

Advance Sheet

A newsletter published by Oregon Women Lawyers

Volume 1, No. 2 Winter 1990



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The Oregon Women Lawyers
Advance Sheet is published
periodically by Oregon
Women Lawyers, P. O. Box
40393, Portland, OR 97240.

Oregon Women Lawyers Second Annual Spring Conference Helps Women Jump the Hurdles

Dianne Feinstein, San Francisco's first woman mayor, will keynote Oregon Women Lawyers' second annual spring conference, an April 7 event in Beaverton that is designed to offer concrete, practical information on setting career goals and overcoming barriers to success.

In her nine years as mayor, Feinstein administered a government of 23,000 employees and implemented aggressive new programs on such issues as housing starts, crime, AIDS, hazardous materials, and the revitalization of business.

Feinstein believes that her accomplishments as mayor can be attributed largely to her careful goal setting and management skills. Now Feinstein hopes that this same step-by-step approach to an overwhelming task can offer a model for other women to follow.

Also featured at the conference will be a highly practical workshop by Dr. Helen Collier, an organizational consultant and psychotherapist, who will use the Myers-Briggs Type Indicator to help participants recognize their inherent strengths and weaknesses and understand how to capitalize on those strengths. Dr. Collier has been an adjunct faculty member of the National Judicial College, where she has administered the MBTI to judges.

The Myers-Briggs is a powerful tool for helping individuals identify their basic preferences—where they like to focus their attention, how they process information, and how they make decisions, including lifestyle decisions. Conference participants will have an opportunity to take the test and to have the results individually interpreted by Dr. Collier.

Other workshops include: *Women Entering Sole Practice*; *Mentoring: How To Make It Work for You*; *Small Town Practice: Beyond the Middle of Nowhere*; *This Won't Do: Using Negative Feedback*; *Law Firm Practice: What It Takes To Thrive*; *Everybody's Mom? Co-Dependency in the Workplace*; *The Job Search: Putting Your Best Foot Forward*; *Government Lawyers: Career Options and Alternatives*; and *Exploring Career Choices: Getting Unstuck*.

Jumping the Hurdles can benefit women in all phases of their legal careers, from student to seasoned practitioner. The conference offers an



Dianne Feinstein, spring conference keynoter.
Photo by Dennis Heame.

excellent opportunity to meet or reacquaint yourself with Oregon Women Lawyers. The registration fee is \$50 for members, \$65 for non-members, and \$25 for law students and those with an income under \$15,000. Brochures and registration forms will be mailed to you shortly.

Upcoming Workshop Teaches Lawyers How To Cope With Burnout

Coping creatively with the demands of our exacting profession—while maintaining a sense of humor may be a "learned" rather than an inherited skill. Acting on that assumption, Oregon Women Lawyers is offering a workshop, "Women Lawyers and Burnout," on Saturday, February 24, in Portland.

A highly practical event, the workshop is led by Portland psychologist Dr. Frances Page, who will help participants identify the causes of burnout—then complete self-assessments to pinpoint personal causes of stress and develop individually tailored solutions.

The one-day event will be held from 10:30

Continued on page 2

President's Message

January is traditionally a time to take stock—to review one's successes and resolve to make changes in the new year.

As I look back at 1989, Oregon Women Lawyer's first year—I am thankful for our friends, especially those in the judiciary, who have been strong advocates for our mission. We are happy to have, among our members, Chief Justice Edwin Peterson and judges Robert Abrams, Edwin Allen, Linda Bergman, Robert Belloni, Nancy Campbell, Mercedes Deiz, Mary Deits, Stephen Gallagher, Susan Graber, James Goode, Kristina LaMar, Charles Littlehale, J. F. Olsen, James Redden, Robert W. Redding, R. William Riggs, Betty Roberts, Ellen Rosenblum, and Robert Selander. These men and women have joined our ranks as members and board



members, spoken at our events, written articles for the *AdvanceSheet*, and offered their public support. With their help—and yours—we began in 1989 to address the goals that underpin our organization: (1) to promote equal rights and opportunities for women within the legal profession and the justice system; (2) to promote full participation by women in the organized bar and in the legislative and judicial branches of government; (3) to provide opportunities for women in the legal profession to support and educate one another; (4) to improve the quality and image of the legal profession in the state; and (5) to actively promote equality and fair treatment of all women and minorities within the legal profession and in society.

During our first year, three of our members won seats on the Oregon State Bar Board of Governors, which also adopted our resolution on combining family and career. In the public arena, board member Cynthia Barrett was instrumental in urging the Portland City Council to require men-only private clubs to admit women.

We have also sponsored or co-spon-

sored several substantive educational programs (see related articles in this newsletter.)

At our spring board retreat we will review the goals we set at our inception and plan new activities. To make those activities succeed, we will need your help. In this newsletter, we have listed the committees that carry out the important work of our organization. Please review the list and pledge to spend a few hours furthering the cause of women in the law.

A friend recently told me, "Oregon Women Lawyers is the most active organization I've ever encountered!" She may be right, but we can only continue to take giant steps if we all contribute our time and talents. Many organizations falter when too much responsibility is placed on the same people year after year. Let's not let that happen to Oregon Women Lawyers.

Please make your own New Year's resolution—call us today and volunteer your help.

Katherine O'Neil



Letters From Our Readers

Dear Katherine,
Just received the *AdvanceSheet* & I thought it was great! Suddenly, being a woman lawyer in Oregon doesn't sound so dismal, with OWL on the scene. Good work & congratulations on being its first president. I miss Portland, the coast, all of my friends, clothing exchanges, good coffee & Woody Allen movies. I don't miss case meetings, bar conventions, junk mail & malls.

Lee Ann Ward, Antigua, Guatemala



Burnout Workshop (continued)

a.m. to 3:00 p.m. at the Thayer Rooms in Lewis and Clark College's Templeton Center. To reserve a space in what promises to be a popular workshop, return the registration form in this newsletter by February 17.

Cost of the workshop is \$35 for Oregon Women Lawyers' members and \$45 for non-members. These fees include a buffet lunch. A late fee of \$5 will be charged those registering after the February 17 deadline.

Space is limited, so register today!

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New Legislation and Women

Legislation affecting women and women affecting legislation were the topics addressed at the annual women lawyers' breakfast, held during the 1989 Oregon State Bar Convention.

Panelist Holly Pruett, a lobbyist for the Women's Rights Coalition and executive director of the Coalition Against Domestic and Sexual Violence, spoke of the need for a partnership between attorneys and activist organizations, pointing out that attorneys are in an ideal position to bring about positive changes in the law: they are involved in litigation that affects future laws, have a special knowledge of the holes that exist in present laws and the legal system, and are able to think creatively about remedies. Pruett suggested that lawyers can be effectively involved in three ways: (1) begin lobbying for legislative change during the interim between sessions, when issue development and candidate recruitment, development, and education take place; (2) provide organizational endorsements, lobbying, testimony, research, development of positions, and analysis of bills and amendments during the session; and (3) help



The meeting room is packed for the 1989 women lawyers' breakfast.



They're lined up out the door to hear... (photo to right) Katherine O'Neil,

women's activist groups remain viable by serving as board members, management consultants, and providers of direct legal services.

Jeanne Atkins, who organized the breakfast panel presentation with Janice Krem, reviewed legislation relating to workplace accommodation and child care. Recently, the Oregon Legislature has:

- passed a landmark parental leave bill, making it unlawful for employers to refuse to grant at least 12 weeks of leave to an employee who needs to care for a new child in the household;
- considered and almost passed a bill introduced by Rep. Beverly Stein, which would allow employees to use their accrued sick leave to care for sick children or elderly dependents;
- established tax credits for employers who provide childcare benefits, directly or indirectly;
- afforded home childcare providers protection against being "zoned" out of business;
- required Small Business Development Centers to offer home childcare providers support and training and promote programs that encourage women childcare providers and minority group members to participate.

In addition, a system of resource and referral is being built statewide through the Commission for Child Care's grant programs.

In its debates, the Legislature faced two tough issues: Should employers be made to bear the costs of family-related leaves? Are these issues women's issues, and therefore discriminatory? By passing parental leave legislation, they said "yes" to the first question, while considering few options for financing such leaves. On the second question, women's groups have insisted that parental leaves be considered gender-neutral.



Janice Krem, Jeanne Atkins, Mary Souther Wyatt, Judy Bauman, and Holly Pruett.

Additional Legislation Affecting Women

• **Workforce Training Programs.** Chapter 961 Oregon Laws 1989 makes employment development training activities eligible for lottery funds and establishes the Work Force Development Fund, which targets education and training programs for women.

• **Pay Equity and the Minimum Wage.** Chapter 975 requires continuing legislative oversight to insure that in the state service, the value of work is reflected in the compensation and classification structure. Also, the state minimum wage increases to \$4.25 effective January 1, 1991.

• **Child Care.** Chapter 1047 caps income eligibility for the childcare tax credit at \$45,000 and redirects resulting revenue into several childcare support programs.

• **Pregnancy and Substance Abuse.** Chapter 1046 establishes a state policy to address the growing numbers of pregnant substance abusers and their drug- and alcohol-affected infants through medical and psychological treatment, economic supports, information, and education.

• **Contraceptive Product Liability.** Chapter 642 reformulates the statutes of limitation regarding injury from interuterine devices, establishing a two-year limitation running from the date injury is discovered.

• **Teen Pregnancy.** Chapter 671 establishes a task force to study teen pregnancy and recommend a statewide program.

• **Family Violence.** Chapter 605 allows the court to provide a peace officer for one home visit with the party removing personal belongings from a home in which family violence has occurred.

• **Women's Athletics.** Chapter 828 establishes the Intercollegiate Athletics Fund, which will receive proceeds from the new Oregon Lottery Commission's sports-related games, and directs that 50% of funds be directed to women's athletics at institutions of higher education.

Conference Suggests New Benefits Options That Help Firms And Lawyer Parents

The question of how firms can tailor family benefits packages to attract and retain topnotch lawyers was the key issue addressed at Oregon Women Lawyers' recent conference for working parents. According to national management consultant Don Akins, the time to act is now if firms hope to remain competitive in the 90s. "This is an opportunity, as opposed to a cost," said Akins, who specializes in helping firms retain valued employees and establish workable family benefits plans.

"One thing that concerns me is a lack of sensitivity and recognition of a change of demographics that's been going on. By the year 2000, 25 percent of all lawyers will be women," Akins noted, adding that women already make up 99 percent of the top 10 percent of graduates and these women will be looking carefully at what benefits various firms have to offer.

"In the 90s, I am convinced, no law firm will survive without carefully drafted pregnancy and childcare policies. You'll be blackballed in the law schools if you don't have this policy," said Akins, urging too that firms establish clear, written policies rather than "doing it by crisis implementation later."

In one survey Akins conducted, he discovered that 75 percent of women lawyers took leaves to have their children, with a full 87 percent returning to their firms. "We also found that 94 per-

cent of the law firms surveyed provide some type of paid leave, the most common being 6 weeks and 3 months, though their policies for extended leave and long-term flexible time when you return were not handled so well—and in fact were frowned on." It is those long-term, flexible benefits, says Akins, that need special attention now.

By establishing a written policy and putting it in a recruitment brochure, a firm can attract and retain excellent employees, saving the costs of additional recruitment and training when valued employees leave—as many now do—for less-demanding jobs in corporations.

A written policy sends the message that having children is okay and lets every lawyer in the firm know that those who take leaves are not to be regarded as "slackers."

Conference speakers emphasized that choosing the right process for establishing the firm's policies is all important. First, firms should consider the whole range of options before choosing those that are appropriate for them. Second, it is essential that various levels within the organization "buy into" the process. To assure that they do, the organization's objectives, values, and "culture" should be analyzed.

It is also wise to assess the needs and preferences of all employees, usually through a written survey. And it is important to survey the various benefits and

childcare options that are available in the community. A committee of employees, drawn from various levels in the firm, is often the best vehicle for doing this research.

Many of the conference speakers offered case studies from their own experience, suggesting that several Oregon firms are already adopting policies—both in response to a 1987 Oregon statute and because of their belief that families are important and employees are both happier and more productive if they are not subjected to undue stress because of unreasonable demands made on them.

Moreover, many who shared their stories emphasized the tax advantages their firms enjoyed because they offered certain benefits. For example, cash benefits for childcare can be "before-tax" benefits, for employers as well as employees. In addition, employers can receive an annual state childcare credit of up to \$2,500 per employee or a 50 percent tax credit on the cost of using a resource and referral program, should that option be chosen.

Those who wish to learn more about the ideas explored in this conference can obtain a comprehensive conference booklet and set of eight audiotapes from: Kristin Colligan, 1400 Pacwest Center, 1211 S.W. Fifth Avenue, Portland, OR 97204, Telephone (503) 228-6351. Cost of the materials is \$65.



Portland State University Professor Arthur Emlen presents the results of a statewide family benefits survey he conducted for Oregon Women Lawyers.



Oregon Commissioner of Labor Mary Wendy Roberts describes the state's newest family benefits regulations.



National management consultant Don Akins discusses "Childcare—The Benefits of the 90s" during the Working Parents Forum.

(Photos by Dan Carter)



Little ones were very much in evidence at the Working Parents Forum as their lawyer parents discussed childcare options. (Photo by Dan Carter)

Family Benefits Can Take Many Forms

Exactly what form benefits should take is a matter that many firms are defining for the first time. Examples offered at the conference include:

- Allowing parttime work—either shorter working days or work 3-4 days a week instead of 5;
- Encouraging job sharing, "flextime," and working at home;
- Offering compensation for child care;
- Compensating employees for care of sick children;
- Extending leaves—either paid or unpaid, for both men and women—beyond the initial pregnancy leave;
- Developing a worksite childcare center—either by the firm or through an outside, contracting agency;
- Developing a childcare center as a joint project of several firms in one geographic area;
- Contracting with a resource and referral agency that specializes in matching families to established daycare providers in the community;
- Buying "slots" in existing daycare centers.

HAVE YOU RENEWED YOUR
OWLS MEMBERSHIP?
USE THE FORM ON PAGE 11



By Nancy W. Frisch

Q: I'm trying to decide if I can manage parenting and partnering at the same time. What should I do?

A: You need to sit down with a pen and paper and ask yourself the following questions:

1. How important is your role as lawyer, parent, spouse?
2. How do you truly prefer to spend your time—with family, at work, with friends?
3. How realistic is it for you to decrease your hours, reenter the work force, maintain all roles?
4. How effective are you at managing a variety of tasks at the same time? Do you enjoy the challenge, feel overwhelmed?
5. How supportive is your spouse? Do you communicate well? Do you solve

well? Do you know how to problem solve?

Now, visualize yourself balancing work and home. How does that feel? How does that work and what does that look like?

Visualize yourself at work with children at home (as babies, toddlers, teenagers). How does that feel?

Visualize yourself at home with children. How does it feel? How will it feel in 5 years when you look back; in 10 years; in 20 years?

When you have done all this, you may have a better sense of the appropriate course for you to take right now. Remember, that course may change next year, in five years, and so on. Be flexible; review your goals and needs regularly.

Editor's Note: In addition to the information contained in this column, author Frisch has provided us with extremely useful worksheets that can help you set priorities and analyze career/family preferences. To obtain copies, please call Kristin Colligan at 228-6351.

Nancy Frisch, a psychotherapist in private practice, counsels individuals, couples, and families. One of her specialty areas is counseling lawyers and their families.

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Profiles

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

Katherine O'Neil, Oregon Women Lawyers president, received her B. A. in political science from Stanford University, graduating in the top 5 percent of her class. In 1961 she began to study law at Harvard, where she and classmates Pat Schroeder and Elizabeth Dole were among only 12 women in a class of about 500 men.

After one year, O'Neil left Harvard to raise a family, a hiatus that lasted 12 years and included parttime work in journalism and leadership positions with the League of Women Voters and her church. In 1974 she resumed her law studies at the Northwestern School of Law at Lewis and Clark College, graduating in 1977 with an "A" average.

Today, O'Neil is in private practice in Portland, where she maintains a trial and appellate practice, including work in business litigation and admiralty law. She also holds leadership positions with the law school alumni board and the U. S. District Court of Oregon Historical Society and sits on OSB and Multnomah Bar Association committees.

O'Neil believes that women lawyers must begin to hold top positions and earn top salaries. "That can only happen," she says, "if we work together to attain very specific goals. Recently we urged three very good women attorneys (Agnes Peterson, Marilyn Harbur, and Sylvia Stevens) to run for the OSB board and then campaigned for them. That's the way it has to be done."

O'Neil is also starting a campaign to make the media aware of Oregon Women Lawyers' programs. "We can't let the 'ripple effect' stop at the door of the conference room—we must share what we've learned with the community at large."

Serving as vice president of Oregon Women Lawyers is **Sharon Smith** of Eugene, also director of the Lane County

Women Lawyers Association. Her active participation in both organizations is based on a belief that "it is going to take women another 10 to 20 years to rise to high levels in the courts, government, academia, and private practice—and that rise will not occur automatically." Although Smith is heartened by the fact that more women are graduating from law schools, she also realizes that this trend is only a decade old.

Smith's interest in promoting women lawyers took concrete form when she attended the University of Oregon School of Law and directed the Women's Law Forum there.

Today Smith is an associate with Hershner, Hunter, Moulton, Andrews & Neill, where her practice areas include business litigation, banking, collections, and construction law. She is a member of the Lane County Young Lawyers Committee and the OSB Business Section CLE Committee.

Smith is also active in the community, serving on the board of the Eugene Ballet Company, the Lane Community College Finance Committee, University of Oregon alumni committees, and the Women's Rights Coalition.

"I believe that all lawyers, men and women, need to work to overcome the barriers to career development in the legal profession," says Smith, who adds that "these barriers exist because of the long history of lack of participation by women."



Katherine O'Neil (left) and Sharon Smith.



TIDBITS...

Agnes Sowle has been appointed as a public member to the Oregon State Board of Clinical Social Workers for a term ending June 30, 1993. The body is charged with licensing clinical social workers and drafting administrative rules.

Cynthia Barrett represented Oregon Women Lawyers as one of five women to testify before the Portland City Council urging a resolution that would challenge the practice of barring women from all-male business clubs. The women argued that the clubs' policies shut them out of business opportunities enjoyed by their male colleagues. Merri Souther Wyatt, representing Queen's Bench, presented a similar argument to the Multnomah County Board of Commissioners. The two groups approved identical resolutions.

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Oregon Women Lawyers
presents a special participatory workshop,

WOMEN LAWYERS AND BURNOUT

with Psychologist Frances I. Page, Ph.D.

Saturday, February 24, 1990 10:30 - 3:00 p.m.

**Thayer Rooms, Templeton Center, Lewis and Clark College
0615 S. W. Palatine Hill Road, Portland, Oregon**

AGENDA

- 10:30 - 12:00.....The Problem—Symptoms and Causes of Burnout
12:00 - 1:00.....Lunch & Self-Assessment
1:00 - 2:30.....Strategies for Coping With and Preventing Burnout
2:30 - 3:00.....PLF Stress Management Series, a Preview by Mike Sweeney

Preregistration Deadline: February 17

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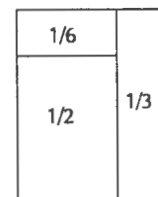
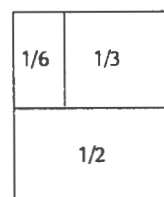
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PIONEERS

Among the women who practiced law during the early years of this century in Oregon is **Beatrice Paget**, now 93. Paget was admitted to the State Bar in 1924 after attending law school with her husband. Like many women lawyers in practice today, she spent her professional life balancing a passionate interest in the law with childrearing and family responsibilities. In Paget's case, an interest in the family was reflected in an effort to get legislation passed that would help other families stay together.

Beatrice Paget was born in 1896 on a farm near Wells, Oregon, and has memories of walking to a one-room school each day, her dinner pail in hand. Later, she was sent to St. Helens Hall, a Portland boarding school for girls, from which she graduated in 1915.

Beginning in her early college years, Paget arranged Chautauqua bookings for Ellison-White and subsequently traveled around California, Oregon, Idaho, Montana, Australia, and New Zealand doing advance work for the lecturers and performers who traveled the circuit. In 1919 she married another Chautauqua employee, Lowell Paget, and the two continued in Chautauqua management until 1921, when they enrolled in the Northwestern School of Law. There, Beatrice was one of three women in a class of 28.

When the couple graduated in 1924, Lowell went to work as a partner in his father's mortgage loan company but set up a law practice on the side. It was here that Beatrice worked with her husband, writing wills and contracts and probating estates. In 1925, however, their first child was born and the demands of family life began to take Beatrice away from full-time practice. Within the next 14 years, four more children (including a set of twins) were born and Lowell ran for a seat in the Oregon Legislature.

During this time Beatrice planned and supervised the building of their family home and helped with her husband's campaign, which he won in 1932. In addition, she became state president of the Oregon League of Women Voters and in 1935 lobbied tirelessly for pas-



sage of Aid to Families with Dependent Children. Before this time, when families became impoverished, children were separated from their parents and placed in baby homes. In her testimony before the legislature, Beatrice Paget argued successfully that families should not be broken up but that mothers should receive the support they needed to provide for their children at home. In 1936, she also represented Oregon at the national League of Women Voters Convention in Cincinnati.

As the Pagets' children grew, they became very active in school and sports and Lowell began to take a number of leadership positions in Oregon Republican Party politics. Beatrice helped support her family in all of their activities, while working parttime and helping to form Queen's Bench, a group she attended until recently.

Throughout her life Beatrice Paget has always enjoyed traveling, camping, horseback riding, and skiing and remains independent and active today. Of her public achievements, however, she merely says she did many things because she had "no particular bent." Yet her interest in the law has always remained vital, and through it she has made important contributions to the cause of women and of women in law, while devoting much of her energy to her top priority, her family.



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ATTORNEYS AT LAW

ABA Leader Meets With Oregon Attorneys

Elaine Weiss, Director of the ABA Commission on Women in the Profession, met December 8 with a group of Oregon attorneys concerned about the state of women in the profession. Weiss said that this is the number one issue facing her ABA commission on combining family and career. The ABA, has asked the commission to develop a comprehensive report on parental leave policies across the country.

"There is hope," said Weiss, adding that "law firms that used to stress onsite recreational facilities are now stressing their family policies."

The ABA commission is also studying sexual harassment on the job and is finding that the biggest problem is a very different perception by men and women of what that means. To clear up any misunderstandings, the commission is recommending that firm policy manuals include a very clear definition of the term.

Another concern for the commission is women's involvement in the ABA. "The numbers look good," she points out, "but when you look closely, you see that about a dozen women have been circulated around on various committees." The ABA, she says, is taking the problem seriously and is supporting the commission's efforts to get more women lawyers involved.

The problem of burnout is also a concern of Weiss's. "Look at what it means now to be a woman partner. I don't know any woman graduating from law school who says that she wants to be childless, lonely, and exhausted when she is 42 and a partner. As a profession, we are burning ourselves out. Women say that it is not working for them, but it is not working for anyone."

On the topic of parental leaves, Weiss noted, "Men don't take time off for their families [as women do] and then have a mid-life crisis and are out of it for months. Their male partners will gladly cover for these men." She also reminded her listeners that 15 percent of practicing attorneys are either alcoholics or substance abusers.

But there is a bright side to the picture she presented. Because law firms are recognizing these developments, within the next 10 years the majority of firms will have family policies to prevent burnout and to make the workplace happier. She added that national and state bar committees concerned with the economics of practice are beginning to recommend family benefit policies, concluding, "It's the demographics, the number crunching, that will bring the profession around."

On behalf of Elaine Weiss, Diane Polscer and the Committee on Professional Liaison are soliciting resumes from women interested in participating in continuing legal education seminars put

on by the American Bar Association. Polscer is interested in hearing from women with experience and training who are prepared to make presentations in areas of substantive law.

Resumes and letters of interest should be sent to Polscer at: 1211 S. W. Fifth Avenue, Suite 1500, Portland, OR 97204. She will submit them to the ABA and to the state bar's CLE committee.

Thanks To Kathy Augustson and Her Committee, Running for Judge Judged to be a Success



The Hon. R. William Riggs with the Hon. Donald Londer(standing).



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The Hon. Mercedes Deiz and the Hon. George Van Hoomissen.

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Three Join OSB Board

With the urging and active campaigning of Oregon Women Lawyers, three of our members have won seats on the Oregon State Bar Board of Governors.



Marilyn Harbur, an assistant attorney general for the Oregon Department of Justice, hopes that her involvement will help the board better serve the needs of public-sector lawyers. Harbur is particularly concerned about career stress and the difficulties of combining family and career. "I feel very strongly about these issues," says Harbur, who hopes to address them during her Board tenure. Harbur was also appointed recently to the Ad Hoc Committee on Women's Issues for the American Bar Association General Practice Section.

Other issues that she hopes to address include public service and pro bono programs, shoddy advertising, continuing education requirements, and insurance programs for lawyers.

Sylvia Stevens of Portland, a partner in Sussman, Shank, Wapnick, Caplan & Stiles, shares Harbur's concern about the difficulties of combining career and family, difficulties that affect not only the individual lawyer but family, coworkers, and ultimately the professional community. She is distressed by the large number of lawyers who are leaving the profession to seek careers that offer more time for their personal lives. "Lots of women and men, I hope, are coming into the practice with different expectations about their work lives. They expect to work hard, but they also ex-



pect to have time for other dimensions in their lives." Stevens also worries about increasing evidence of substance abuse among attorneys.



Agnes Peterson of St. Helens, a partner in VanNatta and Petersen, is the first OSB board member to come from Columbia County in Petersen's 28 years as a lawyer in the county. She believes that her service on the Board of Governors will "provide a different view of the world—a country view." In addition, she hopes to improve communication between individual lawyers and the state bar. To that end, she is planning this spring to attend local bar association meetings in Benton, Clatsop, Columbia, Lincoln, Polk, Tillamook, Washington, and Yamhill counties, which her Region 4 position represents. Peterson would like to hear from lawyers in those counties concerning issues they feel the Bar should address.

TAKE NOTICE!

MCLE credits for Oregon Women Lawyers' programs have been approved as follows: OSB Breakfast Program, 2.5 credits; Working Parents' Forum, 7.5 credits; Running for Judge Seminar, 6.0 credits, including 1 ethics credit.

Interested in helping others avoid malpractice? The Professional Liability Fund is soliciting articles which alert practitioners to practical tips and traps for the unwary. If you would like to submit an article or become a member of a loss prevention subcommittee, please contact Barbara S. Fishleder at 639- 6911 or 1-800-452-1639. Your thoughts, ideas, and contributions are welcome.

Congratulations to **Nancy Nickel** of John Day, newly elected president of the Grant County Bar Association. Among Oregon's 29 county bar associations, Nancy is the only woman president.

The **OWPC Campaign School** will be held Saturday, January 27, at the World Trade Center in Portland. Sessions are scheduled for Candidates and Campaign Managers, Fund Raisers, and Campaign Volunteers. Cost for the event is \$70. For last-minute registrations, call 224-2588.

There's a brand new SUPER women's group in town—the **Women's Summit**, consisting of nine professional organizations from Portland and Vancouver. Among the groups are Oregon Women Lawyers and Queen's Bench. The group's aim is to bring professional women together for a wider network of contacts than they can have within a single organization.

The board of Oregon Women Lawyers is holding its annual retreat the weekend of March 16, 1990 at a retreat center near Portland. The purpose is to review progress towards our goals and to set new goals. All members are welcome to attend—as they are welcome to attend all meetings of the executive committee and board. Contact Kristin Colligan (228-6351) for dates and location.

Janice Krem asks that members interested in being presenters at the Oregon State Bar CLE's programs contact her directly. Janice needs a list of practice specialties of experienced women lawyers willing to speak at professional seminars. If you have the professional background but lack speaking experience, let Janice know. Oregon Women Lawyers plans to hold a training session in making professional presentations.

Holly Pruett, of the Oregon Coalition Against Domestic and Sexual Violence would like to recruit feminist attorneys interested in working with that group on precedent-setting cases, legal advocacy, family law, and non-profit management issues. She is also looking for attorneys who can work with the Women's Rights Coalition on legislative issues.

Latchkey kids can learn a host of safety tips and "survival" skills for those after-school hours in a new 16- page booklet, **What If I'm Home Alone?**

To obtain a copy, in either English or Spanish, write to the Corporation for Public Broadcasting, P. O. Box 33039-LK, Washington, D. C. 20033.

Members, let's not forget to let men in our profession know that we want them to join Oregon Women Lawyers!

Jeff Rogers and his OSB Committee on Combining Family and Career are busy gathering informal testimony about attorneys' individual efforts to balance those two aspects of their lives. Members of the Committee (including Oregon Women Lawyers members Mike Simon, Steve Griffith, Ron Johnston, Ellen Rosenblum, Pam Stebbes, and Art Emlen) will also begin interviewing managing partners of major firms in the state and have sent letters concerning their efforts to all county and special bar associations.

Please consider submitting your story about balancing family and career to: Lee Coleman, OLCC, P. O. Box 22297, Portland, OR 97222.

OWLS T-SHIRTS can now be ordered. Send \$10 for a short-sleeved shirt or \$12 for a long-sleeved T to P.O. Box 40393, Portland, Oregon 97240. Be sure to specify medium, large or extra-large.

Please Help Us With Our Yearbook and Directory

Ann Fisher, chair of our first yearbook-directory, is looking for a few good members to solicit advertising for the yearbook which will be distributed at the annual meeting April 7, 1990. The yearbook will contain names, addresses, and practice specialties of all members, plus a history and photos from our first year's events.

Because of its small size, long life, and target "audience," the yearbook is an easy product to sell advertisers, and because of Ann's advance organizational work, your task will be easy. To volunteer, call Ann at 464-8457.

Do we have your correct address and practice specialty? Be sure to let us know right away of any changes you wish to have listed in the yearbook. Contact Kristin Colligan, 1400 Pacwest Center, 1211 S. W. Fifth Avenue, Portland, OR 97204 (503) 228-6351.



Oregon Women Lawyers Membership Application, Renewal, & Committee Sign-Up

NAME _____
FIRM/ORGANIZATION _____
ADDRESS _____
CITY/STATE/ZIP _____
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CHECK ONE

- ☐ \$45 . . . Member (law school graduate)
- ☐ \$10 . . . Member (graduates with incomes under \$10,000)
- ☐ \$10 . . . Associate (law students and non-lawyers)
- ☐ \$45 . . . Membership Renewal (1990 dues)

Mail To:
Oregon Women Lawyers
P.O. Box 40393
Portland, Oregon 97240

Listed below are our current committees. Please check the ones that interest you or telephone the committee chair directly for the date and time of the group's next meeting. Phone numbers are listed in the OSB Directory.

- ☐ **Budget Committee**, Cindy Barrett and Sue Pickgrobe
- ☐ **Conference Committees**, Diane Rynerson and Sandy Hansberger
 - ☐ Spring Conference, April 7, 1990 ☐ Annual Meeting, October 5, 1990 ☐ Fall 1990
- ☐ **1990 Annual Directory and Yearbook**, Ann Fisher, Corky Lai, and Karen Stayer
- ☐ **Handbook on Responses to Sexist and Racist Behavior**, Marge Garrow
- ☐ **Job Resources**, Sharon Smith
- ☐ **Judicial Liaison**, Kathryn Augustson
- ☐ **Law School Liaison** (for phone numbers, call Kristin Colligan at 228- 6351)
- ☐ **Legislative Liaison**, Jeanne Atkins
- ☐ **Membership Outreach**, Janice Krem
- ☐ **The AdvanceSheet Newsletter**, Agnes Sowle
- ☐ **Political Action Committee**, Kathryn Augustson and Agnes Sowle
- ☐ **Professional and Bar Liaison**, Diane Polscer
- ☐ **Circuit Riders** (Speakers Bureau), Sharon Smith, Mary Ann Peterson, and Shirley Bass
- ☐ **Special Projects**, Elizabeth Stockdale
- ☐ **Working Parents Forum**, Nell Hoffman Bonaparte

OWLS CONTINUES TO GROW

NEW MEMBERS

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