

AdvanceSheet™

A NEWSLETTER PUBLISHED BY OREGON WOMEN LAWYERS

VOLUME 19, No. 3 SUMMER 2008



President

Laura Caldera Taylor

Vice Presidents,

Presidents-Elect

Gwyn McAlpine
Heather Van Meter

Secretary

Jane Yates

Treasurer

Concetta Schwesinger

Historian

Alice Bartelt

Board Members

Sally Anderson-Hansell

Nancy Cook

Dana Forman

Cynthia Fraser

Bethany Graham

Shari Gregory

Cashauna Hill

Megan Livermore

Julia Markley

Linda Meng

Hon. Adrienne Nelson

Leslie O'Leary

Kathleen J. Rastetter

Hon. Katherine Tennyson

Shannon Terry

Past Presidents

Kellie Johnson

Norma S. Freitas

Kate A. Thompson Wilkinson

Jennifer K. De Wald

Sarah J. Crooks

Elizabeth Schwartz

Lori E. Deveny

Debra Pilcher Velure

Marilyn E. Litzenberger

Teresa M. Kraemer

Patricia L. Heatherman

Julie Levie Caron

Phyllis Chadwell Myles

Helle Rode

Diana Craine

Kathryn M. Ricciardelli

Agnes Sowle

Katherine H. O'Neil

Executive Director

Catherine Ciarlo, 503.595.7826

catherine@

oregonwomenlawyers.org

AdvanceSheet Editor

Elise Gautier, 503.292.2893

elise.gautier@comcast.net

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

OWLS Honors Former Justice Betty Roberts

By Kathleen J. Rastetter and Hon. Jill Tanner

“The personal is political,” noted former Oregon Supreme Court Justice Betty Roberts in her opening comments to the standing-room-only crowd that gathered

on June 13 at the OWLS Spring CLE to honor the release of Justice Roberts's autobiography, *With Grit and By Grace: Breaking Trails in Politics and Law*. She explained that for women to “secure their

rightful place” in society, they need to “work effectively in the political system” to change policies and “put ideals into practice.” Justice Roberts, the first woman to serve on an Oregon appellate bench, also noted that the expectation that women should adapt to the “system” rather than the system itself changing is an enduring societal problem.

Melody Rose, chair of the political science division at Portland State University, moderated the ensuing discussion, which took place at the Oregon Historical Society in Portland. Serving as panelists, in addition to Justice Roberts, were Gretchen Kafoury, a former PSU faculty member, Oregon state legislator, Multnomah County commissioner, and city of Portland commissioner; Norma Paulus, a former Oregon state legislator, secretary of state, and superintendent of public instruction; Justice Virginia Linder, currently serving on the Oregon Supreme Court; Judge Adrienne Nelson, serving on the Multnomah County Circuit Court; Cashauna Hill, an associate at Ashcroft Wiles Ammann; and Liani Reeves, an assistant attorney general in the Oregon Department of Justice Trial Division.

Panelists first discussed times they had seized unexpected opportunities. Norma Paulus described how Oregon Supreme Court Justice Earl Latourette, for whom she was working as a

secretary, called her into his office, told her she ought to go to law school, and figured out how she could get admitted with no college experience and attend while still working as his secretary.

Judge Nelson then spoke of how others had encouraged her to become a judge.

The discussion turned to mentors, and the qualities that make for a good mentor. Liani Reeves noted that a

good mentor believes in you, is invested in your success, and lets you do it your own way. Justice Roberts reminded us not to limit ourselves in who we view as possible mentors. Gretchen Kafoury said that Justice Roberts “was critical to many of us in the 1970s. You couldn't have a better role model.”

Panelists agreed that being told “you can't” do something motivates them to do it. Norma Paulus, for example, said that when she was in law school a male lawyer ran the moot court competition. She told him that she could not argue her brief in the afternoon, when it was scheduled, because she had no one to watch her infant daughter. He told her it was “highly unlikely” that she would win the competition anyway. Ms. Paulus left his office determined to show him otherwise, and she won the competition.

Dr. Rose cited research showing that when women were asked whether being told you can't do something motivates them, 70% said yes. And, Dr. Rose said, “there's no better revenge than success.”

The next topic was how to choose which battles to fight. Justice Roberts said that women should ignore inconsequential decisions, and Justice Linder added that in ascertaining which battles to take on, you should examine the context—is

Continued on page 4



Gretchen Kafoury (left), Hon. Betty Roberts, and Susan Hammer

Photo by Jodee Jackson

President's Message



Laura Caldera Taylor

2008 is the year dreams changed. Do you see the cracks in the glass ceiling? Do you feel the energy from all the little girls and boys who now believe that anything is possible?

I experienced it firsthand in my own home. In the fall of 2007, after spending some time in her school library, my astute, then-8-year-old daughter came to me in her typically quizzical and challenging way. "Mom, you lied to us. You told us we could be anything we want. But there has never been a woman president, and there has never been a black president." At first blush, naturally, I was crushed. But my lawyer training bailed me out, yet again, and I began to make the argument that within her lifetime that dream would become a reality for

women and minorities. At that moment, the names Hillary Clinton and Barack Obama had more meaning to me than ever before.

My seven- and nine-year-old daughters have spent a lot of time studying the presidential candidates since that crushing fall day. I let them stay up late to watch the candidates' speeches on Super Tuesday. While they enjoyed the additional time to read in their rooms, their angst over "nevers" had dissipated. When I excitedly called the girls in to watch the speeches, I got a resounding "Mom, it's just Hillary and Obama." Their reality had changed. For them, not only was it possible that a woman or minority could be president, it was probable.

We all know how the Democratic primaries shook out. And, for some of us Saturday, June 7, 2008, was a sad day, indeed. I take heart in many things Hillary Clinton said in her concession speech, most importantly this: "Although we weren't able to shatter that highest, hardest glass ceiling this time, . . . it's got about 18 million cracks in it. And the

light is shining through like never before, filling us all with the hope and the sure knowledge that the path will be a little easier next time."

Within the past and present ranks of OWLS are many women who put their own cracks in the glass ceiling, pioneers like Justice Betty Roberts, Justice Virginia Linder, Judge Mercedes Deiz, Katherine O'Neil, Judge Helen Frye—and the list goes on and on. On our ballots this fall will be other women seeking to widen those cracks. But they need more than hope; they need help. In this historic year, I encourage all OWLS members to get engaged in the political process and exercise your political power (aka the old pocketbook—but don't stop there!). If we want to see women shatter the glass ceiling, we have to do our part to help.



Laura Caldera Taylor
OWLS President

Judge Ellen Rosenblum Wins Nelson Award

By Julia E. Markley

The American Bar Association's Government and Public Sector Lawyers Division has announced that Oregon Court of Appeals Judge Ellen Rosenblum is this year's recipient of its annual Nelson Award for her exceptional service to the ABA.

The Nelson Award recognizes superior contributions to the ABA by a public lawyer. Judge Rosenblum was elected to the ABA House of Delegates in 1988, when she was still an assistant U.S. attorney. She has continuously served in the ABA House of Delegates since then, marking 20 years of service this year. She has twice served on the ABA Board of Governors, from 1995 to 1998 as a representative from four western states and from 2001 to 2005 as secretary. Her service as secretary marked the first time that an active judge had served as an ABA officer and the second time that a woman had held that position. Judge Rosenblum has also served on several ABA committees and coalitions, including many that focus on the advancement of women and minori-

ties. Throughout her ABA service, she has been a role model to many, especially women and minority lawyers.

OWLS member and ABA delegate Mark Johnson wrote in support of Judge Rosenblum's nomination: "Ellen has been a wonderful advocate for me within the Association and a constant and reliable friend and mentor. The work of the State Delegate, in particular, is very, very difficult at times, and Ellen's thoughtful advice and wisdom have been indispensable to me as I have learned the duties and intricacies of the job." Judge Adrienne Nelson, another OWLS member and ABA delegate, noted that Judge Rosenblum is always willing to mentor, advise, and support lawyers, especially newly admitted women and minority lawyers. She also tirelessly encourages lawyers to serve the legal profession and the community.

In accepting the award, Judge Rosenblum encourages other public sector lawyers and judges to find the time and resources to serve in bar organizations and in the community. Judge Rosenblum

firmly believes that bar and community service are possible for public sector lawyers and judges and are consistent with public offices' missions. She recognizes

the support of Chief Judge David Brewer and Chief Justice Paul De Muniz, as well as prior chief and presiding judges, in making her ABA service possible.

The award will be presented at the ABA annual meeting in New York City, at the Government and Public Sector Lawyers Division awards reception, on August 8 at the Intercontinental Barclay Hotel.

OWLS extends our warmest congratulations to Judge Rosenblum.

Julia Markley, an attorney at Perkins Coie in Portland, serves on the OWLS board.



Judge Ellen Rosenblum

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

OWLS Announces New Officers and Directors

In May, the OWLS Board of Directors welcomed three new members: Cynthia Fraser and Linda Meng from Portland, and Megan Livermore from Eugene. At the same time, OWLS extended our warmest thanks to outgoing board member Nicole DeFever and immediate Past President Kellie Johnson.

At its annual retreat, the board also selected officers for 2008–2009. Laura Caldera Taylor, OWLS' new president, is an associate at Bullivant Houser Bailey. She has previously served as OWLS' vice president and secretary. The vice-president/president-elect position will be shared by Gwyn McAlpine, an associate at Perkins Coie, and Heather Van Meter, an associate at Williams Kastner. Heather moves from her post as secretary; Gwyn previously served as treasurer. Concetta Schwesinger, the district attorney liaison to the Oregon child support program in Marion County, joins the Executive Committee as treasurer, and Jane Yates, an associate with Gleaves Swearingen Potter & Scott in Eugene, comes onto the Executive Committee as secretary. Alice Bartelt, a retired attorney formerly with SAIF Corporation, continues as the OWLS historian.



At the 2008 board retreat (left to right): Front row: Torina and Angelina Taylor; 2nd row: Laura Caldera Taylor, Jane Yates, Alice Bartelt, Catherine Ciarlo, Hon. Katherine Tennyson; 3rd row: Linda Meng, Heather Weigler, Nancy Cook, Heather Van Meter, Leslie O'Leary, Kathleen Rastetter; Back row: Cashauna Hill, Megan Livermore, and Gwen McAlpine

In addition to the new board members and officers, continuing board members include Sally Anderson-Hansell from Hermiston, Nancy Cook from Roseburg, Bethany Graham from Bend, Kathleen J. Rastetter from Oregon City, and Dana Forman, Shari Gregory, Cashauna Hill, Julia

Markley, Hon. Adrienne Nelson, Leslie O'Leary, and Hon. Katherine Tennyson from Portland. Finally, in June, Shannon Terry joined the OWLS board as the Region 6 (Salem) representative.

OWLS is deeply grateful to these women for their time, talent, and leadership.

Save the date!

OWLS 3rd Annual Fashion Show & Fundraiser for Dress for Success

October 9 at 4:30 p.m.
Schwabe Williamson & Wyatt
Portland

OWLS Annual Meeting to Take Place September 20 in Hermiston

This year, Oregon Women Lawyers will hold our Annual Meeting at noon on Saturday, September 20, in Hermiston, Oregon. OWLS members are warmly invited to attend, meet the board of directors, and hear about financial and program highlights of the past year. If you are interested in attending, please RSVP to Executive Director Catherine Ciarlo: catherine@oregonwomenlawyers.org.



Are you *still* using a court reporting firm stuck in the 1950s?

Embrace the digital age with Naegeli Reporting, the firm with the most innovative litigation technology in the country. We offer cutting-edge court reporting, trial presentation, videography and videoconferencing services. **The Naegeli Reporting Corporation: Working hard to simplify your life and make your case successful.**

The Technology Transcript®

- Transcript Exhibits Hyperlinked
- Word-Searchable Exhibits
- Audio/Transcript Synchronization
- Video/Transcript Synchronization
- Digitized Video on CD or DVD
- iPod Audio and Video Formats
- Personal Audio CD
- 24 hours a day – Everyday



Naegeli Reporting
—THE DEPOSITION EXPERTS—

Court Reporting • Trial Presentation
Videography • Videoconferencing

schedule@naegelireporting.com

Portland, OR
(503) 227-1544

Seattle, WA
(206) 622-3376

Spokane, WA
(509) 838-6000

Coeur d'Alene, ID
(208) 667-1163

OWLS Honors Betty Roberts

continued from page 1



On June 13 (left to right): Hon. Adrienne Nelson, Liani Reeves, Cashauna Hill, and Hon. Virginia Linder

Norma Paulus

this battle important for what you do or want to do?

The panelists then spoke about the importance of "firsts." Norma Paulus, the first woman elected to statewide office in Oregon, served as a role model for other women who wanted to run for office. Judge Nelson, the second African-American female judge in Oregon's history, noted that it is a cultural point of pride and importance for African Americans to see her serving on the bench.

Justice Roberts, however, cautioned that the "first" label should be viewed not only as an accomplishment but as a reminder that we have not been completely successful in getting women and minorities into respected positions. We can admire the "first" personally, she said, but we still need to ask why it is a "first" in this day and age. There is, Justice Roberts added, "a lot of work to be done."

The panelists also discussed the challenges involved in handling everyday duties while pursuing a career. The discussion then turned to "grace"—what nourishes the women and enables them to continue in their varied roles? All agreed that it's critically important to do something that you love.

Finally, the question was asked why there aren't more women in the legislature. The demanding schedule, low pay, and family-structure barriers were identified, as was the media's treatment of women. Dr. Rose noted what is termed an "ambition gap": when women or minorities run for elected office, they win in comparable numbers to men or white candidates, but they do not run as often. Finally, the panelists noted that women need encouragement to run for "the next level up," to break the glass ceilings.

OWLS thanks the panelists for an engaging, all-too-short conversation.

At the end of the afternoon, those attending the CLE adjourned to join

other community leaders, justices, judges, lawyers, and politicians to honor Justice Roberts at a reception. After reading selections from her book, she graciously accommodated the crowd by signing copies. The warm welcome given by the staff of the Oregon Historical Society and the floor-to-ceiling windows, permitting sunshine to stream in, were crowning touches to a very special event.

Kathleen J. Rastetter is a senior county counsel for Clackamas County and an OWLS board member. Hon. Jill Tanner is the presiding magistrate of the Oregon Tax Court.

OWLS is grateful to the following sponsors for making the Spring CLE and reception possible.

Title Sponsor
Harrang Long Gary Rudnick

Patron Sponsor
Farleigh Wada Witt

Supporting Level Sponsors
**Ball Janik
Barran Liebman
Bullivant Houser Bailey
Cosgrave Vergeer Kester
Dunn Carney Allen Higgins
& Tongue
Gevurtz Menashe
Lewis & Clark Law School
Lori E. Deveny
Perkins Coie**

We also thank **Smart Legal** for reproducing written materials, **Naegeli Reporting** for video-taping the CLE, and **Jodee Jackson** for taking wonderful photographs.

Mentors of the Year Recognized

By Hon. Jill Tanner

Nurturing new admittees is a long-standing tradition of the members of the Oregon State Bar. There is much to learn about lawyering, and not all of it comes from the Socratic method of teaching. Oregon's three law schools know that there is no need to wait until a person is admitted to the Oregon State Bar to match experienced attorneys with those planning to practice law. Each law school sponsors a mentor program, matching interested law students (mentees) with local members of the bar who volunteer their time to meet and share their experiences with their mentees. Willamette University College of Law says the goal of its program is to "enable students, early in their legal careers, to forge individual relationships with experienced legal practitioners who provide great insight into and advice on the practice of law."

Both the Willamette and Lewis & Clark law schools "crown" a mentor of the year at their spring social receptions. Kate Cooper Richardson, OWLS member and chief of staff for the Oregon state treasurer, received the Judge Edward H. Howell Mentor of the Year Award from Willamette. Judge Howell was, for many years, an enthusiastic mentor to many Willamette law students. Kate's mentee, Stefyni Allen, class of 2010, praised Kate for providing invaluable guidance and support and for always going above and beyond to help her. Stefyni unequivocally stated that Kate was "the best thing that has happened to me since I've been attending law school."

Hon. Michael McShane, Multnomah County Circuit Court judge, received the 2008 Andrea Swanner Redding Outstanding Mentor Award, presented to a mentor of an upper-division Lewis & Clark Law School student. Liani Reeves, an attorney with the Oregon Department of Justice, received an award for mentoring a Lewis & Clark first-year law student. Liani's mentee, Jee Lee, class of 2010, said that he felt very fortunate to have been matched with a mentor who truly cares.

Mentors are always in demand. If you're interested in being a part of a law student's learning experience, please contact the law school in your area. These are great programs—and fun!

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

National Association of Women Judges to Convene in Portland October 15–19, Co-host OWLS CLE October 17

The National Association of Women Judges (NAWJ) selected Portland for its 30th annual conference, "Keeping the Promise," to be held October 15–19, 2008. NAWJ works to preserve judicial independence; ensure equal justice and access to the courts for women, minorities, and other historically disfavored groups; increase the number and promote the advancement of women judges at all levels; and provide cutting-edge judicial education. Hon. Ellen Rosenblum and her "Team Portland" will host this year's CLE conference at the Portland Marriott Downtown Waterfront Hotel.

"Keeping the Promise of the Rule of Law," the first plenary event, on Thursday morning, October 16, will be moderated by Susan M. Hammer, Dispute Resolution Services, Portland, with panelists Hon. M. Margaret McKeown, Ninth Circuit Court of Appeals; Hon. Bernice Bouie Donald, U.S. District Court for the Western District of Tennessee; Professor Margaret Levi, a professor of international studies at the University of Washington; and Norman Sepenuk, a Portland criminal defense lawyer representing a Siberian general at the International Criminal Tribunal for the former Yugoslavia at The Hague.

The Thursday afternoon plenary session will feature Donzaleigh Abernathy, actress and daughter of the Reverend Ralph Abernathy, who will offer a personal perspective of her days marching for the Voting Rights Act, along with her father and her "Uncle Martin" (the Reverend Martin Luther King Jr.).

The NAWJ conference planners are very excited about co-hosting the Friday afternoon sessions with OWLS, beginning with the Sponsors' Luncheon. The joint luncheon and CLE events will begin at noon on Friday, October 17, and conclude with a special reception at the Mark O. Hatfield U.S. Courthouse, hosted by our

local federal judges. At the reception, the OWLS Third Annual Workplace Leader Award will be presented. Please see the sidebar to the right for the details.

On Saturday morning, October 18, OWLS and the Multnomah County Bar Association will sponsor a "Law Firms' Best Practices Roundtable" to continue and expand the discussion on "Bringing about Needed Changes in Law Firms."

Holly, a movie depicting the captivating and emotional story of a 12-year-old Cambodian girl who is sold to a child trafficker, will be shown on Wednesday, October 15, at 7:30 p.m. This event is open to OSB lawyers and their guests. Donations of books for the Coffee Creek Correctional Facility are encouraged.

Each plenary session will be followed by breakout sessions discussing an array of topics, including, among others, "Effective Communication with the Media"; "Our Aging Population and the Court System"; "Techniques for Judges and Lawyers to Handle Self-Represented Litigants"; "The Emerging Role of Victims in Criminal Cases"; and "Technology and the Court System."

Conference evening events will conclude on Saturday, when Ann Rule, the well-known crime novelist, will be the keynote speaker at the banquet and awards dinner.

"Keeping the Promise" will bring national legal experts together for extensive learning and networking. We hope you can join us for the special OWLS co-hosted events on Friday, the Saturday roundtable, and the viewing of *Holly*. OWLS members will be able to register for the co-hosted events through the OWLS website. If you would like to volunteer or attend other NAWJ events, please contact Heather Weigler at nawj2008conference@gmail.com. Visit www.nawj.org for more details.



Linda Greenhouse

Photo by Matthew Arnold

Joint NAWJ and OWLS Sessions October 17, 2008

Noon–1:45 p.m. Sponsors' Luncheon

Keynote Speaker: Linda Greenhouse, Pulitzer Prize-winning reporter who has covered the U.S. Supreme Court for three decades for *The New York Times*. Introduction by Hon. Susan P. Graber, Ninth Circuit Court of Appeals.

2:00–3:30 p.m. "The Roberts Court—Continuing to Evolve"

Presenter: Professor Pamela S. Karlan, Kenneth and Harle Montgomery Professor of Public Interest Law, Stanford Law School. Introduction by Hon. Julie E. Frantz, Multnomah County Circuit Court. Commentator: Linda Greenhouse.

3:45–5:15 p.m. Breakout Sessions

Breakout A: "Bringing about Needed Changes in Law Firms"

Moderator: Hon. Nan Duffly, NAWJ President. Panelists: Hon. Nancy Gertner, U.S. District Court, District of Massachusetts; Hon. Darleen Ortega, Oregon Court of Appeals; Lauren Rikleen, author of *Ending the Gauntlet: Removing Barriers to Women's Success in the Law*; Patricia Gillette, Orrick, Herrington & Sutcliffe LLP.

Breakout B: "Resolving Disputes Out of Court—the Growing Role of Mediation"

Moderator: Hon. Mary J. Deits, Oregon Court of Appeals (Ret.). Panelists: Jeffrey M. Batchelor, Markowitz, Herbold, Glade & Mehlhaf, PC; Hon. Susan M. Leeson, Justice, Oregon Supreme Court (Ret.), Mediation Plus; Hon. Janice M. Stewart, U.S. Magistrate, U.S. District Court, District of Oregon.

5:30–7:30 p.m. Reception

Mark O. Hatfield U.S. Courthouse. Presentation of the OWLS Third Annual Workplace Leader Award.

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

OWLS Judicial Working Group Supports Judicial Aspirations

By Jane M. Yates

OWLS works on many different levels to transform the practice of law by advancing women and minorities in the legal profession. The OWLS Judicial Working Group specifically works to instigate such transformation in the judicial ranks by providing information to potential judicial candidates.

In the past, the Judicial Working Group's activities were incorporated into the OWLS Judicial Endorsement Committee (JEC). The JEC participated directly in the state judicial appointment process. When the current governor changed the evaluation process, it became apparent that the JEC's approach did not fit well with the new process. Recognizing the continuing need for the type of work the JEC had conducted, in 2007 OWLS formed the Judicial Working Group to address that need.

The Judicial Working Group seeks to identify the various paths to judicial appointments for federal and state courts and to ensure that those paths are open to a diverse group of candidates. The Judicial Working Group also works with government contacts to promote a

diverse set of candidates for federal and state judicial openings. The Judicial Working Group routinely identifies potential judicial candidates and disseminates information about the judicial appointment process to everyone who requests the information.

OWLS' *Road to the Bench* handbook contains an overview of the judicial appointment and election processes, with suggestions for career development toward becoming a serious judicial candidate. For a complimentary copy of the handbook as a PDF, send an email message to Linda at linda@oregonwomenlawyers.org. For a hard copy, please send \$5 to OWLS at P.O. Box 40393, Portland, OR 97240.

The Judicial Working Group relies on input from members in judicial districts around the state to identify potential judicial candidates. We especially seek input from OWLS members in judicial districts outside the Portland metropolitan area, and encourage all OWLS members to identify individuals in their community who may be suitable candidates. Often, potential candidates have

not contemplated judicial appointment as a career option. Once a potential candidate has been identified, the Judicial Working Group can provide information that may make a judicial appointment more achievable.

In the coming year, the Judicial Working Group will travel to several different OWLS chapters to meet with local judges and lawyers. These visits will provide a forum to exchange useful information in the various regions regarding the path to the bench.

The Judicial Working Group consists of six OWLS board members: Hon. Katherine Tennyson, Heather Van Meter, Dana Forman, Julia Markley, Jane Yates, and Kathleen Rastetter.

Jane Yates, OWLS' secretary, is an associate at Gleaves, Swearingen, Potter & Scott in Eugene.

Brenda Meltebeke Speaks at May LEG-UP

By Christine Uri

At the OWLS May 8 LEG-Up event, Brenda Meltebeke, a partner at Ater Wynne, talked about marketing as a transactional lawyer. Brenda described how she learned to



Brenda Meltebeke

market and offered suggestions. She explained that "you can't not market." If you neglect this aspect of practice, you will not have enough work in the lean times. That, however, is not the reason you should market. You should market because you might find, as Brenda did, that you enjoy it. You will meet interesting people, and making connections with those people will enrich your own life.

Market by doing things you like to do and by being genuinely interested in the people you meet along the way. Then take it one step further—figure out what those people need, and provide it. As Brenda explained, anyone, even the most shy among us, can do this.

Thanks to Brenda, and to Ater Wynne, for hosting this event in Portland.

Christine Uri is an attorney in the business group at Tonkon Torp in Portland.



Individually Suited Custom Clothes

- Get exactly what you want
- No compromises
- Guaranteed fit
- Any style
- Save time and hassle
- Blouses, suits, separates
- Expert clothing advice
- Elegant yet affordable

Special OWLS discount



Individually Suited®

10260 SW Greenburg Road, Suite 400
Portland, OR 97223

Phone: 503-535-8800 info@individuallysuited.com
Toll-Free: 1-877-535-8880 www.individuallysuited.com

Meet Columbia County Circuit Judge Jenefer Grant

By Hon. Jill Tanner

The unique spelling of her first name—Jenefer—and her graduation from a Portland high school that shares her last name—Grant—hint that there are many interesting things to learn about Judge Jenefer Grant.

In May 2007, Judge Grant became the first woman appointed to the Columbia County Circuit Court. A graduate of the George Washington University National Law Center, she believes that her commitment and service to the citizens of Columbia County separated her from the other six applicants.

In the upcoming November general election, Judge Grant faces a male opponent who previously worked for the Columbia County district attorney and for the last ten years has been in private practice. Judge Grant appreciates the outpouring of community support for her campaign, and she hopes that her judicial record and community service will convince voters that she should stay on the bench.

Judge Grant "believes passionately in the right to a fair hearing." She concludes that the "judicial role is one of leadership" and a judge with the following attributes can best serve the public:

1. The ability to actively listen
2. Knowledge of community support resources
3. A good understanding of crisis intervention, developed from experience
4. A patient, kind, and decisive demeanor

Judge Grant likes to solve problems, and she frequently relies on her proven communication skills to persuade others to accept a solution. She prefers "a community-based approach" that keeps the court working with offenders through an on-going monitoring program, including treatment, education, and positive reinforcement for their success and accountability for their lapses.

Judge Grant reports that she "is working on establishing a supervised parenting time resource in Columbia County for parents who present risks to their children and would otherwise not see them, on establishing a mentoring program at the St. Helens High School, and on improving the processes for self-represented litigants' access to court, especially in domestic relations."

Judge Grant is an advocate for the indigent and a proponent of alternative dispute resolution. She was a founding member of the Columbia County Consortium, an association of private attorneys contracting with the state of Oregon to provide representation to indigent litigants, including parents and children in dependency cases, youth in juvenile court delinquency cases, and adults facing criminal charges or mental commitment.

Judge Grant credits her 12 years of private practice with her ability to facilitate settlements. While representing her clients, she worked with the district attorney or city prosecutor to reach an agreement that "was acceptable to the State, but . . . took into consideration [her] client's needs." Her criminal defense work focused on "preventing her clients from re-offending," rather than just defending specific charges. As a result, Judge Grant forged positive relationships with county probation and parole officers as well as caseworkers with the Department of Human Services child welfare division.

Before joining the bench, Judge Grant's professional activities reflected her strong interest in community service. She served for ten years on the Columbia County Commission on Children and Families, including three years as vice chair. She also served as president and a member of the board of directors of Columbia County Legal Aid (1996–2007); provided volunteer legal services to the Columbia Humane Society (1995–1998); represented low-income Columbia County residents (1996–2007); and presided over St. Helens Teen Court (2005–2006).

After graduating from Grant High School, Judge Grant's first year of college

was spent at the University of Oregon as a chemistry major. While working as a hospital pharmacy technician, she continued her college education at Portland State University, graduating with a bachelor of arts (business major, French and economics minors).

In 1989, Judge Grant moved to Washington, D.C., to pursue her law degree. After returning to Portland in 1992, she did research and writing on a contract basis for several Portland firms before following her dream with her new husband to open and operate a Mediterranean Spanish restaurant, La Catalana.

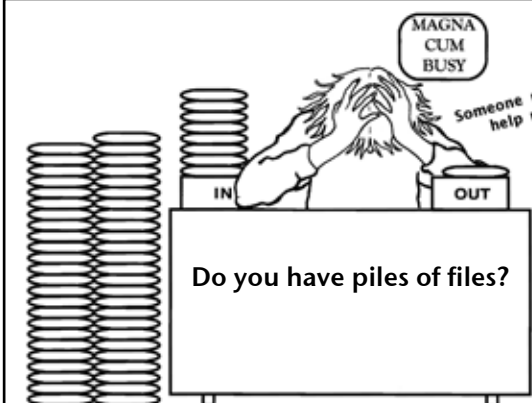
In 2005, ten years after Judge Grant moved from Portland to St. Helens, her life was forever changed when her adopted daughter entered her life. The Grants traveled to Hunan, China, to meet their ten-month-old daughter. Living in an 1890 St. Helens historic home, Judge Grant unequivocally states that she "loves this community" and will always feel that she has "an obligation to work toward making life better for people here, both on and off the judicial bench."

OWLS members who support Judge Grant in the November election are encouraged to get involved now in her campaign.

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



Judge Jenefer Grant



Call me for a 30-minute, no charge consultation . . .

about how I may team with you to enhance your bottom line and reduce your anxiety.

Heidi O. Strauch
Contract Attorney

P.O. Box 30235
Portland, OR 97294

503.201.7642

heidistrauch@gmail.com

The New Face of Judging

Judges just don't look like they used to. On the day of my investiture as a circuit court judge, then-President Judge Dale Koch announced that for the first time ever, there were more women than men on the Multnomah County bench. Thunderous applause erupted as the bank of women judges stood for recognition. It was a marvelous sound, and a marvelous sight.

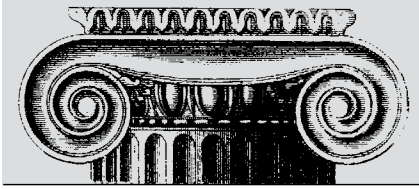
As grand as that moment was, its significance is greater than reaching a milestone. It's more than being able to look at our courts to see a greater diversity of ethnicity, gender, sexual preference, experience, physical abilities, personality, and age. It's even more than watching those new faces inspiring members of the next generation to judicial aspirations. The significance is what all of those different people bring to their public service. I don't think it's any coincidence that as the legal system has embraced a broader concept of who can be judges, it has also embraced a broader concept of justice.

As we've seen the faces of judges and lawyers change, we've also seen the rise of entirely new philosophies and approaches. Mediation and alternative dispute resolution, treatment courts, mandatory family counseling in dissolution cases, restorative justice, creating a more hospitable system for jurors, developing access for pro per parties—all of these approaches use "outside the box" thinking to enhance communication, bridge gaps between litigants, and solve problems that the traditional adversarial justice system cannot.

Among the more recent entries in this set of new approaches are mental health courts, a type of court that Multnomah County Judge Ed Jones predicts will generate "nothing less than a new mode of judging." Several Oregon communities already have working mental health courts, and Multnomah County is on the brink of launching its own.

The model is similar to that used in treatment courts, and in the well-established community court in Multnomah County. Lower-level offenders are held accountable for their actions, and in lieu of jail, they participate in court-assigned mental health counseling and treatment. They attend court hearings at regular intervals for check-ins. Upon successful completion, the case is dismissed. Sanc-

THE JUDGES' FORUM



By The Honorable Cheryl Albrecht
Multnomah County Circuit Court

tions for failing to engage in treatment include increased court appearances, community service, essays, and ultimately, jail.

Describing it is the easy part. Making it work comes with its own set of challenges. Marion County Judge Mary Mertens James and Coos County Judge Paula Bechtold handle mental health courts in their communities, and took time out of their busy schedules to share their experiences.

The heart of mental health court is the relationship the defendant has with the judge. Judge James states, "The judge deals directly with the participant (litigant) for the most part, despite the fact that the person is represented by a criminal defense attorney, who is also present in the courtroom. We are used to an attorney speaking for a client, but in this court, it is important that the judge make a direct connection with the participant."

And Judge Bechtold notes, "Drug courts have conclusively proven that the active and visible role of the judge in monitoring, evaluating, and encouraging a defendant is a powerful motivator. It's apparently an emotional reaction—most defendants have never had the experience of someone in a position of power caring about them."

To build this relationship, judges alter the usual mode of listening to a case and rendering a decision. In this "new mode of judging," the judge is no longer the sole arbiter of justice, but becomes the quarterback. Judge Bechtold describes the individualized approach her court uses: "The judge is part of a 'treatment team,' working with the DA, public defender, probation officer, mental health case manager, and other professionals to develop a coordinated and individualized plan to provide the necessary resources and monitoring to assist a defendant in succeeding in his probation and beyond. It is important to be flexible, to be open to change, and to be able to work as part of a team rather than as a sole decision maker." Judge James agrees: "The model

of our court involves a great deal of collaboration, and consensus building, activities that a traditional judicial model does not require."

Mental health court participants get help not just in mental health

and drug and alcohol treatment, but in finding housing, maintaining healthier family relationships, and getting medical care. The key is in the details. "You tend to know a lot more about the person than you do in a traditional setting. By the time we are in court, we have reviewed the person's file, including medical and treatment information; discussed with the probation officer how the person has managed since his/her last court date; and received the action plan for the person so future meetings, appointments and expectations can be confirmed, reiterated and discussed, and we are able to better address new issues in a timely manner," Judge James states.

Judge Bechtold and Judge James agree that mental health court emphasizes a somewhat different skill set than more traditional courts. Judge Bechtold finds herself needing "lots of patience and a willingness to be flexible and to expect and accept relapses and other problems, as these defendants are chronically and irreversibly mentally ill."

Judge James notes what is needed: "Patience; a sense of humor; compassion; empathy; an ability to listen and to redirect behaviors in a therapeutic way; and an ability to be collaborative in problem solving, rather than assuming responsibility for every decision in a case. It is important to familiarize yourself with the community services in place and the community partners who may be able to help with specific needs, and to have a good relationship with law enforcement, the DA and the jail. All of that said, you also have to have some sense of the behaviors that are symptomatic of various mental illnesses, disorders or conditions so you are able to see behaviors for what they are and what they may represent (manifestations of the disorder, attention-seeking behaviors, etc.) and to address them accordingly."

Developing new jurisprudence models and working with community partners is all for naught, of course, if the results



Hon. Cheryl Albrecht

Judge Bechtold states, "I am convinced that it is absolutely the most appropriate process for mentally ill individuals who have committed minor crimes"

don't pan out. Success is hard to measure when you consider that this "fragile population," as Judge James puts it, "is going to have their mental illness for the rest of their life, with rare exception." Early numbers do show promise, however. In Coos County, only three of 16 participants have re-offended, whereas that number would normally be higher for standard probationers. Several other Oregon judges note that they see fewer of their "frequent fliers" than they used to, and a 2004 Rand study showed that jail time was significantly reduced in the second year of participation.

Numbers can never tell the whole story. Judge Bechtold recounts some of the more inspirational moments: "A man showing me his 18-months-of-sobriety coin and telling me that he had never been alcohol- and drug-free for any period of time since childhood; a woman who was homeless at the start and transitioned from a foster home to her own apartment; the pride with which one defendant talked of taking his very young son and several others to an AAU wrestling tournament, where he helped coach; and the wonderful and sincere words of gratitude spoken by our graduates (in essence, that we helped give them their lives back)."

Judge James tells a story of a woman who said she'd rather give up her child to the Department of Human Services than participate, but upon coming back on a new arrest, signed up for the program and is now "just weeks from delivering her second baby, illicit-drug-free, in treatment, in a safe living environment, and mentally prepared to do the work to be able to parent her child."

Reflecting on the value of mental health court, Judge Bechtold states, "I am convinced that it is absolutely the most appropriate process for mentally ill individuals who have committed minor crimes and has a far better potential for reducing recidivism than the traditional criminal justice system. In short, I believe the time spent is very well spent, and it is personally extremely rewarding work."

April LEG-Up Features Janet Hoffman

By Sara Staggs

At OWLS' April 10 LEG-Up, Janet Hoffman, a Portland criminal defense attorney, offered advice on how to create credibility in one's professional life and lead a satisfying and profitable career. Janet encouraged her audience to volunteer for public service within the Oregon State Bar, while acknowledging that it can be difficult for attorneys to find the time. She suggested weighing the time spent volunteering against the opportunity that public service affords. "Perceive the opportunity as high adventure," she recommended, encouraging audience members to volunteer in areas they enjoy. She also advised making realistic commitments that you won't be forced to back out of. "Credibility zips through this state," she cautioned, "and so does lack of credibility."

Janet shared stories of bad advice she had received over the years and challenges she faced when she began her career as a woman in a male-dominated profession. "I was told by a trial practice professor that I didn't have talent for trial work," revealed Janet, who is now

a member of the International Society of Barristers. She was even advised to start straightening her hair to be taken more seriously. She ignored that advice, instead focusing her attention on her performance in the courtroom.

Janet encouraged audience members to do what they love to do. "There are a lot of lawyers who don't like what they are doing. If people feel good about what they are doing, they will do good work. Good work leads to good work."

Thank you, Janet, for your advice and anecdotes, and thanks also to our host, Dunn Carney Allen Higgins & Tongue, for providing a wonderful space in Portland and refreshments.

Sara Staggs is a Portland-based attorney.



Janet Hoffman

We're Here To Help.



We represent injured & disabled Oregonians.

Social Security | Workers Compensation | Personal Injury

Swanson Thomas & Coon

503-282-5222



820 SW Second Avenue, Suite 200
Portland, Oregon 97204

www.stc-law.com

Cynthia Newton | Kimberly Tucker | Chris Frost

New Diversity Administrator at OSB

By Cashauna Hill



Frank Garcia Jr.

Frank Garcia Jr. recently joined the Oregon State Bar's staff as diversity administrator for the OSB's Affirmative Action Program (AAP). Frank has a BA in sociology from Port-

land State University, an MA in higher education administration from New York University, and professional training in affirmative action, diversity, cultural competency, project management, and community building. A native Oregonian, he has over 14 years of successful leadership experience in diversity management and access and equity programs.

OWLS was a participant in a stakeholders' group of specialty organizations and others interested in the hiring of the administrator. OWLS welcomes Frank, and we look forward to working with him.

Cashauna Hill, an OWLS board member, is an associate at *Ashcroft Wiles Ammann*.

Meet OWLS Board Member Jane Yates

By Mavel Morales

Jane Yates is an associate at Gleaves Swearingen Potter & Scott in Eugene. She went to law school at the University of Oregon and clerked for Hon. Gregory G. Foote before starting work at Gleaves Swearingen. Prior to law school, Jane completed her undergraduate studies in comparative literature at the American University of Paris. She also had a career in television, in which she provided computer graphic services to a variety of programs.

Jane became an attorney because she wanted to foster a close connection to her community. She practices general business law with an emphasis in real property. She enjoys this work because she is able to help a broad spectrum of people achieve their individual goals. She also volunteers as a mediator for the Restorative Justice Program, which serves juvenile offenders.

An active OWLS member, Jane has served on the OWLS board for the past year and began a term as OWLS' secretary in May. She has also participated in the Roberts-Deiz Dinner Committee, Judicial Work Group, and Regional Outreach

Committee. Jane spends her free time shuttling her daughter to lacrosse games and three-position small-bore rifle matches, brewing beer with her husband, and training her crazy German shorthaired pointers.

OWLS extends a thank-you to Jane for her dedication and service to OWLS.

Mavel Morales is an attorney with the *Oregon Law Center in Hillsboro*.



Jane Yates

Thank You, Nicole

By Mavel Morales

Nicole DeFever's three-year term on the OWLS Board of Directors ended in May. An active board member, she also served last year as president of Queen's Bench, the Portland chapter of OWLS, and she paddled with the OWLS DragonFlies for five years. When Nicole isn't working on OWLS projects, she can usually be found at the Oregon Department of Justice, in its Commercial, Condemnation and Environmental Law Section. An assistant attorney general, she likes the camaraderie there and the opportunity to appear in court regularly.

Nicole double-majored in environmental studies and geography at the University of California at Santa Barbara. She obtained her law degree at the University of Colorado at Boulder. Before law school, Nicole was a wilderness ranger for the U.S. Forestry Service at Desolation Wilderness, near Lake Tahoe, California. She loves hiking and backpacking.

Nicole became involved with OWLS because of its warm and supportive environment. You can openly voice your questions and concerns to OWLS members, she says, and receive equally candid advice in return. OWLS is fortunate to have had Nicole on its board, and we thank her for her service and commitment.

Mavel Morales is an attorney with the *Oregon Law Center in Hillsboro*.



Nicole DeFever

OWLS Members Serve the Bar on OSB Board of Governors

By Lisa Umscheid

In February 2008, OWLS Past President and Multnomah County Deputy District Attorney Kellie Johnson was sworn in as the newest member of the Oregon State Bar Board of Governors (BOG), near the end of her term as OWLS president. Kellie ran for a seat on the BOG in a contested election to represent Region 5, which consists of Multnomah County. Kellie's recent victory makes her the latest OWLS member to serve on the BOG. Other OWLS members who have served recently include Nena Cook, Ann Fisher, Gina Johnnie, Lisa LeSage, and Theresa Wright.

Kellie was motivated to run for the contested seat by the diversity issues the BOG has confronted over the last year, including the controversial restructuring of both the OSB Affirmative Action Program and the elimination-of-bias CLE credit. "Last year we faced very important issues regarding diversity and commitment to diversifying the bar," explains Kellie. "During that challenging period, it became evident to me that I had something I could offer the Board of Governors, not only as a woman of color, but as a practitioner from the public sector, a prosecutor, a single mother who is also a litigator and a person who is very active in the legal community and the greater Portland community."

Kellie credits those who encouraged her to run and who supported her during the campaign. "The wonderful thing about being a part of a supportive community like OWLS and OMLA is that you have allies who are there to guide and advise," observes Kellie. "I can honestly say it was a collective of people who asked if I would be interested and, when I expressed that interest, actively guided me and gave me support. Those people included Katherine O'Neil, Trung Tu, Anastasia Yu Meisner, Cashauna Hill, Judge Adrienne Nelson, Norma Freitas, Melvin Oden-Orr, and Nena Cook. I believe they encouraged and supported me because I had the experience, passion, and perspective, and the desire to serve."

Similarly, other OWLS members who have served on the BOG report that encouragement from other lawyers motivated them to run for a seat. Lisa LeSage, who served on the BOG from 2000 to 2004, was "encouraged to run by Betty Roberts and Katherine O'Neil and a room full of OWLS members at one

of our annual breakfasts at the annual bar meeting."

Theresa Wright, whose term began in January 2006 and will expire at the end of 2009, reports that Dennis Rawlinson encouraged her to run. "I decided to run for the BOG because I'd been active in various bar committees and sections for a long time, and decided it was time to step into even more of a leadership position," explains Terry.

"Although I had thought about it before, Denny Rawlinson put a serious bug in my ear at a Litigation Section retreat, and I decided to give it a try. I ran in (I think) 2003 first, only to be beaten by Linda Eyerman and Albert Menashe. Once I'd run once, I had a lot of people telling me that I should give it another shot, including Linda and Albert." Terry took them up on the challenge, and ran and won in 2005.

Gina Johnnie, who is currently serving her first year on the BOG, was also encouraged by a mentor to run. "I decided to run because Kathy Evans, a local attorney and mentor, asked me to. She was concerned with the low level of interest

in our region. At the time, I spoke with my partners, and they both encouraged me to do it."

Some OWLS members have run campaigns, and others ran in uncontested

elections. Lisa LeSage initially ran against two other candidates, both male, from Region 5. "One dropped out and the other, a prominent Portland lawyer who later ran for the BOG and became bar president, called me up and said that he thought it was time a woman ran again, and that he was going to withdraw because he thought I would make an excellent candidate."

OWLS members who have run elections report that reaching out to multiple constituencies, and having supporters in the larger firms, are helpful to winning the



Gina Johnnie

Continued on page 12

RAISING THE BAR ON LEGAL FINANCIAL SERVICES.



Named an Oregon Law Foundation Visionary Bank

You work for your clients' best interests. So do we.

Our team of bankers works hard to make the most of your funds. We partner with you to provide personalized solutions that maximize opportunities while minimizing risk. You get the experience and expertise you need through the personalized banking we offer for legal professionals.

Bend • Redmond • Prineville • Sisters • Sunriver
Salem • Keizer • Portland • Ashland • Medford
Grants Pass • Boise/Treasure Valley Idaho

(877) 617-3400 • www.botc.com

**BANK OF THE
CASCADES**

Member FDIC Equal Housing Lender

OWLS Members Serve on OSB Bar of Governors

election. Kellie Johnson ran an organized campaign that included talking to Region 5 lawyers; enlisting supporters in legal organizations—including law firms and in-house law departments—to discuss her candidacy with colleagues; and coordinating her supporters to send email messages to other lawyers explaining her candidacy and reasons for running. “I was truly a novice to a campaign and how to run one,” conceded Kellie. She turned to experienced lawyers, including Katherine O’Neil and Anastasia Yu Meisner, for advice. “They were instrumental in recommending strategies. I believe the best advice was keeping it simple and personable. I took the time to call and contact people personally to talk about the things I was interested in and what things they would like to see happen with the BOG.”

Lisa LeSage offers this advice to OWLS members who wish to run: “Make yourself as visible as possible, reach out to as many different constituencies as you can, have a good ‘agenda’ or reasons that you want to run, and listen well to others about what their concerns are so you can articulate them in your campaign. Most of our bar is made up of small firm

and sole practitioners, and in Multnomah County it is very important to reach out to those lawyers, as well as having some good people ‘planted’ in each of the big firms who can send around email messages on your behalf.”

Nena Cook did not run in a contested election, but is unequivocal in her advice to other lawyers who may be considering a campaign for the BOG. “Do it. Do it. Do it,” Nena advises. “Don’t wait for someone to ask you to run. You will know when the time is right, personally and professionally. If you don’t get elected the first time (many board members don’t), keep trying.”

Those who have served on the BOG report that the experience is worth the work—and hard work it is. Nena Cook logged more than 3,000 hours of bar service during her years as OSB president-elect and OSB president. Lisa LeSage reports that meeting time alone consumes “at the very least” one full day per month, “and you should plan on a couple more full days per month just to read and digest the material.”

But the rewards more than make up for the time commitment. Gina Johnnie reports that her experience on the board has been “fascinating.” “We have dealt with a number of interesting and difficult issues, and I have been thoroughly impressed with the level of commitment, understanding and compassion shown by the other members. It has given me the opportunity to know people that I would otherwise never know. Their commitment to the board and our bar is impressive. Every meeting, I stand in awe.”

Lisa LeSage echoes the sentiment: “I cannot even begin to say what a fantastic experience it is, and I highly recommend it. I believe that most members of the BOG are incredibly smart, dedicated lawyers, and it makes me feel proud of our profession. I met so many practitioners and judges from around the state, and learned many valuable things about practice in all parts of the state and from all different perspectives. It was a real eye-opener.”

Board service is not without frustrations. “The only frustrating thing,” reports Gina Johnnie, “is the time commitment. As a partner in a small firm, and a single mother, it is sometimes challenging to make it to every committee meeting and other obligations. My BOG commitment has increased my day-to-day juggle. With that said, the juggle has been well worth

the effort.”

Other OWLS members cite the complexity of the issues that face the BOG, and the resulting decisions and compromises, as a frustration of service. “One of the biggest frustrations,” observes Terry Wright, “has been around the Affirmative Action Program, elimination of bias, and military advertising in the *Bar Bulletin*. Certainly the biggest frustration is that I often feel as if decisions I’m making don’t make anyone completely happy. There are many sides to many of the issues the BOG undertakes, and in making decisions, we have to look at the overall picture, rather than taking each issue in a vacuum. I know many members are frustrated over particular decisions the BOG makes, and it pains me that they don’t really know all the competing issues we examine when making these individual decisions.”

Lisa LeSage notes that the difficulty recruiting diverse lawyers to serve on the BOG is a frustration. “I was the only woman elected that year in my class. The other three were older white males. The only other woman on the BOG for one year with me was Agnes Sowle, then the following year, Nena Cook. When it came time for me to run for president, I really didn’t have a chance, as the rallying cry at that time was ‘we need geographic diversity!’ Apparently the fact that the BOG had had only two women presidents up until that time was not as important an issue as geographic diversity. That was frustrating for me because there was no way I could fight it. I had a hard time recruiting other women to come on to the BOG, and that was frustrating. The time commitment is huge, and it really cuts into family and work time, which makes it (or did then) more difficult for many women lawyers, who are still the primary caregiver in the family.”

Serving on the BOG gives members an opportunity to advocate for important issues. Theresa Wright identified the highlight of her experience on the BOG as “how much difference I think I’ve been able to make in the bar. For example, I’ve made sure that the Campaign for

continued from page 11



Lisa LeSage

SUSAN M. HAMMER
Mediation Services

TEL : 503-222-5949
SUSAN@SUSAN-HAMMER.COM
WWW.SUSAN-HAMMER.COM

*Recognized in The Best Lawyers
in America® 2005–2008 for
Dispute Resolution*

19 years' experience

Equal Justice has remained a bar priority, opposed eliminating altogether the elimination-of-bias requirement but supported the eventual compromise, and insured that one priority for the bar's new executive director is access to justice for all Oregonians."

Board service also creates an opportunity for members to influence bar programs, even to advocate for the creation of new programs. "The highlight for me," states Nena Cook, "was the establishment of the OSB Leadership College. The mission of the College is to recruit, educate, and train emerging leaders. In the first three years of the College's existence, I can honestly say it has exceeded my expectations and I believe greatly enriched the professional experiences of the graduates of the program."

The OWLS members who have served on the BOG all agree that an essential prerequisite to board service is simple: volunteer and get involved. Kellie Johnson recommends that lawyers "get involved in a committee or section that you feel passionate about or an area that relates most to your practice or personal interest. I believe the level of personal interest will influence how effective and, more importantly, how much you will enjoy your service with that group."

"Get involved in a variety of different professional activities that you enjoy (not just for the sake of getting involved), and be consistent," advises Lisa LeSage. "Seek leadership positions within those activities that you are doing. Under-promise and over-deliver. Be professional and discreet at all times. Realize that support and encouragement can often come from people and places where you are least likely to look." And, states Lisa, "Make sure you have the time and support from firm and family to do it."

Nena Cook agrees. "Just be yourself. Get involved in the things you enjoy, and your election will simply become the next step in your service to this great profession."

Kellie Johnson believes that the best leadership is founded in a genuine desire to serve. "I think the first step to leadership is finding your own voice and what is important to you. Once you have found your voice, and/or in the process of finding your voice, seek out mentors and allies to help you grow. Seek to honestly serve once you have found the passion or passions that you want to champion."

Lisa Umscheid is an attorney at Ball Janik in Portland.

June LEG-Up Features Karin Immergut

By Tamsen Leachman

Karin Immergut, U. S. attorney for the District of Oregon, spoke at OWLS' June 12 LEG-Up about the process of developing a career in government. As she talked, the intuitive wisdom in each of her career choices became obvious, and the pieces of the mosaic came together to illustrate a career filled with poignant moments and powerful lessons worth sharing.

Karin is the daughter of immigrant parents who taught her to do what she loved and to believe that all was possible. She identified a few defining moments that made it clear that public service and criminal justice would be on her career path. One occurred when she was volunteering while in school. Sitting at a desk to work one day, she noticed a photograph of a baby's stomach, badly burned by what was clearly an iron. In that moment, Karin knew that she could never represent those who perpetrated such crimes, but she sure could prosecute them.

Karin then provided an overview of her various jobs and employers, each time sharing what she learned and how it further refined her vision of her purpose in

law. She also described the ways she believes her leadership and life experiences have contributed to the credibility and integrity of her office.

Karin said that passion for what you do, and a demonstrated history of hard work and skilled research and writing are among the most important qualities she looks for when she hires lawyers to join her staff. By the end of her remarks, she had given us all food for thought and some new inspiration about our own career paths.

Thank you, Karin, for sharing your experiences, wisdom, and passion with us. Thank you also to Barran Liebman for providing a beautiful space, a gorgeous view, and delicious refreshments.

Tamsen Leachman practices labor and employment law at Dunn Carney Allen Higgins & Tongue in Portland.



Karin Immergut

FIND BALANCE

YOU HAVE EVERYTHING ELSE MASTERED.

Dynamic Potential Executive Coaching
Change begins from within

Navigate the demands of your personal and professional life with balance, integrity and confidence.
Phone: 541-382-9364 | Fax: 541-382-9365
www.dynamicpotential.com

Around Oregon

By Holly Pettit

Cascade Women Lawyers. Cascade Women Lawyers held its regular networking lunches on April 9 and June 11 at Ernesto's Restaurant in Bend. The group has seen increasing attendance at its functions and hopes this trend continues. For information about upcoming events, please see the OWLS calendar or contact Lorie Hancock at 541.382.3011 or lh@karnopp.com.

Clackamas Women Lawyers. On April 24 Clackamas Women Lawyers met at the Clackamas County Courthouse to elect officers and a board of directors for OWLS' newest chapter. The officers are Carol Anne McFarland, president; Angela Franco Lucero, vice president; Elizabeth Munns, treasurer, and Bonnie Carter, secretary. Serving on the board of directors are Susana Alba, Kristen David, Laurie Neilson Lee, Diane Rader, Kathleen Rastetter, and Chanpone Sinlapasai. The April 24 meeting also included an informative talk by Judge Kathie Steele and Kristen David on how to handle a difficult client. The group held an evening social on May 20 at Cypress Restaurant in Oregon City.



Clackamas Women Lawyers' officers (left to right): Carol McFarland, Angela Franco Lucero, Elizabeth Munns, and Bonnie Carter

The new chapter's goals are to provide social and networking events for members, as well as educational opportunities, and generally to foster professionalism in Clackamas County. Monthly events are planned, rotating between a lunch-time CLE or presentation at the historic Clackamas Courthouse and a happy-hour social at various locations around the county. For information about upcoming events, including a picnic planned for August, please contact Bonnie Carter at bcarter_esq@yahoo.com or Carol Anne McFarland at carolmcf@co.clackamas.or.us.

Coast Women Lawyers. Please contact Catherine Ciarlo at the OWLS office for information on Coast Women Lawyers.

Josephine County Women Lawyers. JCWL meets for lunch and conversation on the last Tuesday of every month, generally at noon, at the Bistro in Grants Pass. For

more information, please see the OWLS calendar or contact Hon. Victory Walker at victory.walker@ojd.state.or.us.

Lane County Women Lawyers. LCWL met for a social hour at 5:30 p.m. on the second Wednesday of March, April, and May at different spots in Eugene. The group is taking the summer off and will meet again in September. For more information, please see the OWLS calendar or contact Jane Yates at yates@gleaveslaw.com.

Linn-Benton Women Lawyers. LBWL meets every other month on the third Wednesday for dinner and networking at Sybaris Bistro in Albany. The group last met on May 21 and will meet again on July 16 at 5:30 p.m. For more information, please contact Chris Smith at chrissmi@us.ibm.com or 541.230.5000.

Mary Leonard Law Society. On March 18, Oregon Secretary of State Bill Bradbury spoke about global warming at MLLS's lunch meeting at Willamette University. On March 19, also at Willamette, MLLS and the Women's Law Caucus at Willamette hosted a panel discussion on nontraditional careers in law. The panel featured Brenda Rocklin, CEO of SAIF Corporation; Carolyn Dennis, head of admissions at Willamette College of Law; lobbyist Holly Sears; and Rebecca Hillyer, general counsel at Chemeketa Community College.

MLLS held its Spring CLE, "Crooks Cooking the Books: White Collar Crime in the 21st Century," on April 17 at the State of Oregon Law Library in Salem. The CLE featured David Angeli, Katherine Heekin, Dwight Holton, and Karin Immergut, U.S. attorney for the District of Oregon. On May 13, at MLLS's lunch meeting at Willamette, Hon. Darleen Ortega and Hon. Ellen Rosenblum spoke about their work on the Oregon Court of Appeals. Attendees also voted for the following board of directors for 2008-2009: Shannon Terry, president; Lora Keenan, secretary; Erika Hadlock, treasurer; Jodee Jackson and Rachel Wixson, program coordinators; Emily Potts, historian; Hon. Jill Tanner, newsletter editor; Cathryn Bowie, website editor; Rachel Kittle and Kelley Respini, student liaisons; Shannon Terry, OWLS liaison; and Phylis Myles, member-at-large.

Please see the OWLS calendar or www.maryleonardlawsociety.org, the MLLS website, for information about MLLS events, or contact Cathryn Bowie or Hon. Jill Tanner at maryleonardlawsociety@hotmail.com.

"When an attorney called me from New York after the close of business one Thursday to ask if I could get him a reporter in New York for the next morning, I had only two words for him.

"Of course."

—Catherine Teach



We offer the same services as the other top Portland reporting firms. We deliver the same high quality product. The difference is our personal commitment to superior service.

Our New York friend had his reporter the next morning. He was thrilled, of course.

If you want service, call Teach. 503.248.1003.
It's all about service.



teach reporting

1500 SW First Avenue, Portland, OR 97201
503.248.1003 or 800.230.3302

OWLS and OAAP Sponsor First Wellness Retreat

By Teresa Statler

On Friday and Saturday, April 4-5, OWLS and the Oregon Attorney Assistance Program (OAAP) presented a Women's Wellness Retreat at the Heathman Lodge in Vancouver. The program qualified for 3.5 personal management CLE credits and was attended by about 50 women. It was true to its focus: "Relax, Renew and Recharge."

The weekend opened with a buffet dinner at which we were welcomed by OAAP program attorneys and facilitators Shari Gregory and Meloney Crawford Chadwick. Afterward, Susan Marshall, attorney and yoga instructor, conducted a

session focusing on relaxation techniques and exercises. After a good night's sleep, we rose on Saturday to an hour-long session of yoga, followed by a presentation titled "Aging Well" by Virginia Terhaar.

Virginia, a licensed professional counselor, works extensively with professional women, particularly lawyers. She discussed how to age well, emphasizing the crucial importance of lifelong learning. Daily basics for good mental health include eating well, ensuring sufficient periods of relaxed alertness, and getting sufficient sleep and exercise. She also discussed coming to terms with our own

mortality and recommended Judith Viorst's book *Necessary Losses*.

After lunch, Meloney spoke on the topic "Making Moments Count: Wise Choices about Time."

She discussed the importance of using one's "personality preferences," strengths such as those determined by the Myers-Briggs typology. Using our strengths helps us feel competent and energetic when going about daily tasks. Even change works better, she said, when you go with your natural preferences.

Meloney also spoke about prioritizing tasks, noting that "you can push away more than you think." Life will not get less complicated, so we must communicate better. An example: ensure that the subject lines in your email messages actually reflect their content. Meloney recommended *The Simplicity Survival Handbook: 32 Ways to Do Less and Accomplish More*, by Bill Jensen.

The final session, "Coping Strategies for Life," was presented by Carol Farley Munson, a former attorney and now a spiritual care counselor and part-time professor of ethics at Marylhurst University.

The retreat concluded with stretches, breathing exercises, and a short walk. This was OWLS' and OAAP's first attempt to bring such a program to Oregon women attorneys, and, we hope, not the last. We look forward to the next chance to Relax, Renew and Recharge!



Meloney
Crawford Chadwick

Around Oregon

Queen's Bench. Queen's Bench hosted guest speaker Saba Ahmed at its regular luncheon on April 8. A Lewis & Clark law student, Saba spoke about her recent fact-finding trip to Pakistan with the National Lawyers Guild. On May 13, Queen's Bench welcomed Pamela Frasch, general counsel for the Animal Legal Defense Fund and adjunct professor in animal law at Lewis & Clark Law School. Queen's Bench held its annual New Members Luncheon on June 10. Multnomah County Circuit Judge Youlee You spoke, and Queen's Bench unveiled its new T-shirts and totes featuring the Queen's Bench logo.

Queen's Bench's regular lunches are held on the second Tuesday of each month from 11:45 a.m. to 1 p.m. at Jax Restaurant in Portland. For information, contact Marja Selmann at 503.233.0820 or marja_selmann@comcast.net or Sarah Krick at 503.239.7273 or kricklaw@msn.com, and see the OWLS calendar for upcoming events.

Rebecca J. Bloom Chapter of Umatilla and Morrow Counties. The Rebecca Bloom Chapter meets for refreshments and networking on the first Thursday of every month at 5:30 p.m. at Hamley's in Pendleton. For more information, please see the OWLS calendar or contact Kittee Custer at 541.276.7139 or custerlaw@oregontrail.net.

Rogue Women Lawyers. Rogue Women Lawyers met for an after-work happy hour and networking event at Standing Stone Brewery in Ashland on April 23, for lunch at Habeneros Restaurant in Medford on May 28, and after work at Corks Wine Bar & Bottle Shoppe in

Medford on June 25. The group meets the fourth Wednesday of each month either at lunch or after work at varying locations. For information, please see the OWLS calendar or contact Stefanie Burke at slb@roguelaw.com or Lisa Greif at lisa@sopd.net.

Washington County Women Lawyers. WCWL was pleased to be able to donate a basket of Washington County wine to the OWLS Foundation Auction this year. At WCWL's regular brown bag lunch on April 15, a representative from the Court Appointed Special Advocate (CASA) program spoke about the program. WCWL generally meets monthly, on the third Tuesday at noon, for a brown bag lunch in Judge Upton's courtroom. There is no lunch meeting in July or August, however, and the group will hold its annual barbecue in July. For more information, please see the OWLS calendar or contact Mary Bruington at mbruington@mpdlaw.com or 503.846.3413.

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

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

continued from page 14

Stop or Go?

We will evaluate the strength of your appeal for a flat fee.

Giers Olsson PC
Our Work is Appealing

1430 Willamette St. # 562 | Eugene, Oregon 97401 | (541) 683-6528
jgiers@GOappeals.com www.GOappeals.com dolsson@GOappeals.com



See Jane Lead

99 Ways for Women to Take Charge at Work

By Lois P. Frankel, PhD (Warner Business Books, Hachette Book Group USA, 2007)

Book Review by Hon. Jill Tanner



See *Jane Lead* is an easy-to-read book filled with leadership strategies and tips supplemented by short interviews with successful women. Written by Lois Frankel, PhD, the best-selling author of *Nice Girls Don't Get the Corner Office* and *Nice Girls Don't Get Rich*, the book focuses on the seven strategies that emerge from 49 self-assessment questions.

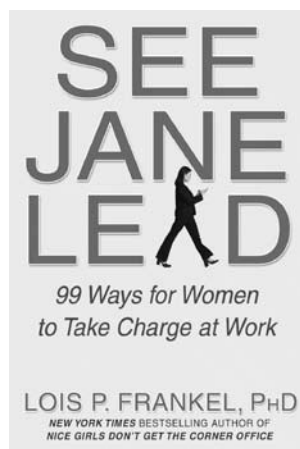
In general, Frankel says, a powerful woman leader is viewed as an anomaly. Why is that? she asks, given that women possess many "natural strengths," including the ability to be flexible, collaborate with others, multitask, and lead through "wit, influence and motivational abilities." Frankel advises women to use their "natural strengths" to take the lead and overcome the "anomaly" label.

To lead, you need to formulate a vision (capitalize on your passion!) and possess the skill to multitask while incorporating tactics and actions that bring others to share your commitment. Anticipate risks and resistance, and plan for each.

"Nice girls," Frankel says, "suffer from the disease to please," and given their "disease," nice girls don't lead or make effective leaders. Leaders take risks, and not each risk generates a positive result.

Relationships are important when taking risks. For example, when starting a new job, don't expect that the style that worked when you had strong, long-term relationships in place and a proven reputation will automatically earn you same following. When (not if) something doesn't work out, critique it, learn from it, and "stay out of the blame game." Anticipate resistance to change.

In discussing her 20 years of consulting and management coaching experience, Frankel follows her own advice: The first



Be sure to add a "tagline that increases inclusivity," for example, "I would like to have everyone else's opinion on the table as well before making a final decision."

Your "influence style" needs to vary to suit the situation. If you have all the information, for example, you should use the facts and figures to get others to go in a certain direction. An alternate style states expectations followed by consequences. If you know that your suggestion will raise controversy, be prepared to table the discussion, giving everyone time to process the information and yourself time to develop alliances or allow for a change in the circumstances—timing can be everything.

Frankel contends that the key to motivating people to achieve their best lies in the relationship. Work to ensure that others succeed and their needs are met. If those you are leading aren't achieving the goals, consider first whether you've been clear about the goals and expectations, as well as the standard for measuring success.

thing out of your mouth has to be the key message you want people to take away. Give your key message first; follow it with short, concise supporting points.

Remember the 7:1 Rule: "seven pieces of positive feedback for every one piece of developmental feedback." (Note: the seven should not be given at the same time!) Be ready to coach.

Frankel contends that women more than men exhibit a genuine interest in others, display a consistent temperament, and are known to be empathic, traits that increase a woman's "likability quotient." Women, she says, also self-manage and show social awareness, traits that increase a woman's "emotional quotient." The higher a woman's likability and emotional quotients, the easier it is to "gain the cooperation and goodwill of those upon whom they depend to get the job done." To lead, you need to build relationships in a "politically savvy way," so that you provide what others need and give unexpected favors. Then, when you ask for favors, the relationship is in place to secure a favorable response.

Frankel devotes the final chapter to how to raise girls to become leaders. Nurture your child or the girl you mentor by focusing on "her nature" and "recognize her unique talents and preferences." Instill the competitive spirit, not a fear of failure. Encourage her to explore non-gender-traditional jobs and patronize women-owned companies.

In sum, "leadership should be approached as a discipline to be learned." This book provides a step-by-step approach to successful leadership, followed by a list of additional resources. Among the many helpful insights, the following tops the list: "You manage functions and lead people."

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

Oregon Women Lawyers
P.O. Box 40393
Portland, OR 97240

PRSR STD
U.S. POSTAGE
PAID
PORTLAND, OR
PERMIT #2346