

AdvanceSheet™

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OWLS' Mission Celebrated at Dinner

By Jane M. Yates

On March 14 at the Governor Hotel in Portland, 450 members of Oregon's legal community gathered to celebrate OWLS'

mission to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession. The celebration culminated in the presentation of the Judge Mercedes Deiz Award to David F. Bartz, Jr., a shareholder with Schwabe, Williamson & Wyatt, and the presentation of the Justice Betty Roberts Award to Trudy Allen, general counsel of U.S. Bancorp Equipment Finance, Inc. Both honorees observed that the OWLS mission can only be achieved by the steps that each of us takes to further the cause.

Before the awards ceremony, diners enjoyed a brief but entertaining live auction to benefit the OWLS Foundation. Auctioneer extraordinaire Sonia Montalbano kept the audience laughing and the bids increasing with her irreverent and clever banter. Table conversation before the live auction ranged from professional issues and recent events to catching up with old friends and meeting new ones. The dinner backdrop consisted of a slide show that included photos of many OWLS members who have worked to further the OWLS mission.

The elegant and powerful Kellie Johnson, a prosecutor with the Multnomah County District Attorney's Office and president of OWLS, steered the audience's attention to the presentation of the awards.

The first award was the Judge Mercedes Deiz Award, bestowed upon an individual who has made an outstanding contribution to promoting minorities in the legal profession and the community. Román Hernández introduced the recipient, David F. Bartz, Jr. Román lauded Dave's personal commitment to diversity as demonstrated by his involvement in the Oregon State Bar Affirmative

Action Committee and the Opportunities for Law in Oregon program and his work on diversity issues in the workplace. When accepting the award,

Dave said that such an award serves to remind of us of past inequities, help us measure progress made, and guide future behavior.

In assessing progress made, Dave noted that the struggle for inclusion and equality continues and that conflicts over race and gender still confront us. These conflicts, he said, require consistent and persistent efforts to resolve.

In looking toward the future, Dave offered hope and encouragement. He reminded the audience that each individual can further the progress toward equality and inclusion in the profession. Each person can take on one small task to achieve the goal. He asked the audience to vow, "I will" do something to advance women and diverse lawyers in our profession and in our communities.

The second award was the Justice Betty Roberts Award, which is given to an individual who has made an outstanding contribution to promoting women in the legal profession and the community. The Honorable Ellen Rosenblum introduced the recipient, Trudy Allen. Judge Rosenblum noted Trudy's role as the preserver of key moments in the history of women lawyers in Oregon and her tireless efforts in assisting other women to advance in their profession.

When accepting the award, Trudy exhibited the calm, confident elegance of which Judge Rosenblum spoke. She described five categories of gifts she has received through her involvement with OWLS and its related organizations: the gifts of heritage, culture, friendships, collaboration, and a sense of accomplishment.

Trudy noted that the gift of heritage has included the opportunity to observe the evolution



Trudy Allen and David F. Bartz, Jr.

Photo by Jodee Jackson

Continued on page 4

President's Message



Kellie Johnson

"Every exit is an entry somewhere else."

—Tom Stoppard, playwright
Rosencrantz & Guildenstern Are Dead

Thank you, OWLS, for giving me the opportunity to serve you. This year has gone so quickly, but it was filled with worthy challenges, introductions to interesting and committed professionals, and many opportunities for growth. I have enjoyed working with the wonderful women that make up the OWLS Board. Thank you for being such a gracious team. Catherine and Linda, we are fortunate to have two such remarkable women heading up OWLS headquarters.

And I make my exit knowing that our incoming President Laura Caldera Taylor will further advance the mission of OWLS with grace, intelligence, and courage.

In one short year together, we addressed the elimination of bias/access to justice conflict, challenged the OSB Board of Governors to remain committed to the Affirmative Action Program, supported national efforts to protect equality in employment legislation, in record numbers contributed to the Campaign for Equal Justice, and witnessed the growth of our membership to nearly 1,300 statewide.

I have been encouraged by OWLS' commitment to stand on the front lines and, with courage, address pressing issues, as well as its ability to be self-critical and continue an unending quest to advance the cause of equality in the legal practice. As we press onward and upward, we, OWLS members, have an important role to play on a larger scale in our community. We are witnessing an exciting time in American history—a woman and a black man stand poised to take on the leadership of our country. This historic event presents an opportunity for us all to face age-old afflictions of sexism, racism, and inequality and to engage in a national dialogue in hopes of reconciliation and understanding. This may be one of the most defining moments in our history, and I, for one, am ready to face it with unyielding vigor, honesty, forthrightness, and forgiveness.

I believe that OWLS can lead the way in our community and provide opportunity for dialogue. Certainly the topics are not new. I hope we can avoid putting off to yet another generation the task of tackling the "isms" that plague us. No more degeneration from the ideal of equality to complicity in a political arrangement that is ready to sacrifice obtaining equality for creature comforts and a false sense of domestic harmony.

In closing, I truly believe that every "ending" is but a "new beginning" and my journey as an advocate for minority and women's equality is far from over. This year has recharged me, certainly shaped me, and points me onward and upward. This experience for me has resulted in a convergence of passion and purpose that has been integral to my identity as a black woman. Undeniably, my challenge will be to stay steadfast and courageous in the mission to transform the practice of law and ensure justice and equality for women and minorities even when I am weary with the fight. I have faith that I can and I will—with your help. I look forward to working side by side and shoulder to shoulder with each of you. Here's to new beginnings!

Kellie Johnson, OWLS President

OWLS Members in OSB Leadership College

Of the 35 people selected to participate in the Oregon State Bar Leadership College in 2008, 11 (31%) are OWLS members. They are Heather Brann, Bonnie Carter, Rima Ghandour,

Jessica Hamilton, Stephanie Hines, Amber Hollister, Lisa Hunt, Cynthia Mohiuddin, Yumi O'Neil, Cecil Reniche-Smith, and Heather Weigler. Congratulations to you all.

Save the date!

Betty Roberts Autobiography Release CLE and Reception

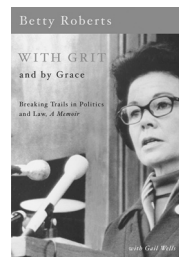
June 13, 2008

3–5 p.m. CLE/Panel Presentation

5 p.m. Reception & Book Signing

Oregon Historical Society
1200 SW Park Ave., Portland

On Friday, June 13, Oregon Women Lawyers will celebrate the life and career of one of our founding mothers, former Justice Betty Roberts, at a CLE and reception to mark the release of her autobiography, *With Grit and By Grace: Breaking Trails in Politics and Law*.



Justice Roberts was the first woman to serve on the Oregon Court of Appeals and the first woman to serve on the Oregon Supreme Court. In her book, she reflects on these experiences as well as her role as a mother, wife, and political trailblazer.

At the June 13 event, a distinguished group of presenters will discuss the themes and events in Justice Roberts's autobiography and their impact on the political, legal, and social landscape of Oregon. Panelists include former state legislators Norma Paulus and Gretchen Kafoury, Oregon Supreme Court Justice Virginia Linder, Multnomah County Circuit Judge Adrienne Nelson, Liani Reeves, and Cashauna Hill. The panel discussion will be moderated by Melody Rose, chair of the Portland State University Division of Political Science and director of the NEW Leadership Oregon program. MCLE credit application is in process. Registration fees will include a copy of the book.

After the CLE, OWLS members and the public are invited to join us for a book signing and reception.

A review of the book starts on the back page of this newsletter.

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

New OWLS Chapter in Clackamas County

On January 31, over 30 attorneys met at the Clackamas County Courthouse to form a local OWLS chapter. With Judge Kathie Steele leading the discussion, the group talked about its goals for the chapter. Attorneys expressed an interest in having the group address minority issues as well as those of gender, in keeping with OWLS' mission statement. Subsequently, the group was formally recognized by the OWLS Board as the newest OWLS chapter.

The new chapter will alternate meeting during the day and in the evening, to enable more people to attend. Meetings will address topics of interest, such as mentoring and practice tips, and the chapter will also collaborate with other groups to present topics of joint interest. Some of the meetings will be purely social, to foster networking opportunities and form a supportive community.

The group met again on February 28, exchanging ideas for topics to address, and on April 1, for a social at WineStock in Oregon City. For more information about the new chapter, please contact Kathleen Rastetter at 503.742.5398 or Judge Kathie Steele at 503.655.8491.

Thank You, *AdvanceSheet* Committee

Each quarter, a group of volunteers puts in many hours to create the Oregon Women Lawyers *AdvanceSheet*. This dedicated group plans newsletter issues, reviews books, takes photos, conducts interviews, and solicits and writes articles. The committee's work is a key means of communicating with OWLS members, and the OWLS Board is deeply grateful to Terri Kraemer (committee chair), Bethany Graham, Cashauna Hill, Mavel Morales, Holly Pettit, Kathleen Rastetter, Teresa Statler, and Hon. Jill Tanner for their time and effort. We are also grateful for the assistance provided to the committee by Catherine Ciarlo, OWLS executive director, and by Elise Gautier, our *AdvanceSheet* editor.

Kate Brown and Judge Jenefer Grant Seek Election

As part of our mission to advance women and minorities in the legal profession—and in the community—OWLS provides support and encouragement to women pursuing leadership positions, including elected legislative and judicial posts.

In this May's primary, two OWLS members are running in contested elections. Longtime member Kate Brown, who recently stepped down as Oregon Senate majority leader, is currently seeking the democratic nomination for Oregon's secretary of state. For more information, visit www.katebrownfororegon.com.

In the St. Helens area, Judge Jenefer Grant, appointed to the Columbia County Circuit Court in 2007, is seeking to retain her seat in a contested election. For more information, contact the Committee to Retain Judge Grant at 503.366.1219.



Judge Jenefer Grant

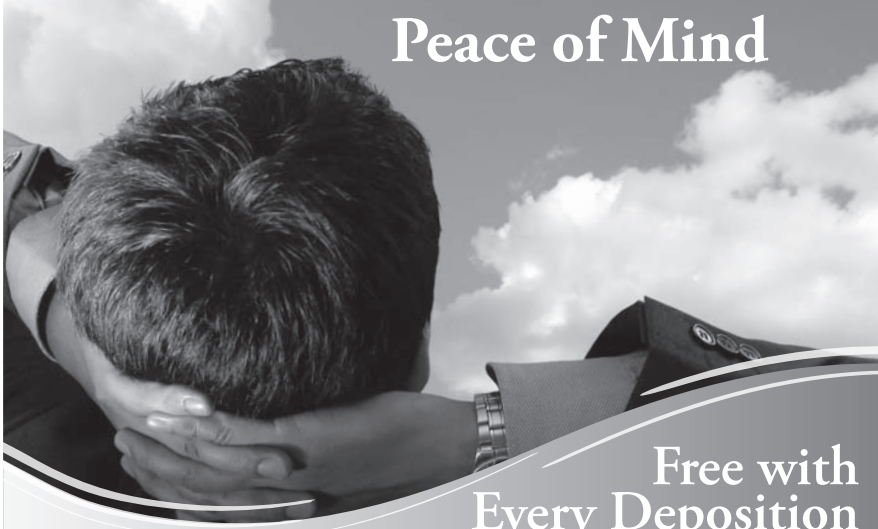
Save the date!
NAWJ Annual Conference
October 15–19, 2008
&
NAWJ/OWLS CLE
Friday, October 17, 2008
Downtown Portland

Join justices and judges from around the country Friday, October 17, 2008, when the National Association of Women Judges (NAWJ) and OWLS jointly sponsor a lunch and afternoon CLE at the Marriott Hotel and a reception (5:30 to 7:30 p.m.) at the Mark O. Hatfield Federal Courthouse in downtown Portland.

Keynote Speakers: Linda Greenhouse, *The New York Times*, U.S. Supreme Court reporter (confirmed); and Professor Pamela S. Karlan, Stanford Law School (invited).

You won't want to miss this event. Mark your calendar now! More details to follow. Would you like to volunteer? If so, please contact Hon. Ellen Rosenblum, ellen.f.rosenblum@ojd.state.or.us, or Hon. Jill Tanner, jill.a.tanner@ojd.state.or.us.

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Roberts-Deiz Awards Dinner *continued from page 1*

of the OWLS community, reminding the audience that OWLS' history began in the early 20th century, when the first women lawyers' organization in Oregon was formed. The gift of culture includes the network of mentoring, support, and encouragement that is accessible through OWLS and its sister organizations.

Trudy conveyed her appreciation for the gift of friendships she has received through involvement in OWLS activities. She received the gift of collaboration through her service on the OWLS Foundation, OWLS, and Queen's Bench boards. She said that her involvement has given her the privilege and pleasure of collaborating with many enthusiastic, talented, and congenial women.

Lastly, Trudy thanked all the people who have participated in the gift of accomplishment—those who have given their vision, energies, and talents to OWLS. In the typical fashion of a consummate historian, she reminded the audience of the efforts that OWLS members exert. She acknowledged the 183 people

who have served on the boards of OWLS and/or the OWLS Foundation and the hundreds of others who have served on committees or chapter boards, spoken or participated at conferences and events, attended chapter meetings, welcomed new members, contributed to the list-serve, or financially supported OWLS and the OWLS Foundation.

Trudy concluded by encouraging audience members to contribute in any way possible, and she reminded everyone that all efforts, whether they be little steps or big steps, make a difference in furthering the OWLS mission.

OWLS would like to thank the members of the Roberts-Deiz Dinner Committee for their tireless work to make the annual event a success—and we extend special thanks to Roberts-Deiz Dinner Committee Chair Kendra Matthews.

Jane M. Yates, an associate at Gleaves, Swearingen, Potter & Scott in Eugene, practices general business law with an emphasis in real estate.



Enjoying the festivities on March 14 are (left to right) Connie Kong, Meghan Moran, Ari Okano, Trudy Allen, former Justice Betty Roberts, former Chief Justice Edwin Peterson, and Jodee Jackson.

Thank you, Roberts-Deiz sponsors, for your support

*The 2008 Roberts-Deiz Awards Dinner was another sellout success,
thanks in no small part to our generous sponsors.*

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Special thanks to our volunteer photographer, Jodee Jackson.

OWLS Foundation Raises and Distributes Funds

The Oregon Women Lawyers Foundation raises funds and makes grants designed to give women and minorities greater access to and a better understanding of the justice system.

As part of the OWLS Roberts-Deiz Awards Dinner on March 14, the OWLS Foundation once again hosted its annual auction, raising a record amount of at least \$24,000. The great success of the auction is attributed to the Auction Committee, co-chaired by Yumi O'Neil and Aruna Masih, and the more than 150 donors who contributed items.

The live auction, which took place during dinner, generated lots of energy and laughter due to the splendid performance of auctioneer Sonia Montalbano. It featured three packages: "Queen for a Day," donated by Stahancyk, Kent, Johnson & Hook; an equestrian package donated by Bowman Sport Horses; and a Palm Desert vacation package donated by Hon. Betty Roberts, Westin Mission Hills Golf Course, and Terri Kraemer.

Other top donors included Tom James of Portland, Susan Teller, Roscoe C. Nelson, Spa Chakra, Heathman Hotel, Wachovia Securities, Steve Gotter, Lewis & Clark Law School, Becker Capital Management, Inc., Andrea Anderly, and Bob Deveny. Every donation received was very important, and the Foundation thanks each donor and everyone who bid.

The OWLS Foundation has awarded three Armonica Law Student Grants for 2007–2008. The grant, honoring the late Armonica Gilford, is available to third-year Oregon law school students who demonstrate commitment to the Foundation's goals. The recipients are Linda Barrera, at Lewis & Clark Law School; Vanessa Nordyke, at the University of Oregon School of Law; and Shenoa Payne, at Willamette University College of Law. Each recipient was also paired with a mentor for this school year. Thank you, Judges Adrienne Nelson, Darleen Ortega, and Youlee You for serving as those mentors.

On June 1, these new OWLS Foundation Board officers will begin their one-year terms: Kathleen Bricken, president; Terri Kraemer, vice president/president-elect; Libby Davis, treasurer; Aruna Masih, secretary; and Trudy Allen, historian.

For information or to make a donation, please visit www.owlsfoundation.org.

OWLS Receives Partner in Access to Justice Award

By Maya Crawford

The Campaign for Equal Justice presented its Partner in Access to Justice Award to Oregon Women Lawyers at the Campaign's 17th annual luncheon on March 4. Last year, OWLS members Trudy Allen and Bob Varitz, Cecil Reniche-Smith, Norma Freitas, Sandy Hansberger, Terry Wright, and Lisa LeSage pooled their resources to issue a challenge grant for OWLS members for the 2007 Campaign. Through efforts on the OWLS listserve, a LAF-OFF Reprise, and the matching challenge grant, OWLS members raised over \$125,000 for the Campaign. This marks an increase in both the number of OWLS donors and the amount of contributions over the 2006 Campaign. OWLS was the second-largest organizational contributor to the 2007 Campaign.

LEG-Up Speakers Provoke Thought

By Christine Uri

At OWLS' January 10 LEG-Up, Robin Tompkins, a financial advisor with Merrill Lynch, discussed retirement planning. The key, she said, is to look at your individual situation and develop a plan to meet your needs. Start by ascertaining your current financial position. Then plan for what will happen if you die earlier than expected, become disabled, or need long-term care. What to do next depends on when and how you want to retire. Robin suggests that women think about these issues in detail. You must have some idea of where you want to go before you can plan for your future.

A group of OWLS members has started meeting on the second Thursday of each month in Portland to discuss financial/retirement planning. Contact Barbara Smythe, barbara.smythe@klarquist.com, with questions about the group.

OWLS' March 13 LEG-Up featured Regina Ellis, founder of the Children's Cancer Association (CCA), a local non-profit that has gained national recognition for the services it provides to children and teens with serious illness and their families. To learn more about CCA, visit www.childrenscancerassociation.org/.

Thank you, speakers and our hosts, Ball Janik and Bullivant Houser Bailey.

Christine Uri is an associate at Tonkon Torp in Portland.



Photo by Mike Renfrow

Accepting the award from Campaign for Equal Justice Board Chair Ed Harnden (left) are (from center) OWLS President Kellie Johnson, OWLS Past President Norma Freitas, and OWLS Executive Director Catherine Ciarlo.

The Campaign for Equal Justice supports Oregon's legal aid programs, comprising 100 attorneys and 16 offices statewide. Legal aid offices represent low-income Oregonians who are unable to pay for legal services to access the justice system. About 40% of legal aid's cases are family law cases—and most of those involve domestic violence. About 80% of legal aid's clients are women, and most of them have children. Other cases involve housing, income maintenance, and consumer issues.

OWLS President Kellie Johnson, Past President Norma Freitas, and Executive Director Catherine Ciarlo accepted the Partner in Access to Justice Award. In presenting the award to OWLS, Ed Harnden, board chair of the Campaign for Equal Justice, stated that "the award is being presented to OWLS because they share our concern for access to justice and have become true partners in the cause of equal access to justice for all."

Maya Crawford is the associate director at the Campaign for Equal Justice.

For more information about OWLS and OWLS events, please visit our website, www.oregonwomenlawyers.org.



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Should I Stay or Should I Go?¹

By Kathleen J. Rastetter

The headlines scream the issues: "Who's Cuddly Now? Law Firms"; "The Falling-Down Professions"; "Billable Hours 'Intersect' with the Profession's Woes"; "Fewer Women Are Seeking Law Degrees."² Attorney attraction and retention are serious issues for law firms.

A study done in 2000 by the Young Lawyers Division of the American Bar Association reports that 30.1% of the lawyers who responded were strongly considering leaving their firm within two years, due to job dissatisfaction. Another 37.2% said they might consider leaving within that time.³ *The New York Times* reports that law firms lose nearly one-fifth of their associates in a year, and 20% of all lawyers will suffer depression at some point in their career. Lawyers are "overworked, depressed and leaving."⁴ In another survey done by the American Bar Association, 44% of lawyers said they would not recommend the profession to a young person.⁵ So what has happened to our noble calling? And what are firms doing about it?

Some say the changes are spurred on by clients, who increasingly demand flat-fee deals and have less loyalty to law firms than in the past. Such attitudes increase pressure and competition within, as well as among, law firms. Others say the changes are the result of generational differences. Younger employees define success differently, valuing flexibility, creativity, and autonomy over money. One article notes that recent generations were raised with the 1980s philosophy that every child is a potential superstar, which results in employees with different expectations of work. These employees want the flexibility, immediate gratification, and earning potential that can be found working for high-tech start-up companies (think Google and MySpace), not law firms. At the very least, studies confirm that younger attorneys are willing to earn less money in exchange for lower billable hours and a more balanced lifestyle.

As a result, some law firms are changing the way they do business and rethinking the billable hour. The Rosen Law Firm in Raleigh, North Carolina, one of the largest divorce law firms on the East Coast, has eliminated billable hours. Instead, it charges a flat fee for its work. Other firms have done away with the billable

hour to promote work/life balance and a more equitable sharing in the firm's work and profits. As Christopher Marston, CEO of Exemplar Law Partners in Boston, put it: "Law was a profession that was honored. Now it's become much more of a factory. Counting your life in six-minute increments is no joy. It's no way to live."⁶ Thus, his firm no longer charges by the hour. Some firms base attorney pay on revenue generated, rather than on billable hours. These approaches move away from the traditional method of valuing an attorney's contribution to the firm by the number of hours he or she bills.

Sullivan and Cromwell, a Wall Street law firm, began a program in 2006 to encourage its partners to say "thank you" and "good work" to its associates.

Other firms permit associates and partners to work flexible schedules, and have flexible partnership tracks. These are not "women's issues," though they are often labeled as such. The ABA YLD study in 2000 found no statistical difference between male and female associates with respect to job satisfaction and life/work balance issues, which were very important to both groups.

Some firms have opted for the "nice" approach. The Chicago office of Perkins Coie has a "happiness committee" that serves up milkshakes and candy apples to attorneys who work late. Sullivan and Cromwell, a Wall Street law firm, began a program in 2006 to encourage its partners to say "thank you" and "good work" to its associates.

One interesting finding of the ABA YLD study is that the aspect of their legal practice that disappointed young attorneys the most was their inability to make a contribution to social good. An obvious solution is for law firms to create opportunities for attorneys, such as by supporting pro bono legal work, to give back to their communities. This will promote job satisfaction, thereby increasing the likelihood that attorneys will stay.

Oregon is not immune to these problems. A joint subcommittee of the Managing Partners Roundtable and the Young Lawyers Section of the Multnomah Bar

Association conducted a study in 2006 to look at generational differences in job fulfillment for attorneys. The study, available on the MBA website, www.mbabar.org, found that job satisfaction declines from older to newer attorneys. Only 53.1% of the Generation Xers (those born in 1965–1980) expect to be working full-time in their current law firm in ten years, while 37.6% expect to work in a different firm. Another 38.9% expect to work in a field outside of the law.

Why does this matter? Job dissatisfaction leads to turnover, which affects profitability. In addition, it results in low productivity and morale, which in turn affects a law firm's culture, reputation, and recruiting capability. It also has collateral consequences on family life, relationships, and overall outlook on life, which can further affect job performance.

The study also found that attorneys of all ages share a general "love of the law," that is, they are highly motivated by the intellectual challenges of their work, and they enjoy working with clients and solving problems. But work/life balance was the most highly rated motivator across all generations, though Gen Xers emphasized it more than other groups.

So what do lawyers want? The MBA study found that newer lawyers want better communication and increased flexibility and diversity at work. Many responding to the study said "abolish the billable hour," and 58% want additional employment models.

The MBA study made the following recommendations: have firmwide discussions about the firm's culture, diversity, and work/life balance issues; involve associates in the firm's success and planning; and provide mentoring and training opportunities for associates. The study urged law firms to find the commonalities among its attorneys, and to work to increase job satisfaction for all generations.

Others are also examining these issues.

Continued on page 8



Kathleen J. Rastetter

Female Enrollment in Law Schools

By Bethany Graham

After years of steady increases, peaking in 2000 and 2001, the percentage of first-year law students who are women has declined nationwide for the fifth year in a row. It is too early to determine whether these statistics herald a significant trend; the decline is still small. A continuing decline in female enrollment, however, would mean the reversal of a long trend of increased female enrollment in law schools nationwide.

Here in Oregon, the picture is a little different. While the Oregon law schools have collectively been somewhat below the national average in the percentage of women enrolled, they have also not seen any significant drops in female enrollment in the past five years. In fact, at Lewis & Clark Law School, the percentage of first-year students who are women is at its highest point in five years. The University of Oregon School of Law and Willamette University College of Law also have seen no significant decline in the percentage of women enrolled.

Nationwide, both men and women are applying to law school in fewer numbers: from 2004 to 2006, the number of law school applicants dropped 11.6%; the number of men dropped 10.5% and the number of women dropped 12.7%. The percentage of law school applicants who were women has declined from 50.2% in 2000 to 48.4% in 2006.¹

According to data from the American Bar Association,² the number of women enrolled in first-year law school classes nationwide peaked in 2000 and 2001. In those years, women made up 49.4% of all first-year students. Since 2001, however, the percentage of women enrolled in first-year law school classes has dropped each year, from 49.4% in the 2001–2002 school year to 46.3% in 2006–2007. The composition of the entire law school student body has, naturally, followed suit, with the percentage of female law students dropping from 49% in the school years starting in 2001 and 2002 to 46.9% in 2006–2007.

Why is female enrollment in law schools declining nationwide? There is no clear answer. While some point to the perception that lawyers have a poor quality of life in overly demanding jobs, others have suggested that both women and men can find faster financial success in other professions.

At Lewis & Clark Law School, the first-year class that started in fall 2007 was 50% female.

Whatever the reason for the national declines, the statistics provided by the three Oregon law schools paint a slightly different picture. In fact, at Lewis & Clark, the first-year class that started in fall 2007 (220 students) was 50% female. That is the highest percentage of female enrollment since 2002, when the first-year class was 54% female. Since then, women have made up 47 to 50% of the first-year class, whose size has ranged from 220 to 236 students. (With such small numbers, year-to-year fluctuation in the percentages is to be expected.)

Shannon Davis, assistant dean of admissions at Lewis & Clark Law School, credits the Portland school's flexible and part-time programs, as well as its emphasis on public interest law, with attracting women to the school. In fact, she notes that the school has not had to make a special effort to recruit women. With applicant and enrollee

numbers remaining fairly even between the genders over the past few years, Davis notes that gender recruiting "doesn't even have to be on our radar."

While the University of Oregon School of Law and Willamette University College of Law have generally had a smaller percentage of females enrolled than the national average, neither of these schools has seen a significant drop in those statistics in the last five years. At the University of Oregon's law school, the first-year class has comprised 178 to 185 students in each of the last five years, and women have made up 42 to 43% of each of those classes.

Jessica Merkner, assistant director of admissions at the University of Oregon, explained that the school has made special efforts to recruit women, including specialized brochures, recruiting letters and packages, and articles highlighting "why Oregon is a wonderful place for women to begin their legal careers." Merkner also says, "We are very proud of our female leadership and faculty at the law school, and also that our Women's

Continued on page 8

"A client asked if I would take a deposition at the McNeil Island penitentiary. It would entail an eerie 20-minute boat ride through the fog, walking the gauntlet past a line of inmates, and spending the day next to a guy who had murdered his wife with a baseball bat. To me the answer was easy.

"Of course."

—Catherine Teach



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Female Enrollment in Law Schools continued from page 7

Law Forum student group is one of our largest and most active student organizations."

While female enrollment in the first-year class starting at Willamette in fall 2007 was 44% (70 of 160 students), down from a high of 54% in 2005 (78 of 145 students), it is still higher than in the classes starting law school in the fall of 2003, 2004, and 2006, which were 40, 38, and 43% women, respectively.

The percentage of applicants to Oregon law schools who are women has remained relatively steady over the past five years. At the University of Oregon, the number of applicants has steadily increased from 2004 through 2007, though the percentage of female applicants has consistently remained around 41%. Merkner credits the recruiting efforts of the school, along with the school's reputation in several specialized areas, such as environmental law, dispute resolution, and legal research and writing, for the increase in applicant numbers. Merkner also notes that the Northwest in general has seen an increase in law school applicants, which she notes "may be attributable to the Northwest being perceived as quality place to reside."

At both Lewis & Clark Law School and Willamette University College of Law, the percentage of female applicants has also remained relatively steady. At Lewis & Clark, women have made up 46 to 48% of the total applicant pool in the past five years. At Willamette, the number of female applicants has hovered between 40 and 43% of the total applicant pool since the fall of 2003.

While time alone will tell, it appears for now that Oregon's much-touted high quality of life, as well as the flexible and specialized programs offered by the law schools here, may continue to boost female interest and enrollment in law schools. Whether that trend can continue, however, may depend on the efforts of law firms and current practitioners to maintain that quality of life for new attorneys after graduation.

Bethany Graham practices law at Schwabe, Williamson & Wyatt in Bend and serves on the OWLS Board.

1. Data from the Law School Admissions Council, <http://members.lisacnet.org>.
2. Data from the American Bar Association is available at www.abanet.org/legal/statistics/charts/stats%20-%206.pdf.

Should I Stay?

continued from page 6

A group created by Stanford law students, Law Students Building a Better Legal Profession, publishes a ranking of law firms based on how they treat their employees. Members of the group vow not to work for a law firm that does not rate well in the survey. See www.betterlegalprofession.org and www.law.stanford.edu/experience/studentlife/organizations/lbbbp. This and other groups express their dissatisfaction with the profession in its current form. Law firms would do well to review the rankings and learn from them.

The good news? Some firms in Oregon are getting it right, such as the two law firms that won the Oregon Women Lawyers Workplace Leader Award in 2007: Farleigh Witt, and Bodyfelt Mount Stroup & Chamberlain. Both firms promote cultures that favor professional fulfillment over profits, through flexible work arrangements and modest billing expectations. In addition, associates are involved in management decisions. Attorneys at both firms express high job satisfaction and are deeply committed to their firms.

With generational changes affecting attorney recruitment and retention, law firms need to find new ways to foster professional fulfillment, which in turn increases the likelihood that their attorneys will stay rather than go.

Kathleen Rastetter is a senior county counsel for Clackamas County and an OWLS Board member.

1. The Clash, from *Combat Rock*, 1981.
2. Lisa Belkin, *The New York Times*, Jan. 24, 2008; Alex Williams, *The New York Times*, Jan. 6, 2008; Diane Curtis, *California Bar Journal*, Jan. 2008; Leigh Jones, *The National Law Journal*, Oct. 2007.
3. A whopping 80.7% of private practitioners in firms of more than 200 lawyers said they might consider leaving their firms within two years. "ABA Young Lawyers Division Survey: Career Satisfaction," www.abanet.org/yld/satisfaction_800.doc.
4. Lisa Belkin, "Who's Cuddly Now? Law Firms," *The New York Times*, Jan. 24, 2008.
5. Alex Williams, "The Falling-Down Professions," *The New York Times*, Jan. 6, 2008.
6. Diane Curtis, "Billable Hours 'Intersect' with the Profession's Woes," *California Bar Journal*, Jan. 2008.

February 2008 Session

This February, Oregon weathered what many hope will become its first annual session. Slated to last no longer than one month, the legislature convened to deal with issues in need of "resolution without delay" and to demonstrate the benefits of annual legislative sessions. Traditionally, the legislature meets only every other year. However, on the recommendation of the Public Commission on the Legislature, the 2007 Legislative Assembly called for a session in February 2008 to address the most pressing fiscal and policy issues facing the state.

The 2008 session ended seven days earlier than the deadline and dealt with numerous substantive issues, including 24-7 Oregon State Police coverage, new driver license requirements, and mortgage lending, as well as budget revisions to include additional funding for foster children, senior citizens, patient care improvements at the Oregon State Hospital, and public safety. The legislature was able to successfully deliver results on a diverse agenda with broad bipartisan support and passed 73 bills in just 15 days.

Legislation of interest to the legal community includes the following:

eCourt Technology. HB 5100 established additional authority for state agencies to issue bonds and certificates of participation (COPs). Included in this bill was approval of the first COP sale for the Oregon Judicial Department (OJD) eCourt project in the amount of \$24.4 million. The project is an ambitious effort to convert court operations from a paper-based system to an electronic system over the next five years.

The COPs authorized in February will fund the first two of eight stages of the project, to be completed by October 2009. The design of the new system will be similar to the federal courts' electronic system. Each of the stages requires OJD to seek further bonding or COP authority from the legislature, with the estimated total cost reaching \$118.5 million. Legislators view the eCourt project as a way to make the courts more accessible and cost-effective.

Property and Drug Crimes. SB 1087 is the legislative alternative to the proposal put forth by initiative activist Kevin Mannix on mandatory minimums (initiative petition 40). It was referred to the voters for the November ballot and would increase prison terms for drug dealers and repeat property offenders. The main difference between



By Susan Grabe

the measures is whether first-time offenders receive a mandatory sentence and access to treatment for substance abuse. Another bill, HB 3638, modifies the process for release on post-prison supervision following successful completion of an alternative incarceration program.

Consumer Protection. HB 3630 amends the foreclosure law to require more complete notice of a pending foreclosure, ends "rescue mortgage scams," and adds restrictions on foreclosure consultants and equity purchasers. SB 1064 places restrictions on mortgage loan originators and requires mortgage bankers and brokers to file annual reports concerning their activities. HB 3631, the "toy bill," requires retailers to remove unsafe and recalled toys from shelves.

Tort Claims Act Interim Task Force

Before it adjourned, the legislature also created the Oregon Tort Claims Act Interim Task Force and appointed Sen. Floyd Prozanski (D-Eugene) and Rep. Suzanne Bonamici (D-Beaverton) as co-chairs. The task force is the legislative response to the Oregon Supreme Court's decision in *Clarke v. OHSU*, in which the Supreme Court held the \$200,000 damage cap on tort claims against public agencies invalid as applied in a medical negligence claim against OHSU. The task force is scheduled to make its recommendations to the 2009 legislature.

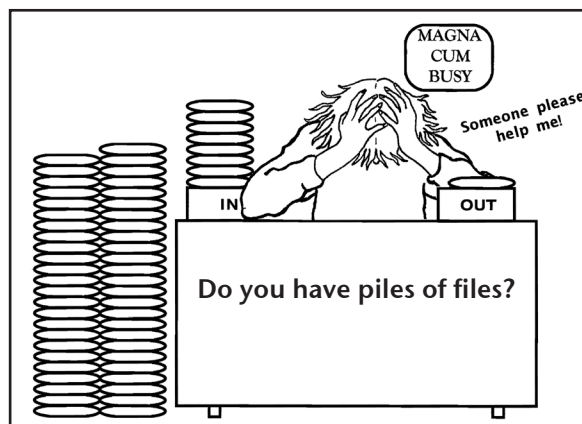
Ballot Initiatives

Now that the legislative cycle is over, the initiative and referendum cycle begins. The three ballot initiatives opposed by the Oregon State Bar House of Delegates (HOD) at its last meeting include initiative petition 2, which would prohibit an appointed judge from being considered an incumbent in the first election following the judge's appointment and prohibit incumbent designation on the ballot; initiative petition 51, which would impose arbitrary limits on contingent fee agreements between attorneys and their clients; and initiative petition 53, which would establish a new standard for imposing sanctions against attorneys and parties for frivolous use of the legal system. The HOD resolution urged all bar members to communicate to their clients, family, staff members, and others the harmful effect that these initiatives would have on informed choices in judicial elections, the public's access to justice, the operation of the free market to regulate contracts, and the orderly administration of justice. The OSB Board of Governors will be working to develop appropriate strategies and materials if one or more of these measures are approved for the ballot.

In conclusion, the jury is still out on the question whether Oregon will go the way of most of its sister states and adopt the idea of annual legislative sessions. Nonetheless, the 2008 legislature was able to successfully deliver results with broad bipartisan support. We will have to wait and see what the voters think.

For more information on the 2008 session or the ballot initiatives, please visit the OSB website, www.osbar.org, and click on "Legislative/Public Affairs." To read the text of a bill, visit the legislature's website, www.leg.state.or.us.

Susan Grabe is the public affairs director at the Oregon State Bar.



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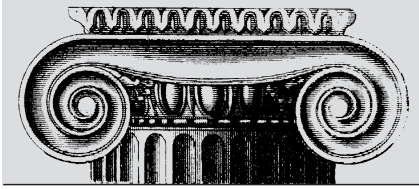
The Honorable Darleen Ortega and the Honorable Cheryl Albrecht have graciously agreed to assume responsibility for our Judges' Forum. We look forward to reading their columns.—Ed.

Multnomah County Circuit Judge Cheryl Albrecht and I will begin sharing this column, Judge Ellen Rosenblum's baby for a decade, as of this issue. In reflecting on how to begin using this space, I thought about the purpose of having this forum for women judges to address you. That very quickly brought me back to my passion for getting more women and minorities on the bench in Oregon, and why I'm so very happy to be where I am. With the hope of inspiring some of you to nurture that same aspiration, as well as to introduce myself to you, I thought I would begin by telling you why I feel so grateful to be a judge on the Oregon Court of Appeals.

I did not begin to dare to dream of being a judge until I'd been in practice for several years. Raised in a mixed-race family (my mother is Mexican, my father is white, and in addition to a sister, I have two adopted brothers of African- and Native-American heritage) by parents who had not gone to college and did not particularly support my aspiration to do so, I ended up becoming a lawyer by a mixture of accident and white-knuckled determination. Looking for some way to make a difference with my life after graduating from George Fox College with a degree in writing and literature, I stumbled on the idea of law at the suggestion of friends who observed that I "argued well." Even having settled on law school, my aspiration was not to be a lawyer but to be a force for change in a society that I believed needed changing.

I found law school to be both an invigorating and an alienating experience. From the moment I walked onto campus at the University of Michigan Law School, I felt the weight of my differences from the majority of other students. I often felt lost in class discussions, and generally felt out of place. Fortunately, I landed in a feminist jurisprudence seminar at the beginning of my second year, which turned into a feminist reading group that met for the remainder of my time in law school. That group gave me a context to debrief those feelings of alienation and to identify my different concerns that were not being aired in class discussion, and language to critique and challenge my experience of law school.

THE JUDGES' FORUM



By The Honorable Darleen Ortega
Oregon Court of Appeals

I spent 14 years after law school doing the one job I had been sure I wouldn't want going in—working in a business law firm (first in Detroit, Michigan, and then in Portland). I had correctly assessed that I would not fit in with (if you'll pardon me) a lot of white guys in gray suits, and sure enough I didn't. I often questioned characteristics of private practice that made no sense to me, characteristics my colleagues sometimes complained about but to which they were deeply attached, and I was too much of an activist to shut up about my concerns. That usually didn't get me very far; nothing about my background equipped me with the ability to see and appreciate the points of view of those in power any more than they were equipped with the ability to see and appreciate my point of view. Out of instinct and curiosity and determination, I eventually shifted my focus to understanding rather than being understood, which then helped me to translate my different opinions and ideas and ways of viewing the world into language that could more frequently be heard in the dominant culture.

Those years, which were often deeply demoralizing, would have been so much easier if I could have known that at the end of them, and still at a relatively young age, I'd have what had come to be my dream job as an appellate judge. Still, I'm grateful for my time in private practice, which has helped me to hold steady as I encounter the many challenges of my current job, not the least of which is struggling to identify how my point of view is different and to translate it into language that my colleagues can hear.

Given that backdrop, here are a few of the reasons why I feel so blessed to be a judge on the Oregon Court of Appeals:

♦ **I have the opportunity to be part of conversations in which the point of view of women and minorities would otherwise be missing.** That is not to say that all women or all minorities have the same point of view. But I frequently find myself asking questions

that aren't being asked and noticing and putting my energies into areas that haven't gotten much attention. Although I never know for sure the



Hon. Darleen Ortega

reason, I often have a strong instinct that those differences have something to do with my experiences as a person from a background that is still quite under-represented among judges and others in influential positions.

♦ **I have the opportunity to listen to the stories of people at the margins of our society.** Even though I frequently can't see a way within the parameters of my judicial role to address the social inequalities that I see with such regularity, I am convinced that it makes a difference that I am listening and bearing witness to those stories, in part because at times I can identify with them. I carry the hope that, over time, new ways for me to make a difference to people at the margins will emerge as well.

♦ **I have many opportunities to reach out to people at the margins already.** I spend lots of time with law students and new lawyers, most of whom are women and people of color, encouraging them in the challenges they face in fitting into a profession that they find alienating, as I did (and sometimes still do). I also have opportunities to reach out to high school and middle school students at the margins. Although I had a lot to offer those groups while I was a lawyer (as I know many of you do), my opportunities to bring hope, encouragement, and practical help to people who need it have mushroomed since I became a judge. In a way, it hardly seems fair—I'm the same person I was before—but I am so grateful for those opportunities, which give me so much life and energy that I believe I often gain more from them than those I am there to help. And in some cases, particularly in very under-represented communities, the fact that the help is coming from a judge with a background people can identify with seems to deepen its impact. For that I am especially grateful.

Meet Multnomah County Circuit Judge Cheryl Albrecht

By Teresa Statler

Judge Cheryl Albrecht was elected as a Multnomah County Circuit Court judge in November 2006, after having been a full-time hearings referee for the county for about five years. Judge Albrecht's legal background also includes eight years at the Portland firm Rieke & Savage, as a law clerk and then a criminal defense attorney, after her graduation from Lewis & Clark Law School in 1993. Her election occurred after an eight-month grassroots campaign, in which she tirelessly worked to meet voters, going door-to-door and "doing everything except kissing babies." She is grateful to friends who helped her achieve her professional goal of becoming a judge, as well as to those whom she did not know who, after hearing of her election bid, sought her out to offer advice.

Judge Albrecht grew up in Cajun country, in Lafayette, Louisiana. Her mother was a teacher and her father a loan company supervisor. Her mother was the only woman on the block who worked outside the home. Judge Albrecht was influenced by both parents' sense of compassion, fairness, and integrity and was also encouraged by her grandmother, who told her she could do anything she set out to do.

Judge Albrecht's path to the law was via a career in journalism. She majored in journalism at Louisiana State University, and after graduation, she worked as a reporter for a music magazine in Los Angeles. She soon returned to Lafayette and worked as a reporter and section editor for the daily newspaper. She covered stories on many topics, but it was the stories concerning poverty, racism, and environmental problems that got her thinking about a career in law. She applied to Lewis & Clark Law School because of its nationally renowned environmental law program.

There are many similarities, Judge Albrecht says, between being a reporter and being a judge. Both, she notes, ask a lot of questions. As a judge, she finds her skills as a reporter useful, helping her get at the root of the problem in a particular case. She asks attorneys many questions, especially during the sentencing phase of a criminal case, because she is "digging for the real story." She says she applies a sort of "narrative theory" when analyzing a case before her: Who are the characters? What is the plot? What is the theme?

Judge Albrecht enjoys presiding over criminal cases, given her background in criminal law, and she finds it especially gratifying to interact with the probationers she supervises. She believes that a judge can greatly influence whether a person will successfully complete probation by taking an interest in the person and asking the right follow-up questions.

As a judge, she borrows from the styles of mentors such as Judges Julie Frantz and Linda Bergman. She tries for a colloquial, more casual approach in her courtroom, like that of the late Judge William Keys, whom she also admired. Judge Albrecht likes the varied daily caseload of a circuit judge, contrasting it to her work as a hearings referee, when she was on 90-day rotations of the same case type, such as juvenile or landlord-tenant cases.

Judge Albrecht offers the following advice to attorneys appearing in court: be prepared, be professional, and pay attention to the facts. She reminds attorneys that "if the facts are not in evidence, you can't get the record you want." She encourages attorneys to be

themselves and have confidence in themselves—advice her mother gave her.

Judge Albrecht is active in the Diversity Section of the Oregon State Bar and is an advisor to Lewis & Clark Law School's

Public Interest Law Project, in which she was involved as a law student. She lives in northeast Portland and continues to support the nonprofit group Write Around Portland, which facilitates creative-writing workshops for at-risk communities. When she has the time, she also likes to write. These days, however, most of her writing consists of legal opinions.

OWLS wishes Judge Albrecht the best in her service on the Multnomah County Circuit Court.

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



Hon. Cheryl Albrecht



Swanson Thomas & Coon is proud to announce that Governor Ted Kulongoski has appointed Margaret F. Weddell (Personal Injury and Workers' Compensation Counsel Extraordinaire) to the WORKERS' COMPENSATION BOARD for the STATE of OREGON.

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OWLS has not taken a position in support of any of the candidates seeking the U.S. presidency this year. However, given the historic fact that one of the candidates for the Democratic presidential nomination is a woman, and one is an African American (both are lawyers), we asked two OWLS members to share their viewpoints regarding support for Senator Hillary Clinton or Senator Barack Obama. The following responses are offered in light of who (and what kind of first) the candidates are, and not necessarily in support of their party affiliation.—Ed.

Real Change Is Hillary Clinton

By Sarah Crooks

Change. That is the buzzword of Democratic politics in 2008. People say that Senator Barack Obama represents change. I firmly disagree. Real change in our nation will occur when a woman runs this country. When Senator Hillary Clinton leads this country.

I was born in 1971. Richard Nixon was president and Gerald Ford was vice president. Before 1971, every president and every vice president of the United States of America was a man. Some were old, some were "young," some were Protestant, and one was Catholic. Since President Nixon and Vice President Ford were in office, all the U.S. presidents and vice presidents have also been men.

In the history of the United States, there have been several women candidates for president and vice president. The majority have been members of parties other than the Republican or Democratic parties. The first serious candidate for vice

president was Geraldine Ferraro, with the Democratic party in 1984. Since Ferraro's bid for vice president, along with Walter Mondale's for president, other women have sought office as president or vice president, but it was not until this race in 2008 that another woman has been a serious contender for president of the United States.

In the meantime, I grew up watching Margaret Thatcher as prime minister of Great Britain. And since I have been old enough to pay attention to world politics, I have seen other women as the top leaders of their countries, including Benazir Bhutto, the deceased prime minister of Pakistan, and Angela Merkel, the chancellor of Germany. But the United States is the powerhouse of the world, and we have never elected a female president or vice president. We rush to the aid of poor countries like Pakistan. We frown on practices in other countries that we consider demeaning to women, such as female genital mutilation and the oppressive and discriminatory customs of the Taliban. We pride ourselves on our enlightened and evolved state of being. Yet, here we are in 2008, and we have never had a woman as our commander-in-chief, our leader, our president. How did that happen?

There are probably lots of reasons, but no particularly good ones. We now have a woman as a serious candidate for the Democratic presidential nomination and likely president. I have chosen not to get into comparisons of her campaign, her vision, and her qualifications in writing this piece, and frankly, the two Democratic candidates have admitted that they have very similar beliefs on the key issues. Hillary Clinton is superbly qualified to lead this nation. She's wicked smart, and immensely committed to improving our lives and bettering this country.

So if it is "change" that we are looking for, then Hillary Clinton is that change. If you want to shake up presidential politics, then you should vote for a supremely qualified woman. The pundits and others are saying that generally speaking, older women support Hillary and younger people, including younger women, support

Obama, citing his relative youth and inexperience in Washington as the keys to "change." With respect to the generalization about younger women, I question whether they have really seen or tried to navigate the dominant power structures in this country. Numerous examples could be cited, but let's look at the one this audience is familiar with—the legal profession.

Despite having graduated in a law school class with more women than men, more of my male classmates have achieved positions of power—partners in large and small law firms and judges—than my female classmates. And certainly the dominance of men more generally in the legal profession cannot seriously be questioned. Men of all colors and religious beliefs still run this nation. Until more women gain positions of power, including the presidency, I don't see how this country will really change. If people, including women, are concerned about not having a "first lady" in the White House beside our president, how can we change?

For me, supporting change is supporting Hillary. What a tremendous moment in U.S. history it will be when we elect a woman to lead our great country. I can't think of a compelling reason why we should wait another four years or more to really change this country by electing a woman as president. Perhaps the older women understand better than the younger women the continued discriminatory issues that women still fight and struggle with to succeed in the legal profession and other professions and industries, including politics. I am not really old yet, and I am not really young anymore, but I've been around long enough and have experienced enough to know that we need a woman as our president to really, truly start to change the power dynamics in this country.

Sarah Crooks is a partner with Perkins Coie in Portland. The opinions expressed in this article are Sarah's individual opinions. Perkins Coie is national counsel for the Senator Barack Obama Presidential Campaign.



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Yes, You Can Vote for Barack Obama

By Heather W. Decker

As a working mother and lawyer, I would like nothing more than having a woman president; however, I am saying "Yes I can" vote for Barack Obama for president and still call myself a feminist. While the pundits would have us believe that Senator Clinton has a lock on women's votes, particularly white women's votes, many like me are supporting Senator Obama for president. In fact, in the Potomac Primaries (in Virginia, Maryland, and Washington, D.C.), Obama garnered a majority of women's votes, surpassing Hillary Clinton among women for the first time. Obama is a visionary leader whose candidacy transcends traditional identity politics of gender, race, age, and even party affiliation, to infuse Americans with new hope and passion for a better future.

When Bill Clinton left office and Hillary ran for the U.S. Senate, I hoped she would soon run for president because at that time she was the best leader the Democrats had. Even so, under Senator Clinton and other political leaders of the last 20 years, we have been jilted and jaded into believing that our nation's problems are (a) more or less unsolvable and (b) the other party's fault. Obama moves us past these doubts and helps us recognize that by working together instead of tearing each other down, we can solve the problems that face our nation and the world. In these times of war, economic recession, crumbling

infrastructure, and global warming, no less a message is needed.

More than race and gender, Obama and Clinton present generational differences. Generation X and Y voters have spent our entire lives immersed in and bombarded by media. Having been a highly sought-after demographic since infancy, we reflexively identify and then ignore pandering advertising and political rhetoric. But, more so than Senator Clinton, Obama has made it past our usual defenses with his message of candor and hope. Ever since Obama lit a fire under Democrats nationwide with his speech at the 2004 Democratic Convention, he has shown obvious inspirational leadership—the likes of which this country has not seen for at least generation. As a result, Obama's candidacy has unleashed a tidal wave of enthusiastic support, particularly among 18- to 40-year-olds, many of whom are participating in the political process for the first time.

I believe that Obama is a better leader for this country at this pivotal time in history than Hillary Clinton. Obama's vision of change and unity make more sense to me as a way to move forward than does Clinton's policy-wonk "watch your back" or "tear down your enemies" polarizing politics. Obama appeals more to independent and Republican voters than does Senator Clinton, and he has handily won many traditionally "red" states that tend to vote Republican in November.

Finally, as much as I would love to see a woman president, I am not willing to hold hostage to feminism all the other issues that plague this country right now. Hillary Clinton can give us her experience and a woman in the White House, but she can't give us the freshness, optimism, and inspiration of Barack Obama.

Supporting Obama does not compromise feminist ideals. He supports the equality and advancement of women, and he is pro-choice. I am grateful to a generation of feminist pioneers who paved the way for their daughters to achieve our dreams, and for the generation of sons they raised who join us as our equal partners at home and at work. I am also grateful for the freedom to choose Obama over Clinton without forsaking feminism.

If Obama's message resonates with you, yes, you too can vote for Barack Obama and still call yourself a feminist. Just ask Governor Christine Gregoire. Just ask Caroline Kennedy and Maria Shriver. Just ask U.S. Congresswomen Anna Eshoo and Zoe Lofgren. Just ask author Toni Morrison, *The Nation* columnist Katha Pollitt, actor Kate Walsh, and Oprah. Just ask Kate Michelman (20-year president of NARAL Pro Choice America) and Ellen Bravo (former director of 9to5, National Association of Working Women). Just ask me. Yes, you can.

Heather Decker is a contract attorney in Milwaukie, Oregon.

MLLS Celebrates Its Past Presidents

By Lora Keenan

On February 20, the Mary Leonard Law Society (MLLS) celebrated a very special group of women: our own past presidents. This after-work event was generously hosted by Saalfeld Griggs PC, which provided a lovely venue and tasty food and beverages. We enjoyed a social hour with new friends and old, and an opportunity to browse MLLS memorabilia collected and displayed by our historian, Emily Potts.

Four of MLLS's past presidents then shared memories and reflections with us. Elizabeth Harchenko remembered both her time on the MLLS Board and the earliest days of OWLS. Elizabeth recruited another past president, Bonni Canary, to serve on the MLLS Board because Bonni



MLLS presidents on February 20.

"had ideas." One of those ideas was the long-running (pun intended!) annual race sponsored and organized by MLLS to raise funds for Salem charities.

Involved with MLLS in the 1990s, Cindy Hunt vividly illustrated how special OWLS and MLLS really are: when a friend moved

to another state, she contacted the state bar association and was given the number for the women's bar association . . . only to learn that she'd been put in touch with the group of lawyers' wives! Angelica Vega, who was encouraged to join the MLLS Board by several co-workers at legal aid, reflected on the "among friends" comfort level she has always felt as part of MLLS.

Another past president, the Honorable Susan Tripp, aptly summed up both the OWLS and MLLS experience and the feeling of the evening: if you are part of OWLS, you have a group of friends that you haven't met yet.

Lora Keenan is a staff attorney at the Oregon Court of Appeals.

Queen's Bench Celebrates 60th Anniversary

By Barbara Smythe

On March 11, at its regular monthly luncheon, Queen's Bench celebrated its 60th anniversary. Queen's Bench Historian Trudy Allen, who spoke at the luncheon, said that the exact date of the founding is "lost in the mists of time," but March 1948 is a well-educated guess, and, as Trudy pointed out, Women's History Month seems an appropriate time to celebrate.

In the spring of 1948, a small group of women attorneys gathered in Portland to hear Gladys Everett speak about her experiences as a regional welfare officer in China for the United Nations Relief and Rehabilitation Administration in 1946–1947. They enjoyed the experience so much that they decided to meet monthly, and the tradition has continued for 60 years.

The name "Queen's Bench" is taken indirectly from the ancient English practice of pleading one's case directly to the sovereign. More immediately, it was plagiarized cheerfully by our organization's foremothers from the Queen's Bench Bar Association, a San Francisco women lawyers' group founded in 1921.

Trudy Allen, general counsel of U.S. Bancorp Equipment Finance, Inc., and this year's recipient of OWLS' Justice Betty Roberts Award for the promotion of women in the law, is an amateur historian who has documented the history of women in the legal profession in Oregon. At the luncheon, she shared stories about those women, including Portland's post–World War II female mayor, Dorothy McCullough Lee; the fashionable 1930s litigator Neva Elliot; and Gladys Everett, Portland's first female judge, who was appointed to sit pro tem in 1935, when many states still barred women from serving on juries.

For Trudy, Judge Pro Tem Everett claims another distinction: her obituary sparked Trudy's interest in the history of women lawyers in Oregon. "In 1986," said Trudy, "I clipped Gladys Everett's obituary out of the newspaper. With that one little step I started my collection of the written stories of women lawyers—that now fills a couple file cabinets in my home. With the planting of such a little seed, my career as the archivist was born!"

Originally, Queen's Bench was a statewide organization and included

all the women attorneys in the state as its members, Trudy said. At the 1953 Oregon State Bar convention, Queen's Bench put on a skit in the "tent show," and many of the male attorneys in attendance were surprised to find that there were 12 women lawyers on stage at one time! "There were actually 25



Queen's Bench members and presidents on March 11.

members of Queen's Bench in 1948!" Trudy proclaims. Today, Queen's Bench, which includes only Multnomah County members, has 963 members, both male and female.

In the 1970s, Lane County Women Lawyers and the Salem-based Mary Leonard Law Society were formed, and these three groups held a joint breakfast at the annual OSB conventions. At this joint breakfast in 1988, the groups decided to form OWLS, and Queen's Bench became its first chapter in 1990.

Trudy is a staunch believer in the value of local OWLS chapters. "We're a valuable forum for OWLS members to meet frequently and to enjoy each other's company and to exchange ideas and information," she says.

Trudy also pointed out the accomplishments of several more recent Queen's Bench leaders, including Multnomah County Circuit Judges Merri Souther Wyatt and Adrienne Nelson, both former presidents of Queen's Bench, and former board member Kate Brown, who recently stepped down as Oregon Senate majority leader and is currently seeking the democratic nomination for Oregon's secretary of state.

Queen's Bench celebrated its 50th anniversary by publishing a 1998 calendar featuring photos and short biographies of our state's early women lawyers. Oregon State Bar Executive Director Karen Garst responded several years later by inviting Queen's Bench to compile a set of pictures of "several" women, to frame and hang in what was originally going to be

a women's history room at the Oregon State Bar center, said Trudy. "President Kim Kaminski formed the Queen's Bench Historical Perspectives Committee, and we collaborated with the bar," Trudy said. "The project grew into something far beyond what we first envisioned—into the display that is now three panels totaling 24 feet long, with a timeline of 101 items, plus 46 photos—and much more."

The 60th anniversary event, which was the brainchild of Trudy and 2008 Queen's Bench President Marja Selmann, drew a packed house, including the Honorable Betty Roberts and former Queen's Bench Vice President Lillian Meyers, both of whom entered the practice of law during the 1960s.

Katherine O'Neil, the founding president of OWLS, and a dozen past presidents of Queen's Bench [including yours truly] also attended.

Barbara Smythe is an attorney at Klarquist Sparkman in Portland.

Professionals Network

By Megan Livermore

Another capacity crowd enjoyed the OWLS Networking Committee (OWLSNET) inter-profession networking event on January 24 at the Red Star Tavern in downtown Portland. The evening was co-hosted by the Oregon Society of CPAs (OSCPA) and the Oregon Banking Association (OBA) and generously sponsored by Tonkon Torp. Members of OWLS, the OSCP, and the OBA participated.

As has become the norm at OWLSNET events, participants wasted no time in networking, swapping business cards, and making connections for future business opportunities.

"These events are a real asset to OWLS. Their growing popularity is a clear indication that professional women want opportunities to network and connect with one another in an informal setting," said Shari Gregory, OWLSNET chair. OWLSNET expects to hold its next event later this spring in Portland.

Megan Livermore is an associate with Gaydos, Churnside & Balthrop in Eugene.

Book Review: *With Grit and By Grace*

her career, she worked on some of the most progressive, landmark legislation of that era, championing many causes and working to give a voice to people who had been historically marginalized, including women and racial and ethnic minorities. Her priorities included civil rights, state-funded kindergarten, ethics reform, tax credits for child-care payments, and women's rights. She spearheaded campaigns to pass laws decriminalizing abortion and allowing women to keep their last names after marrying, and she worked tirelessly to make Oregon the 25th state to pass the Equal Rights Amendment.

Betty served as a legislator during turbulent but triumphant personal times. She and Frank Roberts were divorced after four years of marriage; she failed the bar exam on her first attempt, but passed in 1967 (giving credit to the skilled tutoring of Jena Schlegel, later the first woman judge in Marion County); she won a difficult race for the Oregon Senate; and she and Keith Skelton, a fellow legislator, were married in 1968. They maintained a flourishing law practice together for the next 10 years.

At this point in her narrative, Justice Roberts writes of her contentious dispute with the Oregon State Bar and state election officials. Although the attorney general had issued an opinion serving as precedent for "allowing" women to keep their former names after marrying, the OSB referred to Betty as "Betty R. Roberts Skelton" upon her marriage to Keith. She protested this designation, determined to keep the name "Betty Roberts." She won the battle with the OSB, but the registrar of elections refused to register her to vote unless she used her husband's name, although she remained on the ballot as "Betty Roberts."

Justice Roberts's life story reads as that of a woman in the right place at the right time, who is intelligent and savvy enough to capitalize on opportunities, and determined enough to create opportunities where none existed. In 1974, Betty ran for governor of Oregon,

joining five other female gubernatorial candidates in the United States that year. Betty narrowly lost to Bob Straub in the Democratic primary, but another opportunity presented itself in July 1974. During his bid to unseat Senator Bob Packwood in the general election, former Senator Wayne Morse died. Betty was picked as the new Democratic candidate and given 84 days to campaign before the general election. She lost a close race to Senator Packwood that year.

Betty, still in the Oregon Senate, continued to work on issues of importance before being tapped by Governor Bob Straub in 1977 as the first woman appointed to the Oregon Court of Appeals. She welcomed the challenge, and writes that she looked forward to again being successful in a male-dominated environment. As an appellate judge, she continued to advocate for the advancement of women in the legal profession, and continued to offer advice to other women judges and law school graduates.

In December 1981, Republican Governor Victor Atiyeh appointed Justice Roberts to the Oregon Supreme Court, where she served until 1986. Justice Roberts writes of her decision to resign

continued from back page

from the Court, made after driving from Salem to Portland in a rainstorm in which her vision was obstructed by two large trucks: "Somehow, I again had to call on that idea of faith leading me into a safe and productive future. I wouldn't be idle, I knew that. So why not take a chance? It wouldn't be the first time, and maybe not the last."

With Grit and By Grace is a well-written, insightful account. A flowing narrative, historical snippets, and colorful participants (including some familiar OWLS members) come together to make this a most interesting autobiography. Through three marriages, numerous careers, and some of this country's most turbulent times, Justice Roberts displayed her trademark spunk and pioneering spirit to break trails for herself and for women who would come later.

Cashauna Hill is an associate at Ashcroft Wiles Ammann in Portland.

With Grit and By Grace: Breaking Trails in Politics and Law should be available in local bookstores. To order it online, please go to <http://oregonstate.edu/dept/press/u-w/WithGrit.html>. Or you can call 1.800.426.3797.

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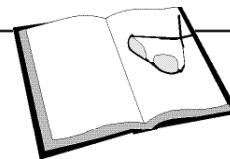
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Save the date!
Betty Roberts
Autobiography Release
CLE and Reception
June 13, 2008, Portland
Details on page 2

With Grit and By Grace Breaking Trails in Politics and Law, A Memoir

By the Honorable Betty Roberts (Oregon State University Press, 2008)

Book Review by Cashauna Hill



On Monday morning, February 8, 1982, three days after my fifty-ninth birthday, I raised my right hand and said, "I, Betty Roberts, do solemnly swear . . ."

....

After the final words "... so help me God," the applause went on and on, thundering the audience's enthusiasm for the breakthrough my appointment represented for women. I swallowed once, twice, as I prepared to make my remarks.

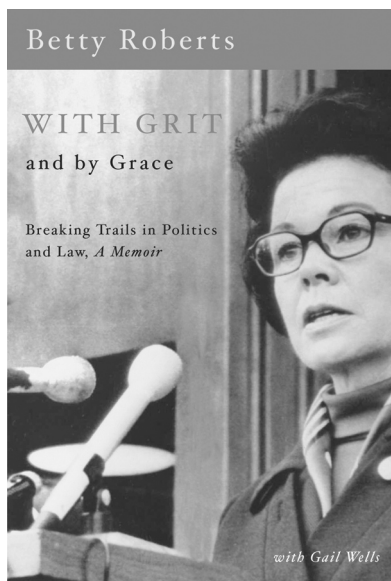
Today, one woman. Tomorrow, many more.

So begins the autobiography of former Justice Betty Roberts, *With Grit and By Grace*. In 1982, Justice Roberts became the first woman to serve on the Oregon Supreme Court. Twenty-five years later, she completed this memoir. In her book, we may see and begin to understand not only the importance of documenting history, but also the legacy that has been passed down to future generations of women lawyers.

The final sentence quoted above reflects Justice Roberts's philosophy on mentoring women lawyers and illustrates her willingness to share her story in the hopes of inspiring and assisting others. Her autobiography highlights her professional successes, but also delves into the personal. Justice Roberts presents herself as a whole person, and her candidness will serve as a source of inspiration for OWLS members. In her struggles and triumphs, we learn that we too can accomplish what others thought we never could.

Justice Roberts details her childhood in Kansas and Texas, and writes with eloquence about the first time she saw

Oregon. As a young woman, and after completing a year of college, Betty married Bill Rice and moved with him to Oregon, where he was a bank employee.



Her decision to marry Bill and her pragmatic approach to taking a husband will likely be of interest to many OWLS members, as many working women across the country struggle with work/life balance, as well as whether and when to marry, have children, or both. Justice Roberts illustrates that these concerns are not new, and that women can weather them and remain strong, successful individuals.

Betty and Bill produced four children: daughters Dian and Jo, and sons John and Randy, and it is obvious that she sees them as some of her life's greatest accomplishments. Even as a mother of four, Justice Roberts (then known as Betty Rice) was determined to complete her education

and begin a career. She graduated from Portland State College in 1958 and became a high school teacher. After divorcing Bill, Betty earned a master's degree in political science from the University of Oregon. She then set her sights on completing a PhD in political science.

Instead she went to law school. Her book provides engrossing details about how she became a lawyer, a story most OWLS members have heard. She graduated from Northwestern College of Law (now Lewis & Clark Law School) in 1966, one of two women in that class.

Even as a first-year law student, mother of four children, and full-time high school teacher, Betty continued to display tenacity and reach for new goals. She was first elected to public office in 1960, when she won a term on the Lynch Elementary School District Board. Later that year, she married Frank Roberts, then chairman of the Multnomah County Democratic Party Central Committee. During her marriage to Frank, Betty took his last name. In an ongoing discussion in the book, Justice Roberts writes about a woman's decision to use her husband's name, versus her birth name or any other name she chooses. It is a discussion that will surely resonate with OWLS members, as the 2007 discussion on the OWLS listserve about this issue evoked many heartfelt, poignant, and sometimes heated responses from OWLS members.

In 1964, fired up from her 1962 loss in a bid to win an Oregon House of Representatives seat, Betty Roberts was elected to the House from her East Multnomah County district. During her 13 years in the legislature, Betty honed her skills as a politician and advocate. Throughout

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