

AdvanceSheet

A newsletter published by Oregon Women Lawyers

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WOMEN ON THE BENCH IN OREGON

A major goal of Oregon Women Lawyers is to encourage the appointment of women to the Bench. In this issue, we review the record to date, specifically the appointments made by Governor Neil Goldschmidt since 1987, and look at women who are currently seeking judicial positions in Oregon.

GOLDSCHMIDT APPOINTMENTS

During Governor Neil Goldschmidt's administration, he has appointed seven women attorneys to the bench.

Heading the list is **Susan P. Graber** of Portland, whom Goldschmidt appointed to a seat on the Oregon Supreme Court this January, two years after having appointed her to the state court of appeals. Justice Graber is only the second woman to sit on the Oregon Supreme Court. The first, Justice Betty Roberts, served on the court from 1982 to 1986.

Before taking a seat on the bench, Justice Graber practiced for 10 years with Stoel Rives Boley Jones & Grey, working primarily as a trial lawyer. From 1972 to 1974, she served as an assistant state attorney general in New Mexico

and worked for private firms in Santa Fe and Cincinnati, Ohio. A graduate of Wellesley College, she received her law degree from the Yale Law School.

Linda L. Bergman, also of Portland, was appointed to the Multnomah County Circuit Court in December 1988, following an eight-year term on the Multnomah County District Court. During the last year of her term on the district court, Judge Bergman was appointed to the position of chief juvenile judge.

In addition to her work on the bench, Judge Bergman has taught for the past 10 years at the Northwestern School of Law of Lewis and Clark College. From 1974 to 1980 she was Portland attorney at the Metropolitan Public Defender's Office.

Governor Goldschmidt has also appointed five women to district court positions.

Ann Aiken was appointed to the Lane County District Court in June 1988. Before that she was in practice with Thorp, Dennett, Purdy, Golden and Jewett of Springfield for five years. From 1982 to 1983 she was chief clerk at the state house

Continued on page 3



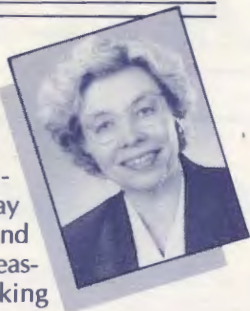
Oregon Supreme Court Justice Susan P. Graber



Multnomah Co. Circuit Court Judge Linda Bergman

President's Message

Ann Ominous is right (see cartoon below). Her women lawyers' association is encouraging her to stay in the profession and to thrive in an increasingly harsh working environment.



"Running from the law" is a fashionable phrase, a recognized phenomenon, and now a popular book. Is the transition from the profession being made by a disproportionate number of women? No one keeps this statistic, but from my observation it appears that the answer is "yes" and that women leave because they don't have certain definable and obtainable tools to succeed.

Correctly informed and properly supported by colleagues, however, women will remain productive members of the profession. Towit:

- Ann Ominous asks in her cartoon why we encourage her to stay in a profession when 60 percent of women

lawyers are sexually harassed at work. Management consultant Don Aiken advised our Working Parents Forum attendees that every law firm's policy manual must proscribe such behavior and detail what is not acceptable. While some bores consider any activity short of rape acceptable, women know that sexually explicit comments are a means for devaluing an individual and also for disrupting productivity. OWLS provided access to this information for those in attendance, including the managing partners of major firms.

- Debra Kronenberg notes in her article in this issue that the characteristics which make effective lawyers are also the ones which cause burnout. Debra's excellent seminar, led by Dr. Frances Page, provided specific tools for coping with burnout, including "anchor groups," the subject of Debra's article.

- Vicky Yates, in her article on working parents, echoes the message offered at our Working Parents Forum—that women can work part time and become partners of their firms.

- A workshop at our April 7 conference set out techniques for locating and

cultivating a mentor—often an essential ingredient to success in this predominantly male culture.

- Toxicity varies by organization. A woman can feel demeaned and ineffective in a firm that has lost six women associates in five years. But there are more congenial places to work—compare notes through your OWLS network.

Women don't become lawyers by accident. Our bar numbers are the product of time, commitment, and money. When you question your future in the law, talk to other members of Oregon Women Lawyers. And work with us to expand the survival skills of women and minorities—and, possibly, to change the legal environment. You owe it to yourself and to your profession.

Katherine O'Neil



Judge Edwin Allen Proposes FREE Child Care for Jurors

Lane County Circuit Court Judge Edwin Allen proposes that Oregon courts provide free child care for all those called to jury duty. "We're freezing out a segment of jurors," says Judge Allen. "I'm pretty hard nosed about jury service, but the lack of child care is an excuse I'll listen to."

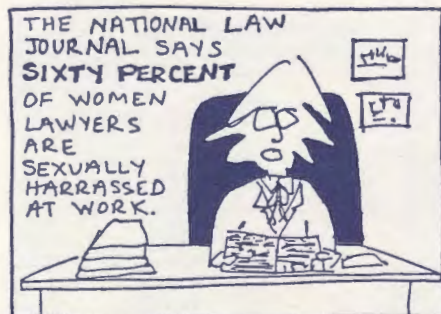
Quality child care for working parents has long been an interest of Judge Allen, who maintains that "without the aid and assistance of women of childbearing age, our economy will not function, and these women cannot be in the economy unless business and society provide decent child care."

Judge Allen (687-4259) is interested in hearing from those who favor free child care for jurors, as is the board of Oregon Women Lawyers, which is also considering the issue.

Both Judge Allen and his daughter Mary Beth Allen—a law student at the University of Oregon—are Oregon Women Lawyers members.

ANN OMINOUS, J.D.

By Nancy Walseth



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District Court Judge Ann Aiken



District Court Judge Ellen F. Rosenblum



District Court Judge Elizabeth Welch

of representatives and from 1980 to 1982 she was affiliated with the Eugene firm of Sahlstrom and Dugdale.

Judge Aiken received her law degree from the University of Oregon School of Law and holds a master's degree in political science from Rutgers University. She was honored in 1989 as Outstanding Young Oregonian by both the Eugene and Oregon Jaycees.

Ellen F. Rosenblum was appointed to the Multnomah County District Court in November 1988, after serving eight years as assistant United States attorney in the District Court for Oregon. In private practice she was a partner in Hammons, Phillips & Jensen. She also taught in the University of Oregon School of Law's Civil Litigation Clinic from 1977 to 1980 and lectured in business law at the University of Oregon Business School in 1979 and 1980.

Judge Rosenblum holds a sociology degree from the University of Oregon and a law degree from the University of Oregon School of Law.

Elizabeth Welch received her appointment to the Multnomah County District Court bench in November 1988, after having been a partner in the firm of Welch & Koch, serving briefly as a Multnomah Circuit Court judge, and being deputy district attorney for Clackamas County. From 1975 to 1978, she was the director of the City of Portland's Office of Justice Programs. In addition, Judge Welch has been an instructor for the Board of Police Standards and Training and for the Northwestern School of

Law of Lewis and Clark College.

Barbara A. Haslinger was appointed Deschutes County District Court judge in December 1989. A resident of Bend, she was a partner in the firm of McCord & Haslinger and served for nearly two years as pro tem judge for the Warm Springs Tribal Court. She has been a prosecutor for the Burns Paiute Tribe and a public defender for the City of Redmond. Judge Haslinger received her law degree from the University of Oregon School of Law and her bachelor's degree in general science from Oregon State University.

Nancy Campbell received her appointment to the Washington County District Court bench after having served six months as a pro tem judge in the county district and circuit courts. She came to her present position from private practice in Tigard.

Judge Campbell earned her law degree at the Northwestern School of Law of Lewis and Clark College and her B.S. degree in psychology from Portland State University.

CURRENT CANDIDATES

Women currently running for judicial office in contested races include:

- **Dorothy Baker**, for Multnomah County Circuit Court
- **The Hon. Mercedes Deiz**, for reelection to the Multnomah County Circuit Court
- **Ellen Pitcher**, for Hood River County District Court

• **The Hon. Nely Johnson**, for Multnomah County Circuit Court

• **The Hon. Ellen F. Rosenblum**, for Multnomah County District Court

• **Blake Ramsay**, for Multnomah County District Court

OWLS MEMBERS WHO ARE JUDGES

Robert Abrams
Ann Aiken
Edwin Allen
Robert Belloni
Linda L. Bergman
Nancy Campbell
Mary Deits
Mercedes Deiz
Stephen Gallagher
James Goode
Susan P. Graber
Barbara A. Haslinger
Polly Higdon
Kristena LaMar
Charles Littlehales
Donald Londer
Thomas L. Moultrie
J. F. Olsen
Edwin J. Petersen
James Redden
Robert W. Redding
R. William Riggs
Betty Roberts
Ellen F. Rosenblum
Joan Seitz
Robert Selander
Elizabeth Welch

How to Run for Judicial Office

Tips From the Experts

The following tips were offered by The Hon. Nancy Campbell during last November's program on running for judicial office.

FOR CONTESTED ELECTIONS

NOVEMBER

□ Ask the Secretary of State's office for filing forms and literature on election laws and campaign contributions.

□ Form an ad hoc committee (Jane Doe for Judge Committee); start a card file or computer list of supporters.

□ Choose a campaign treasurer (accountant "type") and manager.

□ File with the Secretary of State, necessary before your committee can collect campaign contributions (a judge may not personally solicit contributions).

□ Have the treasurer open campaign bank accounts.

□ Collect "seed" contributions from your committee and others.

□ Obtain a professional photo that meets ORS requirements.

□ Obtain a bulk-mail permit from the post office where you will do all of your campaign mailings.

LEGAL ETHICS AND DISCIPLINE?

'In-house' Ethics CLE's.

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M.Div., Duke Divinity School, 1968
J.D. Michigan Law School, 1974
Adjunct Professor of Legal Ethics at Northwestern Law School since 1979.
Chairperson, OSB Legal Ethics Committee 1983-84.

DECEMBER

□ Have all your letterhead, envelopes, and contribution envelopes designed and printed.

□ Send your initial fundraising letter well before year's end. For attorneys, buy labels from the OSB.

□ Organize subcommittees for fundraising, lawn signs, etc.

□ Attend lots of holiday parties and make sure people know you're running for judge. Keep lists of contacts you make; they may contribute, volunteer, or put up lawn signs.

JANUARY

□ Have brochure printed (use photo).

□ Start attending, being introduced at, and speaking to service clubs.

□ Obtain precinct maps and voting-history information from your county elections office. Make friends there—they can be very helpful.

□ Canvass the county for good lawn-sign locations (main intersections and thoroughfares); obtain property owners' permission.

□ Secure billboard locations, as well as radio/t.v. spots (*expensive!*).

FEBRUARY

□ Send the second fundraising letter. Don't ignore previous contributors, a likely source of additional funds.

□ Hold a fundraising party.

□ Design, order, and assemble lawn signs (probably using a work party).

□ Have billboards silkscreened.

MARCH

□ Start door-to-door canvassing on weekends with family and friends.

□ From March 15 to April 1, install lawn signs.

□ Prepare Voters Pamphlet statement and have several people critique it.

APRIL

□ Start heavy door-to-door canvassing. Do as much as you can yourself and have volunteers concentrate on the last 3 weeks before election.

□ Send your third fundraising letter.

□ Organize and prepare mailings; design newspaper ads.

MAY

□ Start mailings in an organized manner (focus on two-voter households with a good voting record and on targeted mailings).

□ Continue canvassing—meet as many people as you can.

□ Run media ads—most heavily during the last week before the election.

□ On election night, relax with friends near the election office.

FOR THOSE SEEKING APPOINTMENTS

□ Get organized early.

□ Work within the system by understanding precisely what that system is (a bar selection committee, a governor's office screening committee, etc.)

□ Make contacts with people in positions to assist with the appointment, from the local level to the governor—this is crucial.

□ Obtain all the necessary forms and submit them on time.

□ Don't assume that any bases will be covered for you. The system is open to women, but you and your friends will have to lobby every step of the way.

FOR MORE INFORMATION

A wealth of detailed and highly useful information was presented at the November program, which cannot be covered in this article. We recommend that serious candidates for judicial office and their supporters order a full set of program materials and tapes from: Oregon Women Lawyers, P. O. Box 40393, Portland, OR 97240. The cost is \$50 for members and \$70 for non-members. Allow two to three weeks for delivery. (See page 15 for additional details.)

SUPERMOM. She is a mythical creature who has a successful full-time legal career, is raising two or more precocious and well-behaved children, and lives in an immaculately clean home. In reality, Supermom is exhausted, stressed, has too little quality time to spend with her own children and almost no time to herself. The obvious solution? Being a part-time lawyer.

Although law firms and other employers of attorneys usually do not seek part-time lawyers, many will entertain a proposal from a full-time lawyer to cut back her practice. However, employers have concerns, many of them legitimate, about part-time lawyering. In addition, most legal employers are in business to make a profit and will reject a part-time proposal that is not economically feasible for the firm.

The key to negotiating and keeping a part-time position is to be aware of the employer's concerns and economic considerations. These concerns can be successfully addressed. For example:

You probably won't be available when we need you.

You must convince your employer that despite your part-time schedule, you will be available when needed. This factor cannot be overemphasized. For example, if you usually work on Monday, Wednesday, and Thursday, you must be able to juggle child care and other family needs to make a court appearance on Friday, if required.

In addition, let your employer know how to reach you, even on the days you are not scheduled to be in the office. Be sure to have an answering machine at home. A computer with a modem, a fax machine, or a cellular telephone are not essential but may make the firm more comfortable with the part-time situation.

Part-time lawyers do not fit with the firm's image, and our clients would not like it.

Point out that your part-time status need not be advertised to clients. You may simply be "out of the office" a couple of days a week. Such unavailability is pretty typical for the average lawyer. In addition, some clients, especially female clients who seek out female lawyers, may support the firm's sensitivity to the needs of working parents.



working PARENTS FORUM

By Vicki Hopman Yates

We have fixed overhead. Part-time lawyers are too expensive.

The employer can make a larger profit by hiring a full-time lawyer who will bill 1,800 hours instead of a part-time lawyer who will bill 1,200. However, you can help save the firm money on overhead, which will enable you to negotiate a higher salary.

There are many overhead costs to consider, and your firm may provide you with a per-lawyer breakdown of them. Take a hard look at the numbers to assess where money can and cannot be saved. For example, if your spouse has a health plan through work, offer to drop your participation in the firm's plan. If your entertainment and state bar activity expenses are more modest than the average lawyer's, point this out. Offer to move into a smaller office space or share an office. If you type your drafts on a personal computer, argue that support services cost less for you. Pass up the CLE that you planned to attend in Honolulu.

Certain expenses—most notably malpractice insurance—cannot be minimized per lawyer. However, the less you are in the office, the less secretarial, administrative, and other support services should be attributed to you.

Contact part-time lawyers at other firms or offices comparable to yours and learn the financial arrangements they have worked out. Many part-time lawyers are willing to share this information. Let your employer know who else has part-time employees and how they are compensated.

You cannot work part time and be on a partnership track.

First, decide whether partnership is your goal. If it is, negotiate an extension to the length of your partnership track. If you work three-quarter time for a few years, you should negotiate 75 percent credit on the partnership track.

This job is a full-time commitment. You cannot really be dedicated, productive, and effective and work part time.

Before submitting your resignation, take a few deep breaths and ask the names of the partners with this philosophy. Personally discuss the issue with each of them and try to convince each that you can do the job part time. Share success stories of part-time lawyers at other, similar firms. Personal contact with supportive partners is also essential, and you are likely to find several who will take on your cause.

In addition, let the recalcitrant lawyers know that the firm cannot ignore the needs or desires of lawyers who are parents of young children and continue to attract top candidates.

These are trying, yet exciting, times for women lawyers. Today's part-time lawyers are pioneers. How we fare will impact lawyers who enter the profession in years to come. If we are successful, lawyers 10 years from now will expect to be able to work part time when their children are small. Ideally, law firm, corporate, and government recruiters will offer part-time employment as part of a job package.

Vicki Hopman Yates is a part-time litigation attorney with the firm of Davis Wright Tremaine.

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Profiles

Profiles offers members an opportunity to become acquainted with their colleagues who hold leadership positions in Oregon Women Lawyers.

When **Diane L. Polscer** moved to Portland from Spokane, Washington, she had already been a board member and president of Washington Women Lawyers. That experience was invaluable to Oregon Women Lawyers in its formative months, and Polscer went on to become the organization's first recording secretary.

Currently an associate with Bullivant, Houser, Bailey, Pendergrass & Hoffman, Polscer's practice emphasis is in environmental, complex commercial, business, and insurance defense litigation. She received her law degree from the University of Oregon School of Law, where she was associate editor of the University of Oregon Law Review, and her bachelor's degree from Pennsylvania State University.

Last year, on behalf of Oregon Women Lawyers, Polscer presented a resolution on combining family and career to the Oregon State Bar Board of Governors and—along with Ellen Rosenblum and Ruth Spetter—was instrumental in establishing the OSB commission that is currently investigating the problem.

This, she says, is "one of the critical issues facing all lawyers in the 1990s," adding, "Lawyers need to establish written policies regarding parental leave,

flexible work schedules, and child care."

While conceding that women have "come a long way in the legal profession," Polscer believes strongly that "we still need to work together to increase the number of women who are partners, judges, and leaders in government and in the bar."

Another board member whose organizational experience gave Oregon Women Lawyers a good start is **Agnes Sowle**, who drafted the organization's bylaws and now serves as its corporate secretary. Sowle is currently an associate at Meyer, Habernigg & Wyse, where her practice areas include corporate law, business and business litigation, and construction law.

Before coming to Portland, she was a sole practitioner in Moscow, Idaho, for five years, with a practice that included domestic relations, civil litigation, and real estate. Sowle has taught business law at Washington State University and at the University of Idaho, where she also taught English. A graduate of the University of Idaho, she received her law degree from the same institution.

"One of my greatest concerns," says Sowle, "is our need to make the practice of the law more humane. Yet surveys indicate that conditions for lawyers, generally, may be getting worse. There seems to be a trend for lawyers to work harder than they did 10 or 15 years ago."

Even more troubling, she adds, is the degree of dissatisfaction attorneys at all levels of the profession are expressing in these surveys. "I feel that this is indicative of changes sweeping our profession. Although seen most clearly in the stresses and career choices of women attorneys, these are problems that transcend gender. The profession as a whole should realize that by paying attention to the so-called women's issues, we may improve the morale and productivity of all of us."



Diane Polscer (left) and Agnes Sowle.

TIDBITS

Vernellia R. Randall, of Bullivant, Houser, Bailey, Pendergrass & Hoffman, has accepted a faculty position with the University of Dayton School of Law, where she will develop a new Health Care Law course. Because of her strong background and experience in health care, Vernellia is uniquely able to develop one of the few health-care law programs in the nation. In addition to having a master's degree in nursing, her nursing career ranged from holding administrative positions to serving Native American populations by bush plane.

Gretchen Morris of Corvallis was chosen in October as that city's first winner of the Athena Award, which recognizes outstanding contributions to the community by a local business or professional woman.

Katherine H. O'Neil is serving, with Clifford Carlsen and Jerard Weigler, as co-chair of the Committee to Re-Elect Circuit Judge Mercedes F. Deiz. Recently, Katherine was also re-elected corporate secretary of the U. S. District Court of Oregon Historical Society.

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PIONEERS

When **Jean Lagerquist Lewis** was appointed to the Multnomah County bench in March 1961, she jumped at the opportunity. "It had always been a dream," she recalls, and Judge Lewis had never been one to shy away from a pioneering role. At Northwestern College of Law, she had graduated in 1938, taking top place over her male classmates. In those days money was scarce, and it had been necessary to postpone her law studies for several years while she worked at Lipman Wolfe Department Store to finance them.

After graduation, she went into practice on her own—one of a handful of women lawyers to do so. Those women included Dorothy Lee, Madge Langley, Wilametta McElroy (who was in the city attorney's office), Gladys Everett, and Mary Jane Spurlin (whom Governor Pierce had appointed to the district court in the 1920s). "With about \$50 in my pocket, I opened a law office and wondered how I was going to pay the rent," she remembers.

At first taking "anything that walked in the door," Judge Lewis soon became the chief rent enforcement attorney for the Office of Price Administration in Portland. "Then I made so much noise for a Japanese friend, all of whose family's assets were frozen under the Trading With the Enemy Act, that the United States Treasury offered me a job on the staff of the General Counsel in Washington D. C."

That job, which involved unraveling a variety of complicated foreign currency and stock ownership problems occasioned by the war, ended in 1945 and Judge Lewis and her husband decided to return to their respective law practices in Portland.

In 1954 she won a seat in the Oregon House of Representatives—one of only four women in that body. Two years later she was elected to the Oregon Senate, which had not had a woman member since Dorothy McCullough Lee had served some years before. (At the same time she was seeking election to the Senate, Judge Lewis also managed Wayne Morse's campaign for the U. S. Senate!)



While serving in the house, she co-sponsored (with Mark Hatfield, who was in the Oregon Senate) legislation mandating that whenever a person convicted of a crime received the death penalty, the Supreme Court must review the conviction. The legislation was aimed at giving fair treatment to poor people accused of crimes.

At that time, Judge Lewis was also concerned about driver education and sponsored legislation paving the way for driver training in schools. In addition she introduced legislation for a minimum speed limit, a measure designed to reduce driver frustration on the narrow highways of the day.

In the Senate, one of her main causes was full-fledged status for Portland State College (now Portland State University) and the establishment of community colleges. She was also a strong advocate of civil rights legislation. Judge Lewis was the first woman to be appointed to the Ways and Means Committee and the Emergency Board.

As a woman on the bench, Judge Lewis always realized that she was being watched carefully. "There was always the feeling, if I goof it isn't only Jean Lewis who gets criticism, it's all women. I hoped other women would come behind and I'd leave a trail that would be helpful." That "trail" included some pioneering work in domestic relations—one of her chief interests both in the legislature and on the bench. For example, Judge Lewis was the first in the country

to grant a single man an adoption, and she pushed for a conciliation law in the hope of getting some couples back together through counseling.

Her career also involved some humorous situations. While in the legislature, she captured national media attention by "hiring" her seven-year old daughter as her secretary, thus skirting a regulation prohibiting the presence of children on the floor. Judge Lewis also remembers that as a judge, she occasionally encountered male colleagues unaccustomed to a woman in that role. "I'll never forget one young chap who addressed me as 'Judge, Your Honor, Ma'am, Sir.'"

In 1978 Judge Lewis retired from the bench, but her contributions to the cause of women in the law will long be remembered. She was featured speaker at OWLS' first spring conference, participating in a panel on coping with sexist and racist behavior.

This article is based in part on an oral history from the Sound Recording Archives at the Oregon Historical Society.

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WOMEN'S LIB REVISITED

By The Hon. Helen J. Frye

The following remarks are taken from a speech that Judge Frye delivered to members of the Federal Bar Association on October 19, 1989.

In the beginning, if there ever was such a time, Demeter, the goddess of life, gave birth to four daughters whom she named Persephone, Psyche, Athena, and Artemis. When they became women, Persephone was raped by Hades, the god of death, and carried to his underworld; Psyche longed for a husband and a child; and Athena wished to control the affairs of men—not to have children or a husband. But Artemis, the youngest, left her mother's house to found a city the likes of which the world had never known. In it, every woman was a soldier and mother, and tears were as common as physical bravery.

We all know descendants of Artemis: Margaret Thatcher, Indira Ghandi, Cori-

zone Aquino, Jane Fonda, entrepreneur Estee Lauder, and all us women here—the mothers (at least for many of us) and women of accomplishment. We descendants of Artemis can congratulate ourselves and enjoy our status and our enlightenment—or can we?

From an historical perspective, women in the United States have come a long way and are faring "well." On the other hand, most of the world's women have been and many still are in bondage. Even throughout Anglo-American history, women have been perceived as different from—and in most respects inferior to—men.

In 1862, in ruling that the State of Illinois could prevent women from becoming lawyers, the United States Supreme Court wrote:

The civil law, as well as nature herself, has always recognized a wide difference in the respective fears and destinies of man and woman.... The natural and proper timidity and delicacies which belong to the female sex evidently unfit it for many of the occupations of civil life.

But the laws passed by Congress and the various state legislatures have removed the legal barriers which had prevented women from entering the man's world of politics, business, and industry. The laws of the land are being applied equally to men and women by the courts, and the courts are enforcing laws that benefit women. As a result, some women fare well. In government, there is a woman on the United States Supreme Court, and there was a woman on the Oregon Supreme Court. President Carter appointed 35 women to the federal judiciary, an astronomical number considering that before his term of office there had been only a handful—five or six—who had ever served on a federal bench. President Reagan

appointed 34 women, out of 404 appointments, to the federal courts. More women are serving in state legislatures than ever before, and the people are re-electing them. There are still few women in the Congress, but women attend the military, naval, and air academies, and a woman student recently became "top gun" at West Point.

In the private sector, women's names and faces show up in business beat columns. They are members of the City Club in Portland and the Town Club in Eugene, but there are private clubs which do not permit full membership for women. Until full membership in all private clubs comes about, women do not have access to the social contacts around which so much of politics and business is conducted.

Also, women must not forget that they have no fundamental constitutional guarantee of equality before the law. Whenever a national crisis of magnitude arises, whether it be military or economic or now environmental, women stand to be hurt the most because their rights are not truly constitutional rights.

Nevertheless, with many legal barriers gone, the daughters of Artemis have indeed moved into the man's world—many into lower-paying jobs, but in respectable numbers women are doctors and lawyers, business managers, executive secretaries, sales representatives, restaurant owners, tax consultants, educators, and FBI agents. Women are on city councils and supreme courts, and even run for governor.

But whether the feminist goals of a sex-integrated political system will ever be achieved depends almost entirely upon making it possible for women to have and raise families and to participate in politics and business and industry. If women have to sacrifice marriage and a family in order to be publicly involved, most will choose marriage and a family. Without the participation of mothers in public life, the women participating in public life will be tokens: single women, childless married women, and maybe a few extraordinarily energetic



Amazons. Single women, childless women, and Amazons can only provide token representation for "women" in society.

The strength of the family-oriented anti-Equal Rights Amendment groups shows what deep roots the values of family and home have in our society and how unlikely it is that women will accept, on a long-term basis, duties outside of the family and home until their male counterparts—the fathers of their children—share the daily tasks of child-caring and housekeeping. Unfortunately for women, few men have any real incentives to help them secure their footholds in traditional male territory. To help women, men would have to take their full share of work in the home. What man wants to add a second unpaid job to the paying one he already has. Another problem is that few women have learned the art of delegating to their husbands the daily tasks of child care and housekeeping. Can Dad's home-cooked chicken soup cure colds? Can Father really stuff the turkey as well as carve it? "Room Father" just doesn't

sound like "Room Mother."

Women want it all. Women can't handle it all. I see women overworked, floundering under the burdens of a full-time job in the marketplace and a full-time job at home. Just as men have had to release some control in politics and business to women, women must either share the home and the children with willing men or somehow beguile or coerce the unwilling ones into sharing in the work there.

Young women, the really young ones, are becoming alert to the problems of working mothers. Before they will enter public life at the same rate as young men, they need to know—by demonstration—that there are solutions which will provide reasonable security for their future children. The message they are receiving from the public is that only superwomen can manage dual roles. Before society will and should fully support the integration of women in public life, it also wants to know what effect this will have on the home and the family. No matter what our views, we all have a stake in what happens to



Should women try to handle it all?

the home and the family.

For women who work full time and raise children at the same time, the frustrations are great. There are long hours

Continued on page 11

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Around Oregon

- **Central Oregon Women Lawyers** holds informal lunch meetings in **Bend** the second Friday of each month. Agnes Petersen, Ruth Spetter, Marilyn Harbur, and Sylvia Stevens will meet with OWLS members in central Oregon when the Oregon State Bar Board of Governors meets in Prineville May 3 and 4. For details, call The Hon. Barbara Haslinger (388-5300) or Marge Garrow (382-3736).

- **Corvallis Women Lawyers** meets with other women professionals each Thursday noon to discuss topics of mutual interest (currently career satisfaction and burnout). For details, call Gretchen Morris (754-1411).

- In **Klamath Falls** an informal group of women lawyers meets occasionally for lunch. For more information, call Karla Kneips (884-7728).

- **Lane County Women Lawyers Association** holds brownbag lunch meetings each month (except summer) at the Lane County Public Service Building, Conference Rooms B & C, in **Eugene**. Meetings feature speakers on topics of interest to women attorneys. The group also has a Mentor Program with the University of Oregon Law School's Women's Law Forum. For information, call Sharon Smith (686-8511).

- **Lincoln County Recipe Club.** Women attorneys and other OWLS members in Lincoln County meet alternate Tuesdays at 5:30 p.m. at the **Newport** Hotel to discuss "recipes" for social change and personal and professional growth. Members are also active in the Lincoln County Bar Association and recently joined the bar for a visit by OWLS president Katherine O'Neil and OSB board of governor's representative Agnes Peterson. For the next meeting date, call Bernice Barnett in the district attorney's office (238-6406).

- In early March the **Mary Leonard Law Society** in **Salem** voted unanimously to become a local chapter of Oregon Women Lawyers. The group, which holds a lunch meeting the sec-

ond Wednesday of each month (except August), is led by OWLS founding board member Elizabeth Stockdale. Katherine Ricciardelli succeeds Stockdale on the OWLS board. For meeting places and other information, call Elizabeth Stockdale (378-4620).

- The **Multnomah County Bar Association Committee on the Status of Women** meets the third Thursday of the month, 5:15 p.m., in the Bullivant Houser offices at Portland's PacWest Center. For details, call Diane Polscer (228-6351).

- **Queen's Bench** in **Portland** meets at 11:45 a.m. on the second Tuesday of the month at the Hilton International Club. The May 8 program, by Harriett Dennison and Carol Vreeland, concerns The Women's Foundation of Oregon and Southwest Washington and the June 10 program, by Senator Joyce Cohen, covers The Nuts and Bolts of the Political Process. In January the group voted to become the first local chapter of

Oregon Women Lawyers. Call Marilyn Bishop (248-2902)

- **Women Lawyers of Southern Oregon** recently met with Agnes Petersen to talk about the OSB Board of Governors' work and increased participation by local OWLS members in the state bar organization. It was noted that Stuart Foster, OSB president and OWLS member, completes his board term this fall, leaving an opening on the board for Region 3. For meeting information, call Collette Boehmer (779-7552) or Helen Althaus (488-1159).

Oregon Women Lawyers gratefully acknowledges the inkind contributions of the following firms:

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of child-related work in the early mornings and late evenings; there are business and professional meetings and conferences for which there is no time. While it is possible to be a good wife and a good mother and a successful professional at the same time, it is not possible to be all three without help—without substantial help from within the family and from the husband. Since the failure of the Equal Rights Amendment, I have found that my thoughts have drifted on—not to the equality of the sexes, but to the vast differences between the sexes. While I used to believe that the roles of men and women were institutionalized—that is, the differences between men and women were either environmentally or culturally imposed—I have come to believe that the differences between men and women—and I'm not talking about the biological differences, but something deeper and more cosmic—are not culturally and not environmentally caused, but are evolutionary. My thinking today is the thinking of Margaret Sanger, the great birth-control advocate, who stated:

Women are too much inclined to follow in the footsteps of men, to try to think as men think, to try to solve the general problems of life as men solve them. But woman is not needed to think man's thoughts, her mission is not to enhance the

masculine spirit, but to express the feminine. Hers is not to preserve a man-made world, but to create a human world by the infusion of the feminine element into all of its activities. Woman must not accept; she must challenge. She must not be awed by that which has been built up around her; she must reverence that woman in her who struggles for expression.

When men and women truly share the burdens of the home, the family, gov-

ernment, and the workplace, there will be a human world. The feminine spirit will pervade the work place, and the masculine spirit will be incorporated into the home and the family. It will be a different world and it should be a much better world.

Helen J. Frye is a U. S. District Court judge, the only woman ever to have served in that capacity.



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"Anchor Groups" Provide One Answer to the Problem of Burnout

By Debra Kronenberg

On behalf of Oregon Women Lawyers, I organized a participatory workshop on burnout, which was presented by Frances I. Page, Ph. D. on February 24. Troubled by the example of several friends who had left the legal profession, I hoped to provide all of us with survival skills so that practicing law remained a viable possibility.

Of course all of this had nothing to do with me or my recent "mid-career vacation," but somewhere toward the end of the workshop I realized why the idea

of a long hiatus from the law and litigation had been so attractive to me. I had been living in the world of "denial" along the burnout trail.

Lawyering is stressful and we all cope with it in various ways, some healthy and some not. The personal strengths that prompt us to be lawyers and make us successful are the very factors which, when taken to an extreme, lead us into the "used up" feelings of burnout.

The overwork and total immersion for which we gain the most praise can also be seen as an early stage of burnout, when we are receiving praise for dysfunctional behavior. Eventually, as alternatives are blurred, there may seem to be no other choice than leaving that "jealous mistress" we call the law.

Those of us who attended the workshop on burnout are better versed in alternatives. My favorite is that of par-

ticipating in an anchor group. An anchor group consists of three or four people who meet weekly for lunch. (The members don't all have to be lawyers.) The purpose of the meeting is to keep priorities and reality in focus. Each member of the group, in turn, discusses the following points:

1. What am I struggling with this week?
2. How am I doing?
3. What am I learning?
4. What do I need to be doing?
5. What do I need to ask for?

Feedback and discussion are appropriate and expected, and—for a person in a stressful situation—provide perspective.

My vacation from practicing law is ending, even if I haven't read all the books I had planned to read. This time I'll be armed with a better understanding of myself, the demands of the practice of law, and the physical, psychological, and emotional early-warning signs of burnout. With the help of my future anchor group, I hope then to accomplish the changes in society which I dreamed about when I entered law school. I would like all of us to be able to do that.

If you couldn't attend the workshop—yet want the tools to bring your dreams to fruition—let me know and we can plan a repeat session at a later date. I can be reached at 382-5754.

Debra Kronenberg lives in Bend and is a vice-president of Oregon Women Lawyers. Her practice emphasis has been in workers compensation and in administrative law. She is currently chair of the Oregon State Bar Medical-Legal Joint Committee.



Queen's Bench officers are (l. to r.) Marilyn Bishop, president; Ann Morgenstern, vice president; Shari Clark, treasurer; and Kate Brown, secretary.

Queen's Bench Becomes Oregon Women Lawyers' First Chapter

In January 1990 Queen's Bench voted to become a local chapter of Oregon Women Lawyers—the first group in the state to do so. (Until now, OWLS has maintained informal ties to local women lawyers' groups in several communities.)

As an official chapter, Queen's Bench believes it can join forces with a large number of women lawyers to promote better programs, reach more women, and attract more participation. The Portland organization will also continue to hold local functions, including monthly luncheons with speakers and social hours with other women's groups—activities that will give members opportunities to socialize and to support one another professionally.

Queen's Bench was formed in late 1947 or early 1948 at a meeting of about 20 women, called by Celia Gallagher Galey at the Benson Hotel. The organization, named after a group in San Francisco, held annual breakfasts at state bar conventions and met monthly in Portland.

(Next time, we will profile the Mary Leonard Society of Salem, which voted in March to become OWLs' second chapter.)

SPRING CONFERENCE OVERWHELMING SUCCESS

Over 200 people attended our second annual Spring Conference, with all counties in Oregon represented. Kudos to Sandy Hansberger, Diane Rynerson and their hard-working committee, who put hundreds of volunteer hours and their hearts into this wonderful event. Details with pictures in our next issue.



JUMPING THE HURDLES *Dealing With Difficult People*

By Nancy W. Frisch, MS, MSW, RCSW

Have you ever found yourself in a situation where you need to ask a "difficult" partner for help, time off for a child, etc.? Or ask a "difficult" family member to stop doing something (like dropping over without calling, or telling you how to conduct your life)? Or deal with a "difficult" secretary or court personnel?

If these situations seem familiar, you may have had trouble dealing with the "difficult" people in them for the following reasons:

1. You saw the situation in win/lose terms.
2. You became emotional—perhaps because the "difficult" person reminded you of someone from your past and you fell back on unsuccessful childhood or adult patterns of behavior.
3. You were afraid you would appear foolish or weak.
4. You were afraid you would not get what you wanted.

The types of "difficult" people you may need to deal with might include:

1. A Bully—someone who is too intense, gets too close, and may in fact threaten you physically.
2. A Hider—someone who avoids being confronted, withholds information, hides from you, is covert, or says one thing and does another.

Here are some ways to deal effectively with these people:

1. First, ask yourself what your goal is. Probably it is not to make the other person your adversary but to attain a positive outcome (get help, get a job done, etc.).
2. Remain neutral and calm. Use self-talk—that is, remember your goal and remind yourself that this person is not your mother, father, or ex-husband, but someone you need to reach a goal with.
3. Use non-verbal skills—for example,

maintain eye contact and use assertive body language.

4. Start your discussions by using the word "I."

5. Ignore nasty comments; if you focus on them you won't reach your goal.

6. Agree only to that which you want to agree to. Remember, you can always agree to disagree.

7. Come to a conclusion and state it. Summarize the discussion, similar and different points of view, and your conclusion. If you seem to be reaching an impasse, acknowledge and label the problem by saying something like, "We seem to be having trouble working this out." This labels the "difficult" person as your ally rather than your adversary. Now you are both responsible for working out the problem.

Nancy Frisch is a psychotherapist in private practice in Portland and a frequent presenter for OWLS and the Professional Liability Fund. She counsels individual and couples in personal and professional areas.

Program Offered New Women Litigators

Oregon Women Lawyers will join the Young Lawyers at the July 9, 1990 session of the Young Litigators Forum in a program designed for the new woman litigator. Topics include: relating to the male judge, the courtroom persona, jury perceptions of women attorneys, and dealing with the big-gun opponent. The presenters are Kathryn Augustson, Anna Brown, Stacy Heyworth, Joan Snyder, and Katherine O'Neil. The one-hour program begins at noon in Room 602 of the Multnomah County Courthouse.

The Hon. Robert Paul Jones, who invited OWLs participation, is also soliciting stories of first-hand experiences of Oregon women trial attorneys to include in the program handout. The program will be repeated this fall for Judge Jones's trial advocacy class at the Northwestern School of Law. Judge Jones plans to invite all women law students to that presentation.

PACKAGE PRICE ON CLE TAPES AND MATERIALS

A package of all tapes and CLE materials from Working Parents Forum is available for \$65. The package of tapes and CLE materials on the conference for Running for Judicial Office is \$70. Individual tapes may be ordered by using the form on page 15 of this newsletter. Order through OWLS, P.O. Box 40393, Portland, Oregon 97240.

Our New Directory Is Now Being Distributed

We're very proud of our first-ever membership Directory, which was distributed at the April 7 conference and will continue to be distributed through the chairs of local chapters. A copy has been reserved for each OWLS member and also for each member of the Oregon judiciary and other women attorneys.

The Directory includes the practice emphasis of those members who included that information on their applications, as well as addresses and phone numbers. The Directory also contains a history of the organization and ads from our friends and supporters. (The ads paid for the printing, so please thank these folks for their support!)

Diane Rynerson, Agnes Sowle, and other volunteers updated our information by telephoning several hundred members. Diane, Agnes, and Glenn Pullen spent hundreds of hours at their computers updating and forming the membership lists. Kudos, also, to other members of the Directory Committee: Ann Fisher, Kathleen Jones, Corky Lai, Karen Stayer, and Katherine O'Neil.

Take Notice!!

• Tent Show Revived

The Oregon State Bar Board of Governors is considering reviving the tent show at this year's annual meeting. Any of our members who have an act, song, or other vaudeville routine honed for performance are asked to contact Agnes Petersen (397-4091), who is coordinating Oregon Women Lawyers' efforts.

• Board Nominations Requested

Two of our strongest supporters from Oregon Women Lawyers' early days are leaving the board. Vernellia Randall has accepted a tenure track position teaching law at the University of Dayton in Ohio, and Elizabeth Stockdale has resigned because of the press of business. Our sincere thanks to both for their untiring efforts in the organization's behalf. If you are interested in serving on the board, please contact nominating committee chair Sharon Smith at 686-8511. All nominations should be submitted by August 1.

• Oregon Women Lawyers Offers a New Service

Sarah Rosenberg is managing a new OWLS' service—a clearing house for "at-home" members who are interested in contract work. If you are interested, please phone Sarah (235-0510) to obtain an application form. After she has a sufficient number of candidates, Oregon Women Lawyers will pay for classified ads in bar publications.

• Financial Wizard Needed

If you are competent and experienced in managing books, the budget committee is interested in you! To volunteer your help, please call Sue Pickgrobe (378-6387).

• OWLS Play Groups Are Forming

Do you have children five years old or younger? If so, you may be interested in joining a play group with other OWLS members and their children. Diane Rynerson (Portland) has organized one play group and is hoping to help organize satellite groups. The goal is to provide intellectual stimulation and camaraderie for lawyer parents who have chosen to stay home with their children during the preschool years. Diane can be reached at 235-8716.

• Home Stays for the State Bar Convention Being Arranged

Sue Pickgrobe is coordinating requests for home stays for Oregon Women Lawyers members who will attend the state bar's October convention in Portland. If you have a home to volunteer or would like to stay in someone's home, please call Sue at 378-6387.

• Program Discusses Flex Time

The Oregon Society of CPAs is co-sponsoring an April 24 program on alternate work schedules. The event begins with 3:30 p.m. registration and ends with a no-host social hour from 5:45 to 6:45. Cost is \$30. For registration materials, call Sherri McPherson at 641-7200 or 1-800-255-1470.

• Plan to Attend Our Annual Bar Breakfast

Mark your calendar for the annual women's bar breakfast, scheduled for 7:30 a.m. Friday, October 5, in Portland. Agnes Sowle, chair of the event, welcomes your assistance and program requests. Call her at 228-8448.

• Family Law CLE Presenters Sought

Women family law practitioners interested in being presenters at future CLE sessions of the Family Law Section are asked to contact president-elect Beth Mason. Please send your resume and indicate your special areas of practice interest. For more information, contact Beth (641-7990) or Kathryn Augustson (226-7986). Both are interested in achieving a balance in the presentations.

• We Want Your Ideas for Programs About Working Parents

Nell Bonaparte is acting as the clearing-house for ideas about programs focused on lawyer parents. Please call her at 224-9723 with your suggestions.



FATHERS, MOTHERS AND DAUGHTERS-IN-LAW

OWLS is recognizing Oregon families with a legal tradition. Are you the daughter or parent of a lawyer? Please drop a line to Katherine O'Neil. Bob Fraser and his daughter, Cynthia Fraser, are OWLS members, as are Judge Edwin Allen and his daughter, Mary Beth Allen, and Agnes Petersen and Mary Ann Petersen. Few families can match the tradition of Mary Christine Wood, who will be admitted this spring. She follows her father, grandfather, and greatgrandfather as a member of the Oregon State Bar. Her father, Eskine Wood, recently retired. Her grandfather and greatgrandfather were, respectively, Eskine Wood and C.E.S. Wood (also well known as a writer in Oregon).

*Kristen L. Winemiller and Katherine E. Tennyson
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Welcome to Our Newest Members

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Jean W. Christensen
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