

AdvanceSheet

A newsletter published by Oregon Women Lawyers

Volume 4, No. 4 Fall 1993



President
Diana Craine

**President Elect/
Vice President**
Helle Rode

Secretary
Susana Alba

Treasurer
Phyllis Myles

Historian
Trudy Allen

Board Members
Colette Boehmer
Julie Levie Caron
Jeanne West Craig
Michele Longo Eder
Susan Eggum
Susan Evans Grabe
Jennifer Harrington
Susan Isaacs
Kay Kinsley
Lee Knottnerus
Andrea Swanner Redding
Kathryn Ricciardelli
Noreen Saltveit
Cristina Sanz
Shelley Smith
Patricia Sullivan
Patricia Urquhart

Past Presidents
Katherine O'Neil
Agnes Sowle
Kathryn M. Ricciardelli

Executive Director
Diane Rynerson (775-9021)

Newsletter Editor
Carolyn Buan (224-8024)

Graphic Design
Jeanne E. Galick

The Oregon Women Lawyers
AdvanceSheet is published
quarterly by Oregon Women
Lawyers, P.O. Box 40393,
Portland, OR 97240.

OREGON WOMEN LAWYERS: *Who We Are & Where We're Going*

By Mary Beth Allen

While the official genesis of Oregon Women Lawyers might be open to debate, four of the group's founders agree on the site of its unofficial origins: Katherine O'Neil's living room.

"It was like a salon," says Nell Hoffman Bonaparte of the experience of meeting with other women at O'Neil's house to discuss forming Oregon's first statewide women's bar association. "A political, social, educational salon. It was exciting to be involved with so many dynamic women."

"Those were nurturing times, when, if you'll pardon the '90s expression, we got bonded," adds Agnes Petersen. "After all, we were eating together. We became a family."

"Those were golden times, creative times," O'Neil agrees. "We just loved seeing each other each month."

Many of the founders first connected during O'Neil's tenure as chair of the Multnomah Bar Association's Committee on the Status of Women in 1987-88. Susan Hammer had revived the committee while serving as first woman president of the MBA, and she and Kathryn (Augustson) Root recruited women who had been activists on behalf of women and minority lawyers to join the committee.

The MBA committee women joined with Queen's Bench, Lane County Women Lawyers, and the Mary Leonard Society at the 1988 state bar convention in Eugene and invited women lawyers from around the state to join

them for breakfast and a discussion about forming a statewide women's bar organization. Following that meeting, at which The Hon. Betty Roberts and The Hon. Mercedes Deiz spoke, a

brainstorming session was held in November at the state bar headquarters. The women decided that day to form their own bar association to forward their goal of advancing women and minorities in the legal profession.

Oregon Women Lawyers held its first conference on April 1, 1989 in Portland, with

over 200 people attending. Organizers were Vernellia Randall and Bonaparte.

"It was kind of a heady event," says Bonaparte. "We knew we were off and running."

That meeting also saw the presentation of the group's bylaws by Agnes Sowle, who had taken on the daunting task of overseeing the drafting of the document. The group was now a recognized nonprofit corporation.

Founders say that the group's diversity contributes to its vitality. "We were fortunate to have lawyers who were good at forming coalitions and bringing together people of different viewpoints," Bonaparte says.

"We were very diverse in background," O'Neil adds. "But we absolutely coalesced on one point: to have an organization that would advance women and minorities in the legal profession."

Some members had lobbied early on for the

Continued on page 3



Trudy Allen (OWLS and Queen's Bench board member), Janet Regnell (Mary Leonard Society president), Kathryn Ricciardelli (outgoing OWLS president), Nancy Moriarty (Queen's Bench president) and Loree Devery (Queen's Bench treasurer) proudly show off their OWLS' shirts and mugs.

President's Message

This year has flown by, but not without significant growth for our organization. As we continued to realize our goal of promoting women in the profession, new chapters were created, tying together more women practitioners from all the different fields of law. Diversity was another focus, with the seeds of a coalition group planted at a recent gathering of the gay/lesbian, minority, African-American, and Pacific/Asian lawyer associations. Ideas and information were shared to develop another productive network.

Community outreach focused on the needs of women and children, including a free legal clinic day at El Centro Cultural in Washington County, a Fun Run/Walk in Salem for the Women's Crisis Center and Children's Guild, and the establishment of a pro bono training program for volunteers who want to represent abuse victims at temporary restraining order hearings in Multnomah County.

The upcoming VOICES contemporary lecture series was also realized, in part because of Oregon Women Lawyers' commitment to the Women's Summit, an organization of 13 professional women's groups. The YWCA in Portland also began its study to develop a Women's Center Project with the aid of our organization and others.

This special issue of the *AdvanceSheet* offers a look at our history, some of our



committees' activities, and our outreach interest programs. As part of our membership drive, we will make sure that every woman attorney and judge in the state receives the publication. Please take time to review it and the many opportunities to actively participate in Oregon Women Lawyers that it describes. Progress has been made possible by the commitment and action of the membership, and I hope more individuals will introduce new ideas for our continuing growth.

By the time you receive this newsletter, Diana Craine will have taken over the leadership of OWLS' 21-member board of directors. I will remain on the board for another year to assist in the transition and smooth operation of this energetic organization. My thanks to all of you for the opportunity and honor of serving Oregon Women Lawyers.

Kathryn M. Ricciardelli

Kathryn M. Ricciardelli, President

Women's Bar Associations: What They Can Do For You

By Jill S. Gelineau

According to leaders in women's bar associations, there are generally five reasons why women want to become involved in such an organization.

First, says Sheila Jordan Cunningham, a past-president of the Tennessee Lawyers Association for Women (TLAW), there is more opportunity for collegiality and more meaningful mentoring in a women's bar association. Cunningham believes that people tend to associate with those who are similar to them-

selves: "Because of that, the current power structure... tends to promote and mentor other men, rather than women."

The mentoring function of a women's bar can occur by holding periodic brown bag lunches to discuss women's issues or by matching a more experienced woman attorney with a newer attorney.

The second reason to get involved, according to Mary Ann Coffey, executive director of the National Conference of Women's Bar Associations, is the increased leadership opportunities provided: the chance to sit on a board of directors, chair a committee, or serve as an officer will materialize sooner because of the typically smaller size of the women's organization. This will often "serve as a springboard into leadership in the mainstream bar," says Coffey. It can also avoid years of more menial work in the mainstream bar.

A third reason to become involved in a women's bar is to improve opportunities for networking, which is crucial in today's environment. A woman lawyer is likely to refer legal work to another woman.

Fourth, a women's bar provides a more direct forum to consider and address issues unique to women. Typically, such issues may include sexual harassment in the workplace, or balancing parenting and career. Women's bar associations can also concentrate their pro bono efforts on the specific needs of women.

Finally, participation in a women's bar allows women to have the voice and the clout that individual women in a mainstream bar may otherwise lack. For example, TLAW routinely puts forth women candidates and lobbies heavily for the appointment of women in leadership positions in the judiciary, the legislature, and in all statewide positions of power, while OWLS periodically showcases member lawyers running for judicial offices in its quarterly newsletter.

For more information, contact NCWBA Executive Director Mary Ann Coffey at (919) 482-8202 or Diane Rynerson at (503) 775-9021.

With the author's permission, this article is abridged and reprinted from The Affiliate, published by the ABAYLD Affiliate Outreach Project, Mar/Apr '93.

ELAINE CIAFARONE TUNZAT

ATTORNEY AT LAW

LL.M. TAXATION
SHAREHOLDER



- QUALIFIED DOMESTIC RELATIONS ORDERS
- TAX AND BUSINESS PLANNING
- ESTATE PLANNING
- PROBATE

1011 COMMERCIAL STREET NE • P.O. BOX 749
SALEM, OR 97308 • (503) 581-1501

GARRETT, HEMANN
ROBERTSON, PAULUS
JENNINGS &
COMSTOCK, P.C.



OREGON WOMEN LAWYERS cont.

organization to take stands on issues, namely abortion. But due to the divisive nature of such issues, the group decided to channel its energies into a single goal: eliminating sexism and racism in the practice of law.

"The strength of the organization has been its clear focus," Petersen says. A separate organization, JEWL/PAC (Justice Endorsed by Women Lawyers Political Action Committee), formed to take on judicial endorsements and political issues.

A long-time practitioner, Petersen says she owes a debt of gratitude to Oregon's pioneering women lawyers who were her "friends, compatriots, and supporters." She says she joined OWLS "out of courtesy and respect for (women lawyers of) the past and (because of) a vision of things for the future."

Years of watching their female colleagues—and perhaps themselves—get passed over for partner or being denied professional advancement prompted some women to join OWLS. But younger women lawyers (who likely as not think "The Feminine Mystique" is a lingerie store) are also embracing the organization. O'Neil attributes that interest to two factors, the first being the interest of women of child-bearing years in flexible work schedules. When they approach employers about such flexibility, "they're finding out that sexism is alive and well," she says.

The second reason is the competitiveness of the legal field. "With the super-saturation of the (job) market, we need to remove barriers of sexism and racism."

Members are also finding there's a practical side to OWLS, says Sowle.



Sharon Smith, Diane Polsker, Diana Craine and Debra Kronenberg at the September 1990 board retreat in Cannon Beach.



OUR GOALS

1. To promote equal rights and opportunities for women and minorities within the legal profession and the justice system;
2. To promote full participation by women and minorities in the organized bar and in the legislative and judicial branches of government;
3. To provide opportunities for women and minorities in the legal profession to support and educate one another;
4. To improve the quality and image of the legal profession; and
5. To promote actively equality within the legal profession and society.

"It's good for women to understand what men have always understood: being active in a bar organization can help your career." She says OWLS has been instrumental in "getting more women to the forefront as partners in firms and as judges.

"But we can't let up. We have to keep promoting and networking."

Members say that OWLS must savor its accomplishments while looking ahead to new challenges.

"So far there have been peaks and valleys in the fair treatment of women," Petersen says. "We need to get up on a peak and make it a plateau."



Kathleen Jones, Barrie Herbold, Kathryn Root and Kathryn Olney at a 1991 meeting in Katherine O'Neil's living room.

"We're in a consolidation phase," O'Neil adds. "We need to continue to reach out to women, and to keep in touch and be supportive of women throughout the state."

"We need to keep bringing in new members, and encourage diversity," Bonaparte says.

And in the words of Sowle, "We'll backslide if we relax. A few victories do not win the war."

Board and Advisory Board Members of Oregon Women Lawyers as of September 1993

It is literally impossible to say enough about the importance of the women and men who have served as members of the OWLS board of directors. Their combined wisdom and energy have allowed this organization to grow rapidly and to tackle a large number of difficult issues. Because of their guidance, we have been able to promote, to the Oregon State Bar, resolutions concerning problems that face lawyers and their families. And because the Board of Governors has taken these resolutions seriously, lawyers and law firms throughout the state have benefited. Our vote of thanks goes to the following OWLS board members, past and present: Hon. Ann Aiken, Susana Alba, Trudy Allen, Mary Ann Anderson,* Jeanne Atkins, Marilyn Bishop, Cynthia Barrett, Shirley Bass, Colette Boehmer, Nell Hoffman Bonaparte, Hon. Nancy Campbell, Bonni Canary, Julie Levie Caron, Nancy Cook, Diana Craine, Hon. Mercedes Deiz, Marge Garrow, Hon. David Gemant, Armonica Gilford, Susan Evans Grabe, Sandra Hansberger, Elizabeth Harchenko, Jennifer Harrington, Kathleen



The 1990 Bar Breakfast. In the foreground are The Hon. Susan Graber, Ruth Spetter, and Agnes Sowle.

Jones, Lee Knottnerus, Pamela Stebbes Knowles, Janice Krem, Debra Kronenberg, Corinne "Corky" Lai, Janna R. Lovejoy, Stephen R. Moore, Phylis Myles,* Kathryn Olney, Katherine O'Neil, Rebecca Orf, Turid Owren, Agnes M. Petersen, Suzanne Pickgrobe, Juli Point, Diane L. Polser, Vernellia Randall, Andrea Swanner Redding, Jane Reeder, Janet Regnell, Kathryn Ricciardelli, Hon. Betty Roberts, Helle Rode, Kathryn Root, Sarah Rosenberg, Hon. Ellen Rosenblum, Jolie Russo, Noreen Saltveit, Janice Schurman, Sharon R. Smith, Shelley Smith, Jeanyse Snow, Agnes Sowle, Ruth Spetter, Patricia Sullivan (Pendleton), Patricia Sullivan (Vale), Irene Bustillos Taylor, Patricia Urquhart, Celeste C. Whitewolf, and Ann Zeltman.

* Founding "student rep"

Oregon Women Lawyers: Part of a Network of Women's Bar Associations

The idea behind Oregon Women Lawyers is that there's strength in numbers. The idea behind the National Association of Women's Bar Associations is that women's bars



Helen T. Dziuba
Attorney at Law

Civil Litigation and Appeals

Experienced in:

- ♦ Business Torts
- ♦ Contract Disputes
- ♦ Insurance Coverage Disputes
- ♦ Personal Injury
- ♦ Professional Malpractice
- ♦ Securities Fraud

Member, Oregon Women Lawyers

269 "A" Avenue
Lake Oswego, Oregon 97034
503-636-7579



One of OWLS' programs, Working Parents Forum, focuses on concerns of lawyer parents. Pictured is forum member Nell Bonaparte with her daughter Margaret.

should not operate in a vacuum—nor should they have to reinvent the wheel in order to promote women in the profession and the society.

While those sentiments may sound like just so many clichés, they serve women lawyers well. Since its founding in 1981, the NCWBA has served as an umbrella organization, providing its member women's bars with opportunities for professional advancement through networking and promoting the exchange of information. Oregon Women Lawyers, since 1989, has been a strong statewide voice for women practitioners, drawing the profession's attention to issues of importance to women and families.

Today, the two groups share the energies of Oregon Women Lawyers' founding president, Katherine H. O'Neil, now president of the NCWBA. "I would like to encourage OWLS members to stay informed about the NCWBA's activities," says O'Neil. "We are now represented in the ABA House of Delegates, so we are a powerful vehicle for bringing women's issues into the national spotlight."

At the NCWBA's two yearly meetings, held in conjunction with the ABA Annual and Mid-Year meetings, the emphasis is on learning how other women's bars have solved very practical problems centering on women's issues. OWLS executive director Diane Rynerson reports that in the last month alone she has received requests for



Founding member Agnes Petersen (right) and Gayle Troutwine during a 1991 visit of the OSB Board of Governors to Ashland, when both women were BOG members.

information on OWLS projects from Portland, Maine, and Los Angeles, California. Conversely, the inspiration for many OWLS programs has come from other women's bar groups. Thanks to the NCWBA, membership in OWLS brings an instant link to women lawyers across the country.

NCWBA Facts:

The National Conference of Women's Bar Associations utilizes its strength as a coalition of women to support—

- appointment of women to key government positions, the judiciary, and commissions and task forces;
- advancement of federal legislation through lobbying of issues that concern women;
- participation in *amicus* briefs filed with the U.S. Supreme Court on such issues as reproductive rights, sexual harassment, partnership, and exclusionary private clubs;
- development of a clearing house of women's bar associations' materials;
- presentation of a Public Service Award each year to recognize a women's bar's services to the larger community.

1994 Meetings of the NCWBA

- February 2-9 at Kansas City, Missouri, in conjunction with the ABA Midyear Meeting
- August 4-11 in New Orleans, Louisiana during the ABA Annual Meeting.



Michelle Jamsgard of Turner, Oregon, displays her second-place ribbon for those in the "under 14" category in the Mary Leonard Law Society's annual Fun Run.

OWLS Chapters Offer Members Additional Opportunities

Chapters provide opportunities for networking, education, and service within specific geographic areas. The activities of the local chapters are determined by the desires, energy, and commitment of the participants, consistent with the goals, bylaws, and policies of Oregon Women Lawyers.

When a member indicates that she or he wishes to be considered a chapter member (by specifying chapter membership on the membership form or by attending chapter meetings), a portion of OWLS dues are refunded to the local chapter.

New chapters may be formed when three or more OWLS members in good standing petition the OWLS board for recognition.



Portland mayor Vera Katz (left) was one of Queen Bench's monthly luncheon speakers. She is seen with Doreen Margolin (right) and Kim Jefferies (center).

Queen's Bench

Queen's Bench, the Portland chapter of Oregon Women Lawyers, was founded in the late 1940s and has met regularly ever since. The name "Queen's Bench" was adopted at the suggestion of Helen Althaus, who had met with members of the San Francisco's women lawyers' group, Queen's Bench, when she traveled there while a law clerk for Judge Fee.

Members of Queen's Bench represent the entire spectrum of law practice and experience. Current officers are President Nancy Moriarty, Vice President Debra Hall, Treasurer Loree Devery, and Secretary Victoria Hatch.

Programs at upcoming meetings (11:45 a.m., Portland Hilton International Club) feature: Congresswoman Elizabeth Furse (Nov. 9), Holiday Luncheon Honoring Judges (Dec. 14), and The Hon. Janice Stewart (Jan. 11).

Queen's Bench has a History Committee that has been working for the last two years to research the history of women attorneys, both living and deceased. Its goal is to learn about the pioneers among Oregon women in the law and to preserve their stories.

While working on ongoing projects to take oral histories and do research, the committee is beginning this fall to compile a brief history of some notable women lawyers on videotape for cable access. Anyone interested in joining the committee or learning about its work is welcome to attend meetings, which are usually held on Saturdays. Contact Trudy Allen at 275-2421 (work) and 234-6046 (home).

Lane County Women Lawyers

Lane County Women Lawyers Association invites lawyers in the county to join and enjoy a monthly luncheon meeting with speakers on relevant, lively topics; regularly scheduled networking lunches with women in other professions; the opportunity to support and receive support from women in the legal profession; a monthly newsletter; and the support of Oregon Women Lawyers through LCWLA's chapter affiliation with OWLS.

LCWLA's monthly luncheon meetings are held at the Oregon Electric Station (cost is \$7.50). For reservations, call Tracy at 683-9150.

Those who wish to do so may join LCWLA directly and separately from

membership in Oregon Women Lawyers for \$10. For more information, contact Marjorie Schmechel at 683-9150.

The Mary Leonard Law Society— 10 Years Old This Year

By Janet Regnell

The Mary Leonard Law Society celebrates its 10th anniversary this year. We meet the second Wednesday of each month at Willamette University, the Goudy Commons, in the Wilson Room, with the exception of the January 12, 1994 meeting, which will be in the Cat Cavern. Buy lunch at the Commons or bring a brown bag. Speakers begin promptly at 12:10 p.m.

Oct. 13: The Hon. Susan Leeson, Oregon Court of Appeals

Nov. 10: Anne Squier, the Governor's Senior Policy Advisor on Natural Resources

Dec. 8: Tricia Smith, State Senator for District 17

Jan. 12: Placement and Job Search
Our Second Annual Fun Run is slated for Sunday, May 15, 1994. Contact Lynne Wehrle, run coordinator, at 378-4283 if you would like to become a sponsor or to volunteer for the race committee.

The Mentor Program at Willamette University is off to a great start. Over 125 attorneys have been matched with a like number of students. Kudos to Elizabeth Harchenko, Mentor Program chair; Diane Reynolds, placement director at Willamette Law School; Kathryn Ricciardelli, outgoing president of Oregon

Continued on page 6



Mary Leonard Law Society officers and board include (back row, left to right) Diane Bagwell, Corinne Sherton, Katie Howe, Lynne Wehrle, and Kay Kinsley and (front row) Janet Regnell, Rebecca Hillyer, and Jeanne West Craig. (Not pictured are Ruth Crowley and Elizabeth Harchenko.)

Women Lawyers; and everyone who organized and is participating in the program.

Mary Leonard Law Society is currently doing membership outreach. If you are a Salem-area member of Oregon Women Lawyers but have not been getting the Mary Leonard newsletter, call me at 378-4283. And when you renew your OWLS membership, remember to check Mary Leonard on the renewal form. If you want to reach us directly, we now have a post office box—#5752, Salem, OR 97304.

The OWLS Mentor Program, A Simple But Powerful Idea

In 1990 two women law students attended our Salem chapter luncheon and voiced their need to connect with the "real world" of legal practice. With the assistance of the career services office from each Oregon law school and the current leadership of attorneys Elizabeth Harchenko, Helen Hempel, Andrea Redding, and Kathryn Riccardelli (as chairperson), this program now enters its fourth year of ser-



Britt Fasth, Connie Wold, Pam Schultz, Susan Isaacs, and Linda Love at an OWLS' Mentor Program event. The program matches students with practicing attorneys.

vice, matching attorneys and judges with law students. Over 200 pairs have been matched, and two classes of graduates still maintain their bonds.

The program offers mentors the challenge of taking students under their wings and exposing them to the "ropes that almost hanged us" in the beginning years of practice. Students are offered the chance to explore various areas of practice and to see how a

lawyer operates on a daily basis.

Everyone enjoys the flexibility inherent in this program and the individual satisfaction of meeting the challenges it involves. Time and meeting arrangements are decided by the pairs, and each school hosts social events during the school year. County bar associations have supported the program, and the law schools contribute significant resources to assist each student to establish this vital connection.

At the request of the National Conference of Women's Bar Associations the OWLS Mentor Program has now provided its model nationwide. But continued success depends on the efforts of many current lawyers. For that reason, we urge you to join us and volunteer for the program. The time you spend sharing your knowledge with tomorrow's practitioners becomes its own unforgettable reward.

Oregon Women Lawyers Speakers Bureau

Does it sometimes seem to you that you always see the same faces as speakers at CLEs? Have you ever thought you could present the material more effectively yourself? Oregon Women Lawyers will be actively assisting program planners in recruiting speakers from among our membership. If you have not already indicated on your 1993 OWLS membership form that you are interested in the Speakers Bureau, please write P. O. Box 40393, Portland, OR 97240 and request a Speakers Bureau questionnaire, or call Diane Rynerson at 775-9021.



OWLS' first president, Katherine O'Neil (center), and Anita Hill chat at a recent meeting of the National Conference of Women's Bar Associations, of which O'Neil is now president.

Craine & Love ATTORNEYS

- ☐ PERSONAL INJURY
- ☐ WORKERS' COMPENSATION

DIANA CRAINE AND LINDA C. LOVE

Proud Members of
Oregon Women Lawyers



DIANA CRAINE



LINDA C. LOVE

Five Centerpointe Dr., Suite 510 ■ Lake Oswego, Oregon 97035

620-1088

Volunteer Lawyers Represent Domestic Violence Victims

The Domestic Violence Project, a new program jointly sponsored by the Multnomah Bar Association's Young Lawyers Section, Volunteer Lawyers Project, and Oregon Women Lawyers, provides volunteer legal representation of victims of domestic violence who have taken out temporary restraining orders in Multnomah County against their abusers. Volunteers are always needed. A training video is available and mentor attorneys are ready to help. If you would like to volunteer in this most worthwhile program, please call Norma Freitas at 224-1512.

We gratefully acknowledge the following volunteers who comprise the first group to have represented clients since the program's inception: Rickee Arntz, Elizabeth Aronoff, Michael Clark, Laurie Craghead, Thomas D'Amore, J. Michael Dwyer, Sandra Hansberger, Janis Hardman, Lin Harmon-Walker, Lori Hellis, Deborah Hewitt, Joyce Hyne, Christine Landers, Karen Larson, Thane Martin, Mary Miller, Marsha Morasch, Margaret Hoffmann, Catherine O'Hearn, Margaret Oslund, Wendy Beth Oliver, Judy Peterson, Lillian Quinn, Catherine Rush, Elissa Ryan, Connie Shatto, Pat Sheridan, Maria Sosnowski, Jamison Starbuck, Angela Stewart, Carrie Stilwell, Andrew Van Buren, and Terry Wright.

Wear It Proudly and Tell the World About OWLS!

You, too, can own a handsome OWLS T-shirt, sweatshirt, visor, and mug as modeled by some of our members on page 1. For information about ordering, call Diane Rynerson at 775-9021 or write to: P.O. Box 40393 Portland, Oregon 97240

OWLS CLE Programs, April 1989-September 1993

1989

- Spring Conference
- Annual Women Attorneys' Breakfast: *1989 Legislation Impacting Women*
- Working Parents Forum: *The Parent Track and the Partner Track: It Can Be Done*
- *Becoming A Judge*

1990

- *Women Lawyers and Burnout*
- Second Annual Spring Conference: *Jumping the Hurdles*
- Communications Workshop: *Making a Professional Presentation*
- Communications Workshop: *Dealing With Difficult People in the Legal Profession*

1991

- *Women Rainmakers: Techniques for Success*
- *Negotiation & Settlement Conferences*
- Communications Workshop: *Making a Professional Legal Presentation*
- Third Annual Conference: *Meeting the Challenges of the 90s: Sexual Harassment, Diversity & Co-Dependency in the Bar*

1992

- Fourth Annual Conference: *Shattering the Glass Ceiling and Building on Our Strengths*
- Oregon's Family Medical Leave Act: *The Rights & Obligations of Employers and Employees*

1993

- Fifth Annual Conference: *Taking the Lead*
- *Ethics and the Contract Lawyer*



1993 Oregon Women Lawyers Membership Application & Renewal

NAME _____

FIRM/ORGANIZATION _____

ADDRESS _____

CITY/STATE/ZIP _____

PHONE _____ FAX _____

OSB NUMBER _____

CHECK ONE

- ☐ \$45... Regular members (law school graduates) _____ New _____ Renewal
- ☐ \$15... Law students
- ☐ \$25... Out-of-state lawyers, non-lawyers, and those with incomes under \$10,000

☐ Yes, I would like a \$10 rebate to go to my local chapter. If yes, please check your group:

- | | |
|---|---|
| <input type="checkbox"/> Myra Bradwell Forum (Roseburg) | <input type="checkbox"/> Mid-Columbia Women's Bar Association |
| <input type="checkbox"/> Klamath County Women Lawyers | <input type="checkbox"/> Queen's Bench (Portland) |
| <input type="checkbox"/> Lane County Women Lawyers | <input type="checkbox"/> Rogue Women Lawyers |
| <input type="checkbox"/> Mary Leonard Law Society (Salem) | <input type="checkbox"/> Washington County Women Lawyers |

PRACTICE AREAS: _____

MAIL TO:

OREGON WOMEN LAWYERS, P.O. Box 40393, Portland, Oregon 97240

On the Move

Gayle L. Troutwine, of the Portland firm of Williams & Troutwine, P.C., was recently elected to a two-year term on the Board of Governors of the 60,000-member Association of Trial Lawyers of America. Troutwine was elected to represent the Women Lawyers' Caucus. The association recently amended its bylaws to allow the Women's Caucus to have a seat on the board and Troutwine is the first governor to represent the caucus. Troutwine concluded her service on the Board of Governors of the Oregon State Bar in September and has served on the board of the Oregon Trial Lawyers Association.

Eden Rose Brown has been appointed vice-chair of the Military Law Committee in the General Practice Section of the American Bar Association, which represents approximately 14,000 lawyers. In announcing the appointment, W. P. Hackett, Jr., chair-elect of the



section, said, "The appointment of Eden Rose Brown reflects the leadership which she has shown among lawyers at the national level. Eden Rose Brown is an important part of a network of lawyers in many localities and having various areas of legal expertise, which is a benefit not only to her but to those with whom she comes in daily contact." Brown is leaving her post as chief of civil law at McChord Air Force Base in Tacoma, Washington, to begin private practice in Salem, Oregon.

Vernellia R. Randall, one of OWLS' founding members, now a professor of health law at the University of Dayton (Dayton, Ohio), recently authored an article in *USA Today* discussing the President's new health-care reform package



and its probable effect on minorities. She cited her own experience as a nurse serving poor patients to make the point that the problem of providing good health care in minority communities is not sufficiently addressed in the new proposals. Randall is a member of a minority commission that is reviewing the President's health-care package. Her ideas will be presented in the Law Review of the University of Puget Sound Law School later this fall.



Jeannette Marshall (Medford) has joined the ranks of lawyers who have practiced for 50 years in Oregon. The primary focus of her practice has been business

law. Congratulations to Jeannette on reaching this very special milestone.

A former client suddenly confronts you angrily in the parking lot; a parent who has just lost custody of his child to your client makes an only slightly veiled threat. Violence against lawyers has increasingly become a matter of concern. How do you identify potentially dangerous clients? What precautions can you take to maximize your safety?

Join us on **Saturday, November 13, 1993**, when Oregon Women Lawyers presents **Dealing With Dangerous People: Law Practice in an Age of Violence**. The half-day workshop (9:00 a.m.—12:30 p.m.) will be held in the Council Chambers of Lewis & Clark College's Templeton Commons and will include as speakers The Hon. Nancy Campbell, Emily Knupp, and Multnomah County Sheriff's Office Lt. Jeanne King (commander of courthouse security). Application has been made for Oregon CLE credit. To register, send \$35 (members) or \$50 (non-members) to Oregon Women Lawyers, P. O. Box 40393, Portland, OR 97240.

A FEW NOTABLE FIRSTS AMONG WOMEN MEMBERS OF THE OREGON STATE BAR

- ◆ In 1886 **Mary Leonard**, a Swiss immigrant, was the first woman admitted to the Oregon State Bar.
- ◆ In 1902 the reviewing official commented that **Rachel L. Ray** had the best bar exam of any student who ever appeared before him.
- ◆ In the 1920s the first all-woman law firm was formed by **Gladys Everett** and **Dorothy McCullough Lee** (who thereafter became the first woman mayor of Portland).
- ◆ In the 1930s **Gladys Everett** held the high-ranking federal position of Oregon director, WPA Women's and Professional Projects. **Doris Rae Keeler** was the first woman in the Office of General Counsel at Bonneville Power Administration, holding the position of assistant general counsel. In the course of her duties, she was the only woman ever to serve as acting administrator of Bonneville Power Administration.
- ◆ In the 1940s **Jean Lewis** became the first woman to serve as judge of the Multnomah County Circuit Court. **Marian Rushing** joined the office of the city attorney of Portland. In 1968 she became the first (and to date the only) woman city attorney in Portland.
- ◆ In the 1940s and 1950s **Catherine Barsch** and **Catherine Zorn** were the first women to serve as assistant attorneys general for Oregon (both in Salem).
- ◆ The first women district attorneys in the state were **Hattie Bratzel Kremen** (Marion County, 1956) and **Grace Williams** (Grant County, 1958).
- ◆ In 1947 **Helen Althaus** became the first woman to serve as law clerk to a judge (The Hon. James Alger Fee) of the U.S. District Court for Oregon.

Continued on page 10

WANTED: A Few Good Judges in Region 5

By Sid Galton, Chair, Region 5 Disciplinary Board

Do you like to analyze law and write opinions? Would you like to provide a hugely needed service to the public and the Oregon State Bar? Would you enjoy being a collegial judge in a crucial area of the law? If so, do I have the volunteer opportunity for you!

This year, Region 5 of the Disciplinary Board (Multnomah County) has 18 lawyers and 6 public members. Currently, of those 24 members, 21 are men and only 3 are women, with 2 persons of color (one of whom is a woman and both of whom are public members) and 1 gay man. Appointments are made by the Oregon Supreme Court on recommendation of the Oregon State Bar's Board of Governors (BOG), which usually nominates 2 persons for each vacancy. The terms of at least 10 of the Region 5 members expire December 31, 1993.

I have written the BOG and the Supreme Court, asking that at least 6 and preferably 8 of those positions be filled by women, including persons of color, lesbians, persons with disabilities, and those from disparate practice areas. Based on elections to the BOG, 3 additional vacancies may be created. Thus, there now is a unique chance to reshape the composition of Multnomah County's trial boards.

What do members do? Three-member hearing panels (2 lawyers and 1 public member) are assigned to each case. Hearings typically take 1 to 3 days, after which written opinions must be promptly filed. The decision usually is drafted by the trial board chair. In Multnomah County, Disciplinary Board members are named to 1 or 2 trial panels annually. Quite a few cases settle before hearing. Thus, although a significant time commitment is required, it is sporadic. In others of the state's 6 regions, workloads vary.

The commitments of the state bar, the BOG, and the Supreme Court to diversity are exemplary. Yet they cannot appoint diverse boards (and balanced trials panels cannot be named) without a large pool of diverse applicants from whom to choose.

If you have the energy and time to devote to making our disciplinary pro-

cess more effective, please write a letter of interest at once to Donna Richardson, Oregon State Bar, P. O. Box 1689, Lake Oswego 97035-0889. If you know non-lawyers who would like to serve as public members, please have them send such a letter and a current résumé to Donna. With your participation, both the appearance and actuality of fairness in this vitally important process will be enhanced.

1993 Statistical Snapshot of Female OSB Membership

Based on OSB statistics (August 1993), total bar membership (active and inactive) now stands at 11,456, of which 23 percent (2,687) are women.

There are 1,076 women lawyers in Multnomah County, 269 in Marion County, 186 in Lane County, 157 in Clackamas County, 155 in Washington County, and 52 in Jackson County. All other Oregon counties have fewer than 35 women lawyers each.

Canada's First Woman President of the Bar Completes Her Term

North of the border the national bar of Canada is a few steps ahead of ours, having completed a year of activity under its first woman president, Paule Gauthier.

Ms. Gauthier has brought to her post a formidable array of credentials, which include a degree in business law at Laval University, service on the law faculty there, numerous offices in provincial and national law organizations, and memberships on prestigious boards and committees, including the board of directors of the Royal Bank of Canada and the Security Intelligence Review Committee of the Canadian government. She has been a partner in the Quebec firm of Desjardins Ducharme Stein Monast since 1984. She is also sought after as a speaker in several countries.



Paule Gauthier

SE HABLA ESPAÑOL



LINDA FRIEDMAN RAMIREZ

Experienced Trial Attorney

ADMITTED:

U.S. Supreme Court • 9th Circuit Court of Appeals
Oregon State Bar (Since 1981)

Criminal Defense • Narcotics Cases
Sex Offenses • Wrongful Death
Personal Injury • Auto Accidents • Social Security
Appeals • State & Federal Court

William C. Abendroth
Attorney

Leslie N. Kay
Attorney

Thelma Sanchez Herrera
Legal Assistant

371-8116
388 State Street #445
Salem

24 HOURS

227-3717
815 SW 2nd #510
Portland

Take Notice!

■ **The Real Estate Connection.** If real estate is your focus, you're invited to breakfast with Women in Commercial Real Estate. The organization, founded to create a forum for women at high levels of professional achievement in the commercial real estate industry, hosts informative speakers monthly. Meetings are held the second Thursday of each month at 7:30 a.m. at the Multnomah Athletic Club, 1849 SW Salmon. The cost is \$10 for members or \$15 for non-members. Call Cathy Bachelor at 248-1939 for breakfast reservations or Carol Hardie at 241-1200 for membership information.

■ **Ninth Circuit Gender Bias Task Force Report.** Despite more commitment in the legal community to equality for the sexes, women still bear the burden of bias—as litigants, witnesses, lawyers, employees, and judges. That was one major conclusion of the Ninth Circuit's Gender Bias Task Force, which over recent months has analyzed a vast amount of data from a variety of sources. The Task Force also found that "women and men have significantly different views of the definition and prevalence of gender bias."

With women constituting only 16 percent of the bar, the task force noted, "women believe that they are outnumbered because they are" and added, "surrounded by those who look like themselves, men have little reason to think about the issue of gender when dealing with issues of appointments, hiring, or promotion."

Lawyers and judges who were surveyed agreed that bias is not as overt in the courtroom as it once was, but noted that "when one moves...to the informal settings of pretrial and chambers conferences, and to interactions with colleagues, opponents, and clients," behavior towards women is less than ideal.

However, the Task Force Report noted, the fact that the process of inquiry was undertaken and the fact that almost every district held programs, meetings, and conferences to

address the topic are positive steps. The task force said that "men and women together have the responsibility to understand how gender bias can cause harm and to work together to redress the injuries documented," and it called on judges to lead efforts to correct inequities. The group called for specific rules and guidelines to be developed and for all the players to realize that "gender fairness is not optional; it is required behavior."

■ **12th Annual Ebony and Ivory Scholarship Dance.** The Association of Oregon Black Lawyers will host the 12th Annual Ebony and Ivory Scholarship Dance Saturday, November 6, 1993, 8 p.m. to 1 a.m. at the Airport Holiday Inn, Portland. There will be a Silent Auction and music by Charles Patton and Sharpness, as well as scholarships awarded to outstanding Oregon law students. Tickets are \$25 in advance or at the door. For more information, call Cedric Brown (692-0625) or Lee Coleman (591-1041).

■ **Plans for Next Year's Run.** Plans are already underway for the second annual Mary Leonard Society Lawyers Run for Women and Children, slated for Sunday, May 15, 1994. Donations are now being accepted for the 1994 race. Individual donors of \$100 or more or law firm donors of \$250 or more will have their names printed on the race T-shirts. Race coordinator is Lynne Wehrle (378-4283). She is the person to call if you wish to make donations or if you want to volunteer your ideas, time, or talent to the effort.

■ **REMINDER: Dr. Lynda Falkenstein,** author of *Nichecraft*, will present a workshop on "Creating Your Niche in the Legal Profession," from 12:00 to 1:15 p.m., Tuesday, November 16, at the Conference Room of Dunn, Carney, Allen, Higgins & Tongue, 851 SW Sixth Avenue in Portland. The cost for this, the last of the OWLS Marketing Skills Workshops series, is \$5. Please register by sending your name, organization or firm name, address, telephone number, and check to: Oregon Women Lawyers, P. O. Box 40393, Portland, OR 97240.



Grace Williams (left), one of the first women district attorneys in Oregon, and Helen Althaus, the first woman in the state to serve as law clerk to a federal judge.

NOTABLE FIRSTS continued

- ◆ In 1956 **Shirley Burgoyne** and **Jean Lowman** were the first women to serve as law clerks at the Oregon Supreme Court (Burgoyne to Justice Tooze and Justice Kester and Lowman to Justices Brand and McAllister).
- ◆ In the 1960s **Virginia Riley Renwick** became the first woman to hold an office in the Multnomah Bar Association other than secretary, when she became third vice-president.
- ◆ In 1969 **Jean Lowman** became the first woman on the staff of the regional solicitor in the Department of the Interior in Portland. In 1977 she was appointed the first woman in the United States to hold the position of regional solicitor of the department.
- ◆ The first woman on the Oregon State Bar Board of Governors was **Christie Helmer** (1981).
- ◆ Oregon's first American Bar Association representative was **The Hon. Ellen Rosenblum**.
- ◆ In 1992 **Julie Frantz** became the first woman president of the OSB Board of Governors. She was elected during the first period when women held the majority of seats on the board.
- ◆ In 1993 **Janice M. Stewart** became the first woman to serve as a federal magistrate in Oregon.
- ◆ **Metta Beeman** of Salem holds the honor of being the most senior living female member of the Oregon State Bar. She was admitted in 1921.

Do you know of other notable firsts for women lawyers? If so, please write us at P. O. Box 40393, Portland, OR 97240.

Have You Seen Yourself on TV Lately?

Now How About Getting on the Other Side of the Camera?

If you attended Oregon Women Lawyers' Spring Conference this year—or some of the Queen's Bench lunches—you may have appeared on local cable access for Portland, Tualatin Valley, and East Multnomah County.

The people who put you there are OWLS member Laurie Craghead and her husband, Brent Hutchison. Laurie, a 1992 graduate of the Northwestern School of Law of Lewis & Clark College, is a sole practitioner who does contract lawyering emphasizing the areas of real estate and environmental law. She particularly enjoys working with Spanish-speaking clients. Brent is an auditor for the U.S. General Accounting Office. Both Laurie and Brent have been trained in all facets of cable access television production through Multnomah County Television.

Laurie has offered her expertise and services to Oregon Women Lawyers in a variety of ways, most recently by agreeing to organize and direct a cable access program on legal issues. To make her vision a reality, we need about 26 volunteers to receive training in television production. There is no charge, and a special class for OWLS volunteers can be arranged. Bring friends, family members, or others interested in learning about television production.

In the increasingly high-tech environment of law practice, knowledge about lighting, camera work, audio equipment, and the like is extremely valuable. The public is hungry for straightforward information about legal issues, and a local cable access show would be an important contribution to the community. Besides, according to Laurie, "It's just plain fun!"

To volunteer for training, or to report on the needs of cable access stations in other areas of the state, call Laurie at 665-2476.

WE NEED YOUR HELP. We're looking for a CPA or tax attorney who can help OWLS with tax and financial matters. Call Phylis Myles at 226-3590.

As a service to our members, the OWLS Contract Attorney Referral Service will answer questions about contract work and contract attorneys. Feel free to submit your questions to me for upcoming issues.

Question: *I have just begun to solicit contract work. What kinds of projects can I expect to get? What should I ask for?*

Answer: The kinds of projects you can expect depend on your prior experience, on whether you carry malpractice insurance, and on the practice of the hiring attorney. Generally, contract attorneys work on pieces of cases. A contract attorney's first task, for example, may be to research whether there is a cause of action against a real estate broker for failing to disclose facts about a prospective buyer; the product of that task might be a legal memo. The hiring attorney may then hire the contract attorney to draft the complaint and a third project might be to bring or to respond to a motion to dismiss, or to bring or respond to a motion for summary judgment.

The projects also depend on the firm. It has been my experience that small firms and sole practitioners tend to give more responsibility sooner to contract attorneys they have learned to trust. Some sole practitioners contract out most of their trials; others contract out a great portion of their pre-trial work. They usually do so because they prefer one type of work and because they have found that they can handle a bigger practice with the help of a trusted contract attorney.

At least for now, larger firms tend to hire contract attorneys for handling overloads due to massive discovery. Let me tell you about a recent example.

A medium-sized law firm used OWLS Contract Attorney Referral Service to hire five attorneys to sort through hundreds of thousands of documents for relevance and privilege in response to a request for production in a matter involving hundreds of millions of dollars. The contract attorneys were kept on to create a database for information retrieval, to create a privilege log, and to draft discovery motions. In the future, a firm such as this may decide to hire a contract attorney in other extraordinary demand situations.

Some contract attorneys choose to limit their work to that which does not require malpractice insurance. According to PLF guidelines it is possible to come under the law clerk exemption if "1) your work is reviewed and supervised by an attorney, 2) you make no strategy or case decisions, 3) you do not hold yourself out to any client as an attorney, 4) you sign no pleadings or briefs, 5) you attend no depositions as the attorney of record, 6) you make no court appearances as the attorney of record, 7) you do not use the title "attorney," "attorney at law" or "lawyer" on any correspondence or documents and 8) you are not listed in the firm name or on the firm letterhead as an attorney or firm member."

Katherine Foldes volunteers her time as coordinator of Oregon Women Lawyers' Contract Attorney Referral Service. Katherine has herself been a contract attorney for the past seven years and thoroughly enjoys the variety of projects and challenges of contract lawyering.

ask
THE CONTRACT
ATTORNEY
REFERRAL SERVICE
By Katherine Foldes

Donna Frechette, LUTCF

- ◆ OSB Disability Insurance
- ◆ Life Insurance
- ◆ Medical Insurance
- ◆ Estate Planning
- ◆ Retirement Planning
- ◆ Buy/Sell Funding

Premium Management Corporation
5100 S.W. Macadam, Suite 180
Portland, Oregon 97201
(503) 221-1226

 **The Guardian**



A New Directory for Attorneys of Spanish-Speaking Clients

Constance Crooker, who wrote our cover story in the last issue of the *AdvanceSheet*, is publishing a directory that will list all attorneys who provide special services to Spanish-speaking clients. The publication will be called the **Spanish Language Legal Network** and will be updated every six months.

According to Crooker, "The idea is to create a referral network which each attorney can use when calls come in from Spanish-speaking clients. We can use the list to refer clients to attorneys who handle areas of law outside of our expertise."

The directory will be distributed to all participating attorneys for a suggested fee of \$5.00 per year and will also be provided to the Oregon State Bar for general use.

Attorneys who wish to participate can write to Crooker at 500 Yamhill Plaza Building, 815 SW Second Avenue, Portland, OR 97204 or call her at 223-1516. The first issue of the publication has already gone to press, but new members will have their names listed in subsequent issues.



P.O. Box 40393
Portland, Oregon 97240

CLASSIFIEDS

JUDICIAL FELLOWS PROGRAM. The Supreme Court of the United States is seeking outstanding individuals who are interested in the administration of justice and who would like to spend a year working with the federal judiciary. Candidates must be familiar with the judicial system and have at least one postgraduate degree and two or more years of professional experience with a record of high achievement. For information, contact Vanessa M. Yarnall, Administrative Director, Judicial Fellows Program, Supreme Court of the United States, Washington, D. C. 20543.

CONSERVATION LAW FOUNDATION. The Conservation Law Foundation—a nonprofit advocacy organization dedicated to improving environmental quality, natural resource management, and public health throughout New England—is seeking an attorney to work primarily in its Transportation Project. Duties will include representing the CLF in federal-court litigation under the Clean Air Act and other statutes and in administrative proceedings and negotiations. Requires at least three years of experience working for an advocacy organization, private law firm, or public law office, including substantial litigation experience. Submit a letter of interest, résumé (including three references), and two writing samples to Stephen H. Burrington, Director, Transportation Project, Conservation Law Foundation, 62 Summer Street, Boston, MA 02110-1008.

OFFICE SPACE AVAILABLE. Office with wood floor, brick accents, lots of glass, high ceilings, large windows. Office-share arrangement with reception, phones, fax, copiers, kitchen, shower, conference room. Call 226-2141/224-2007.

OWLS CONTRACT LAWYER REFERRALS. Could you use temporary help from another attorney to assist you with any portion of a case, from initial research to trial to appeal? Call OWLS Contract Lawyer Referral Coordinator Katherine Foldes, 641-7010, for a current list of OWLS contract lawyers. *This is a free service.*

Classified Rates: \$25 per insertion of 25 words or less; \$0.75 for each additional word.

BULK RATE
U.S. POSTAGE
PAID
PORTLAND, OR
PERMIT NO. 2346

Printed on recycled paper

SPECIAL ISSUE: Who We Are & Where We're Going: The Story of Oregon Women Lawyers