena City College Paralegal Association	p.a.howard@mac.com

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Justine Carandang	UCLA Paralegal program	justcarandang94@gmail.com

### STUDENT cont.

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# Be a Part of the LAPA Newsletter

Book Reviews  
Write Legal Articles  
Advertise Your Business  
New Legal World Trends  
Tell Us About Recent Events  
and More!

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

Questions or Submissions please send to  
Mariana Lui at [mariana.s.lui@gmail.com](mailto:mariana.s.lui@gmail.com).

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

# LOS ANGELES PARALEGAL ASSOCIATION - 2024 BOARD OF DIRECTORS

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Jacqueline S. Loza		818.317.5580	jacquelinesloza@gmail.com
Mariana Lui	Best Best & Krieger LLP	213.617.8100	mariana.s.lui@gmail.com

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Family Law Section	Terry Wright, ACP	terry.wright@dignityhealth.org
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Newsletter Committee	Travis Chow Aldo Guzman Mariana Lui	travis.chow@laverne.edu aldoguzman21@outlook.com mariana.s.lui@gmail.com
Nominations & Elections Committee		admin@lapa.org
October Conference Committee	Raja Gonzalez Aldo Guzman Jeffery Stewart Terry Wright, ACP	rajagonzalez1@gmail.com aldoguzman21@outlook.com jeffery.m.stewart@att.net terry.wright@dignityhealth.org
Paralegal Certification Committee	Terry Wright, ACP	terry.wright@dignityhealth.org
Parliamentarian	Terry Wright, ACP	terry.wright@dignityhealth.org
Probate & Estate Planning Section	Gina Rosales	treasurer@lapa.org
Pro Bono & Community Services Committee	Don Adove	
San Fernando Valley Section	Mariana Lui	mariana.s.lui@gmail.com

Santa Clarita Section	Terry Wright, ACP	terry.wright@dignityhealth.org
School Liaison	Mariana Lui	mariana.s.lui@gmail.com
Spring Career Conference Committee	Travis Chow	travis.chow@laverne.edu
Technology Chair	Mariana Lui	mariana.s.lui@gmail.com
Volunteer Coordinator	Gina Rosales	treasurer@lapa.org
Westside Section	Tracey Booth	admin@lapa.org

## Save on dental care, and more

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

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

Also get discounts on:

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

Find out more.

Visit [www.lapa.org](http://www.lapa.org) and go to the Member Benefits page.

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

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

Discount program information is subject to change.

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

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

**When** : Saturday, October 19, 2024  
**Time** : 8:30am – 3:30pm  
**Location** : Omni Los Angeles Hotel  
251 South Olive Street  
Los Angeles, CA 90012



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