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NAWJ Conference, OWLS Fall CLE Inspiring

By Heather L. Weigler

Last October, OWLS welcomed members of the National Association of Women Judges (NAWJ) to Portland for the NAWJ's 30th annual conference.

Under the leadership of Hon. Ellen Rosenblum, the conference chair, many OWLS members volunteered countless hours to make the NAWJ conference possible. Hon. Mary J. Deits and Elizabeth M. Stephens chaired the Education Committee, which planned

a variety of CLE programs. Volunteers coordinated by Libby Davis staffed the conference from morning until late night and included Hon. Jill Tanner, conference treasurer, and Heather L. Weigler, OWLS liaison. Hon. Julie Frantz chaired the social events, including a reception at the OHSU Center for Health and Healing that featured tram rides to the Women's Health Center.

Over 80 OWLS members attended a luncheon on October 17 that was planned by Lindsey H. Hughes, Friends Committee chair, and featured keynote speaker Linda Greenhouse, a Pulitzer Prize-winning reporter who covered the U.S.

Supreme Court for *The New York Times* for 30 years. Following the luncheon, OWLS members and NAWJ members attended the joint OWLS/NAWJ CLE sessions. In the first session, Stanford law professor

Pamela Karlan and Ms. Greenhouse discussed the U.S. Supreme Court under Justice Roberts, offering detailed observations.

The OWLS Fall CLE portion of the program concluded with break-out sessions entitled "Resolving Disputes Out of Court—the Growing Role of Mediation" and "Bringing about Needed

Continued on page 6



Left to right: Judge Julie Frantz, Linda Greenhouse, and Judge Ellen Rosenblum

Photo by Jodee Jackson

In essence, our firm's decisions for which we are being honored were based on a thoroughly supportable analysis, partly ethical and partly utilitarian.

The ethical question was straightforward: is it right and good to create a workplace where women could thrive personally and professionally? Of course it is. All we had to do was think about the immeasurable value of working with women who are great lawyers and great people, who, in addition to those attributes, bring a different perspective and culture to work. If that isn't enough, all we had to do was ask how we want our daughters to be treated. And what great value they bring to the places they work.

The utilitarian consideration, frankly, flowed from the ethical one. It is the right thing to do for the reasons above; it is also the valuable thing to do. The diversity mirrors the world we live in. Practices can thrive, clients can be better served, the work environment can remain positive, careers are extended and don't burn out.

Thanks again, and thanks to all the great attorneys and staff I have the pleasure of working with.

Scott McCleery, upon accepting the OWLS Workplace Leader Award on behalf of Gartland, Nelson, McCleery, Wade & Walloch on October 17, 2008

President's Message



Laura Caldera Taylor

The recent weather events left me snowed in with my seven- and nine-year-old girls for the greater part of two weeks. Every morning they woke up with wide-eyed wonder-

ment; would school/winter camps be canceled yet again? And each day that the answer was yes, a snow-day dance broke out in the Taylor home.

That same snow also prevented the delivery of many of their presents. I have to admit, I fretted quite a bit about how they would react on Christmas when there were only a few presents to open. On Christmas Eve, with great angst, I set out to explain that most of their presents would arrive *after* Christmas. To my surprise, there were no sad faces. Instead, the girls were excited that they would get to celebrate Christmas every day for as long as it took the presents to arrive.

I spent a lot of time over the holidays thinking about how fortunate I was to be fretting about delivery schedules when so many parents spent the holidays worrying about foreclosures, evictions, health care,

and providing food and other basic needs for their families. And I started to think about all the things OWLS members do throughout the year to give back to the communities we serve.

In 2008, OWLS members were the second-largest contributors to the Campaign for Equal Justice. OWLS members donated more than 1,500 books to the Coffee Creek Correctional Facility. OWLS members helped the Multnomah Bar Association raise over \$120,000 to keep CourtCare open, and helped the OWLS Foundation's endowment reach \$100,000. OWLS members provided many hours of pro bono legal services to people in need. Over the holidays, OWLS members contributed to food banks and homeless shelters, sent gifts to children with cancer, wrote cards to members of the military, volunteered at Red Cross shelters, walked the streets of Portland handing out packages to our city's homeless, and contributed in many other ways. The truth is, I cannot list all the great things OWLS members did in 2008—there are simply too many to count.

As we head into 2009, I just want to say, keep up the good work! Our collective efforts make a measurable difference.

Laura Caldera Taylor
OWLS President

Goodbye Catherine, Hello Linda

OWLS said goodbye in December to Catherine Ciarlo, who served as our executive director (ED) for the past two years. Catherine's tenure was marked by a significant increase in membership, an ever-more-professional look for the organization, and the unveiling of our new website.

Catherine notes that her time at OWLS was tremendously rewarding, both personally and professionally: "It has been inspiring to work with women who are successful in their own right, and who are also committed to helping other women advance in the profession." In January, Catherine joined the staff of incoming Portland Mayor Sam Adams to manage transportation policy for his office. She promises, however, to remain an OWLS member and volunteer. "I leave my position here with a clear sense of OWLS'

value," she said, "both to the individuals who comprise it and to the legal community as a whole."

Although Catherine will be missed, OWLS is fortunate to have Linda Tomassi, our former administrative director, stepping into the ED role.

Linda began working with OWLS on a contract basis about five years ago, during a staffing transition, and she quickly fell in love with the organization. She is delighted to move into the role of ED and is the second nonlawyer to do so.



Linda Tomassi

OWLS Board Seeks Candidates

This spring, the 21-member Oregon Women Lawyers Board of Directors will have openings. If you would like to play a leadership role in OWLS' work transforming the practice of law, consider serving on the board of directors. Board members provide financial oversight and strategic direction, helping to shape the future of OWLS policies and programs. Each board member is asked to participate actively on at least one working committee.

As a statewide organization, OWLS is actively seeking board members from outside the Portland metro area. Regional representatives serve as liaisons to our chapters and help OWLS understand and serve the needs of women and minority attorneys around the state. Board elections take place in April, with new members taking office in May 2009 for a three-year term. Meetings are held eight times a year on Saturday mornings.

If you would like to help guide OWLS through the coming years—and form valuable connections with other attorneys around the state in the process—please contact one of OWLS' co-president-elects, Gwyn McAlpine (gmc Alpine@perkinscoie.com/503.727.2091) or Heather Van Meter (hvanmeter@williamskastner.com/503.228.7967).

"It's a privilege to work with people doing such important work in the world," Linda says, "and I see my role as helping to improve the culture in which they do that work."

Linda sees many opportunities to work with the membership and board of directors to help fulfill OWLS' mission. "I'm really looking forward to traveling around the state to meet members and find out what we can do better." She understands the need to focus energy and time on diversity issues and has started meeting with other organizations to collaborate in this area.

Linda looks forward to meeting as many people as possible at the Roberts-Deiz Awards Dinner on March 13.

Our mission is to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

OWLS Members Win Elections

Several OWLS members won judicial and political office in contested races in November. Lisa Greif was elected to serve on the Jackson County Circuit Court, and Jenefer Grant retained her seat on the Columbia County Circuit Court. Kate Brown was elected Oregon's secretary of state. Judy Shiprack won a seat on the Multnomah County Commission.



Sen. Suzanne Bonamici

In unopposed races, state Senator Suzanne Bonamici retained her seat in District 17, and Justice Martha Walters won re-election to the Oregon Supreme Court. Judges Diana Stuart and Kathie Steele retained their seats on the Multnomah County Circuit Court and the Clackamas County Circuit Court, respectively.

OWLS extends our warmest regards to all the candidates for their work to increase women's participation in the political arena.

OWLS Political Leadership Lecture Series Starts Feb. 10

The OWLS Leadership Committee invites you to participate in the OWLS Political Leadership Lecture Series, six lectures in 2009 designed to encourage and equip OWLS members to take on leadership roles in politics. Participants will have an opportunity to interact with some of the best political minds in Oregon, and our hope is that some of you will run for office in 2010.

The first session is Tuesday, February 10, from 6:30 to 8:30 p.m. at Stoel Rives LLP, 900 SW Fifth Ave., Suite 2600, in Portland. You'll hear from Jeanne Duncan of Emily's List, Amy Edwards of Emerge Oregon, and Rep. Mary Nolan of WINPAC. Their organizations encourage and support women candidates running for elective office. If you've ever thought about putting your name on the ballot, join us to learn about some of the resources available to you and to start planning your campaign.

Please RSVP to hluweigler@gmail.com by February 1. This is a nonpartisan lecture series, and members of all political parties are welcome to attend.

"Road to the Bench" Goes on the Road

By Heather Van Meter

On October 27, OWLS led two discussions with local lawyers on whether, when, and how to try for a career in the judiciary. These "Road to the Bench" presentations took place in Eugene and Grants Pass, sponsored by Lane County Women Lawyers and Josephine County Women Lawyers.

Multnomah County Circuit Judge Katherine Tennyson and OWLS Co-Vice President Heather Van Meter facilitated the discussions. The stars of the presentations were the local judges and lawyers in each location. Lane County Circuit Judges Debra Vogt and Charles Zennache provided valuable information about how judges have been selected in Lane County. A helpful discussion about the ups and downs of being a judge in Lane County generated interest in considering a judicial career.

In Grants Pass, Josephine County Circuit Judge Lindi Baker discussed the current status of the judiciary in Josephine County and gave excellent recommendations for pre-judiciary involvement in community organizations and activities. Judge Baker encouraged all those attending the

presentation to seriously consider a judicial career. One person at the Josephine County event drove several hours, from a nearby county, just to attend.



Hon. Katherine Tennyson

The speakers discussed the importance of increasing diversity in the judiciary, both to reflect the diversity within the communities served and to provide a full range of viewpoints on the bench.

Another OWLS Road to the Bench presentation will take place in Salem on February 18 at noon, sponsored by the Mary Leonard Law Society. Join OWLS at Goudy Commons on the Willamette University campus for a brown-bag lunch.

Heather Van Meter, an attorney in the Portland office of Williams Kastner, is co-vice president of OWLS.

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Justice Ruth Bader Ginsburg: An Inspiration for Women Lawyers

By Susan Hammer

Photo by Frank Miller, Willamette University



Justice Ginsburg

I had the honor of serving as Justice Ruth Bader Ginsburg's escort during her visit at Willamette University on September 12 and 13.

She came to Willamette to celebrate the 125th anniversary of the College of Law and to dedicate the new Oregon Civic Justice Center, home to the Oregon Law Commission and an array of Willamette law programs.

At age 75, Justice Ginsburg has the energy to keep a demanding schedule that would tire a woman half her age. She had ten events during the two days.

Many judges, bar leaders, law students, professors, and members of the bar and community had the opportunity to interact with her in small meetings and to hear her speak in large convocations. Much has been written about Justice Ginsburg's life and career. I'd like to share a personal view of this most remarkable woman.

Justice Ginsburg's mother died the day before she graduated from high school. Her mother gave her this advice: Be a lady and be independent. These contrasting qualities give us just a hint about the complexity of this remarkable person. She is tiny physically (I felt like I could have been her bodyguard). Intellectually, she is a giant. She is soft spoken and kind; nevertheless, bold and refreshingly candid. She is encyclopedic on the law and seems to be able to recall every Supreme Court decision ever written. She is also interested in opera, music, art, economics, work/family issues, and much more. As a judge, she wears a black robe, yet is stylish and dresses elegantly. She can be very serious and very funny.

Justice Ginsburg is recognized as

the most powerful woman lawyer and jurist in the world. As she talked with a group of Willamette law students over breakfast, I was touched that she took the time to be with them and seemed to love the interaction. Their questions were mostly personal: Who were your heroes/heroines? How was law school different for you than it is for us? How is being on the Supreme Court different than being on the court of appeals? What's the best part of your job? Do you miss Justice O'Connor?

Her answers, in kind, were personal. Her heroines were Amelia Earhart and Nancy Drew. About law school experience, she told a story about when she was a student at Harvard Law School. The dean invited the women law students to dinner and asked them to explain why they occupied a place that could have gone to a man.

About the difference between the court of appeals and the Supreme Court—she noted that she is more easily recognized now. It's easier to get someone to wait on her in Macy's. Complete strangers say to her, "You look like Justice Ginsburg," to which she replies, "People keep telling me that." (That's what I mean by her sense of humor.) The best part of her job, she said, was writing a dissent, then having four or five judges join in and it becoming the majority opinion. "That's a real high," she told the students.

And about missing Justice O'Connor, she said, "The Court misses Justice O'Connor." She recounted a number of 5-4 cases the year after Justice O'Connor's retirement that would have gone the other way had she remained on the court.

Shortly after her visit, I received a handwritten note from Justice Ginsburg, thanking me for being her guide and recalling the wonderful few days that she and her husband, Marty, had at Willamette. She signed it, "With appreciation and every good wish, Ruth and Marty." I will cherish the card, savor the memories, and forever appreciate her contribution as a jurist, attorney, teacher, and role model.

Susan Hammer has been a member of OWLS since it was formed in 1989. She is an active mediator of business, employment, professional liability, and injury cases. She serves on the Board of Trustees of Willamette University.

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Judge Patricia Sullivan and Judge Richard C. Baldwin To Be Honored at Roberts-Deiz Dinner on March 13

The Honorable Patricia Sullivan, former OWLS board member and U.S. magistrate for the District of Oregon, has been selected to receive the 2009 Justice Betty Roberts Award for the promotion of women in the law. The Honorable Richard C. Baldwin, Multnomah County Circuit Court judge, will receive the Judge Mercedes Deiz Award for promotion of minorities in the law. The award recipients will be honored at the 17th annual OWLS Roberts-Deiz Awards Dinner, on March 13, 2009, at the Governor Hotel, in Portland.

U.S. Magistrate Judge Patricia Sullivan is the "epitome of professionalism with a human touch." For 25 years, Judge Sullivan has served as a guiding light for women in Pendleton. Whether spearheading the Rebecca J. Bloom chapter of OWLS or founding the Pioneer Relief Nursery to prevent child abuse and neglect, Judge Sullivan has blazed a trail for all women in eastern Oregon to follow. As a wife, mother, and civil litigator, her incredible commitment to her family is constantly juggled effortlessly with her ability to handle complex civil matters and mentor young lawyers.

Judge Sullivan's personable and down-to-earth manner promotes friendship and a sense of belonging to the legal community. With the utmost grace, she routinely demonstrates her genuine concern for children, education, access to justice, and women in the legal profession and her belief that all attorneys who cross her path must maintain a high level of professionalism and ethics. For those reasons, OWLS is pleased to recognize her contributions to the women of Oregon by awarding the 2009 Justice Betty Roberts Award to the Honorable Patricia Sullivan.

Multnomah County Circuit Court Judge Richard C. Baldwin has long been an active and outspoken champion of diversity in Oregon. He has dedicated his career to educating others on the dynamics of racism in the legal culture and remains committed to eliminating patterns and practices that perpetuate racism in the legal community and elsewhere. Judge Baldwin is a supporter of the Oregon State Bar Affirmative Action Program and of Opportunities for Law in Oregon (OLIO), an orientation program for minority law students in Oregon. Judge Baldwin

has been a driving force in the creation of the Oregon State Bar Diversity Section; he has been a leader in establishing, supporting, and defending the elimination-of-bias (now the access-to-justice) MCLE requirement; and he has served as the chair of the Oregon Judicial Department Access to Justice for All Committee. His contributions have also reached the community at large through his work with Uniting to Understand Racism, by promoting awareness of the dynamics that promote and perpetuate racism in our communities to prevent their reoccurrence.

Judge Baldwin's humility, professionalism, and commitment to diversity have

garnered tremendous respect and accolades from friends, colleagues, and members of the legal community. He is known as a "true believer" of diversity and equality, with a compassion and sensitivity that few embody. OWLS is pleased to recognize Judge Baldwin's considerable contribution to the promotion of minorities in our profession and the community at large by awarding him the 2009 Judge Mercedes Deiz Award.

Information about tickets for the Roberts-Deiz Awards Dinner, to be held March 13 in downtown Portland, can be found at the OWLS website, www.oregonwomenlawyers.org, or by calling 503.595.7826.



Judge Patricia Sullivan



Judge Richard C. Baldwin

Photo by Jodee Jackson

"A client asked if I would take a deposition at the McNeil Island penitentiary. It would entail an eerie 20-minute boat ride through the fog, walking the gauntlet past a line of inmates, and spending the day next to a guy who had murdered his wife with a baseball bat. To me the answer was easy.

"Of course."

—Catherine Teach



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NAWJ Conference, OWLS Fall CLE *continued from page 1*



At the conference: Judge Ann Aiken (left) and Justice Martha Walters



Left to right: Judges Eve Miller, Kathleen Dailey, and Marilyn Litzenberger



Photos by Jodee Jackson

Judge Ellen Rosenblum, conference chair (left), and Heather Weigler, OWLS liaison Changes in Law Firms." OWLS member Hon. Darleen Ortega was a panelist in the latter session, and OWLS members on the mediation panel were Jeffrey Batchelor, Hon. Susan Leeson, and the moderator, Hon. Mary J. Deits.

The Multnomah Bar Association and OWLS co-hosted a roundtable discussion for attorneys the following morning to encourage more conversation about best law firm practices. Organized by OWLS

board member Kathleen Rastetter, the roundtable provided an opportunity for local attorneys and leaders of the national legal community to share ideas and perspectives about transforming the practice of law for women and minorities.

On October 17, following the Fall CLE, NAWJ and OWLS members went to the Mark O. Hatfield U.S. Courthouse for a chic and green reception planned by Judge Ann Aiken, honorary conference co-chair, and hosted by the Oregon federal judges. The reception began on the 16th floor, where guests enjoyed stunning views of Mt. Hood and locally sourced food and wine, and concluded in the jury room with dessert and the presentation of the third annual OWLS Workplace Leader Award. The award went to Eugene law firm Gartland, Nelson, McCleery, Wade & Walloch and was accepted by partner Scott McCleery. Thanks to Judge Aiken and her clerk, Jolie Russo, OWLS had an opportunity to demonstrate a concrete example of its efforts to promote change in the legal profession.

Although the gift bags included umbrellas to shield the judges from inevitable October showers, the stars aligned to showcase some of the best of what Oregon and its legal community have to offer. From the beautiful October weather to the joint sessions with OWLS, the conference was a resounding success. NAWJ Chief Operating Officer Jeff Groton remarked, "The conference was a huge success, and it could not have been done without the outstanding efforts of the wonderful OWLS volunteers." OWLS thanks NAWJ for the opportunity to participate in the conference, as well as all the local judges and attorneys who volunteered their time and effort.

Heather L. Weigler, an OWLS board member, is an assistant attorney general with the Oregon Department of Justice.

Lane County Women Lawyers Presents CLE

By Karrie McIntyre

Lane County Women Lawyers (LCWL) and the Eugene-based CPA firm Kernutt Stokes Brandt & Co. co-hosted a half-day CLE on November 21 at the University of Oregon (UO) School of Law in Eugene. Attendees garnered four hours of mandatory CLE requirements on access to justice and child abuse reporting.

The afternoon began with a catered lunch, which attendees enjoyed while listening to UO law professor Caroline Forell's presentation on the link between animal abuse and domestic violence. Professor Forell provided practical tips for better accommodating the needs of domestic violence victims.

Following raffle drawings for wine, dinner, and gift certificates, Raquel Hecht, a Eugene attorney specializing in immigration law, discussed U.S. immigration law, offering insights on dealing with some often-forgotten members of our communities, people who are not citizens.

After a break, Valeri Love, of the Eugene law firm Gleaves, Swearingen, Potter & Scott, led the class in a brainstorming session on how to best serve the groups in our culture who seem to have the least access to justice. The attendees benefited from helpful reminders about serving groups such as children, elders, people with developmental or physical disabilities, and those with racial or cultural characteristics different from our own.

The afternoon ended with Lane County Circuit Judge Debra Vogt, who spoke to the group about child abuse reporting. Judge Vogt focused on how to best prevent abuse and therefore reduce our need to report it. Her fresh perspective on a mandatory requirement left the attendees with useful information for our professional and personal lives.

Over 40 people attended the CLE, some traveling from as far away as Medford and Bend. Lane County Women Lawyers hopes in the coming years to provide this interactive CLE for attorneys all over the state. Many thanks to the OWLS and LCWL members who prepared, presented, and attended the event. LCWL donated 25% of the proceeds to the UO Child and Family Law Association for its assistance in making the event a success. Some of the proceeds were also donated to a Women-space family for the holiday season.

Karrie McIntyre is a partner with Parrish and McIntyre in Eugene.

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Where You Bank Matters

By Elise Bouneff

If you're an attorney, then where you bank matters. Thanks to the Oregon Law Foundation's (OLF's) Interest on Lawyers' Trust Accounts (IOLTA) program, law firms and banks have been coming together since 1989 to generate funds that support legal aid, legal education for the public, and other activities to improve the quality of justice. This funding resource continues to enhance the quality of life for thousands of Oregonians. As chair of OLF's Revenue Enhancement Committee, I'm privileged to be part of this very successful partnership between the legal and financial communities.

Here's how the IOLTA program works: Client funds that are too small in amount or held for too short a time to earn interest for the client, net of bank charges or administrative fees, are placed in a pooled interest-bearing trust account. Participating financial institutions remit the interest from these accounts at least quarterly to OLF. Interest earned on IOLTA accounts supplies services to those who ordinarily wouldn't have access to legal services and education.

The program has three goals: provide funding for legal aid groups, promote diversity in the legal sector, and educate the public about the law. Since its inception, OLF has distributed more than \$20 million in IOLTA dollars to worthy organizations that empower the most vulnerable in our society, build strong communities, and ensure that there is justice for all. In 2007, the board approved over \$2 million in grants to 13 special projects around the state. Recipients ranged from the Association of Oregon Legal Services Programs to the Classroom Law Project. A complete list of recipients and a description of their work is available on the OLF website, www.oregonlawfoundation.org.

Financial institutions are critical to the IOLTA program's success. The amount of funding generated each year depends on several factors, including interest rates and bank-imposed service fees. Law firms can help OLF by establishing IOLTA accounts at banks that are committed to maximizing the rate of return.

How do you know which bank will maximize the return on IOLTA funds? OLF has identified banks that make a commitment to pay a higher interest rate on these accounts; called Leadership Banks, they are organized into three levels—visionary, advocacy, and supporting. A list of the banks, showing relevant details,

Judge Jean Maurer at Nov. LEG-Up

By Sara Staggs

Judge Jean Maurer is the first female presiding judge in Multnomah County. She talked about her journey from law student to judge at OWLS' November 13 LEG-Up, hosted by Tonkon Torp in Portland.

Judge Maurer graduated from Santa Clara Law School in 1974. As a student, she considered a career as a law librarian—because she loved books, libraries, and the law. After graduation, however, a friend told her of an opening at the DA's office in Salem, and thus Judge Maurer began her legal career in the Marion County District Attorney's Office.

She later moved to the Multnomah County DA's office and worked there until the birth of her son, at which point she took the allotted six weeks' maternity leave. At the end of the six weeks, she decided to extend her maternity leave and left the DA's office. She began to work part-time at a private law firm, and she worked part-time for eight years, until both of her children were in school. She then returned to the Multnomah County DA's office, where she worked until 1996. Then she was appointed to the bench.

When asked for advice on how to build and keep a good reputation in the legal community, Judge Maurer said, "Treat other people well. Be committed to your work, and turn out a finished end product that is a good product." She reminded us of something that is sometimes forgotten in the practice of law: you can be a strong advocate, but you should work to be calm and dispassionate in your writings and communications. "Never overstate something," Judge Maurer advised. "Never personalize your work. It's never about you—it's always the case."

Sara Staggs is an associate at Wiles Law Group in Portland.

can be found on the OLF website.

The FDIC insurance coverage on IOLTA funds was recently expanded as part of the FDIC's Temporary Liquidity Guarantee Program. Under this program, noninterest bearing transaction accounts have unlimited FDIC deposit insurance. The FDIC amended the definition of "non-interest bearing transaction accounts" to include IOLTA funds, so IOLTA funds are now fully FDIC insured with no limit through December 31, 2009. For details, visit www.fdic.gov and see the FDIC's final rule regarding the Temporary Liquidity Guarantee Program, 29 CFR 370.

In her spare time, Judge Maurer teaches as an adjunct professor at Lewis & Clark Law School. In the past, she has served as a high school mock trial coach, both



Judge Jean Maurer

at her children's school in Lake Oswego and at Jefferson High School in Portland. She has been a member of the Solomon Inns of Court for 14 years, which she especially enjoys because it allows her to meet attorneys that she may never otherwise have met.

Judge Maurer's husband (the other Judge Maurer) is the presiding judge in Clackamas County. "It really makes us sound more interesting than we are," she said with a laugh. Continuing the Maurer legal tradition are their two children: their son works in the Rochester, New York, DA's office, and their daughter is a first-year law student at Lewis & Clark.

"As many advances as we have made as women in the legal profession, the one area we haven't mastered is balance," cautioned Judge Maurer. "If you aren't personally fulfilled, you won't stay in the profession." If you find yourself out of balance, she said, take a step back and try to find it. "I am living proof that one can take a slightly unusual path and achieve your goals."

OWLS thanks Judge Maurer for sharing her insights and experiences, and Tonkon Torp for hosting the event.

"It is more important than ever to keep your IOLTA account at a bank that pays a high rate of interest," says Judith Baker, OLF's executive director. "If your firm's bank is not a Leadership Bank, ask the bank to consider raising its interest rates on IOLTA accounts. If your firm's bank is a Leadership Bank, thank them. The message of the Oregon Law Foundation is that where you bank really does matter."

Elise Bouneff is a vice president and professional banking officer at Bank of the Cascades, which has been named a Visionary Leadership Bank by OLF.

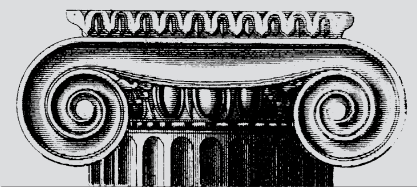
A Call for Women Leaders

Our culture is in some ways very confused in its view of women. On the one hand, more women are highly educated and more are visibly successful in business and the professions than ever before. I spend a lot of time mentoring high school girls and young women in law school and entering the legal profession, and my anecdotal sense is that many women, by the time they enter a profession, aren't conscious of having faced barriers to their success. They expect to be judged on their merit and to have pretty much the same chances of success that men do. And men expect that to happen for women as well.

However, women are not so well-represented in positions of leadership. Women leave the legal profession in much higher numbers than men do, and make up only a relatively small percentage of law firm partners and judges. Many women continue to experience real discrimination in the workplace and struggle to come up with productive responses that will not hurt them in the long run.

Even more women—perhaps most of us—experience subtle moments in which our experience or our way of seeing things is discounted, and we must

THE JUDGES' FORUM



By The Honorable Darleen Ortega
Oregon Court of Appeals

struggle to find a way to be understood or to be seen as successful and worthy of respect. Legal employers may be happy to recruit us—but once we arrive, they want us to be like men. I don't mean that is a conscious thought—I just mean they aren't prepared to address the essentially cultural differences that often make succeeding in the legal profession particularly challenging for women. It is generally up to us to identify those differences and to find ways of navigating them.

Yet, because nearly everyone agrees as a matter of principle that women should have access to all the opportunities that men do, it is perhaps harder than ever to shed light on the special challenges that women continue to face. Most people (particularly those who benefit the most from the status quo) are invested in believing that the world operates as a true meritocracy, and that everyone gets exactly what he or she deserves. Otherwise, their own achievements would be called into question. So, if you are struggling, it must be something you are doing.

Women are not a statistical minority—but we have a minority experience when it comes to setting the terms of public conversation about so many things, because those terms are set by people in power, and too often that is not us. I am not arguing that women are inherently better than men or deserve power more. My point is that women, who make up half the population, regularly do not have a voice in making the laws, setting the policy, and influencing the debates that shape everyone's lives.

Working to ensure that women are involved is important because our experiences are part of the big picture; they are a part of reality that is often missed. Ours is not the only part of the picture being missed—other groups are also underrepresented. But women's experiences are important nonetheless, and they deserve to be more accurately represented and more influential than they currently are in public discourse.

What's more, because we retain a kind

of minority experience—because we still know what it is like to be misunderstood and underrepresented—women often have ears to hear the experiences of people who have trouble getting a hearing. We can identify with the experiences of underrepresented people, at least to the extent of knowing what it is like to be overlooked and misunderstood.

For example, I know that sometimes when I have communicated things to my male colleagues in the way that comes most naturally to me, they look at me as though I've just said something that calls my sanity into question. I then must make the effort to communicate things in a way that they can hear, but that feels to me like speaking in a foreign language. I don't do it as easily, and don't always feel like I've expressed exactly what I want to say. Because I've had that experience (pretty often, in fact), when I read a legal brief or hear an argument from a litigant that sounds crazy, I know to step back and question whether the speaker is really crazy or just trying to express something that doesn't come across well in the language the speaker is forced to use. My experience as a woman in this culture is part of what teaches me to ask those questions.

There's another way in which our "minority-like" experience as women gives us something important to contribute as leaders. Because we have benefited less from the way things are now, we are often in a better position to see what is broken and needs fixing. I've seen that happen time and again—it is so often the women and ethnic minorities who have the inclination to ask questions that no one has yet thought to ask, not because we are inherently more perceptive and insightful, but because we are not so invested in things being done the way they have always been done.

The urgency of our need for woman leaders in positions of influence is something I think about virtually every day. So my first goal in this column is to dispel any lingering misgivings you may have about throwing your energy into preparing yourself for leadership and promoting good women for leadership roles.

My second goal is to deepen your sense of responsibility to the community. That might sound a little strange, or even patronizing. We are women, right? Many of you already carry a heavy load of responsibility in your life, and those who don't soon will, if history is any guide. Women continue to shoulder a heavy and often disproportionate share of the



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responsibility for child rearing, for keeping their households running smoothly, and for caring for their elders, not to mention tending to their loved ones' emotional needs. The last thing you need is for someone to lay another responsibility on your shoulders.



Hon. Darleen Ortega

I'm aware of all that, not only because it is true of nearly every woman I know, but because it is true of me, even though I am not a parent. So before I explain what I mean, let me talk about a concern I have.

When I graduated from law school in 1989, about a third of the students in my graduating class were women. In the early 1960s, women made up about 3% of law school graduates; in the mid-70s, less than 10%. By 1990, the year after I graduated, 40% of graduating law school students were women; by 2000, 50%.

But here's a curious thing. My women friends who graduated from law school in the 1970s tell me that a relatively high percentage of their women colleagues attained leadership positions. In fact, I know a group of them who meet once a year for dinner—they call themselves the Women Litigators of the '70s—and they are all judges and law firm partners and community leaders. I, on the other hand, would have a hard time assembling such a group among the women who graduated when I did. And with the notable exception of the Multnomah County Circuit Court, where half the judges are women, the number of law firm partners and judges who are women has not risen at a rate that reflects the increase in our proportionate numbers over the past 15–20 years. In politics, a disturbing lack of increase in the number of women leaders also persists.

What I have noticed among women of my generation and particularly women younger than I, is that when they begin raising children, they tend to lose energy for pursuing leadership positions. This often happens right at the critical point in their careers when, all other things being equal, people tend to pick up momentum and start to make the connections that launch them into bigger opportunities. It is at that critical point that many women begin to opt out.

Don't get me wrong; women who make the decision to opt out generally are making a very intelligent and reasonable choice, one with which I genuinely sympathize. It is very difficult to juggle the demands of raising a family along with feeding the hungry tiger of a legal career. The image of leadership that people start with is still strongly male—and men typically have not faced the same mix of demands that women face. It's a challenge to try to fit into the existing models of leadership while juggling a lot of responsibilities that men have historically left to the women in their lives. Especially when children come into the mix, women's priorities quickly change—indeed, they should change. And beyond that, many women begin to feel that the struggle for professional recognition is more difficult and less rewarding than they had hoped.

Here's my concern, though. It was no easier for the women who went before us. They faced all of the same struggles, even more so. And yet my sense is that they stuck with it at a higher rate than has been true for women of my generation and younger. Why is that?

I'm genuinely interested in your thoughts on that question. It's a question I've been stewing about for some time.

It was no easier for the women who went before us. They faced all of the same struggles, even more so. And yet my sense is that they stuck with it at a higher rate

Unfortunately, I don't have a complete answer—but I do have a suspicion about part of the answer. I suspect that the women who went before us knew from the beginning that they were going to struggle. They were headed into arenas where few if any women had gone before. It was plain from the beginning that they would have to be prepared to blaze a new trail.

So, it's something like the difference in how you pack if you think you are heading for a month-long trek in the Amazon jungle and how you pack if you think you are heading for a few days' visit with a kindly aunt and uncle. I suspect that the women who went before us expected the journey to be arduous and long; they expected to have to make

Continued on page 10

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A Call for Women Leaders

continued from page 9

sacrifices. They brought along the right equipment because they could tell early on what they would need. They braced themselves for a real challenge. But women who have come after, even those who expect a long drive, likely don't fully understand how tired they will become, how unfamiliar the terrain will be, how heavy their luggage will feel. And often they find the journey is a lot more like a trek in the Amazon jungle. They may wonder why they wanted to go on this trip in the first place.

I don't want to carry the metaphor too far, but perhaps you are beginning to get a glimpse of what I mean. Because we've come to believe as a culture that all opportunities are open to women, it takes longer for us to realize that we're in for a pretty hard struggle. Many women begin to seriously question whether it is worth the effort, especially given the other demands on their time and the other pulls on their heartstrings. Success in the other arenas of their lives may look a whole lot more attainable than success in law or politics.

I don't assume that all the women who come to that point should ignore those concerns and stay the course toward becoming leaders in their profession or in politics. For many of them, opting out may be absolutely the right decision. But here's where my point about responsibility comes in. My observation has been that when many women now come to that critical decision point, they approach the decision looking at their lives in isolation. They weigh the pros and cons in terms of their own lives, their immediate responsibilities, their own families. A sense of responsibility to the community is not factored into the equation in a very conscious way.

Here again, my sense of the women who went before us is that they were more apt to start out with a sense of mission that is often missing in those of us who came after. They knew they were blazing a trail; it is part of what motivated them to make the sacrifices they were prepared to make. When they came to those points of decision, they approached the moments with a sense of responsibility to make good on the opportunities they had achieved so far. The sacrifices that they and others had made that allowed them to reach each critical point in their journey were more firmly in mind.

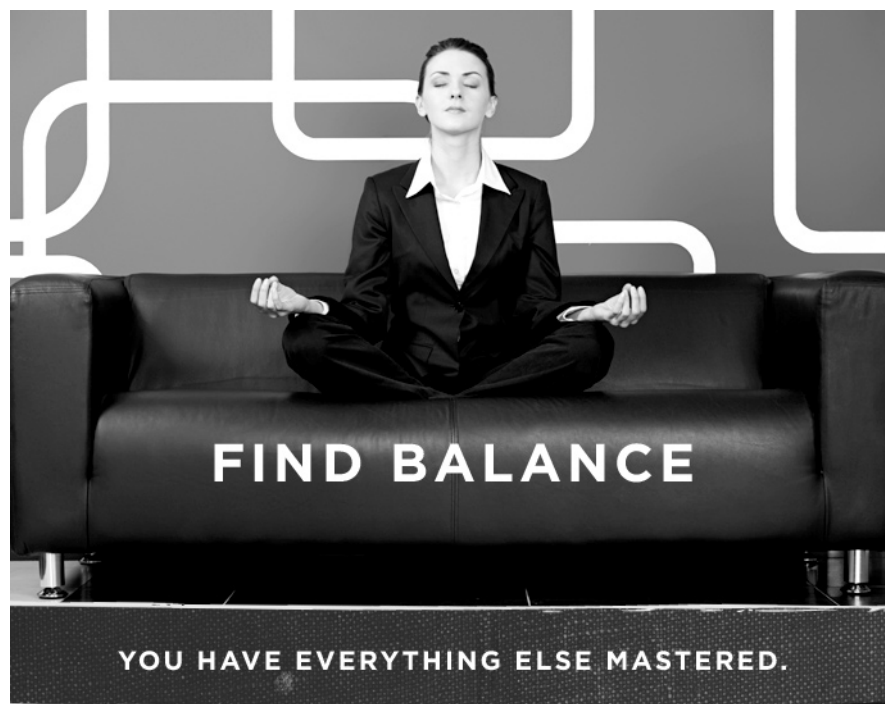
So, I have two bits of advice to offer you under the heading of responsibility to the community. The first is to pack for a difficult journey. Expect the road to be difficult; expect that, despite the opportunities that are open to women now, in 2009, the struggle is not over. You are going to have to fight harder than you imagine. I don't say that to scare you, only to prepare you so that you are not so surprised when you get there. When you struggle, know that others have struggled before you. They can guide you, and offer you words of encouragement and advice for the journey.

The second is to carry with you a sense of reverence for the opportunities that come to you. Others have paved the way for each success that you attain, and each opportunity you find is a gift, even if you have worked hard for it. Whether or not you are a religious person, I hope you'll recognize the truth in the biblical New Testament saying that "to whom much is given much will be required." (Luke 12:48) The world needs women leaders; with each opportunity you encounter on the way to becoming a leader, I encourage you to keep in mind the many capable women who were never presented with

such opportunities, even though they deserved them. Consider whether you can give those women a voice. Thinking that way won't tell you whether to pursue a given opportunity, or how to balance the other demands on your time. But it is part of the reality that I hope will influence the hard choices you will surely face.

One more thing. Many of you entered the legal profession because you are drawn toward exercising leadership. You like the idea, even if it scares you. Others have likely told you that you possess leadership potential, that you are a born leader. Pay attention to that; nurture it. Even if you are not a religious person, I encourage you, in whatever language makes sense to you, to think about whether you may be somehow called to be a leader.

The writer Frederich Buechner has said that your calling is "the place where your deep gladness and the world's deep hunger meet." The world has a deep hunger for women leaders (even if it doesn't realize it). Consider whether leadership is a place of deep gladness for you. If it is, strap yourself in for a difficult journey. And carry with you a sense of responsibility to a community that needs you.



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The 2009 Legislative Session

When the 2009 Oregon legislative session begins on January 12, Democrats will be in charge of both the Senate and the House. Mirroring the tide that swept the national electorate, Oregon voters in November unseated U.S. Senator Gordon Smith and moved Jeff Merkley from the Oregon House to the U.S. Senate. This, in turn, set off a series of dominos that fell into place in Oregon.

Kate Brown won her statewide race for secretary of state, as did Ben Westlund for treasurer and Brad Avakian for labor commissioner—all legislators who vacated seats in the Oregon Senate for those positions. Nonetheless, in January the Oregon Senate will look familiar, with 18 Democrats and 12 Republicans. Sen. Peter Courtney will continue in his position as Senate president, and Sen. Richard Devlin as majority leader. Sen. Ted Ferrioli will also retain his leadership position as Republican leader.

In the House, where about one-third of the members are new, there will be 36 Democrats and 24 Republicans. Rep. Dave Hunt will replace Merkley as speaker of the House, and Rep. Mary Nolan will assume the role of House majority leader. Rep. Bruce Hanna will continue in his role as the Republican leader in the House.

John Kroger, the newly elected attorney general, will emphasize environmental, consumer, and business issues in addition to his responsibility to represent state agencies.

The most pressing issue for the legislature in 2009 will be the revenue shortfall. The bleak economic and revenue forecasts issued at the end of 2008 required immediate cutbacks in existing programs and services to ensure that Oregon met the constitutionally required balanced budget for the biennium ending June 30, 2009. Although these reductions amount to about 1.2% of the general fund, they amount to about 5% of the remaining budget. In view of the cratering national economy, the outlook for 2009–2011 is even more dire.

Mirroring the incoming Obama administration, albeit on a smaller scale, the governor and legislative leadership have announced plans to pass an economic



By Susan Evans Grabe

stimulus package at the beginning of the session to help lift the Oregon economy out of the recession. Leaders in both chambers appear poised to move quickly, having announced committee memberships in the middle of December and an ambitious agenda. Many predict that things will move quickly and the session will end in June.

In light of the state budget woes, the co-chairs of the Joint Ways and Means Committee, Sen. Margaret Carter and Rep. Peter Buckley, will take on new and significant roles this session. Governor Kulongoski has proposed a combination of program cuts and tax increases to help balance the state budget. What all this means for the courts, indigent defense, district attorneys, and other public safety agencies is yet to be seen, but many

are concerned that the combination of budget woes and the cost of implementing Measure 57 (which increased prison sentences for specified drug and property crimes) will overwhelm the state budget. The likelihood of significant damage to education and state programs and services, as well as the justice system, is of great concern—the cuts could be larger than those suffered in the 2001–2003 biennium, when the courts were closed on Fridays.

Beyond the budget issues that will hurt the courts and the legal system, at this point we have not seen any proposed statutory changes that will dramatically affect the practice of law in Oregon. However, we anticipate that various groups will submit the usual 3,000 or so bills, and from this mass of proposed laws the legislature will enact a number of measures that will change procedural and substantive law across a broad range of legal specialties.

Other pressing issues for the courts and practitioners will be the implementation of Oregon eCourt throughout the state and the progress the legislature makes to address our deteriorating courthouses.

Susan Evans Grabe is the public affairs director at the Oregon State Bar.

Law Improvement Proposals

On December 11, the Interim Judiciary Committees met and introduced legislation requested by Oregon State Bar sections and committees as well as other interest groups and state agencies. A total of 27 bills were introduced at the request of the bar. To read the proposals, please see www.osbar.org/pubaffairs/2009proposals.html.

Legally Trained Legislators

There will be five members with legal training in the Oregon Senate, four Democrats and one Republican: Floyd Prozanski, Peter Courtney, Betsy Johnson, Suzanne Bonamici, and Dave Nelson. Sen. Floyd Prozanski, from Eugene, will chair the Senate Judiciary Committee. Sen. Suzanne Bonamici, an OWLS member, will also serve on that committee.

The Oregon House will have eight members with legal training, six Democrats and two Republicans—a net gain of two. All but two are new this cycle. Dennis Richardson and Phil Barnhart have served before, and although Cliff Bentz had been appointed to fill out Rep. Tom Butler's term, this is his first election. Other newcomers include Brent Barton, Chris Garrett, Nick Kahl, Judy Steigler, and Jefferson Smith. An experienced veteran of the legislative process, Rep. Jeff Barker, formerly with the Portland Police Bureau, will chair the House Judiciary Committee. Judy Steigler will serve as vice chair. Other lawyers on the committee include Brent Barton, Chris Garrett, and Jefferson Smith.

OWLS Member Beth Allen Honored by OGALLA

On October 18, the Oregon Gay and Lesbian Law Association (OGALLA) honored longtime OWLS member Beth Allen with the OGALLA Award of Merit. The Award of Merit is inscribed, "For exemplary contribution to justice in striving for equal rights for all Oregonians." Congratulations, Beth.

The Honorable Patricia Crain: Making a Difference

By Hon. Jill Tanner

The Honorable Patricia Crain opened the door to the first adult drug court (ADC) serving Jackson County in February 2006. The court works collaboratively with the district attorney, Southern Oregon Public Defender Inc., private defense attorneys, private nonprofit drug and alcohol treatment providers, the state probation department, and other county agencies and organizations. Judge Crain describes ADC as an opportunity to make a difference in the life of someone who, when surrounded by those who care and hold the person accountable, can break free from the clutches of drug addiction and alcohol dependency.

The court accepts a variety of criminal offenders, including first-time offenders (who may be able to have their cases dismissed if they complete the program) to longtime criminal offenders who have spent more years in prison than out. Some participants get diverted from prison, and others simply have drug court added as a condition of probation. Judge Crain notes that often the motivation offenders have to enter drug court, in addition

to getting their charges dismissed, is to finally get the treatment and support they need to “kick their habit.” The ADC program includes substance abuse treatment, frequent drug testing, probation supervision, and regular status hearings with Judge Crain, who describes ADC as “very satisfying” because “we are there watching and helping as much as we can.”

Judge Crain, who earned her undergraduate and law degrees from the University of Oregon, decided to pursue a career in law even though she had “never talked to a lawyer or been in a law office, or even in court, before law school.” When she entered law school, she found a great influx of women who were generally older than their male classmates and “fairly assertive.” Professors’ sexist jokes were met with hissing from the women, and before long everyone “became accustomed to the idea of so many women in class.”

In 1977, her legal career began in domestic relations and criminal defense—two areas of law she continued to pursue, with most of her trial work taking place

in the Jackson County District and Circuit Courts. Governor Kitzhaber appointed Judge Crain to the Jackson County Circuit Court in 1997. The appointment fulfilled a goal she had had for many years.

While continuing to serve as ADC presiding judge, Judge Crain returned this month to the community family court, where she had previously spent three years. Her case assignments have shifted from criminal to juvenile and probate matters.

Judge Crain, a mother of two grown children, encourages everyone to remember that being a lawyer is an important job, but it is “still just a job.” She believes that it is very important to seek mentors whom you can reach out to whenever you have problems, questions, or concerns. The most influential people in Judge Crain’s life were her mother, who is still living, and her father, who worked hard and taught her the “value of education, ethical behavior, and respect for all living beings.” Having taken time away from work for the birth and first year of her children’s lives, Judge Crain advocates a healthy work/family balance, including “outside interests and friends, so you won’t get stale.” She is an avid reader and loves to travel.

Judge Crain divides her time outside the court among several organizations and committees, including the National Association of Family and Juvenile Court Judges and the National Association of Women Judges. Even away from the court, Judge Crain cannot escape being a judge—she finds herself organizing the local mock trial competition and volunteering to judge the local gingerbread house competition. Of the contestants in the latter, she says, “Wow, are those folks amazing!”

OWLS thanks Judge Crain, a longtime OWLS member, for her judicial service and wishes her many more years on the bench.

Hon. Jill Tanner is the presiding magistrate of the Oregon Tax Court.



Judge Patricia Crain

Gen Y in the Legal Profession

By Kathleen J. Rastetter

They are called Generation Y—people born between 1980 and 2000—or, the millennials. Who are they, and what do they want from the legal profession?

As a group they tend to be technologically savvy and independent. They are also collaborative, well educated, open-minded, and social.¹ So what are they looking for in a legal position? We conducted an informal poll in the Portland area and found some interesting trends.²

First, most want flexible jobs and schedules and are willing to earn less money to get them. Work/life balance is at the top of their list of “must haves” in a position. A few respondents work for firms that have low or no set billable-hour requirements. Others said that they work best when they can be flexible about when and where they work—for example, when they can work nontraditional hours or at home.

Most respondents want to work in a smaller environment, both to develop personal relationships within the workplace and to gain earlier opportunities for greater responsibility in their work. Many want and receive quality mentoring by their firms, which they rate as very important.

Variety of work is also important to them. Just as important is the feeling that the firm or employer is investing in the attorney. As one attorney noted, the firm’s investment in him makes him loyal to the firm. Many said that their workplace feels more like a “family” than a corporate entity—collegiality is high on their list. Gen Y’ers also want their employers to respect and value their input. One attorney said that her firm treats the associates like the future of the firm, which she believes will result in greater retention of associates.

Another way firms are investing in their younger attorneys is to introduce them to clients and give them greater client contact. Most firms and employers provide their attorneys with technology, such as laptops and BlackBerries, which enable them to work more flexibly and efficiently.

Gen Y attorneys spoke of their wish to be intellectually challenged and to help people as guiding principles in selecting a legal position. They derive personal satisfaction from providing a service

to the community, and they want their community work to be valued by their employer.

A few respondents said they expect to see diversity in their firms, which they view as an effort by the firm to be progressive.

So what does this mean for law firms? Provide flexible, personalized environments for associates. Give them meaningful work with client contact, and respect and value their input. Take advantage of their electronic literacy and collaborative natures to solve client and workplace issues. Set clear standards for performance expectations and policies.

Kathleen J. Rastetter is a senior county counsel for Clackamas County and an OWLS board member.

1. Stephen Stine, “Managing the Millennials,” *Virginia Employment Law Letter*, April 4, 2008.

2. Via the OWLS listserv, I invited interested millennials to contact me; I interviewed the eight who responded by the deadline. All had been out of law school a few years and were in private practice, either on their own or with a firm.

OWLS Fashion Show & Fundraiser a Success



Kirsikka Van Doren (left) and Cashauna Hill at the fundraiser

The October 9 OWLS Annual Fashion Show and Fundraiser for Dress for Success, organized by the OWLS Leadership Committee, was a resounding success. Nearly 100 OWLS members and friends attended the event, held at Schwabe Williamson & Wyatt in Portland, donating hundreds of professional outfits and some much-needed cash.

Vendors donating their time and products to the event included Banana Republic, Brooks Brothers, and Catheterines, with makeup by Arbonne and hair by Fada Salon. Many thanks to all who participated.

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Meet Judge Tracy A. Prall

By Kathleen J. Rastetter

On July 15, 2008, the Honorable Tracy A. Prall became a judge on the Marion County Circuit Court. Her path to the bench was an unusual one. She first became interested in the law when she was just 14 years old, living in Keizer, Oregon. Early one morning, one of her father's former employees shot at the family home while Tracy and the others were sleeping inside. The prosecutor on the case was John Wilson. He took the time to meet with the family at their home and familiarize them with the courtroom. The teenager was impressed by the way all the public servants involved in the case worked together to resolve the dispute and help the family regain its security. That's when she knew she wanted to be involved in the justice system and give back to her community.

Judge Prall attended Western Oregon State College, and at the end of her freshman year she contacted the now-Judge John Wilson and asked him to be her mentor. Judge Wilson was generous with his time and wise with his advice. Judge Prall attended Willamette University College of Law, where she was active in moot court competitions and secured a clerkship with the Marion County District Attorney's Office. Following law school, she accepted a position as a deputy district attorney, and prosecuted everything from low-level property crimes to major felonies. She focused on drug- and gang-related crimes and was appointed a special assistant United States attorney during her last year in the district attorney's office.

When she was ready to make her way to the bench, her mentors advised her to obtain some civil law experience. She then went to work for Garrett Hemann Robertson in Salem. Her practice focused on general civil litigation, including medical malpractice, employment, construction, and workers' compensation law.

This position afforded her experience in civil law and the opportunity to get to know the civil practitioners in the area.

In August 2005, Judge Prall accepted a position as a full-time pro tem judge and referee for Marion County. In November 2005, the county courthouse was closed after a man drove a truck through the front door and set multiple fires in the building. As a result, Judge Prall was moved to the Marion County Court Annex, where she became part of a four-judge team responsible for handling the in-custody criminal trials. Judge Prall was on the team for just over a year, during which she tried more than 30 jury trials and dozens of court trials. The experience she gained was invaluable.

When she is not in the courtroom, Judge Prall is active in the community. She serves on the board of the Marion County Bar Association, chairs the Oregon State Bar Litigation Section Executive Committee, and participates as a judge for the Oregon Trial Advocacy College. She is also an active member of the Keizer Rotary Club. Judge Prall credits her community and bar work with helping her become known in the community, important for anyone considering a path to the bench.

Judge Prall advises newer attorneys to get involved in their communities and participate in bar activities and administration. Developing relationships with other lawyers in the community, she says, can assist lawyers in any area of practice. She also advises attorneys to be prepared and maintain a professional demeanor with all parties in the courtroom.

Judge Prall lives in Keizer with her husband, Jay Prall, a Keizer police officer, and their two children. She keeps busy assisting with her children's activities and traveling with her family all around the state. OWLS wishes Judge Prall many years of success on the bench.

Kathleen J. Rastetter is a senior county counsel for Clackamas County and an OWLS board member.



Judge Tracy A. Prall

Nancy Goss Duran Talks to MLLS about Executive Appointments

By Lora E. Keenan

At the November 18 meeting of the Mary Leonard Law Society (MLLS), Nancy Goss Duran, executive appointments director for Governor Kulongoski, discussed the opportunities available through service on one of Oregon's many boards and commissions. The governor makes appointments to more than 200 boards and commissions, ranging from the Board of Accountancy to the Youth Conservation Corps Advisory Committee.

These boards and commissions have a huge impact on the everyday lives of Oregonians. Serving as a member also presents a terrific opportunity to learn about a subject and about Oregon government. Board and commission members regularly interact with other members from around the state and with legislative and executive branch staff.

Nancy explained that while some positions have particular training or professional prerequisites, many opportunities exist for those with less experience. Many boards and commissions must include public members to ensure that the interests of Oregonians generally are represented. Nancy stressed that there are always plenty of opportunities for smart people who are willing to commit to do their homework and attend the meetings. She noted that Governor Kulongoski, a lawyer himself, views lawyers as valuable members of any board or commission.

Terms of service range from one to four years. Nancy's office tracks the status of all board and commissions; a list of vacancies is at <http://governor.oregon.gov/Gov/boards.shtml>. You can apply for a particular vacancy, or simply apply generally to serve, and Nancy's office will match your background and interests with current openings. Some appointments are subject to approval by the Oregon Senate, which can take several months, but appointments to other positions can happen in a matter of weeks.

Service on an Oregon board or commission is a great way to build skills and contacts, and Nancy's talk was another building block in the MLLS program theme this year: "Empowering Women, Engaging in Leadership."

Lora E. Keenan is a staff attorney for the Oregon Court of Appeals and secretary of MLLS, the Salem chapter of OWLS.

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Working Mother Magazine Names 50 Best Law Firms for Women

By Teresa Statler

Working Mother magazine, in conjunction with Flex-Time Lawyers, a national consulting firm, recently released the results of its second annual survey "Best Law Firms for Women." The survey, published in the October 2008 edition of the magazine, contains data and results from 2007.

Firms with at least 50 lawyers were eligible to complete the survey and thereby apply for the designation, and the applicant pool was self-selected. The survey included questions about issues important to the retention and promotion of female lawyers. Based on the survey responses, 50 "Best Law Firms for Women" in the United States were selected.

The average number of lawyers at the 50 firms was 576. Sixty-two percent of the Best Law Firms for Women were located in New York City, Washington, D.C., the San Francisco area, or Chicago. The only Pacific Northwest firm to make the list was Seattle-based Perkins Coie. Perkins Coie was recognized for its recent study on how it handled diversity and women's issues, as well as its desire to increase the number of women promoted to leadership positions.

The *Working Mother* magazine's national survey uncovered the following information about the 50 Best Law Firms for Women:

- Women represented 45% of associates, 38% of counsel, 27% of nonequity partners, and 19% of equity partners.
- Mothers represented 23% of associates, 56% of counsel, 67% of nonequity partners, and 71% of equity partners.
- For the combined years 2003–2007, women represented 48% of first-year associate hires, 45% of lateral associate hires, 39% of lateral counsel hires, 24% of nonequity lateral partner hires, and 20% of equity lateral partner hires.
- With regard to maternity leave, on average, the Best Law Firms offered lawyer mothers 14 weeks of full-paid leave. Associates took an average of 16 weeks of maternity leave; counsel and partners took an average of 11 weeks.

- 90% of the firms also offered paid paternity leave to lawyer fathers.
- 96% of the firms offered paid adoption leave to lawyers.
- 96% of the firms had written policies for reduced hours, and 94% allowed reduced hours for reasons other than child care.
- With regard to the advancement of reduced-hour lawyers, 100% of the Best Law Firms allowed these lawyers to be eligible for at least nonequity partnership consideration.
- 18% of the firms had female managing partners, and 18% had women members of their management or executive committees.
- For the combined years 2003–2007, 29% of newly admitted equity partners were women, and 33% of newly admitted nonequity partners were women.
- 72% of the Best Law Firms offered mentoring circles for women lawyers; 68% offered mentoring targeted toward senior women associates or newly admitted women partners.
- 84% of the firms had phased retirement or transition programs to assist mature lawyers who were transitioning to retirement and wanted to work reduced or flexible hours.
- 24% of the Best Law Firms had formal programs to keep in touch with, identify, and rehire lawyer mothers who had taken time off for child rearing.

At a luncheon in October in New York City honoring all the winners, Deborah Epstein Henry, the president of Flex-Time Lawyers, said that "revealing the gender gap for women equity partners is critical to demonstrating the relative lack of power and earning potential for women in law firms." Although improvements have certainly been made concerning the retention and promotion of women in these firms, the survey results nevertheless indicate that they still have a long way to go.

Teresa Statler, a sole practitioner in Portland, practices immigration law.

OSB Honors OWLS Members

By Teresa Kraemer

On December 4, the Oregon State Bar honored seven OWLS members with awards for their contributions to the legal profession.

The Wallace P. Carson, Jr., Award for Judicial Excellence was given to Hon. Elizabeth Perris, chief judge of the U.S. Bankruptcy Court for the District of Oregon. Judge



Judge Elizabeth Perris

Perris was honored for her well-deserved reputation for fairness, consistency, diligence, and the compassionate application of common sense. As 2008 OSB President Richard Yugler stated on December 4, her career "exemplifies the concept of judicial excellence."

Libby Schwartz was honored with the President's Membership Service Award. Libby did an exceptional job chairing Oregon's Board of Bar Examiners, volunteering hundreds of hours and leading the search committee to replace Marlyce Gholston (who had administered the bar exam for more than 50 years).

Judge Steve Todd was honored with the President's Public Service Award. Judge Todd is the host of the bar's cable television show, *Legal Links*, and actively participates in its production. He has also devoted considerable volunteer time to revising and editing scripts for the bar's Tel-Law/Web-Law program.

Hon. Darleen Ortega, Trung Tu, and Hon. Janice Wilson were honored with the President's Affirmative Action Award. They shared exceptional dedication to ensuring the continued success of bar's Affirmative Action Program, and each played a key role in guiding the program's many stakeholders through recent challenges.

Jane Paulson was honored with the President's Special Award of Appreciation. Jane was a key volunteer with Oregonians Against One-Sided Measures, which fought two initiatives that would have had harmful effects on the public's access to justice.

Congratulations, all.

Terri Kraemer is a director at Deloitte & Touche LLP in Portland.

Queen's Bench Honors Women Judges at Annual Luncheon

By Trudy Allen

Queen's Bench, the Portland OWLS chapter, held its 19th annual holiday luncheon honoring women judges on December 9. One hundred forty-nine people attended, including 23 women judges.

The speaker was Hon. Jean Maurer, the first woman presiding judge of the Multnomah County Circuit Court. She reflected on how far women have come in the world and in the legal profession since Queen's Bench was founded 60 years ago, the year before she was born. She was the only woman serving in the Marion County District Attorney's Office when she started practicing law in 1974.

Though women have joined the legal profession in greater numbers since then, Judge Maurer emphasized the importance of seeing women in positions of leadership. She questioned why there has not yet been a woman at the helm



Photo by Jodee Jackson

At the Queen's Bench luncheon, left to right: Judge Janice Wilson, Chair of the Motion Panel; Judge Julie Frantz, Chief Criminal Judge; Judge Jean Maurer, Presiding Judge; Judge Nan Waller, Chief Family Law Judge; Judge Kris LaMar, Chief Alternative Dispute Resolution Judge; and Judge Katherine Tennyson, Chief Probate Judge

of either the district attorney's office or the public defender's office in Multnomah County—and why women say they would turn down a position of leadership if it would affect special family needs. "Women and men," Judge Maurer said, "must have a work environment which gives them an opportunity to maintain their careers and their families."

Judge Maurer noted that such an environment has been created at the Multnomah County Circuit Court. The result is that the leadership of the court is currently all women. She asked those leaders to come to the podium to be recognized; they are shown above.

Trudy Allen is general counsel of U.S. Bancorp Equipment Finance, Inc., in Tigard.

Thank You

Our thanks to the following members who renewed their OWLS membership at an enhanced level

\$500 Annual Membership

Leslie O'Leary
Linda Green Pierce

\$275 Annual Membership

Alice M. Bartelt
Carmen M. Calzacorta
Linda K. Eyerman
Sara L. Gabin
Linda Meng
Candice Wilson Stayer

\$200 Annual Membership

Julia E. Markley
Heather J. Van Meter

\$125 Annual Membership

Pamela Beery
Coleen S. Clemente
Jenny Cooke
Lori E. Deveny
Bethany Graham
Stephanie M. Harper
Teresa Kraemer
Hon. Virginia Linder
Megan Livermore
Linda C. Love
Heather Martin
Gwyn McAlpine
Karrie McIntyre
Molly Jo Mullen
Kevin Myles

Marsha J. Naegeli
Karen O'Keefe
Kathryn Smith Root
Krystin Rose
Concetta Schwesinger
Susan Stearns
Kristin Sterling
Hon. Jill Tanner
Laura Caldera Taylor
Hon. Katherine E. Tennyson
Debra Pilcher Velure
Hon. Nan Waller
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