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oregonwomenlawyers.org

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Elise Gautier, 503.292.2893  
elise.gautier@comcast.net

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## OWLS Workplace Leader Award Goes to Gartland, Nelson, McCleery, Wade & Walloch

Each year, Oregon Women Lawyers honors a legal employer in Oregon with the OWLS Workplace Leader Award. The award recognizes a company or firm taking effective steps to promote one or more of the following values:

- ♦ a healthy balance between work and life;
- ♦ acquiring and maintaining a diverse workforce; or
- ♦ maximizing opportunities for women and minorities to succeed in the workplace and advance to positions of influence and leadership.

The purpose of the Workplace Leader Award is to encourage and celebrate programs that help eliminate barriers to success in the law for women and minorities. While there are no easy answers to the problems faced by women and minorities in the legal arena, we seek to highlight successful steps that firms have taken to address those challenges.

In 2008, Oregon Women Lawyers is proud to recognize the Eugene law firm Gartland, Nelson, McCleery, Wade & Walloch as the recipient of the third annual OWLS Workplace Leader Award. The award was presented on Friday, October 17, at a reception following the National Association of Women Judges annual conference.

Gartland Nelson stood out among six nominees as a workplace leader in a small firm, small town setting. At Gartland Nelson, "work/life balance" is

more than a slogan. The firm has accommodated part-time schedules, even for partners; allowed for flexibility in work hours to accommodate family or other interests; and provided an ex-

ample that has inspired lawyers in other Eugene firms.

Attorneys at Gartland Nelson who have chosen to work part-time or flexible schedules so they can spend time with children, grandchildren, or engaging in other passions have been met with respect, support, and

understanding. The firm has been repaid in kind by retaining quality, balanced lawyers. Employees of this nine-attorney firm are encouraged to work hard, participate in firm decisions, and develop their practices, but also to take care of their health, mentor others, and "have a life" outside of work.

Leadership in the legal community is a hallmark of Gartland Nelson. The firm's women attorneys have served on numerous boards, in local bar leadership, and in statewide organizations. But it is in providing informal leadership that the women of Gartland Nelson really stand out. Other attorneys searching for strategies to achieve their own part-time schedules have been mentored by Gartland Nelson attorneys, and proposals at other firms have been more successful because of Gartland Nelson's workplace leadership.

OWLS extends our warmest congratulations to the Gartland Nelson firm.



*The Gartland Nelson firm (left to right): Sitting: Heather Walloch, David Wade, Emily Hill; Standing: Mindy Wittkop, Scott McCleery, Meg Kieran, Doug Nelson, John Gartland, Kate Wilkinson*

See pages 8–9 for the 2007–2008 Oregon Women Lawyers Annual Report.

## President's Message



Laura Caldera Taylor

History will be made on November 4, when the United States will elect either its first African American president or its first female vice president.

The campaigns leading up to

that historic moment have put the spotlight on the best and the worst of our society—the best in the sense that the highest and hardest glass ceiling is that much closer to being broken, and the worst in the sense that in the heat of the political moment, sexism and racism have been brazenly embraced.

There is so much more to say on this subject than there is room here to write about it. Suffice it to say that Senators Clinton and Obama, and Governor Palin, have each been the victim of various forms of sexism and racism. Who can forget the media buzz about the single

tear in Senator Clinton's eye, or the "meltdown" she had when she was both competent and passionate in a debate? Or the nonchalant way the pundits feel comfortable calling Senator Obama "uppity," or the callousness with which a congressman referred to him as "that boy"? And why is it that the press, the pundits, and mainstream America feel comfortable using their outside voices to say that a woman's place is in the home raising her children, not in the White House leading our country?

I wonder about how the brazen sexism and racism that has been so freely touted during this election will affect our children's ability to realize true equality. Wouldn't it be great if the rest of the country shared our vision of ensuring justice and equality by advancing women and minorities?

Laura Caldera Taylor  
OWLS President

## It's Membership Renewal Season at Oregon Women Lawyers

By now, all OWLS members should have received your membership renewal applications in the mail. Applications are also available on the Oregon Women Lawyers website at [www.oregonwomenlawyers.org/docs/MembershipForm\\_2008-2009.pdf](http://www.oregonwomenlawyers.org/docs/MembershipForm_2008-2009.pdf), or contact [linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org). Send in your form no later than November 14 to ensure uninterrupted listserve access and inclusion in the 2009 Membership Directory.

OWLS treasures our members, and we hope you'll renew as early as possible. We depend on your support to continue our work to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession. On behalf of the board and staff of Oregon Women Lawyers, thank you in advance for your renewal!

## Check Out OWLS' New Website

In September, Oregon Women Lawyers unveiled our new information- and photo-packed website. We've updated its look to reflect our expanding membership and professional presence, and we look forward to the site's continuing to evolve as OWLS continues to mature.

We want the website to be a tool for you, our members and chapters. If you can't find information you need or have ideas for its improvement, please don't hesitate to contact us at [catherine@oregonwomenlawyers.org](mailto:catherine@oregonwomenlawyers.org) or [linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org).

Our thanks go to Grapheon Design for helping us transform our website dreams into reality. Check it out at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org). We hope you like the new site as much as we do!

## Nominations for Roberts and Deiz Awards Due to OWLS November 17

OWLS is soliciting nominations for the 17th annual Justice Betty Roberts and Judge Mercedes Deiz Awards. The awards recognize and celebrate the accomplishments of individuals in promoting women and minorities in the legal profession in Oregon. Recipients will be honored at the annual awards dinner on March 13, 2009, at the Governor Hotel in Portland.

The Justice Betty Roberts Award recognizes an individual who has made an outstanding contribution to promoting women in the legal profession and in the community. Past recipients of the award include Justice Betty Roberts, Judge Sid Galton, Helen Althaus, Norma Freitas, Katherine O'Neil, Barrie Herbold, Elizabeth Harchenko, Judge Maureen McKnight, Judge Ellen Rosenblum, Diane Rynerson, Diana Crane, Justice Susan Leeson, Judge Ann Aiken, Sandra Hansberger, Judge Mary Deits, and Trudy Allen.

The Judge Mercedes Deiz Award recognizes an individual who has made an

outstanding contribution to promoting minorities in the legal profession and in the community. Past recipients of the award are Judge Mercedes Deiz, Gayle Patterson, Nargess Shadbeh, Justice Edwin Peterson, Armonica Gilford, Okianer Christian Dark, Judge Janice Wilson, Madelyn Wessel, Lynn Nakamoto, Marva Fabien, Judge Adrienne Nelson, Leonard Girard and Pamela Jacklin, Stella Manabe, Daniel Santos, Justice Wallace P. Carson, Jr., and David Bartz, Jr.

The nomination should include detailed information explaining how the nominee fulfills the award's criteria. At least three letters of recommendation should also be included. Nominations must be received by Monday, Nov. 17, 2008. Nomination forms can be found at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

Send nominations to Kristin Sterling, OWLS, Stoel Rives, 900 S.W. Fifth Ave., Suite 2600, Portland, OR 97204; email: [khsterling@stoel.com](mailto:khsterling@stoel.com); fax: 503.220.2480.

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



Cascade Women Lawyers hosted a visit with Hon. Betty Roberts on Oct. 9. Left to right: Lorie Harris Hancock, Bethany Graham, Hon. Betty Roberts, and Laurie Craghead.



Attending the Clackamas OWLS picnic on August 9 are (clockwise from left): Judge Tom Rastetter, Bonnie Carter, Kelsey Tucker, Ann Ledgerwood, John Carter, Michael Langley, and Judge Eve Miller.

For more about OWLS chapter activities around the state, please see page 15 and [www.oregonwomenlawyers.org/chapters/](http://www.oregonwomenlawyers.org/chapters/).

## Auction Items Needed

You are cordially invited to attend, and make a donation to, the annual Oregon Women Lawyers Foundation Auction, which will take place on March 13, 2009, immediately preceding the OWLS Roberts-Deiz Awards Dinner.

The Foundation is a sister organization to OWLS, with a mission to educate and support women and minorities in accessing and participating in the justice system. To accomplish its mission, the Foundation raises funds through the auction and other events and makes grants which support organizations dedicated to and projects designed to give women and minorities greater access to and a better understanding of the justice system.

Donation suggestions include vacation lodging, specialty baskets, restaurant or entertainment certificates, sporting equipment, jewelry, spa services, and specially prepared dinners. For more information or to make a donation, please contact auction co-chairs Aruna Masih, at [masiha@bennettthartman.com](mailto:masiha@bennettthartman.com) or 503.227.4600, or Kat Rosenbaum, at [kkr@nwnatural.com](mailto:kkr@nwnatural.com) or 503.201.7732.

## Susan Hammer at July LEG-Up

By Sara Staggs

At the July 10 OWLS LEG-Up, Susan Hammer, the 2006–2007 president of the Portland City Club, spoke about her time at the City Club, her views of Portland, and our responsibility as citizens to ensure Portland's healthy future.

The City Club's commitment to maintaining and improving Portland was what drew Susan to become active in the organization. A citizen-based group, the City Club's mission is to inform members of the Portland community about public affairs and arouse a sense of obligation in the community to make Portland an even better place than it is today. Susan joined the City Club in 1981 while working as an associate at Stoel Rives. At that time, joining was mandatory for Stoel Rives associates.

"As citizens, we have an obligation to make this city better," Susan said. One of the problems she finds in Portland today is that citizens all congregate around interest groups to deal with issues that affect the community. "There is no longer a question of 'what is in the public good?'" she noted. The City Club provides a place to ask that question without a hidden agenda and to work toward the answer.

Through research reports presented to the Portland City Council on issues such as Measure 37 (compensation for land use restrictions), the influx of immigrants to Portland, and the city's business environment, coupled with more than 44 programs offered each year, the City Club effects change in the Portland community on an individual level and on a greater scale. The club works toward educating Portland's citizens and bringing real issues to the attention of the city and state governments in a detailed, informative manner. "We want Portland to be better in 10 to 20 years," Susan explained. "Portland engenders a sense of optimism and empowerment. There is a sense that one person can make a difference, and it is a place where people value public dialogue." She encouraged the LEG-Up attendees to join the City Club. "We need smart women to join our organization," she said.

We thank Susan Hammer, a longtime OWLS member, for talking with us, and we thank Black Helterline for graciously hosting this event in Portland.

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

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# Jackson County Circuit Judge Rebecca Orf to Retire

By Lisa Greif

Judge Rebecca Orf has served as a judge in Jackson County since 1994. Appointed to the Jackson County District Court by Governor Barbara Roberts that year, Judge Orf was the first woman state trial court judge in Jackson County. When the district and circuit courts consolidated, she became a judge on the Jackson County Circuit Court, a position from which she will step down at the end of this year. Judge Orf will be a tough act to follow, especially in juvenile dependency and community family-court caseloads.

After growing up in Florence, Mississippi, Judge Orf earned a bachelor's degree from the University of Mississippi, where she majored in English and also met her husband, criminal defense attorney David Orf. She worked as a legal secretary while he attended law school at the University of Mississippi. David encouraged her to try law school also, and soon she too enrolled. The Orfs moved to Oregon the day after she graduated from law school in 1977, ending up in Ashland because they wanted to live in a small college town near the mountains.

Judge Orf started out as a VISTA lawyer working for legal services in Jackson County. She handled mostly family law and public-benefit law cases. After spending time in private practice, she began practicing juvenile law in 1987. She also worked as a mediator before becoming a judge.

On the circuit court, Judge Orf has presided over just about every type of case that comes before the court. She has been on both criminal and civil rotations in the past and currently oversees a community family-court caseload, a juvenile dependency caseload, and a domestic relations caseload. She is well known as a staunch protector of children in the courtroom but also is often very supportive of the parents who appear before her.

Judge Orf has been active in her community and has participated in several committees and boards that serve children and families, including the local council against domestic violence and sexual assault. Currently she serves on the board of directors of the Family Nurturing Center and on the Jackson County Commission on Children and Families, and she

was recently appointed to a statewide family law committee. A member of the Medford Rotary Club, Judge Orf plans to continue her volunteer work after she steps down from her full-time position on the bench.

Judge Orf and her husband have two sons, ages 24 and 20; the oldest is a second-year law student at Willamette. Judge Orf lists her husband, children, parents, and grandparents as the most influential people in her life, along with the Dalai Lama, whom she has met in person. She is on the board of directors of Kagyu Suka Choling, a Buddhist meditation center in Ashland. Judge Orf also likes to read, spend time with her four dogs and her horse, and travel.

When Judge Orf started law school, there were a total of seven women in the program. She felt that her female classmates actually received special attention because they stood out among the men. She noted how things have changed: her son's law school class now includes at least 50% women.

When asked what advice she has for young women lawyers, Judge Orf stressed the importance of finding a mentor. Any attorney, she says, who aspires to be a judge must start by being a good lawyer. She also recommends getting involved in one's community, especially in activities conducted in conjunction with the local bar association.

A longtime OWLS member, Judge Orf says that she has always treasured her membership in OWLS and that she found a lot of support from being a member, especially in the earlier years, when "there were fewer of us around."

Judge Orf is looking forward to her "retirement" from the bench, although she will miss community family court and juvenile court. She will participate in the "Plan B" option, which allows her to spend 35 days per year as a judge over the next five years. She is interested in possibly establishing a mediation/arbitration practice and/or representing children, teens, and young adults in court. She will continue to be involved in the activities that are most important to her, those that make our children and families stronger.

*Lisa Greif, a senior attorney with Southern Oregon Public Defender in Medford, is a candidate for the Jackson County Circuit Court on the November ballot.*

# Eight OWLS Members on November Ballot

By Bethany Graham

Eight OWLS members are running for election in November, five seeking to capture or retain judicial seats and three running for political office. Of the five judicial candidates, only two are in contested races. In Jackson County, Lisa Greif is running again for an open position on the circuit court bench, and in Columbia County, current Circuit Court Judge Jenefer Grant is seeking to retain the seat to which she was appointed in May 2007.

In an uncontested race, Justice Martha Walters is running to retain her seat on the Oregon Supreme Court, which she assumed in 2006. Multnomah County Circuit Court Judge Diana Stuart and Clackamas County Circuit Court Judge Kathie Steele are also seeking re-election to their seats in uncontested races.

In addition to the judicial races, three OWLS members are running for political office. At the state level, current Senate Majority Leader Kate Brown is running for secretary of state, and Suzanne Bonamici is seeking to retain her seat in the Oregon Senate representing District 17, which comprises portions of northeast Washington County and northwest Multnomah County. In addition, OWLS member Judy Shiprack is seeking a Multnomah County commissioner position.

## Contested Judicial Races Heat Up

Lisa Greif's campaign is her second effort to capture a Jackson County judicial seat. She also ran in 2006, losing the election to local Medford attorney Ron Grensky. Greif is running in a hotly contested race for Position 8, which will be vacated by Judge William Purdy, who is stepping down from the bench. Greif, an attorney with Southern Oregon Public Defender since 1998, says she learned a great deal from her first campaign.

On this second outing, she is running regular radio ads and concentrating her campaign efforts on precincts that historically have the highest voter turnout. Her efforts have apparently been paying off. Greif won the May primary handily, defeating three other candidates and capturing more than 46% of the total vote. She garnered over ten thousand more votes than her next closest opponent and runoff challenger, Joe Charter.

Greif also reports that she is heading into the general election with endorsements from five sitting judges and one senior judge, in addition to broad support

from the police, the district attorney's office, and her fellow public defenders. Greif says that in a local bar poll in April she earned more votes than her three primary opponents combined.

If she is elected, Greif will join just one other woman on the Jackson County Circuit Court, Judge Patricia Crain. The only other female judge, Rebecca Orf, will step down from the bench at the end of this year. [See story on page 4.] Noting the importance of having more women on the bench in her county, Greif would like, with her election, to be able to "keep Judge Crain company."

Greif notes that although she has not made special efforts to reach women voters, women voters have been coming to her. She thanks her many women supporters, including lawyers and judges, who have hosted campaign fundraisers



Lisa Greif

and volunteered to assist in her election bid.

Donations to Greif's campaign can be made to the Committee to Elect Lisa Greif, P.O. Box 4601, Medford, OR 97501.

Judge Jenefer Grant in Columbia County is also in the midst of a heated judicial race. She is seeking to retain the seat she has held since her appointment by Governor Kulongoski in May 2007. Judge Grant's opponent in the race is David B. Herr, an attorney in private practice in St. Helens.

Judge Grant states that being the first woman on the Columbia County Circuit Court is "obviously exciting to me personally, because it makes history." But Judge Grant also notes that "it is difficult to say whether certain qualities I have are 'feminine' rather than 'masculine,' but my heart is very much in my work, and



Hon. Jenefer Grant

Continued on page 6



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# OWLS Members on November Ballot

I do think I am good at putting my ego aside and at listening to people."

The biggest challenge in the election, according to Judge Grant, may sound familiar to many working women—"balancing full-time work, parenting a three-and-a-half-year-old daughter, keeping the household running smoothly, and campaigning every available moment." Judge Grant extends her thanks to OWLS members throughout the state whose support has been "hugely beneficial to my campaign." She reports that she has been "overwhelmed by the willingness of members who had never previously heard of me to donate time, energy, and money to my re-election efforts."

You can read more about Judge Grant in the Summer 08 issue of the *AdvanceSheet*. Donations to Judge Grant's campaign can be made through her website, [www.retainjudgegrant.com](http://www.retainjudgegrant.com).

## Three OWLS Members Run for Political Office

Two of the three OWLS members running for political office in November are in contested races, and one, Suzanne Bonamici, is running unopposed.

**Kate Brown**, a Democratic member of

the Oregon Senate since 1996, has served as Senate majority leader since 2004 and is the first female to ever hold that position. Brown easily won the primary election against three Democratic rivals, and will be challenged in the general election by Republican Rick Dancer, a former television journalist.

A graduate of Lewis & Clark Law School, Brown practiced family law and juvenile law before starting a career in public service. She has served in the Oregon legislature since her election to the House of Representatives in 1991. After two terms in the House, Brown was elected to the Oregon Senate in 1996, where she has served ever since.

Donations to Brown's campaign can be made through her campaign website, [www.katebrownfororegon.com](http://www.katebrownfororegon.com).

In the Oregon legislative races, **Suzanne Bonamici** is running to retain the Senate District 17 seat to which Governor Kulongoski appointed her in May of this year. The seat had been vacated by Brad Avakian when he left the Senate to take the helm at the Oregon Bureau of Labor and Industries. Bonamici, who had served in the Oregon House of Representatives since the 2007 legislative session, is running unopposed in a special election for the Senate seat. If elected, she will serve out the remaining two years of Avakian's term.

A 1983 graduate of the University of Oregon School of Law, Bonamici's legal experience includes work at the Federal Trade Commission in Washington, D.C., (in the Credit Practices Division of the Bureau of Consumer Protection) and in private practice in Portland. Bonamici says that her legal training has been a "tremendous asset" in the legislature, particularly with regard to her service on the Senate Judiciary Committee, and also with the basic but critical skills of reading statutes and understanding statutory construction.

Bonamici advises those interested in pursuing a legislative career to learn about the process first. She recommends spending time in Salem during the legislative session to follow a bill or two through the process, and, if possible, testifying before a committee. "Also, get to know your community so that when you decide to run, you have made some local contacts," says Bonamici.

Donations can be made to Bonamici at her website, [www.suzannefororegon.com](http://www.suzannefororegon.com).

Lastly, **Judy Shiprack** is seeking a seat as a Multnomah County commissioner representing District 3. Shiprack is running against Mike Delman, currently the director of public affairs for the Portland Habilitation Center. Shiprack had a very strong showing in the primary election, garnering just over 37% of the vote in a crowded field of six candidates. Delman, Shiprack's next closest opponent, received 17.5% of the vote.

Since her graduation from Lewis & Clark Law School in 1980, Shiprack has enjoyed a diverse career. After first working as a deputy district attorney for Multnomah County, she was elected to the Oregon House of Representatives in 1986, representing southeast Portland. She next turned her hand to creating a nonprofit affordable housing development corporation. Most recently, in 2003, Shiprack became the director of the Local Public Safety Coordinating Council in Multnomah County.

Donations to Shiprack's campaign can be made through her website, [www.judyshiprack.com](http://www.judyshiprack.com).

**Bethany Graham** is a lawyer at Schwabe, Williamson & Wyatt in Bend and serves on the OWLS board.

*continued from page 5*

# Recent LEG-Up Events Address Work/Life Balance

## August LEG-Up

By Allyson Keo

The OWLS August 14 LEG-Up, hosted by Stoel Rives in Portland, was the first of a two-part series featuring perspectives on improving work/life balance. The three-member panel consisted of Elizabeth Knight, of counsel with Dunn Carney Allen Higgins & Tongue; Tamara Russell, a partner at Barran Liebman; and Kathleen Barsocchini, senior vice president, general counsel, and secretary of Scantron Corporation.

A common theme at the event was that everyone must define success for herself, and the definition will shape individual priorities. The panelists offered the following advice (and much more) to audience members:

- Treat your outside-work life like a client—dedicate to it the time it deserves.
- Deliver a high-quality work product and stay focused and responsive at work so that you can enjoy your time outside of work.
- Understand your employer's expectations.
- It is acceptable to be absent from law firm committee or practice group meetings occasionally.
- Use technology tools, such as PDAs, telecommuting, out-of-office notification, and cell phones, to find more time and improve work/life balance.
- Give yourself permission to designate times when you are unavailable to your employer.
- It is easier to market when you do so on your own terms. Define "business development hours" broadly.
- Outsource tasks such as shopping and cleaning when it makes sense to do so.
- Learn how to say no.
- You can still participate in bar and volunteer activities if you enjoy the activity you choose and avoid spreading yourself too thin.
- Take the opportunity to get to know people when you work together on a project; find alternative ways to build relationships.

Thanks to our panel members for sharing their experiences and insights with us, and thank you, Stoel Rives, for generously supporting this event.

**Allyson Keo** is corporate counsel at Harland Financial Solutions in Portland.



Left to right: Elizabeth Knight, Kathleen Barsocchini, and Tamara Russell

## September LEG-Up

By Siovhan Sheridan-Ayala

On September 11, OWLS hosted a LEG-Up at Bodyfelt Mount in Portland entitled "Perspectives on Finding Work/Life Balance as a Solo or Contract Attorney." It was the second in a two-part series on work/life balance. The room was packed as the three panelists, Helle Rode, Anne Corcoran Briggs, and Mary Egan, shared their insights about maintaining work/life balance as a sole practitioner or contract attorney.



Left to right: Helle Rode, Anne Corcoran Briggs, and Mary Egan

Each seasoned attorney has made her own career path, in line with her own life needs. Both Anne and Helle had supportive husbands who took greater responsibility for their home lives. Anne encouraged people to define success for themselves, and to expect the unexpected if you have children. Mary's career path has taken her from large firms to in-house counsel to, finally, working as a contract attorney. She encouraged people to maintain friendships, take vacations, enjoy outdoor activities, and belong to civic groups. Helle emphasized the importance of simplifying one's life, maintaining good health, and reserving time for the inevitable surprise.

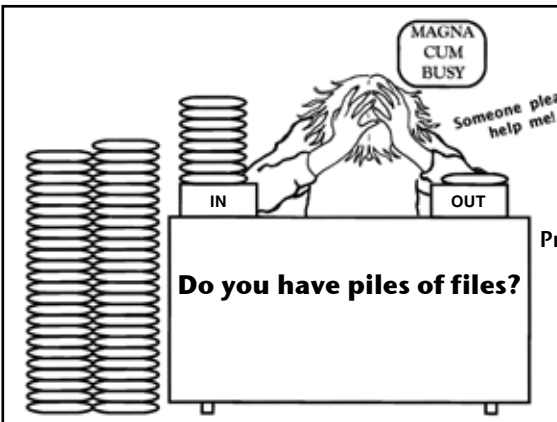
OWLS thanks the panelists and attendees for such an engaging discussion, and our host, Bodyfelt Mount.

**Siovhan Sheridan-Ayala** focuses her Portland practice on immigration law.



At the OWLSNET event in Portland on August 26, OWLS members networked with real estate and mortgage professionals. Shown here (left to right): Sara Allen, Paul Martinez, and Chelsea Collier.

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



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# Oregon Women Lawyers Annual Report

## October 2007–September 2008

### From the Executive Director's Desk

The past year at Oregon Women Lawyers has been one of growing toward the future and honoring where we've come from. Our membership increased by 13%, continuing its steady climb of the past few years. We gained members in nearly every chapter around the state, and added a new chapter in Clackamas County. OWLS members and others in the legal field affirmed the stature of our "culture of support," attending sold-out events throughout the year, seeking OWLS' input on decisions of importance to the legal community, and participating actively on our members-only listserve. Law firms and legal businesses stepped up in unprecedented numbers to support OWLS programs at unprecedented levels.

Here at the OWLS World Headquarters, we are pleased but not surprised. From our perch in OWLS' unassuming offices, Administrative Director Linda Tomassi and I can see the breadth and reach of a remarkable volunteer-driven network of professional support. The means by which our leaders and members work to advance women and minorities in the legal field are many: you plan educational programs, organize events, serve as mentors, provide advice, help run the organization, and offer your wisdom—both personal and professional—to others in the field.

As our organization grows, we recognize more acutely than ever the importance of honoring those whose shoulders we have stood upon. This year, we were fortunate to hear from a number of OWLS' "Founding Mothers" at the Betty Roberts Autobiography Release CLE in the spring, and to see another honored at the Roberts-Deiz Awards Dinner. They epitomize what remains unique and inspiring about Oregon Women Lawyers' mission and work to this day. Tracing the line from where they have been to where we are today helps us recognize how much progress has been made and summon the strength to tackle the great challenges that still face us.

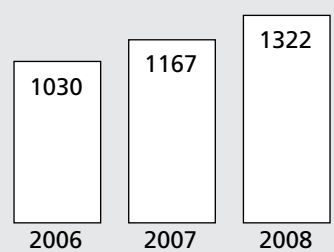
I feel fortunate to have participated in OWLS' work to address these challenges over the past year, and salute the amazing women who have made—and continue to make—that work happen.

Warmly,

*Catherine*

Catherine Ciarlo  
OWLS Executive Director

Number of OWLS Members



### Networking Opportunities and Leadership Initiatives

#### Inter-profession Networking Events

In 2007, OWLS responded to requests from the community and our members by instituting bi-annual inter-profession networking events. A mix of professionals met in Eugene in September 2007 and again this fall; in Portland, attorneys networked with bankers and CPAs at one event, and mingled with real estate and mortgage professionals at another. These events, held immediately after work at local restaurants, drew large crowds.

#### LEG-Ups

Attorneys of all experience levels attended nine leadership programs (LEG-Ups) for OWLS members, featuring professional women from the political, civic, corporate, and nonprofit worlds

who shared their successes, experiences, and strategies. These well-attended events at Portland firms provide a monthly opportunity for networking and gaining leadership skills. The OWLS Leadership Committee also hosted a fundraiser for Dress for Success.

#### Mentoring Circles

OWLS members in Portland had the opportunity to participate in two Judicial Mentoring Circles over the past year, one on family law and one on "The Anatomy of a Trial." Multnomah County Circuit Court judges served as mentors, giving 24 OWLS members a chance for small group discussion in an informal setting over several months.

#### Courthouse Connection

Attorneys in Marion and Multnomah Counties were treated to several Courthouse Connection gatherings, where they

had an opportunity to chat with judges, students, and other lawyers over brown-bag lunches. These informal gatherings were well attended. The Courthouse Connection in Portland celebrated Take Your Daughters and Sons to Work Day in April. Multnomah County Circuit Court judges hosted about 100 children in several courtrooms, where they participated in mock trials.

#### Contract Lawyers Listserve and Luncheons

OWLS provides support for contract lawyers and sole practitioners through a special listserve and monthly brown-bag lunch gatherings in downtown Portland. In 2007–2008, lawyers who have chosen a solo career path supported one another and acquired practice skills from similarly situated professionals.

#### Oregon Women Lawyers Listserve

The OWLS members-only listserve is one of OWLS' most utilized membership services. Seventy-four percent of OWLS members used it over the past year as a resource for legal referrals, advice, service recommendations, and job postings. The listserve also provides members with information about upcoming events. Finally, it serves as a platform for spirited but respectful discussions on topics ranging from politics to racism and sexism to workplace practices.



transform his law firm.

#### Workplace Leader Award

The OWLS Workplace Leader Award recognizes legal employers who have effective programs or policies to help women and minorities succeed in the workplace and advance to positions of influence and leadership.

The 2007 Workplace Leader Award was presented jointly to the Portland firms Bodyfelt Mount and Farleigh Wada Witt. The award recognizes both firms' commitment to a culture that favors professional fulfillment over maximizing profits.

This year, OWLS completed a long-overdue overhaul of our website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org). Check out the pictures, historical information, calendar dates, and volunteer opportunities.

### Awards

#### Roberts-Deiz Awards Dinner

This year's sold-out dinner honored Trudy Allen as the recipient of the Justice Betty Roberts Award and Dave Bartz, Jr., as the recipient of the Judge Mercedes Deiz Award. Over 420 guests were treated to Trudy's reflections on her decades of service to women lawyers in Oregon and Dave's inspirational comments on how his philosophy of inclusion and fairness motivated him to

### Continuing Legal Education Conferences

Oregon Women Lawyers' 2007–2008 CLEs were both sold out. In the fall, our "Business Tools For Success" CLE brought together lawyers of all experience levels to discuss professional leadership and business planning. At the spring Autobiography Release CLE, Justice Betty Roberts read from her memoir, *With Grit and By Grace*, and a multi-generational panel shared their reflections on the challenges women face and the progress they have made in the law.

### Oregon Women Lawyers Chapters

The spring of 2008 saw the initiation of a new OWLS chapter, Clackamas Oregon Women Lawyers. Spearheaded by OWLS board member Kathleen Rastetter and Clackamas County Circuit Court Judge Kathie Steele, the chapter has hosted several events, including social gatherings, organizational events, and a luncheon CLE on handling difficult clients.

OWLS' ten other chapters throughout the state continued to offer a mixture of professional enrichment, networking activities, and casual gatherings. For information about each chapter, please see page 15 and [www.oregonwomenlawyers.org/chapters/](http://www.oregonwomenlawyers.org/chapters/).

### The DragonFlies

The OWLS dragon boat team, the DragonFlies, enjoyed a spirited race season, competing in Tacoma, Salem, Victoria, B.C., and Portland. Please see the story on the back page and visit [www.owlsdragonflies.org](http://www.owlsdragonflies.org).

### Volunteer!

All the programs and accomplishments described in this report are the direct result of hundreds of hours put in by OWLS volunteers to plan and coordinate events, reach out to other legal groups, write articles, assist with event details, and help out in the office. For a list of OWLS committees, see [www.oregonwomenlawyers.org/who\\_we\\_are/volunteer.php](http://www.oregonwomenlawyers.org/who_we_are/volunteer.php). Volunteer work is fun and rewarding; we would love to have you join our team.

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# Judge Sheryl Bachart Joins Lincoln County Circuit Court

By Hon. Jill Tanner

Sheryl Bachart was sworn in as a judge on the Lincoln County Circuit Court on June 20, a little more than 11 years after graduating from the University of Oregon School of Law. Judge Bachart's experience managing over 350 cases as a Lincoln County senior deputy district attorney serves her well in the courtroom, where she typically presides over criminal matters and an increasing number of civil cases.

As a deputy district attorney, she prosecuted primarily felony child sexual and physical abuse cases. She received a Children's Advocacy Center Special Recognition Award for prosecuting a child abuse case in 2006, when she prosecuted Samuel Williams, who was convicted of all 57 charged counts of child sexual abuse and child pornography and sentenced to 204 years in prison.

Judge Bachart, the first woman on the Lincoln County Circuit Court, did not set out to be a circuit court judge. She enjoyed her work as a deputy district attorney and "worked hard to become an effective trial lawyer." Judge Bachart believes that working hard does not go

unnoticed. She attributes her success in the courtroom to the strong work ethic instilled in her by two high school teachers. Judge Bachart believes that many of her "wins" in the courtroom came because she "out-prepared the other side." In addition, she viewed her experiences "as a mom and as a woman" as an asset in her DA job, stating that she was able to "connect with kids on a different level as a woman."

Six years before entering law school, Judge Bachart earned a double major in international studies and political science from the University of Oregon, graduating magna cum laude. In her junior year, as part of her international studies, she spent nine months at Jozsef Attila University in Szeged, Hungary. One month after she arrived, Hungary amended its constitution to allow for a multiparty state, rather than a singular communist one. In June 1991, almost a year after Judge Bachart left Hungary, the Soviet military presence ended after more than 47 years of occupation. Thus she experienced first hand a monumental shift in Hungary's politics and government.

Judge Bachart is committed to her legal and local community. Currently she chairs the Oregon State Bar's Uniform Criminal Jury Instructions Committee. She is a member of the local chapter of Altrusa, a nonprofit service organization that is dedicated to human well-being and develops community programs to meet local needs. In addition, her children involve her in many community activities. In her little remaining "free" time, Judge Bachart likes to run, read and, of course, travel.

Judge Bachart advises listening to others who suggest that you "try new and different things in your career." She followed her own advice when she took advantage of the diverse learning experiences offered by the clinical law course in law school. When she began law school, Judge Bachart thought she would find a challenging career in international law. Her hands-on experience in the law school's prosecution clinic led her to pursue instead an interesting and rewarding career in criminal law.

Judge Bachart's path to the bench was suggested by two Lincoln County judges who encouraged her to apply for the judicial appointment. Judge Bachart unequivocally states that she is very pleased that she followed their lead because it is "an incredible honor to be appointed" to the bench and she is "humbled by the experience." OWLS wishes Judge Bachart many fulfilling years on the bench.

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



Judge Sheryl Bachart

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# Katherine O'Neil: An OWLS Founding Mother

By Teresa Kraemer

Do you younger women lawyers sometimes wonder who founded OWLS? What is the history of our founding mothers? Why did they create OWLS? This first in a series of profiles of our founding mothers focuses on Katherine O'Neil—in part because OWLS members just helped her celebrate her 70th birthday. And in true Katherine fashion, the celebration was a fundraiser for the OWLS Foundation. No one is more dedicated to OWLS and the OWLS Foundation than is Katherine.

But just who is Katherine O'Neil? I recently had the honor of learning more about her. Born in 1938, Katherine grew up in New Orleans. She was lucky to be a member of a large, nurturing, close-knit family that valued education, hard work, and community service. She was also lucky to have several strong influences in her early years, including her father, a self-made business man who ran an integrated business and gave blacks authority over whites at a time when that was unusual; her mother, who was a college graduate, fabulous cook, money manager, and big supporter of Katherine's; a black maid who was her caregiver while both of Katherine's parents worked long hours; an aunt who worked in Katherine's father's business—and was a member of the Louisiana State Bar but could not make a living as an attorney because of her gender; and an uncle who was a successful lawyer, judge, and active bar and community leader.

Katherine says she was fortunate to attend the Louise S. McGehee School in New Orleans. She found the sexism of the 1950s Deep South suffocating. Her McGehee's education helped her escape into a broader world. At the private, all-girls school, the teachers were all women who had very high academic expectations. It was a safe place for Katherine to develop her leadership abilities. During that time, she also worked in the office of her father's trucking company, and then she headed off to Stanford University.

After graduating from Stanford with a major in political science, Katherine worked at the Republican National Committee in Washington, D.C., where she managed the Young Republican staff and traveled extensively, organizing Young Republican chapters along the East Coast—all the while with the pay and title of a secretary. She points out that

at that time, Eisenhower was president and moderate Republicans controlled the GOP. Katherine realized that she was running a department normally run by a man and that if she didn't go back to school for a graduate degree, she would be a secretary for the rest of her life. So it was off to Harvard.

Katherine was accepted into both the Harvard PhD program in political science and Harvard Law School. She chose the law school because she believed that lawyers made real change.

When Katherine entered her first year at Harvard, Patricia Scott Schroeder was in her class, Janet Reno was in the class ahead of her, and Libby Dole, the class behind her. There were 15 women and more than 500 men in the class of 1964. It was not easy, and women were not welcome. To this day, Katherine wonders why Harvard Law School started admitting women then. Harvard's dean, Erwin Griswold, told the women they were not wanted. The dean of admissions, a man with four daughters, told several of the women at a cocktail party in front of law school donors that women shouldn't be



At Katherine O'Neil's birthday party on Sept. 7 are (left to right) Libby Davis, Katherine O'Neil, and Terri Kraemer. Over 50 people joined in the celebration.

there—that they were taking places that should have gone to men.

The men students resented the women, Katherine says, and with a few exceptions, the professors (all male) were horrendous. One criminal law professor called on women only when rape or child molestation cases were discussed. Others never called on women or, if they did, they used a cruel line of sexist cross-examination that made the male students howl with laughter. And, at that time, part of the grade in each class depended on class participation.

Continued on page 12

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# Katherine O'Neil: An OWLS Founding Mother

Katherine finished the first year just to be sure that she really did hate law school. And she did. She later learned that her experience was not that of the American legal culture but of the Harvard culture. If Katherine had gone to Stanford or Yale, for example, she thinks she probably would have gone straight through.

Katherine married Michael O'Neil, moved to Tigard, raised two sons (Will and Charles), and worked as a correspondent for *The Oregonian*. When her sons entered junior high school, she grew bored and decided to give law school a second try, enrolling at Lewis & Clark. Women made up about 40% of her class. She found the classmates congenial and the professors sympathetic, and she was admitted to the bar in 1977. She notes that she must thank her two sons, who helped keep her household upright while she was in law school and conformed their behavior to keep her anxiety about their teen years to an almost comfortable level.

Katherine and her current husband, Toby Graff, practiced law together for several years, and Katherine now works as an arbitrator and mediator. In addition to maintaining a busy legal career, Katherine has been active in OWLS, the Multnomah Bar Association (MBA), the Oregon State Bar, and the American Bar Association. She has served as president of the National Conference of Women's Bar Associations, the Oregon Law Foundation, and the Professional Liability Fund. She currently serves on the ABA Board of Governors, which takes up significant amounts of time, she says, but is very interesting and rewarding.

Don't think, however, that her activism is limited to the legal profession—Katherine and Toby are co-presidents of their neighborhood association and are leaders in a grassroots conservation group

on the Long Beach Peninsula.

Katherine has received many awards, including the U.S. District Court of Oregon Historical Society's Lifetime Service Award, the Oregon State Bar's Award of Merit and its Member Service Award, the Woman of Achievement Award from the Oregon Commission for Women, and the Oregon Women Lawyers' Justice Betty Roberts Award.

That brings us to Katherine's involvement in OWLS. You might think her involvement was by design, but it wasn't—in fact, it was an accident (a surprise to me!). In 1987, Kathy Root and Susan Hammer (who was then the MBA president) recruited Katherine to join the MBA Committee on the Status of Women. The committee chair resigned due to work pressures, and Katherine became chair. As the committee explored the challenges facing women and Katherine invited more and more women to join their discussions, she noticed that their work was feeding a real hunger for companionship and support among a wide range of women lawyers.

The committee decided that a statewide organization of women lawyers was needed, and Katherine was carried forward as chair of the interim board and then elected the organization's first president. She humbly notes that no one else stepped forward to lead this effort. I say, why should they when Katherine was willing to do so! Agnes Sowle was both the second and third presidents of OWLS because they couldn't get anyone to succeed Agnes after she finished her first year. Ah, another great leader.

And so it was: OWLS was born. That was in 1989—19 years ago. Fortunately, Katherine did not leave the organization when her presidency ended. She put her energy into another very important role—starting the OWLS *AdvanceSheet* and

chairing the *AdvanceSheet* Committee for ten years. The *AdvanceSheet* was first published in the fall of 1990. (As an aside, there have been only two *AdvanceSheet* Committee chairs in the history of the *AdvanceSheet*, Katherine from 1990 to 2000 and me since 2001. She's a good role model.) In addition, Katherine served on the OWLS Foundation board from 1997 to 2004 and continues serve on its advisory board.

Given Katherine's rich history, it seems only fitting to ask her for a few words of advice for young lawyers. Her advice is this: Take the first two or three years of your career to learn and to solidify your skills; participate as you can in OWLS, the ABA Young Lawyers Division, and your county bar association (the people you meet will enrich your life and provide business contacts for your entire career). After three years, apply to the OSB Leadership College. Always participate in OWLS, even if it's just to attend the monthly lunch of your OWLS chapter. (Fellowship with women will keep you sane and grounded in the realities of what it's like to be a woman lawyer, and the meetings will give you the opportunity to visit with role models and potential mentors.) Give back to OWLS—whether it's for one event, one committee, or a board commitment—and always remember that you stand on the shoulders of those women who went before you.

Katherine, now semi-retired, fills her free time with the things she loves and finds most interesting. She is an avid reader, particularly of travel literature and women's biographies, and she visits her grandchildren in Texas often. With Toby, who, she says, has been her sound helpmate in all her ventures, she enjoys travel, especially college alumni trips, Portland Audubon bird watching trips, and trips to explore her latest interest, Mayan civilization—to Guatemala, Honduras, the Yucatan Peninsula, and Chiapas. They also love sea kayaking and white water rafting.

Katherine told me that her friend Laurel Bellows, recent chair of the ABA House of Delegates, says that when you see a turtle on the top of a flag pole, you know she didn't get there by herself. Katherine is acutely aware that in her success is the success of so many people who helped her along the way. She was blessed and we, OWLS members, are also blessed.

**Terri Kraemer, RN, JD, is a director with Deloitte & Touche in Portland.**

*continued from page 11*

# Study Examines Sex Differences in Attaining Partnership

By Teresa Statler

## Three Classic Explanations

In a recently published article, two professors of public policy and a professor of sociology test predictions about how sex differences in the attainment of partnership in law firms—and women's perceptions of sex discrimination—should have changed as women have been integrated into law. The article, titled "Is the partnership gap closing for women? Cohort differences in the sex gap in partnership chances," by Mary C. Noonan, Mary E. Corcoran, and Paul N. Courant, was published this year in the journal *Social Science Research*. It is available online at [www.sciencedirect.com](http://www.sciencedirect.com).

The authors studied two groups ("cohorts") of University of Michigan Law School graduates, so as to have a homogenous study sample. They note that Michigan is a "very selective school and [its] graduates are representative of elite law schools."

The study compared men's and women's partnership rates 15 years after graduation, and women's reports of sex discrimination, for two groups: the classes of 1972 to 1978 (the "early" cohort) and the classes of 1979 to 1985 (the "late" cohort). The study investigated four stages at which some women are selected out of, or select themselves out of, the path to partnership. These four stages are (1) career plans at graduation, (2) entry into a law firm, (3) early attrition from firm practice, and (4) attainment of partnership.

The authors note that prior empirical studies of attorneys have usually focused on sex differences at only one stage (such as attaining partnership), or at a fixed point in time. They believe that the data used in their study are unique, and along with studying lawyers from a single law school, allow "unusually good tests of the three explanations for how the sex-based gap in partnership should have changed as women increasingly entered law firms."

The article first notes some statistics. Before 1970, only 3% of lawyers were women. By 2003, 29% of the nation's lawyers and about half of law school graduates were women. In 2002, however, only 16% of partners in law firms were women. The article then discusses three "classic" models, or explanations, for why there is a sex-based gap in law firms today. The authors later examine these explanations, and related predictions, in view of the data their study yielded.

The first model is the "human capital model." Advocates of this explanation "identify the sex division of labor in the home and sex differences in work preferences as the main reasons why women make different choices, develop different skills, and acquire different training than do men." In addition, the human capital model considers the fact that women are more likely than men to work part-time or to drop out of work for prolonged periods of time due to child-rearing and other family responsibilities. As a result, "early entrants" to a formerly male-dominated field such as law "may underestimate the long-run economic costs of decisions made early in their careers," such as the decision to leave private practice or to pursue a certain legal specialty.

A second classic economic explanation for the sex gap in labor market outcomes is the "statistical discrimination model." This theory takes into account the fact that since "the average woman is more likely to work part-time and to take a family leave than the average man, law firms may hesitate to hire women" in

the first place or to promote women associates to partner, given the high investment firms make in their partners. This theory also takes into account the fact that over time, firms "learn" the role that such statistical discrimination actually plays in determining law firm attrition and promotion, and the theory suggests that statistical discrimination should disappear over time.

The third theory, the "structural model," suggests that institutional barriers, such as hostile work environments, overt discrimination, less mentoring, attitudes about proper gender roles, and disproportionate assignments of pro bono work, are embodied in law firms' evaluation and promotion practices. As a result, structural theorists contend that women's promotion chances and opportunities for professional development within law firms have been reduced in the recent past.

## Study Results and Conclusions

With regard to sex differences at the four stages to partnership, the study found that "driven almost entirely by

*Continued on page 14*

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## Study Examines Sex Differences

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changes in women's behavior," sex differences in career plans, firm entry, and early attrition out of private practice were large and significant in the early group of graduates and smaller and "sometimes insignificant" in the later group. The authors suggest that one of the reasons for these results is that "as women lawyers learn more about the economic rewards (i.e., becoming partner) of working in different legal settings, they will shift towards more lucrative settings such as private practice." The study also found that with the later group of graduates, part-time work became more available and acceptable in firms and became less of an obstacle to making partner. Also, lawyers who actually planned careers in private practice were significantly more likely to be partners.

Nevertheless, even though the women associates in the late cohort had not segregated themselves or been steered into less lucrative practice areas, the authors found that these women still became partner at a lower rate than men. The study found that the sex gap in partnership rates among *all* graduates dropped by about one-third between the two groups studied, due to the increase of

women entering and staying in firms. In this sense, the authors believe that "women have made substantial progress in the attainment of partnership." In the late cohort, however, "men's probability of becoming partner is 13 percentage points higher than that of women's even when credentials, career plans, legal specializations, work activities and labor supply are controlled."

The study authors also found that marriage and children had "mostly positive, insignificant associations with partnership." However, interestingly, they also noted without comment that "satisfaction with work-family balance is negatively correlated with partnership." In addition, when considering potential sex differences in satisfaction with various aspects of private practice, the fifth-year men and women associates' rankings of satisfaction were the same with one exception: 31% of women, but only 19% of men, reported being very dissatisfied with their ability to bring about social change through their work.

The authors report that they could not directly observe or study the "sex discrimination" experienced by the women in the study, but they could nonetheless "examine women's reports about their experiences of discrimination." Incredibly, 90% of the women in each cohort reported having experienced anywhere from "a little" to "a lot" of sex discrimination from some source, five and 15 years after graduation. Among women partners, 86-92% reported experiencing discrimination from lawyers at their own firms, other lawyers, or clients. The authors therefore conclude that "sexual discrimination is a nearly universal experience among women lawyers."

The authors also state that the "playing field is not yet level," even though gains have been made in women making partner in firms. The study's "results suggest sex discrimination is alive and persists in law." The fact that the men and women in the study were all graduates of the same law school, and are thus likely similarly situated with regard to difficult-to-measure characteristics related to promotion, does not change the results. The authors found "large, persistent and unexplained sex gaps in partnership rates, as well as a disquieting number of women law graduates who report having experienced sex discrimination."

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

## DragonFlies

continued from back page

than two hours longer than scheduled, the 'Flies managed to stay focused and place third in the top women's division.

The 'Flies next traveled to Victoria, B.C., for the annual Victoria Dragon Boat Festival, on August 15-17. In their first races on August 16, the 'Flies finished third in both heats. In the semifinals, the 'Flies came back from fourth place to finish first in their heat.

The Victoria festival has traditionally not included a women's final, and the result is that women's teams race mixed teams. After defeating teams in the semifinals that included male paddlers, the 'Flies finished fourth in the mixed finals, in a race that was decided with less than one second between the first- and fourth-place times. In the first-ever women's final held at the Victoria venue, the 'Flies placed second out of five teams.

The 'Flies capped off the season at the Portland Dragon Boat Races on September 6-7. The team took first in both qualifying heats but placed third in Sunday's semifinal race and did not advance to the finals.

The DragonFlies were again coached by Paul Daley, with additional coaching from Beth Allen.

Women studying or working in law or law-related fields who are interested in joining the 'Flies should contact team co-captains Heather Brann, at [branns@earthlink.net](mailto:branns@earthlink.net), or Gwyn McAlpine, at [gmcalpine@PerkinsCoie.com](mailto:gmcalpine@PerkinsCoie.com). New paddlers are welcome.

As always, the DragonFlies thank their generous sponsors: PLATINUM SPONSORS: Landye Bennett Blumstein; Red Dog Home Inspections; Yates, Matthews & Eaton. GOLD MEDAL SPONSORS: Wiles Law Group; Cable Huston Benedict Haagensen & Lloyd; Farleigh Wada Witt; Geffen Mesher & Company; Markowitz, Herbold, Glade & Mehlhaf; Perkins Coie. SILVER MEDAL SPONSORS: Lewis & Clark Law School; Next Adventure; Weber Gunn. BRONZE MEDAL SPONSORS: Allen<sup>2</sup> Law; Kairis Court Reporting; Paradigm Legal Nurse Consulting; Rizzo Mattingly Bosworth; Staffing Solutions.

**Cashauna Hill**, an OWLS board member, is an associate at Wiles Law Group in Portland.

## Around Oregon

By Holly Pettit

**Cascade Women Lawyers.** Cascade Women Lawyers meets for networking lunches every other month on the second Wednesday. Jodie Barram, candidate for Bend City Council, spoke at the August 13 lunch. The group hosted a book signing and visit with former Justice Betty Roberts on the evening of October 9, and will meet for its regular networking lunch in November. Please see the OWLS website for information about upcoming events, or contact Lorrie Harris Hancock at 541.749.4044.

**Clackamas Oregon Women Lawyers.** Clackamas OWLS held its first annual summer picnic/potluck on August 9 at Rivercrest Park in Oregon City. Judges Rastetter, Steele, and Miller were among those who attended. Clackamas OWLS hosted a lunchtime CLE at the Clackamas County Courthouse on September 18. Chris Mullman of the OSB Client Assistance Program spoke on "How to Handle Difficult Clients within the Rules of Professional Conduct." For information about upcoming events, please contact Bonnie Carter at [bcarter\\_esq@yahoo.com](mailto:bcarter_esq@yahoo.com) or Carol Anne McFarland at [carolmcf@co.clackamas.or.us](mailto:carolmcf@co.clackamas.or.us).

**Coast Women Lawyers.** Please contact Linda Tomassi at the OWLS office for information on Coast Women Lawyers.

**Josephine County Women Lawyers.** JCWL meets for lunch and conversation the last Tuesday of each month at the Bistro in Grants Pass. For more information, please see the OWLS website or contact Hon. Victory Walker at [victory.walker@ojd.state.or.us](mailto:victory.walker@ojd.state.or.us).

**Lane County Women Lawyers.** Megan Livermore organized an inter-profession networking event on September 17 at Davis Restaurant and Bar in Eugene. Over 40 attorneys, bankers, accountants, and other women professionals enjoyed this opportunity to network. Lane County Women Lawyers and the Women's Law Forum at the University of Oregon School of Law co-hosted a lunch and presentation on September 26 featuring Isbel Ingham. [See story on back page.] For information about upcoming LCWL events, please see the OWLS website or contact Jane Yates at [yates@gleaveslaw.com](mailto:yates@gleaveslaw.com).

**Linn-Benton Women Lawyers.** Linn-Benton Women Lawyers meets every other month on the third Wednesday for

dinner at Sybaris in Albany. Please see the OWLS website for more information, or contact Chris Smith at 541.230.5000 or [chrissmi@us.ibm.com](mailto:chrissmi@us.ibm.com).

**Mary Leonard Law Society.** On July 9 MLLS offered a CLE at Willamette University. Lisa Norris-Lampe, Oregon Supreme Court staff attorney, discussed the Oregon courts' e-filing project. MLLS and the Marion County Bar Association held a Courthouse Connection featuring Judge Ashcroft at noon on September 9 at the Marion County Courthouse. Gina Johnnie provided refreshments. MLLS hosted a table at the annual Marion-Polk Campaign for Equal Justice luncheon in Salem on September 25.

On September 16, MLLS held its fall kick-off meeting at noon at Willamette. The brown-bag lunch focused on this year's theme, "Empowering Women, Engaging in Leadership," and Laura Taylor, political director of NARAL Pro-Choice Oregon, spoke about her experiences working in campaigns. The goal of this year's lunch series is to engage women lawyers to seek public office or assist other women to do so.

Please see the MLLS website, [www.maryleonardlawsociety.org](http://www.maryleonardlawsociety.org), or the OWLS website for information about MLLS events, or contact Cathryn Bowie or Jill Tanner at [maryleonardlawsociety@hotmail.com](mailto:maryleonardlawsociety@hotmail.com).

**Queen's Bench.** The July 8 Queen's Bench luncheon featured Shari Gregory, MSW, JD, who facilitated a discussion on staying authentic in one's professional life. Shari is an OWLS board member and past Queen's Bench president. Frank Garcia, the diversity administrator for the Oregon State Bar, spoke at the August 12 luncheon about the OSB's efforts to increase the diversity of the Oregon bar. On September 9, Queen's Bench welcomed Carla Kelley, general counsel for the Port of Portland, who spoke about develop-

ments at the port and her work.

Queen's Bench's regular lunches are held on the second Tuesday of the month from 11:45 a.m. to 1 p.m. at Jax Restaurant in Portland. Please see the OWLS website for upcoming events. For more information, contact Marja Selmann at [marja\\_selmann@comcast.net](mailto:marja_selmann@comcast.net) or 503.233.0820 or Sarah Krick at [kricklaw@msn.com](mailto:kricklaw@msn.com) or 503.239.7273.

**Rebecca J. Bloom Chapter** (Umatilla and Morrow Counties). The Rebecca Bloom Chapter meets for refreshments and networking on the first Thursday of each month at Hamley's in Pendleton. For more information, see the OWLS website or contact Kittee Custer at 541.276.7139 or [custerlaw@oregontrail.net](mailto:custerlaw@oregontrail.net).

**Rogue Women Lawyers.** On August 21, Rogue Women Lawyers held its first annual summer social at the Rogue Valley Country Club in Medford. It was a fun, well-attended event. The group meets the fourth Wednesday of each month either at lunch or after work at varying locations. Please see the OWLS website or contact Stefanie Burke at [sfb@roguelaw.com](mailto:sfb@roguelaw.com) or Lisa Greif at [lisa@sopd.net](mailto:lisa@sopd.net) for more information.

**Washington County Women Lawyers.** On September 3, WCWL members and their families enjoyed WCWL's annual summer BBQ at Rood Bridge Park in Hillsboro. Everyone had a great time eating, chatting, and playing games. WCWL generally meets monthly, on the third Tuesday at noon, for a brown-bag lunch in Judge Upton's courtroom. The group's fourth annual holiday happy hour will take place in December at the Cornelius Pass Roadhouse. For more information, please see the OWLS website or contact Mary Bruington at [mbruington@mpdlaw.com](mailto:mbruington@mpdlaw.com) or 503.846.3413.

**Holly Pettit** is an attorney at Bullivant Houser Bailey in Portland.

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## Lane County Women Lawyers Co-sponsor Talk on Women and Sexism

By Jane M. Yates

Sexism is alive and well in America. While this should come as no surprise, what may be surprising is how women perpetuate this cultural phenomenon. On September 26, Isbel Ingham presented "What Women Do to Other Women: The How, Why and What We Can All Do About It" at the federal courthouse in Eugene. Attended by nearly 70 lawyers and law students, the lunchtime presentation was co-sponsored by Lane County Women Lawyers and the University of Oregon Women's Law Forum.

Discussing the statistical reality of sexism, Isbel, who has presented workshops on women's issues for almost 30 years, explained that the external pressures of sexism affect everyone in our society. In women, however, this pressure is internalized. Internalized oppression can result in confusion and self-hate or a dislike of others in the oppressed group. Often a woman projects her self-criticism onto other women. By directing negative opinions to other women, we help to perpetuate the system at large.

Isbel explained that to defuse the net effect of this paradigm, women must be

self-aware and proactive in their behavior. First, we must be aware of the way we respond to other women. Second, we must understand that the criticisms we have of other women are indicative of the way we criticize ourselves. Finally, we must come to understand that by enhancing another woman's success, we enhance our own.

Changing behavior is not simple. As a college professor, Isbel promised an A to students in her women's studies course if they could get through the hour without criticizing themselves or other women. Due to pervasive cultural conditioning, she was never able to present an A through this method.

We can create change, Isbel contended. Women can create opportunities to work together. We can learn from each other and share our experiences with one another. We can create a collective path to our individual successes. Instead of competing against each other, we can redirect our competition to a consensus model, which allows for a better end product without the loss associated with direct competition.



Presenter Isbel Ingham (left) and LCWL member Kate Weatherly

Women have made great advances since Virginia Woolf lamented the lack of opportunity for creative expression in *A Room of One's Own*. More work, however, remains to be done. Each of us has the power in our everyday lives to further neutralize the social construct of sexism. We cannot truly expect change until we look into ourselves and have the courage to be honest with ourselves and truly supportive of other women—and ultimately, to do the right thing.

*Jane Yates practices business law at Gleaves Swearingen Potter & Scott in Eugene and serves as OWLS' secretary.*

## DragonFlies Enjoy Another Competitive Race Season

By Cashauna Hill

The OWLS dragon boat team, the DragonFlies, enjoyed a lively 2008 race season. The 'Flies first traveled to Tacoma, Washington, to race in the 2008 Rainier Dragon Boat Festival. After two strong morning heats, the 'Flies placed fourth in the women's final.

Back in Portland, the 'Flies made a spirited run to the semifinals in the Women's Competitive Division at the 20th annual Portland-Kaohsiung Sister City Association (PKSCA) Dragon Boat Races, part of Portland's Rose Festival. The 'Flies

have competed at the Rose Festival since 1999; they hoped to earn their fifth trip to the finals at the 2008 races.

On Saturday, June 7, after finishing first in the morning race (with the second-place team more than three seconds behind), the 'Flies took third in the afternoon, second-round race. The third-place finish was enough to place the 'Flies in the Women's Competitive Division.

On Sunday the weather was sunny, prompting visits by several OWLS members (and future OWLS members) and

former 'Flies. The 'Flies provided thrilling entertainment and finished second in Sunday's quarterfinal, less than a second behind the 2007 Rose Festival winners.

After a long break, the 'Flies hit the water again for the semifinal race. Despite great effort, the team finished third and was eliminated from competition.

The 'Flies raced again at the Salem World Beat Festival on June 29. Even battling the 100-degree heat and fatigue resulting from a race day that ran more

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