

# AdvanceSheet™

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## OWLS Fall CLE: Turn Up the Volume

By Amy Heverly and Joanna Robinson

The OWLS Fall CLE, held on September 23 in Portland, featured Sari de la Motte and Rachel Beohm of FORTE, presenting "Turn Up the Volume: Be Bold, Be Real, Be a Communications Rock Star." Sari and Rachel are communications coaches who regularly work with lawyers and other professionals around the county. Their presentations for OWLS focused on using nonverbal means to broadcast your expertise.

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Sari de la Motte

### Keynote

Sari gave the keynote address, in which she introduced the core concepts for "turning up the volume." She explained that volume is not just loudness, but also bigness. When we speak, we want our presence to fill up the space. Sari asked the audience to define the word *presence*. My tablemates and I settled on *sparkle* for our definition. Personally, I like the idea that giving a presentation is like raining glitter down on the whole room. Sari's presence certainly filled the room, and her advice will help all of us do the same.

Sari encouraged us to let go of fears that hold us back from reaching our potential. She emphasized that body language starts in the brain and explained that specific tips on body language will not help if you do not believe in yourself or you are preoccupied with fear. She also reminded the group that courage is inspired by something outside ourselves. We are

all capable of much more when we focus on accomplishing something for our clients, rather than on winning simply for the sake of winning.

Sari concluded her keynote by encouraging us to be rock stars and turn up the volume, using the mantra "See it. Be it. Speak it." In other words, we should look for what we want, act like experts (and stop waiting for permission), and communicate our goals and desires to obtain them.

After the keynote, attendees could choose one of two breakout sessions, one conducted by Sari and the other by Rachel.

### Rachel's Breakout Session

Rachel Beohm's breakout session, "Look, Sound, and Talk Like an Expert," focused on how we communicate in one-on-one and small-group situations. Rachel took us through a series of exercises to show how body language, word choice, voice pattern, and breathing can help us communicate our rock stardom to the people with whom we interact.

Rachel then talked about handling some specific sticky situations and delivering bad news. In these situations, it is important to give people the sense that you are capable, safe, and rational. To this end, Rachel offered specific suggestions. First, she reminded us to focus on our breathing, taking slower, deeper breaths, so that we sound and feel calm while delivering bad news.



Rachel Beohm

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## President's Message



Laura Craska Cooper

With the death of Phyllis Schlafly, the unratified federal Equal Rights Amendment is back in the national news after several decades. As a result, my husband and I recently found ourselves discussing what each of us remembers about that era. My husband recalled that the ERA managed to turn his normally apolitical mother into a political activist. A stay-at-home mom, she believed that the legislation would undermine her value. Staying at home, she asserted, was her *choice*. As she saw it, passing the ERA would recast her as a victim of a patriarchy that she wasn't willing to acknowledge.

My husband, who has been very supportive of my career and an independent future for our three daughters, recalled that moment as the one when he began to become a feminist. In truth, he recounted, his mother's position was likely nothing more than justification to avoid admitting she was imprisoned, like most women of her day, in a traditional marriage defined by rigid gender roles. But in an unexpected way, her contorted logic got his young brain thinking about the roles we assign to men and women and how he might view the world in a different way.

As we talked, we came to an interesting conclusion: While my mother-in-law (who, ironically, would later become owner of a construction business, a monolith of male privilege and chauvinism) was perhaps a little blinded by the desire to protect her own position, in a way, her views provide an instructive insight into the core issue of feminism today—the question of choice.

It's hard enough to find the right balance for yourself when you're juggling a busy professional career, a marriage or partnership, and parenthood. But if

you're a woman, add something more to the weight you must carry as you make your choices: no matter how you structure that balance, society will judge you—often harshly. It will judge you by paying you less than your male colleagues for the same work, even when you work as hard and as well, because, hey, you *\*might\** quit at some time to raise children or you probably don't need as much money because you can rely on your spouse. Society will judge you if you are a successful professional because you didn't make every single school party or cross-country meet or band performance. (Just ask Chelsea Clinton, who was recently pilloried for missing her two-year-old daughter's first day of preschool so she could campaign for her mother, even though the child does have a father.) But society will also judge you if you *do* make it to all of your child's events, because that purportedly proves that you're not as dedicated to your job as your male counterparts.

While it's certainly easier today for a woman to be a professional *and* a wife *and* a mother than it was when I graduated from law school 25 years ago, the fact that so many women still aren't compensated fairly and are judged harshly for choosing a career *and* a family shows that despite the progress, our society still has far to go.

And that's why I am a feminist. It's why my husband is a feminist. It's why our three daughters are fierce feminists. Being a feminist is about supporting the choices an individual woman makes, not the choices society dictates. It's also about supporting the rights of men to make the same choices. Because until it's acceptable and routine and normal for a man to take parental leave or to leave work at 10:30 a.m. to accompany his daughter to dance class or to reschedule a meeting to pick up his sick son from school, it will never be totally acceptable for a woman to do so. And until it's normal for a father to choose to be a full-time care-provider, women will never be fully respected for making the same choice.

*Continued on next page*

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

## President's Message

*continued from page 2*

My husband and I live this philosophy every single day. Both of us have chosen to have busy professional careers. I'm not so happy that this means that sometimes our girls are being raised by a nanny, Grandma, Aunt Linda and, occasionally, each other. I am proud, though, that they don't think that it's "Mom's job" to cook dinner, clean the dishes, or supervise homework, and they don't think it's "Dad's job" to support the family financially. They know that each of us must pitch in when needed and able, regardless of the task. If you own a car in our household, you are responsible for getting its oil changed. It's more likely to be Mom explaining "Monday Night Football," while Dad helps you with your art project. When one of our daughters is sick, she knows that Mom and Dad will both check their schedules, and the one with more flexibility that day will stay home—unless the nanny is available. To our girls, that's just normal life, and I'm glad for it. I'm not quite sure how they will choose to define—or not define—gender roles in their lives when they're grown or what choices they'll make about career and family. But I am certain that we've given them the tools to make their own choices. I can only hope that as their generation comes of age, society is less judgmental of whatever those choices may be.

As I follow the news lately about whether the ERA was a good idea, whether Chelsea Clinton's choice to miss the first day of preschool makes her a bad mother, or whether the "mommy track" is holding women back, I can't help but think that we are making a mistake by trying to find definitive answers to these and related questions. The answers are individual, and the choices of individuals who may follow different paths should be respected. Feminism at its heart doesn't have a role model. No one woman or one life defines what it means to be a feminist. Rather, the definition of feminism lies in the hands of each of us, when we choose to see every woman's (and every man's) choice as valid.

*Laura Craska Cooper*

Laura Craska Cooper  
President, Oregon Women Lawyers

## Upcoming OWLS Events

### **Balancing the Scales A Documentary Film**

**Portland**

**Tuesday, Oct. 25, 5–6:45 p.m.**

Reception at 4:30; Q&A with producer Sharon Rowen after the screening.

World Trade Center Building 2

121 SW Salmon

Register at the OWLS website.

Hear the stories of remarkable women lawyers who pioneered the profession.

### **OWLS Mary Leonard Chapter New Admittee Luncheon Featuring Justice Martha L. Walters**

**Salem**

**Monday, Oct. 31, noon–1 p.m.**

Willamette Heritage Center Dye House

1313 Mill Street SE

Register in advance on the chapter's website.

### **Breaking Into the CLE/Public Speaking Game, A Panel Presentation and Discussion With Those Who Know How to Play**

**Portland**

**Tuesday, Nov. 1, 4:30–6 p.m.**

University of Oregon, Portland Location

### **Joan Seitz Law Society**

**Roseburg**

**First Tuesdays, noon**

Daily Grind Café

Join your colleagues for lunch on the first Tuesday of each month.

### **Contract Lawyer Discussion Group**

**Portland and by phone**

**First Tuesdays, except Jan., 1–2 p.m.**

Garvey Schubert Barer

121 SW Morrison, Suite 1100

Discuss matters of mutual interest with contract lawyers and people considering working as contract lawyers.

### **Josephine County Women Lawyers**

**Grants Pass**

**First Wednesdays, noon**

La Burrita

Meet for lunch and conversation on the first Wednesday of each month. Contact Victory Walker for more information.

**Friday, Nov. 4, 5 p.m.**

**Nominations Due**

**for Justice Betty Roberts and  
Judge Mercedes Deiz Awards**

Please see page 8 for details.

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## OWLS Fall CLE

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Second, she recommended using a visual aid, such as a chart of relevant data. This gives the person receiving the news something to look at other than you, and thus something other than you to associate with the bad news. Your pointing to and looking at the visual aid also affords the person some space and privacy at a difficult moment. Rachel also recommended sitting next to the person or at a 90° angle, so that you can both easily look at the visual aid.

### Sari's Breakout Session

Sari de la Motte's breakout session was titled "Presentations That Kick Ass," and the name says it all.

I have attended CLEs on communication skills before—multiple elements of predictability seemed to loom throughout those presentations. I expected much of the same this time, but I was in for a pleasant surprise.

Sari delivered a powerhouse presentation filled with interesting stories and advice on practical skills. Her set of entertaining anecdotes fit perfectly with her narrative about the importance of nonverbal skills to help get and keep an audience's attention.

We delved into the intricacies of authoritative versus approachable body language and voice patterns; explored the extent to which a speaker's breathing influences an audience; and experienced the awkwardness of long pauses and clumsy gestures while conducting speaking and listening exercises with each other.

The exercises were perfectly selected to help preserve the lessons and overall vision that inspired the presentation, and the audience was engaged and eager to try whatever Sari proposed. It didn't hurt that her style was the ideal blend of levity and earnestness.

At the end of the day, what rang true is my new mantra: Behind every great attorney is a great communication coach (or just a really great Fall CLE).

**Amy Heverly** is a solo practitioner and contract attorney in Portland. **Joanna Robinson**, who wrote the section on Sari's breakout session, is a judicial law clerk at the Multnomah County Circuit Court in Portland.



## OAPABA, the FBA, and OWLS Celebrate Judicial Diversity

When the Oregon Asian Pacific American Bar Association (OAPABA) contacted OWLS and the Oregon Chapter of the Federal Bar Association about celebrating the accomplishments in judicial diversity on Oregon's bench, we thought it was a wonderful idea. The three organizations hosted a celebratory reception on September 23, immediately following the OWLS Fall CLE. At the reception, one of the newest magistrate judges on the federal bench, Judge Youlee You, affectionately introduced Oregon's Chief District Judge Michael Mosman.

Judge Mosman's remarks centered around the women lawyers and judges who have had a significant impact on his career and his life, starting with Judge Helen Frye, who, his mother told him after he had won a case in front of her, had held him when he was an infant during a baby shower.

Judge Mosman said that he owed his career to the Notorious RBG, Justice Ruth Bader Ginsburg. While clerking for a judge on the DC Circuit Court, on which Ginsburg was then serving, he wrote "this rinky-dink little opinion" back when everything was written on paper. The opinion was circulated to the panel of judges, and Judge Ginsburg returned it with a nice note complimenting him on the opinion. He credits her opinion of him for his subsequent job at the Supreme Court and his career success.

Judge Mosman said that as a young trial lawyer he had learned quite a bit from a woman trial lawyer named Susan Graber. She now serves on the Ninth Circuit Court of Appeals. Other women he credits for mentoring him are Leslie Baker; Judge Karin Immergut, "the greatest U.S. attorney Oregon has ever had"; and Judge Anna Brown.

About 160 law students, lawyers, and judges from around the state enjoyed the reception, held at the Original restaurant in Portland.



*Enjoying the reception (from left), Top: Willamette Law students Gabriela Perez-Mendoza, Bailey Moody, Christian Muro; Bottom: Kendra Matthews, Sanjayan Arulsakaran, Anjana Kumar, Judge Steve Todd*

### OWLS Members Appointed to the Bench

On August 10, Governor Kate Brown announced the appointment of Ramón Pagán to the Washington County Circuit Court and Eric Dahlin to the Multnomah County Circuit Court. Both men, OWLS members, have taken their seats on the bench and are on the ballot in this fall's election.

Judge Pagán was a criminal defense attorney and has taught trial advocacy at Lewis & Clark Law School and Fordham University School of Law. He began his career as a law clerk for Justice Sonia Sotomayor, who was then a judge on the Second Circuit Court of Appeals.

Judge Dahlin was a civil litigation attorney at Davis Wright Tremaine, representing clients in business disputes, and a pro tem judge in Multnomah County. He began his career as a law clerk for Judge Procter Hug Jr., who was chief judge of the Ninth Circuit Court of Appeals. Since 1998 Judge Dahlin has run the game clock, shot clock, and scoreboard on game nights for the Portland Trail Blazers.



## Upcoming OWLS Events

*continued from page 3*

### Queen's Bench Luncheon Honoring New Admittees Portland

**Tuesday, Nov. 8, 11:45 a.m.–1 p.m.**  
Mark O. Hatfield U.S. Courthouse  
1000 SW 3rd Ave.

Register in advance on the QB website.

### 2016–2017 Family Law Mentoring Circle Portland

**First Tuesdays, Nov. 8–June 13**  
noon–1 p.m.  
Gevurtz Menashe

115 NW 1st Ave., Suite 400

Designed to help the new lawyer entering a practice in family law and the experienced lawyer looking to make a practice area change into family law both succeed. Presented by Julia Hagan, Robin Wright, and Tiffany Jensen, all experienced family law attorneys at Gevurtz Menashe. No cost. To register, contact Patricia Arjun by email at [patty@arjunlaw.com](mailto:patty@arjunlaw.com) by Nov. 1 and provide your name and bar number. Priority will be given to those who register for all eight sessions.

### Lawyers' Association of Washington County Hillsboro

**Third Wednesdays, 8–9:30 a.m.**  
Manaia Coffee House and Island Grill  
Meet with the Washington County Bar Association New Lawyers Division on the third Wednesday of each month.

### Clackamas Women Lawyers Holiday Party Lake Oswego

**Saturday, Dec. 3**

### Queen's Bench Holiday Luncheon Honoring Oregon's Women Judges Portland

**Tuesday, Dec. 13, 11:30 a.m.–1 p.m.**  
Sentinel Hotel, 4th Floor  
614 SW 11th Ave.

Featuring personal stories from heroic women in our community who have overcome adversity, in a TED Talk format. Register in advance on the Queen's Bench website. This event will probably sell out.

### 2017 Roberts & Deiz Awards Dinner Portland Art Museum

**Friday, March 10**

## Please Renew Your OWLS Membership

OWLS exists because of you. Your membership makes it possible for OWLS to provide the excellent programming and services that support our mission of transforming the practice of law and ensuring justice and equality by advancing women and minorities in the legal profession.

Please take the time to renew your membership today. Our membership year runs from October 1 to September 30. You can renew easily online at the OWLS website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

In addition to the knowledge that you're supporting women and minorities in the legal profession, OWLS membership entitles you to many benefits, including these:

- A listing in the online OWLS searchable membership directory, with an opportunity to add a professional photo
- The opportunity to join the OWLS email listserv, connecting you directly to over 1,000 OWLS members to gather referrals, law inquiries, job postings, and other information
- Access to the national women's bar listserv through the OWLS office
- A subscription to OWLS' quarterly newsletter, the *AdvanceSheet*
- OWLS' monthly electronic newsletter
- Discounted registration fees for OWLS CLE programs and invitations to special events
- An opportunity to enroll in the OWLS Contract Lawyer Service, which provides access to unique job opportunities posted on its listserv and a forum for discussion of topics of special interest to contract attorneys

If you have any questions, please contact OWLS Executive Director Linda Tomassi at [linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org) or 503.841.5720.

For more information about OWLS chapters and activities, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

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## Where Are the Girls??

One of my proudest moments as a mother and a feminist occurred over a decade ago at breakfast. My then-five-year-old daughter Jessica stared at her new place mat with pictures of the 43 U.S. presidents and screamed, “Where are the girls????!!” I responded that “in the olden days people didn’t believe that women could do the same jobs as men. But now we know better.” Jessica replied, “That is sooo silly, Mommy! Girls can be president!”

This conversation occurred at a time when I was riddled with guilt about sacrificing time with my child to meet the demands of being Oregon’s U.S. attorney. I was also about to give birth to my second child, which to my knowledge, would make me the first U.S. attorney in the history of the country to give birth while in office. I soon realized, however, that the barely controlled madness of juggling my family with my professional life was teaching my daughter that girls could be anything they wanted to be, even president of the United States.

### Need for Change

After serving as a Multnomah County judge for the last seven years, and seeing mostly male litigators handle the vast majority of the high-stakes cases, I find myself wondering whether we in the legal profession really have changed our views since “the olden days,” and whether we *truly* believe that women can do the same jobs as men *and* that women should get paid the same for their work. Statistics, and my 30 years of anecdotal experience as a lawyer, suggest that things are not getting significantly better for women in the legal profession. Based on the number of women graduating from law schools, we should be far past the time when the great majority of leadership positions in the law are predominantly occupied by men. Anyone who cares about the future of their daughters, nieces, and granddaughters, as well as their organization’s quality of work and future growth potential, should care about the paucity of female role models in the highest levels of our profession.

### Change Requires Commitment

My own experience running the U.S. Attorney’s Office in Oregon, an office of almost 120 employees, convinces me that an organization can be changed for

## THE JUDGES’ FORUM



By Judge Karin J. Immergut  
Multnomah County Circuit Court

the better when the organization, and the women it hires and promotes, are committed to gender diversity. When I became Oregon’s U.S. attorney, I envisioned an office free of gender disparity. I was committed to increased hiring and promotion of qualified women. More than half the attorneys I hired were incredibly hardworking and qualified women, who had been at the top of their law school classes. I appointed women to important positions and made sure that they worked on significant cases. I appointed Pam Holsinger as the first female Criminal Division chief, which is the third most senior position in the office. I appointed a woman to coordinate and oversee all of the office’s appellate work.

In addition, I provided alternative work schedules to allow women to both parent and be federal prosecutors. The women who wanted alternative schedules convinced me that they could be the highest quality federal prosecutors while working an alternative schedule. They were committed to making those schedules work. I believed in them, and they delivered. One of those women, Stacie Beckerman, is now a U.S. magistrate judge.

I, too, worked hard. I ultimately became chair of the Attorney General’s Advisory Committee, the most prominent position held by any of the 93 presidentially appointed U.S. attorneys in the country. That position allowed me to push for more women to serve on national committees and to work on national projects of significance. Having more women, particularly in leadership positions, enhanced the productivity and quality of work of the Department of Justice. I found that women often had a unique perspective, worked collaboratively and creatively to solve problems, and were very thorough and hardworking.

### Statistics

According to the ABA’s *A Current Glance at Women in the Law, May 2016*, prepared by the Commission on Women in the Profession, women represented almost half of law school graduates over

the past several years, and 45% of associates in law firms were women. In the top 50 law schools, 46% of leadership positions on law reviews were held by women, and 38% of editors-in-chief of those law reviews were women.



Judge Karin J. Immergut

Despite the strong presence of women as associates in firms and in the upper echelons of law schools, women still represent only 18% of equity partners nationally, and only 18% of the managing partners in the 200 largest law firms. The numbers are not much better in general counsel positions (women represent 24% of Fortune 500 general counsel positions, and 19% of the Fortune 501–1000 general counsel positions), or at law schools (31% of law school deans are women), or in the judiciary (27% of federal and state judges are women).

Women lawyers on average still get paid less than men. From 2010 to 2014, salaried women lawyers earned between 77% and 87% of what their male salaried counterparts earned. Women equity partners in the 200 largest firms earned 80% of the compensation earned by the typical male equity partner, according to those same ABA May 2016 statistics.

In short, we are seeing a dramatic disappearance of almost half of the women who enter the legal profession after graduating from law school, and a very small percentage end up in the upper echelons of our profession. We should be alarmed by what we are seeing and be asking ourselves, why are there so few women at the top and what can we do about it?

### Call to Action

Based on my own observations, there is no single reason for the migration of women from the law, and it cannot be blamed solely on sexism or discriminatory practices of law firms and other organizations, although that certainly can play a role. Some leaders of organizations may not recognize that there are ways to accommodate attorney-mothers and still be profitable and productive. Some women lawyers may opt out of what they perceive as a “rat race” to the top. Some may be looking to balance life as

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## Where Are the Girls??

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a mother with a demanding litigation schedule and may feel they “cannot do it all.” They may choose a different kind of legal job, or perhaps leave the profession altogether.

Another issue might be a lack of confidence. Having worked with and hired both men and women lawyers, I have found that men are more likely to apply for positions even when they may not satisfy all of the required job experience, whereas women tend to undervalue their experience and qualifications and feel they need to be perfectly prepared before applying for a position. Women are also more likely to undervalue their worth when they negotiate compensation, which can permanently affect future earnings.

What can we do? For the benefit of our daughters, nieces, and granddaughters, and for the benefit of the organizations we represent, we need to change the culture of our profession to afford women the same opportunities as men. We need to recruit and hire more qualified women and pay them as much as we pay men. We also need to see women as the up-and-coming leaders of the organizations we represent and provide them with opportunities to be leaders. We need to recognize that it is good for business to hire and promote women, particularly as more women become clients and corporate leaders who will want to work with women lawyers.

Women need to view themselves as up-and-coming leaders, top litigators, and rainmakers. Women need to take more risks and seize more opportunities to be leaders. Women need to encourage their domestic partners to help more with childcare so that women are not always the “default” parent. And women need to recognize that it takes sacrifice to reach the leadership positions in our profession, and be willing to put in the effort to succeed. Women have to want it. My sense is that many women would want to be in the upper echelons of their organizations if they saw other women in those positions.

Is it easy to be a mother and a litigator, leader, and rainmaker? Is it easy to be the only woman at a meeting or on a trial team? Absolutely not. But my experience has shown that, although you cannot necessarily “have it all,” you can have a lot. We owe that opportunity to our daughters, our nieces, and our granddaughters.

## OWLS Members on the Ballot

By Joanna Robinson

Several OWLS members are on the ballot this fall, including the following.

Governor Kate Brown is seeking election to continue as the state’s chief executive, a position she has held since February 2015. From 2009 to 2015, Governor Brown served as Oregon’s secretary of state; before that, she served in the Oregon House of Representatives for five years and the Oregon Senate for 12 years.

In a bid for reelection, Attorney General Ellen Rosenblum is seeking to continue to represent the legal interests of the state of Oregon. Prior to serving as attorney general, she served as a judge on the Oregon Court of Appeals and on the Multnomah County District and Circuit Courts, and also as an assistant U.S. attorney.

Incumbent Congresswoman Suzanne Bonamici seeks her third full term in the U.S. House of Representatives, where she represents Oregon’s 1st Congressional District. Congresswoman Bonamici served in the Oregon Legislative Assembly for five years before she was elected to Congress.

At the state level, Milwaukie City Councilor Karin Power is running for the open seat in Oregon House District 41. Ms. Power is an environmental attorney with the Freshwater Trust, a Portland-based river restoration nonprofit.

OWLS members in uncontested judicial elections include the following incumbents: Justice Lynn R. Nakamoto, Oregon Supreme Court, Position 6; Judge Karrie McIntyre, Circuit Court, 2nd District, Position 13; Judge Channing Bennett, Circuit Court, 3rd District, Position 1; Judge Leslie Bottomly, Circuit Court, 4th District, Position 6; Judge Eric Dahlin, Circuit Court, 4th District, Position 24; Judge Bethany Flint, Circuit Court, 11th District, Position 3; and Judge Ramón Pagán, Circuit Court, 20th District, Position 14.

*Joanna Robinson is a judicial law clerk at the Multnomah County Circuit Court.*



*Karin Power*



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# OWLS Honors Lori E. Deveny with Katherine H. O'Neil Award

By Sarah J. Crooks

On September 23, Oregon Women Lawyers honored Lori E. Deveny for her extraordinary commitment to the promotion of women in the legal profession by awarding her the Katherine H. O'Neil Volunteer Service Award. With this award, the OWLS Board of Directors recognizes an individual who has demonstrated steadfast dedication and long-term volunteer service to promoting women in the legal profession through at least eight years of cumulative service in an identified position with OWLS, an OWLS chapter, the OWLS Foundation, the National Conference of Women's Bar Associations (NCWBA), the National Association of Women Lawyers, or the ABA Commission on Women in the Profession. Lori's dedication and volunteer service to promoting women in our legal profession are truly outstanding and worthy of celebrating.

Lori has served on the boards of Queen's Bench (1994–2000), OWLS (1998–2002), the NCWBA (1999–2005), and the OWLS Foundation (2011–present), often serving on more than one board at the same time. And she hasn't just served as a board director or officer—Lori has

served as the president of each of these organizations.

Lori is a natural and dynamic leader, and she gets things done. Through her strong and creative leadership, Lori has improved each of these women's bar associations and strengthened their abilities to advance and promote women in the legal profession. For example, under Lori's recent leadership, the OWLS Foundation significantly increased the amount of funds available for its grants supporting women.

Through her many years of service,

Lori's passion and enthusiasm for supporting women in the legal profession have touched many women lawyers practicing in Oregon and nationally. She's incred-



Lori E. Deveny

ibly generous with her time, talents, and energy, and she has mentored and encouraged many other women to join her on a path of service for the benefit of us all. Personally, I have had the tremendous good fortune to call Lori my mentor and good friend for many years. Congratulations, Lori! And thank you for everything.

*Sarah J. Crooks is the managing partner of the Portland office of Perkins Coie, where her practice focuses on class action defense and commercial litigation. She is a past president of OWLS and the NCWBA.*



*Sarah J. Crooks (right) presented the award, and Deanna Wray, president of the OWLS Foundation, accepted it on Lori E. Deveny's behalf.*

## Nominations for 25th Roberts and Deiz Awards Due on Nov. 4

OWLS invites nominations for the 25th Justice Betty Roberts and Judge Mercedes Deiz Awards. All nominations will be considered for both awards unless the nominee has already received one of the awards.

The awards recognize and celebrate the accomplishments of individuals in promoting women and minorities in the legal profession and community in Oregon. The recipients will be honored at the annual awards dinner on Friday, March 10, 2017, at the Portland Art Museum.

The Justice Betty Roberts Award recognizes an individual who has made an outstanding contribution to promoting women in the legal profession and in the community. The recipient of this award is a person who has influenced women to pursue legal careers, opened doors for women attorneys, or advanced opportunities for women within the profession. Justice Roberts (1925–2011) was a leader in Oregon politics, the first woman appointed to the Oregon appellate bench, and a beloved mentor and advocate for women lawyers. The award honors her legacy of promoting women in the practice of law.

The Judge Mercedes Deiz Award recognizes an individual who has made an outstanding contribution to promoting minorities in the legal profession and in the community. The recipient of this award is a person who has influenced minorities to pursue legal careers, opened doors for minority attorneys, or advanced opportunities for minorities within the profession. Judge Deiz (1917–2005) was a trailblazer in the Oregon Bar as the first black woman to practice law in Oregon and the first woman of color on the Oregon bench. She created opportunities for minorities to access legal resources and careers. The award honors her commitment to advancing non-dominant cultures in the legal profession.

Nominations must be received by 5:00 p.m. **Friday, November 4, 2016.** Nominations must include the following: the appropriate nomination form, available at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org); at least three and no more than 15 letters of recommendation; and detailed information about the nominee, explaining how that person fulfills the award's criteria.

Nominations should be emailed in a single, bookmarked PDF file to Lauren Blaesing, Roberts & Deiz Awards Committee co-chair, at [laurenblaesing@markowitzherbold.com](mailto:laurenblaesing@markowitzherbold.com).

# Josephine County OWLS Chapter Partners with Oregon Law Center to Create Domestic Violence Project

By Heather Kemper

On June 1, Josephine County Women Lawyers and the Grants Pass Oregon Law Center (Grants Pass OLC) joined forces to launch a Josephine County pro bono domestic violence project. The project matches pro bono attorneys with victims of domestic violence for pro bono representation in contested restraining order hearings under the Family Abuse Prevention Act and the Elderly Persons and Persons with Disabilities Abuse Prevention Act in Josephine County.

These cases tend to have short timelines and limited issues and require a court appearance. Attorneys sign up with Grants Pass OLC to serve on the referral panel. Grants Pass OLC attorneys screen Josephine County applicants and refer them to volunteers as needed. This project is an excellent volunteer opportunity for new lawyers, for lawyers seeking court experience, and for lawyers who cannot commit to taking long-term pro bono cases. Volunteers do not need to have a background in family law; training and

mentoring are available.

The project's launch included a reception and free CLE titled "Effectively Representing Victims of Domestic Violence," held at Taprock Northwest Grill in Grants Pass. The CLE was presented by Eric Dahlin, managing attorney of Grants Pass OLC, and Amanda Thorpe, a partner at Hughes, Rote, Brouhard & Thorpe, in Grants Pass. Judge Pro Tempore Lore Rutz-Burri assisted in the training by providing "tips from the bench." Josephine County Circuit Court Judge Michael Newman brought the CLE portion of the afternoon to an end with closing remarks.

While Legal Aid Services of Oregon has a similar domestic violence project (DVP) in the Portland metro area, Grants Pass OLC is the first rural legal aid office in Oregon to form a DVP pro bono referral panel to assist victims of domestic violence and elder abuse.

OWLS board member Amanda Thorpe played an instrumental role in working with Grants Pass OLC to create the DVP

in Josephine County and recruit local volunteer attorneys. According to former Legal Aid Services of Oregon Statewide Pro Bono Manager Maya Crawford, "One of the keys to a successful pro bono program is having enthusiastic and committed partners within the private bar. Amanda Thorpe is just such a partner. She helped legal aid connect to Josephine County Women Lawyers and did a fabulous job helping coordinate the training and reception. We could not have done it without her leadership."

*Amanda Thorpe*

*Heather Kemper is the statewide pro bono manager at Legal Aid Services of Oregon, working with legal aid offices across the state to expand pro bono opportunities.*



Amanda Thorpe



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# OWLS' Rainmaking Mentoring Circle: How to Cultivate Power and Satisfaction in Your Career

By Sara A. H. Sayles

Most lawyers have a general idea that rainmaking is an important part of a lawyer's business, but few lawyers actually learn how to make it a part of their practice. The purpose of the OWLS Rainmaking Mentoring Circle is to pair experienced mentors with lawyers who are interested in developing power and satisfaction in their careers through rainmaking.

This year, the OWLS Rainmaking Mentoring Circle, which met at various law firms in Portland, engaged the assistance of five outstanding mentors. The two senior mentors, Brenda Baumgart and Jeanne Loftis, spoke to the entire group about their experiences and offered recommendations at two separate meetings. The three junior mentors, Shannon Armstrong, Heather Bowman, and Holly Johnston, provided small-group mentoring to assigned mentees in three follow-up meetings over a two-month period. Each of these women excels in rainmaking and is a shining example of how it generates power and satisfaction in her career.

Shannon Armstrong, a shareholder at Markowitz Herbold, explained the nuts and bolts of this year's program and how it benefits its participants:

"We had lawyers from varied practice areas, but learned that many struggle with the same issues—how to ask for work from potential clients, how to develop business while still a relatively junior lawyer, how to develop and implement a marketing plan, and how to navigate the office politics that go along with receiving credit for our business development efforts. Most importantly, the rainmaking circles provide women with an opportunity to build a network with other lawyers in town, and hopefully, a network that continues after the formal program is over."

As a participant myself, I can say that Shannon's words ring true. Through this year's program, I developed a detailed networking and marketing plan with specific goals, and I helped support other women in doing the same. I also gained a better understanding of how women lawyers can become successful rainmakers, and I even developed an "elevator speech" to give to strangers and potential



*Shannon Armstrong*



*Holly Johnston*



*Heather Bowman*

clients regarding my business. Finally, I count many of the women I met, including my mentor, among my network of friends and colleagues.

Although some of us have more natural rainmaking skills than others, the program emphasized that all of us have the capacity to develop business. Jeanne Loftis, a shareholder at Bullivant Houser Bailey, has an excellent perspective on this point:

"I truly think everyone is a marketer, whether you are marketing internally to your coworkers as to your capability or externally to clients. I'm also a true believer in the idea that serving as an attorney directly to a client in need is one of the greatest aspects of our jobs. There is nothing better than directly doling out legal

advice to a client who trusts you. But, if that isn't your cup of tea, there is nothing wrong with being a support person, a behind-the-curtain person, so decide where you are headed and plan accordingly. Set your expectations."

In reality, rainmaking takes a lot of work and concentrated effort. But the rewards include personal connections with your clients, the power to dictate the types of matters you handle, and even the power to transition to a new firm or practice with your own book of business.

As for the work that rainmaking requires, Holly Johnston, a partner at Lee & Hayes, explained that "developing business is not a simple or easy goal but, rather, requires intense dedication, passion, and focus in both (1) the practice of law to provide high-quality counsel and (2) the business of law to sell and manage your brand."

This hard work can yield significant rewards, some of which have been experienced by Shannon Armstrong:

"My business development success has benefited my career because building and maintaining client relationships allows me to work on the cases I find most interesting and to enjoy a personal connection with clients. My success in business development also ensures that I have more control over my career because I do not have to rely on other lawyers to provide work to me. I feel fortunate to be a shareholder at Markowitz Herbold, a firm that values (and teaches) business development, and consider volunteering for programs like the OWLS Rainmaking Circles to be a good way to pay it forward."

Personally, this year's program assisted me in developing business relationships from personal relationships, putting me at ease in talking about my business, and making conscious choices about my extracurricular and volunteer activities. Any attorney interested in developing power and satisfaction in her career should consider participating in the OWLS Rainmaking Mentoring Circle next year. Registration information will be provided on the OWLS listserv.

**Sara A. H. Sayles** is an of-counsel attorney at Intelekia Law Group in Portland.



# Meet Multnomah County Circuit Court Judge Gregory Silver

By Shaun Morgan

Multnomah County Circuit Court Judge Gregory Silver and his wife, Dale, a retired Navy nurse, are Green Bay Packers fans even though neither is from Wisconsin. Judge Silver, a native of Bucks County, Pennsylvania, says he adopted the Packers as his NFL team over more natural choices, like the Eagles or the Steelers, because he admired their small-city, ownership model. The Packers are owned by shareholders, rather than a single owner—and Judge Silver and Dale became “Packer owners” at the last open stock sale, in 2011. Judge Silver’s love of the Packers for their people-first ethos is emblematic of his open and straightforward speaking style, which he brought to the circuit court bench in 2013.

Silver completed his first two years of college at the University of Virginia in Charlottesville before returning to Pennsylvania in 1973. Soon after returning, he enrolled at Penn State University. He spent the next 17 years working in various communications positions for the university, public television, and commercial radio.

In 1990, Silver decided that he wanted a career change and enrolled in law school at the University of Pittsburgh. After graduating in 1993, he worked for a Pittsburgh civil litigation firm, representing clients in complex construction and environmental superfund clean-up cases. After three years with the firm, he was ready to move on. His college-age son was living in Portland at the time, so Judge Silver and his first wife decided to move to the area to live closer to their son. (He and his first wife divorced shortly after the move to Portland.)

In 1998, Silver clerked for Multnomah County Judge Nely Johnson. His two-year clerkship with Judge Johnson piqued his interest in trial work and criminal law. In 2000, he joined the Metropolitan Public Defender’s Office, where he worked for the next seven years. He realized that he had a keen ability to understand both sides of an issue, which in the context of public defender work, meant understanding the strengths and weaknesses of the state’s case and the strengths and weaknesses of his own case, and using that understanding to come to a resolution best for his client under the circumstances. In many cases, that still meant going to trial. He realized that his ability to understand both sides of an issue made him well-suited for judicial work.

In 2007, Silver was appointed a circuit judge pro tem, and he began presiding over landlord-tenant disputes, DUII diversion hearings, and misdemeanor jury trials. In 2013, Governor Kitzhaber appointed to him to the circuit court bench.

When he applied to become a circuit court judge, Silver believed that it was important to inform the governor that he was in recovery for alcoholism, even though the application materials had not expressly asked for such information. On December 6, 1997, Judge Silver had checked himself into an alcohol treatment program. He has remained sober since that date. He speaks openly about being in recovery, and he wants other lawyers to understand that there should not be a stigma attached to getting help for substance abuse issues. He encourages attorneys who need help to contact the Oregon Attorney Assistance Program, which provides valuable services for attorneys needing treatment and other professional support.

Judge Silver often sees in his courtroom criminal defendants with substance abuse problems. His personal experiences allow him to empathize with defendants, while also making him very aware of defendants who are trying to pull one over

on him, and of defendants who are not taking advantage of the recovery tools provided to them through court-ordered treatment.

Judge Silver joined OWLS within the last few years, having not realized previously that the organization was open to men. He is concerned that male lawyers still dominate the upper ranks of many firms, and he hopes that a generational shift in attitudes, including toward more equal parenting among spouses, will lead to better opportunities for working mothers.

In addition to their love of the Green Bay Packers, Judge Silver and his wife are avid Blazers fans. They also love to travel and read. Judge Silver highly recommends *A New Earth: Awakening to Your Life’s Purpose*, by Eckhart Tolle.

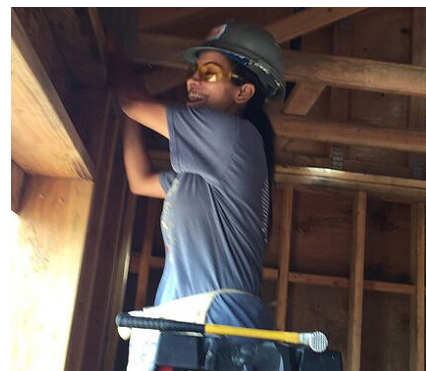
*Shaun Morgan is a civil defense attorney at Rizzo Mattingly Bosworth in Portland.*



*Judge Gregory Silver*

## OWLS at Habitat for Humanity Build

*OWLS members and friends participated in a Habitat for Humanity Build in Portland on July 23. OWLS member Dalia Nagati is shown at right. Taking a break for lunch are (from left) Dalia Nagati, Judge Julie Frantz, Jim Yocom, Rob Scheller, Tonia Closson, Dannine Consoli, Ticia Symonds, and Bethany Bacci. Susan Pitchford also participated (and took the photos).*



## Marion County OWLS Chapter Changes Name, Co-hosts CLE

**T**he Mary Leonard Law Society, which has been the Marion County chapter of OWLS, has changed its name to Oregon Women Lawyers – Mary Leonard Chapter, also to be known as the OWLS Mary Leonard Chapter.

On August 25, the chapter co-hosted, with the State of Oregon Law Library, a free CLE on the art of diagramming sentences, presented by Professor Liz Frost, who teaches legal writing at the University of Oregon School of Law. Professor Frost shared her tips on how to use shorter, clearer sentences to convey complex legal ideas. Over 20 lawyers, judges, and law students attended the CLE, which was held at the State of Oregon Law Library in Salem.

The OWLS Mary Leonard Chapter will hold its annual new admittee luncheon on Monday, October 31, from noon to 1 p.m. at the Willamette Heritage Center Dye House in Salem. Oregon Supreme Court Justice Martha L. Walters will be the keynote speaker. For details, please see the chapter's website.

*Rachel Hungerford (left), a judicial law clerk to Justice Richard C. Baldwin and programming chair for the OWLS Mary Leonard Chapter, introduced Professor Liz Frost (right), the speaker at the August 25 CLE.*



## Statewide Leaders Converge at OWLS Chapter Summit

By Heather L. Weigler

**O**WLS chapter leaders from across Oregon met on September 23, before the Fall CLE, to explore ways to foster collaboration and support diverse lawyers statewide. Organized by OWLS board member Jennifer Nicholls, a partner at Brophy Schmor in Medford, the summit brought representatives from each active OWLS chapter together to discuss ways to advance, at the chapter level, OWLS' mission to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

OWLS President Laura Craska Cooper, a partner at Brix Law in Bend, welcomed the group and invited everyone to share ideas on how OWLS can better serve its members and increase its membership outside Oregon's metropolitan areas. She highlighted the work of the Membership

Committee, formed to ensure that OWLS is relevant and accessible to members in all geographic regions of the state. Chapter leaders brainstormed ways to bring greater value to OWLS members outside the Willamette Valley, from enabling remote attendance at CLEs to soliciting potential award nominees from outside the metro areas to bringing greater diversity to the bench in less urban areas through Road to the Bench programs.

OWLS Foundation President Deanna Wray, managing partner at Bodyfelt Mount in Portland, discussed OWLS' 501(c)(3) sister organization's mission to educate and support women and minorities in accessing and participating in the justice system. The OWLS Foundation funds several grants in service of that mission, including the Armonica Law Student Grant, the Vernellia R. Randall

Bar Exam Grant, the Justice Betty Roberts Leadership Conference Grant, and the Janis Hardman Medical Support Grant. In addition to funding these grants, the Foundation supports the educational work of Oregon Women Lawyers and other Oregon specialty bar associations.

OWLS member Heather L. Weigler, who practices at the Charitable Activities Section of the Oregon Department of Justice, gave the group a brief refresher on fiduciary duties and financial management for small nonprofits. OWLS board member Violet Nazari, of Nazari Law in Portland, introduced the chapter leaders to the OWLS Intersectionality Network (OWLS-IN), the newly formed committee charged with strengthening networks to promote recognition and understanding of intersectionality through meaningful partnership with specialty bars, affirmative programming, and promotion of diversity throughout our legal community. The concept of intersectionality asks us to examine the ways in which oppressive and discriminatory institutions are interconnected to better understand how they can be dismantled.

The chapter summit continued to build on the successes of past meetings in the hopes of making OWLS and its chapters even stronger sources of change and access to justice. For more information about what is happening at the chapter level around the state, please visit [www.oregonwomenlawyers.org/chapters/](http://www.oregonwomenlawyers.org/chapters/).

*Heather Weigler is a past OWLS president.*

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# OWLS Foundation Celebrates 20th Anniversary

On July 13 the OWLS Foundation (OWLF) held its third annual appreciation event for its donors and also took the opportunity to celebrate the 20th anniversary of OWLF's founding. OWLF President Deanna Wray thanked the donors for their generous support over the past 20 years. In introducing the Honorable Adrienne Nelson as the keynote speaker, Deanna gave particular thanks to the judges, including Judge Nelson, who have served as mentors to the recipients of OWLF's Armonica Law Student Grant. These include Judges Cheryl Albrecht, Marilyn Litzenberger, Valeri Love, Jean Maurer, Josephine Mooney, Lynn Nakamoto, Darleen Ortega, Cheryl Pellegrini, Janelle Whipper, and Youlee Yim You.



Enjoying the OWLS Foundation's celebration on July 13 were (clockwise from lower left) OWLF Advisory Board member Carolyn Miller, OWLF board member Traci Ray, OWLF President Deanna Wray, Judge Adrienne Nelson, OWLF Advisory Board Chair Cristina Sanz, Kim Stewart, OWLF Treasurer Katerina Kogan, OWLF board member Jill Tanner, Attorney General Ellen Rosenblum, and OWLF Historian/Secretary Trudy Allen.



## OWLS Community Service Committee Offers CLE on Reporting Elder Abuse

By Teresa Statler

The OWLS Community Service Committee hosted a one-hour CLE in Portland on August 18 titled "Questions and Answers About Mandatory Abuse Reporting in Oregon." The CLE was sponsored by Barran Liebman and Farleigh Wada Witt, and the presenter was Mark Johnson Roberts, deputy general counsel to the Oregon State Bar.

Mark explained that the elder abuse reporting law, found at ORS 124.050 et seq., imposes a legal obligation on attorneys (among other "public and private officials") to report to law enforcement or the Oregon Department of Human Services (DHS) whenever she has "reasonable cause to believe" that a person 65 years of age or older with whom the lawyer has come in contact has suffered abuse, or if the lawyer learns that a person with whom she has come in contact has abused such a person. There are certain limited exceptions to the reporting requirement for lawyers, such as if the information would be privileged, not just a client confidence, under ORS 40.225.

With Oregon's demographics changing and the population aging, the leg-

islature's intent in enacting this law in 2015 was to protect seniors and make Oregon a healthy place for them to live. DHS interprets "reasonable cause" as the legal equivalent of "reasonable suspicion." Mark and the CLE attendees also discussed the phrase "comes in contact." It does not necessarily mean in-person contact; telephone or email contact will suffice. Nor must the contact occur as a result of one's law practice.

The types of conduct constituting abuse are similar to those set forth in the child abuse reporting law: infliction of pain or physical injury, abandonment, neglect, and sex abuse. An important addition in the elder abuse reporting law is "financial exploitation." Mark told attendees that financial exploitation is the most common type of elder abuse that occurs in the home. In care facilities, it is neglect. He said that the key is "suspicion": if you have it, pick up the phone and report it to the DHS hotline at 1.855.503.SAFE.

Following the CLE, Barran Liebman and Farleigh Wada Witt graciously hosted a reception.

CLE attendees received one elder

abuse reporting credit. Beginning with the 2015 reporting year, all active Oregon State Bar members, in a three-year reporting period, will need to complete an elder abuse reporting credit. For those reporting in 2016 or 2017, this credit will be required instead of a child abuse reporting credit.

In lieu of a fee for the CLE, the Community Service Committee asked attendees to bring useful items to be donated to the YWCA Senior Center.

OWLS thanks Mark, the law firm sponsors, and the committee for an informative CLE.

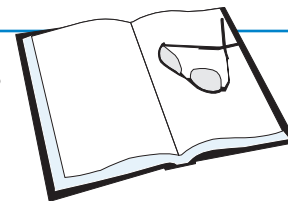
*Teresa Statler has a solo immigration law practice in Portland. She is also the chair of the AdvanceSheet Committee.*



Mark Johnson Roberts



# Sisters in Law: How Sandra Day O'Connor and Ruth Bader Ginsburg Went to the Supreme Court and Changed the World



By Linda Hirshman (Harper Collins, 2015, 390 pages)

Book Review by Teresa Statler

Lawyer, writer, and pundit Linda Hirshman has written an interesting and unique dual biography of the first and second women to serve as justices on the United States Supreme Court. Although the childhoods and personal backgrounds of the two justices could not be more different (conservative, WASPy Arizona ranch girl and progressive Brooklyn Jew), the women had in common their fight for recognition in a profession long dominated by men. They were only three years apart in age, and Hirshman tells us that by 1993, when her subjects were on the Court together, "they were both rich and richly privileged" with children grown and lawyer husbands "earning good money." Hirshman is clear, however, that their "visions of the present world were very different."

Hirshman spends just a bit of time on her subjects' childhoods, focusing instead on their careers after law school. She tells of O'Connor's work as the Arizona State Senate majority leader, as a judge on the Maricopa County Superior Court (the county includes Phoenix), and as a judge on the Arizona Court of Appeals, where she served for only two years before being nominated by President Reagan to the Supreme Court in 1981 to replace the retiring Potter Stewart.

One of the most interesting sections of the book covers Ruth Bader Ginsburg's work as the chief litigator of the ACLU's Women's Rights Project. Hirshman has done her readers a favor in summarizing the many important legal cases in which Ginsburg (whom she calls "the sneaky litigator") was involved during the years 1971–1980. She tells us that Ginsburg carefully chose cases to bring up through the federal court system, believing that justice for feminist causes relied on incremental changes in case law and in taking judges and justices, step by small step, to where the American public already was.

Hirshman is in awe of Ginsburg: "if you look hard enough in the American legal system, you can find precedent for almost anything [and] no one was a harder looker than Ruth Bader Ginsburg." Hirshman relates that even though Sandra Day

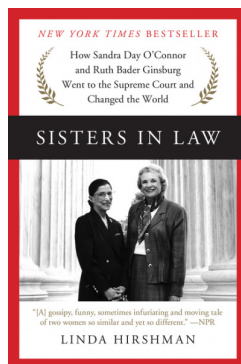
O'Connor was a role model because she was the first woman on the Court, many legal scholars believe that Ruth Bader Ginsburg is "the most important woman lawyer in the history of the Republic."

After reading *Sisters in Law*, this reader agrees with them. Hirshman clearly prefers telling her reader about Justice Ginsburg and has nothing but praise for her work as a lawyer and as a justice.

This is not always the case with her other subject, Justice O'Connor. Hirshman tells us that O'Connor "was not a robust voice for social change" and that her opinions "in the sexual harassment arena" (before Ginsburg joined the Court) were "tightfisted," opinions that the Court eventually (and thankfully) moved beyond. She criticizes O'Connor's "ungenerous opinions even in cases where she voted for the women's side."

Hirshman takes up too many pages detailing the Court's internal "politics" concerning *Roe v. Wade* and its progeny. Even though O'Connor over the years voted to uphold many abortion restrictions, Hirshman nevertheless credits her for "ensur[ing] that women were granted some modicum of protection for their core decisions." She also tells us that O'Connor was famed for her "common sense" approach to life and to the legal questions before her. But, as Hirshman rather snidely points out, as a "married bourgeois woman," O'Connor could not really understand how burdensome abortion restrictions could be for poor women. She faults O'Connor for being "unable to see outside the communally formed common sense of her community: white, middle class, and married."

Hirshman also shocks the reader in the chapter entitled "Justice O'Connor's Self-Inflicted Wound," with O'Connor's imprudent and inappropriate statements on election night 2000 and her participa-



tion in the 5–4 decision in *Bush v. Gore*, a "decision so transparently devoid of any legal foundation [that it] left only a search for a political explanation." Hirshman revels in gossipy anecdotes about her subjects, such as Ginsburg's being an opera fanatic, O'Connor's spicy chili feeds and aerobics classes for her clerks, and "the large blonde senior justice and her small junior liberal female colleague" being seen in the courthouse "clasping hands."

The book is marred by the occasional biographical error. For example, Justice O'Connor was not an only child on her family's isolated Arizona ranch; she had a younger brother and sister.

The back-and-forth, non-chronological arrangement of the book's chapters also results in some factual repetition, which can annoy the reader. There is, for example, too much of the same information about Ginsburg's "favorite client" while she was at the ACLU, Stephen Weisenfeld. Because he was not female, Weisenfeld, a "stay-at-home dad," was denied Social Security survivor benefits when his wife, a teacher, died in childbirth. Thanks to Ginsburg's legal acumen, the Supreme Court held that "men and women could work for wages or stay home with babies, without being tied in to a stereotypical sex role," at least for Social Security benefits purposes. (*Weinberger v. Weisenfeld*, 420 U.S. 636 (1975)).

*Sisters in Law* is a well-researched homage to the first two women to serve on the Supreme Court as well as an abbreviated legal history of the many cases that came before the Court in the late 20th century dealing with women's issues: abortion, employment discrimination, and others. The author's tone is authoritative, somewhat informal, and even a bit "flip" and gossipy at times. The book's last 90 pages contain an index, as well as interesting notes and a bibliography and list of other sources. *Sisters in Law* is a book every American woman lawyer should read.

*Teresa Statler has a solo immigration law practice in Portland. She is the chair of the AdvanceSheet Committee.*

# Meet OWLS Board Member Jennifer Nicholls

By Rachele Selvig

Jennifer Nicholls is an advocate's advocate. She is vitally interested in furthering women lawyers' growth in the legal community through collective support and by awakening her colleagues to the advantages of practicing law outside the Portland metro area.

Since Jennifer joined the OWLS board in 2013, she has promoted events aimed at continuing the advancement of women lawyers throughout the state. When she joined the Medford law firm Brophy, Schmor, Brophy, Paradis, Maddox & Weaver as an associate in 2011 (the firm is now Brophy Schmor), she noted that practicing law is different for women in southern Oregon than it is for their counterparts in the Portland area. She soon realized that these differences existed in other parts of the state as well.

When she joined the OWLS board, Jennifer wanted to help foster community between women lawyers and establish professional support systems throughout the state. She therefore spearheaded the project to bring the Rothauge & Kaner Women's Trial Academy to Medford in 2015, where it attracted participants from as far as Bend and Eugene. Jennifer's next project is expanding OWLS' Road to the Bench program in Jackson and Deschutes Counties to encompass career planning and preparation for the bench with a long-term view.

Jennifer also brings her statewide vision to her position as treasurer of the Oregon New Lawyers Division of Oregon State Bar. Since her appointment in 2012 as the southern Oregon representative to the division's executive committee, she has worked to promote attorney positions that are available outside the Portland metro area and the benefits of practicing law in a smaller community.

After starting work in Medford, Jennifer noticed that many of her fellow law school graduates were underemployed or unable to find work as attorneys in Portland, but they did not seem to consider options available in other parts of the state. As a result, she has worked to expand Oregon law schools' promotion of different types of opportunities to students and graduates. She has participated in presentations by attorneys who practice throughout the state at both Willamette College of Law and the University of Oregon School of Law.

Jennifer describes herself as a low-profile person who prefers to work away from the spotlight to effect change. She talks little about herself, preferring to draw attention to the causes for which she advocates. Yet Jennifer is a powerhouse of a lawyer who rose from associate to partner in one of the largest and oldest firms in southern Oregon in less than five years. A general business and real estate attorney, she counsels businesses on a wide variety of issues, represents clients in real property transactions and disputes, and assists with commercial, employment, real property, and professional liability litigation.

While growing up in Roseburg, Jennifer desperately wanted to move far from Oregon, and she accomplished that by becoming the first in her family to go to college. She attended Mount Holyoke College in western Massachusetts, where she graduated cum laude with a double major in history and politics. She then moved to Georgia for a couple of years before deciding to attend the University of Oregon School of Law, where she was

managing editor of the *Oregon Law Review* and a member of the Order of the Coif. She also discovered a love for Oregon's offerings and decided to make Oregon her home again.

Jennifer is a valuable asset to Oregon and OWLS, and OWLS is proud to have her as a member of its board. Thank you, Jennifer, for your service.

*Rachele Selvig is a partner at Cauble, Cauble & Selvig in Grants Pass focusing on civil litigation, guardianships and conservatorships, probate, and estate planning.*



Jennifer Nicholls



The Oregon Women Lawyers Foundation, the 501(c)(3) sister organization to OWLS, is proud to focus on educating and supporting women and minorities in order to further their access to and participation in the justice system.

We fund the **Armonica Law Student Book Grant**, the **Vernellia R. Randall Bar Exam Grant**, the **Justice Betty Roberts Leadership Conference Grant**, and the **Janis Hardman Medical Support Grant**.

To learn more about the Foundation, our grants, or to donate, please visit [www.owlsfoundation.org](http://www.owlsfoundation.org).





## Clackamas Women Lawyers Events

Clackamas Women Lawyers held a roundtable discussion on June 14 titled "Marketing and Branding Yourself and Your Firm." Buckley Law in Lake Oswego hosted the discussion and provided lunch. The presenters were Jaye Taylor and Jo Smith.

On September 15, the chapter hosted a one-hour CLE on mandatory reporting of elder abuse, presented by Mark Johnson Roberts, deputy general counsel to the Oregon State Bar. The CLE was immediately followed by a chapter social at 5 p.m. Both events were held at the Verdict Bar & Grill in Oregon City.



Left: On June 14, the presenters were Jaye Taylor (left) and Jo Smith. Above: Attending the social on September 15 were (from left), Amy Hoven, Eric Meyer, Angela Lucero, Kate Watkinson Wright, Jennifer Dalglish, and Kathleen Profitt.

## Eileen Sterlock Joins Delegation to Guatemala

By Bridget Budbill

Portland immigration attorney Eileen Sterlock, like most lawyers, does not like to lose. But for many of her clients, a win may be the key to their survival.

A significant portion of Eileen's client base includes Guatemalan women, children, and indigenous persons seeking asylum in the United States in order to escape pervasive violence in their home country. "These people are literally running for their lives," Eileen explained.

When the chance to join a human rights delegation to Guatemala to see first-hand the circumstances many of her clients face arose, Eileen applied and was accepted.

Organized by the Guatemala Human Rights Commission (GHRC), the delegation's program was titled "Guatemalan Women—Defending Land, Justice, and Human Rights." The delegation spent a week in Guatemala in August, focusing on the roles and challenges faced by human rights defenders in Guatemala, violence against women and indigenous communities, and the root causes of migration.

Delegates traveled to regions within Guatemala to meet with survivors of domestic violence and armed conflict, as well as indigenous people fighting to save their land from destruction at the hands of international mining corporations. The trip also provided attendees a venue to meet with governmental and nongovernmental organizations, human rights defenders, and community leaders.

"I saw the delegation as a chance to meet with people working on human

rights issues in Guatemala, to learn from them, and to really expand my knowledge base about what situations my clients are fleeing," Eileen said.

Guatemala is infamous internationally for its prevalence of domestic and sexual violence against women. In 2009, Guatemala became the first nation to enact a law specifically making femicide a crime. Femicide is distinct from other homicide laws because it concerns victims who are targeted specifically because they are women. Cases of femicide commonly include sexual violence, torture, or mutilation. Despite the new law, Guatemala continues to be a dangerous place for women. The GHRC reports that currently, only about 2% of femicide cases are prosecuted. Reasons for that low rate include the simple fact that many cases go unreported, and a majority of victims come from disadvantaged backgrounds, according to MuJER Guatemala, a women's rights nonprofit in Guatemala.

Resources for victims of domestic violence in Guatemala are also hard to come by, Eileen explained. In the absence of more formal paths to escape, women work together to aid others in fleeing their homes. Delegates met with a community of women who assist others in becoming self-sufficient by teaching income-producing skills, as well as providing an understanding community for survivors.

Back in Portland, Eileen explained that the stories she heard, circumstances she observed, and connections she made will aid her in fiercely advocating for her clients. Many of Eileen's clients come to

her hoping for a way to stay in the United States, not knowing that the trauma they have suffered may be a legal basis to do so.

"Clients don't always know that what happened to them may be a valid reason for their obtaining asylum," Eileen said. "Having spent time with people describing their struggles there, I will be better able to ask questions of my clients and know where to dig in for more information. Clients often don't know what's important to tell me, and it is difficult to drag them through all the violence they have lived," she explained.

Eileen also made important new contacts with advocates in the Guatemalan human rights community and with other immigration attorneys working on similar issues. Having those connections, she said, will be helpful in obtaining information critical to building good cases.

"It's a hard practice," Eileen said. "The issues we deal with, especially concerning asylum, are life and death. If you win a case, you may have saved someone's life."

For more information about the GHRC's work, visit [www.ghrc-usa.org](http://www.ghrc-usa.org).

**Bridget Budbill** recently completed a clerkship at the Oregon Court of Appeals.



Eileen Sterlock



## Queen's Bench Events

Queen's Bench, the OWLS chapter in Portland, enjoyed a family berry-picking outing at Kruger's Farm on Sauvie Island on June 5.

On September 17, the chapter's Team Queen ran in the Bridge of the Goddess Half Marathon & 10K.

On October 23, the chapter will participate in Potluck in the Park at O'Bryant Square in downtown Portland, serving warm meals to those in need. The Queen's Bench luncheon for OSB new admittees is on November 8, and its Holiday Luncheon Honoring Oregon's Women Judges takes place on December 13. For details and to register, visit the Queen's Bench website, at [www.owlsqueensbench.org](http://www.owlsqueensbench.org).

Queen's Bench is recruiting new board members for its 2017–2018 term. If interested, please email a brief letter of interest and a résumé to [owlsqueensbench@gmail.com](mailto:owlsqueensbench@gmail.com).

(Left to right): Kate von Ter Stegge, Tracy Sullivan, and Hon. Stacie Beckerman at the June 5 event; Laura Koistinen and Brianna Kalk, Lewis & Clark Law School students, at the Queen's Bench Carbo-Load Party at Judge Beckerman's house the night before the Bridge of the Goddess event.



Team Queen at the Bridge of the Goddess Half Marathon & 10K on Sept. 17.



## OWLS Dragonflies Enjoy Race Season

By Tiffany Keast

As a member of the OWLS dragon boat team, the Dragonflies, you can socialize, compete, get fit, and join in a tradition that is over 2,000 years old.

The team, created 17 years ago, is composed of women paddlers who are involved the legal profession, including solo practitioners, corporate attorneys, legal assistants, paralegals, expert witnesses, and technology workers. They range in age from 20 to 60 years old.

The team's core values are camaraderie and teamwork, and members also value the personal relationships and the professional contacts they form on the water.

During the race season, which runs from April through October, the team practices three times a week and competes in several races. Here are the impressive results from this year's season to date:

3rd Place – Women's Competitive Division, St. Martin's University Dragon Boat Festival, Olympia

9th Place – Women's Division I, PKSCA Rose Festival Dragon Boat Races, Portland

3rd Place – Women's Capitol Division, Salem World Beat Dragon Boat Races

9th Place – Women's Platinum Division, Victoria Dragon Boat Festival

4th Place – Women's Premier Division, and 3rd Place – Women's Bridge to Bridge Race, Portland Dragon Boat Festival

The team takes a break in November and December, and then practices twice a week until the race season begins. Practices take place on the Portland waterfront by the Hawthorne Bridge.

The team is now recruiting new members, with or without paddling experience. If you would like to learn more about the Dragonflies and how you can

join the fun, visit [www.owlsdragonflies.org](http://www.owlsdragonflies.org) and then contact Jen Ferro ([jenferro@hotmail.com](mailto:jenferro@hotmail.com)) or team coach Eleanor DuBay ([edubay@tomasilegal.com](mailto:edubay@tomasilegal.com)).

**Tiffany Keast** is a solo practitioner representing individuals in juvenile dependency, juvenile delinquency, and post-conviction appeals.



Photo: Paul Cunningham Photography

The OWLS Dragonflies (left to right): Back row: Laurie Daley, Gwyn McAlpine, Brenda Obern, Meg Griffin, Katie de la Forest; Second row standing: Andria Joseph, Megan Morris, Holly Martin, Kathy Bartholomew, Eleanor DuBay, Kristin Sterling; First row standing: Gretchen Magarro, Lindsey Craven, Lehka Fernandes, Emily DuBay, Shelby Robinson, Jen Ferro, Paula Walker; Sitting: Jean Back, Kirsten Day, JoJo Keating, Sara Sayles, Kelley Wesson.

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