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A NEWSLETTER PUBLISHED BY OREGON WOMEN LAWYERS

VOLUME 19, No. 1 WINTER 2008



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

## OWLS Recognizes Two Firms with Workplace Leader Award

By Hon. Darleen Ortega and Paul Edison-Lahm

In November, OWLS bestowed its 2007 Workplace Leader Award on two law firms—

Farleigh Witt and Bodyfelt Mount Stroup & Chamberlain. The award recognizes innovative legal employers who actively promote the ideals that are important to OWLS members, including maintaining a healthy work/life balance, acquiring and maintaining a diverse workforce, and maximizing opportunities for women and minorities to succeed in the workplace and advance to positions of influence and leadership.

The awards were accepted by Bodyfelt partner Deanna Wray and Farleigh

Witt shareholder Karen Saul at a reception following the OWLS Fall CLE on November 2 at the Governor Hotel in Portland. Bodyfelt is located in Portland, and Farleigh Witt has offices in Portland and Sisters.

Both law firms have cultures that result from the conscious choice to favor professional fulfillment over maximizing profits. "Our founders had the philosophy that you can't be a good trial lawyer if you're not living a full life," says Deanna. Both firms have moderate billable hour expectations, openness to flexible hours and part-time work, and transparent management practices that give women a meaningful voice.

It is no accident that both firms have managed to retain a proportionately high number of women who are having and raising children, and that these same women have become leaders in their firms.

### Moderate billable hour expectations

In many, if not most, law firms with a similar client base, a minimum billable hour goal of at least 1,800 hours a year is the norm, and often the expectation is that attorneys will bill significantly more than the minimum. For two decades, however, Farleigh Witt has maintained a standard annual billable hour expectation of 1,620 hours a year,

and that is what most full-time attorneys actually bill. Attorneys who work more are paid more, in proportion to hours billed, but only up to 1,850 hours. After that, attorneys are not entitled to additional compensation, a practice that reduces the incentive to hoard work and influence, and that enhances the incentive to share work among all the firm's attorneys.

Similarly, at Bodyfelt, there is no set billable hour requirement. Attorneys are encouraged to enjoy a good quality of life, which, in turn, results in better productivity and a high-quality work product. "We never expect anyone to put work

*Continued on page 6*



Attorneys from Farleigh Witt at the Nov. 2 event

Photo by Jodee Jackson



Attorneys, staff, and friends of Bodyfelt Mount Stroup & Chamberlain at the reception

Photo by Jodee Jackson

## President's Message



Kellie Johnson

Did you hear that? That sound was the chipping away of the rights secured to women, people of color, and other disenfranchised workers since the 1964 enactment of Title

VII and the 1972 enactment of the Fair Pay Restoration Act. The United States Supreme Court's decision last May in *Ledbetter v. Goodyear Tire & Rubber Co.* held that employees may not bring suit under Title VII, the principal federal anti-discrimination law, unless they have filed a formal complaint with a federal agency within 180 days after their pay was set. The timeline applies, according to the decision, even if the effects of the initial discriminatory act were not immediately apparent to the worker and even if they continue to the present day.

The opinion, written by Justice Samuel A. Alito, Jr., effectively made it all the more difficult, if not impossible, for women and people of color, who are most often the victims of pay discrimination, to sue their employers under the federal anti-discrimination laws for pay discrimination. Justice Ruth Bader Ginsburg led the dissent and, speaking directly from the bench, stingingly remarked, "In our view, the court does not comprehend, or is indifferent to, the insidious way in which women can be victims of pay discrimination. . . . Title VII was meant to govern real-world employment practices, and that world is what the court today ignores."<sup>1</sup> In her dissenting opinion, Justice Ginsburg invited Congress to overturn the decision.

The five justices who joined in the *Ledbetter v. Goodyear* decision appeared to have ignored the defacto impact of pay discrimination. The majority rejected the view that each paycheck that reflects the initial discrimination is itself a discriminatory act that resets the clock on the 180-day timetable, the time period commonly known in the employment sector as "paycheck accrual." Justice Alito wrote that "current effects alone cannot breathe life into prior, uncharged discrimination." Finding that the case was easily decided on the statute "as written," the majority rejected arguments regarding the real-world effects of pay discrimination as a "policy argument" without support in the plain language of the statute.

What about the real-world effect? The fact is that most people who draw a paycheck don't know if or when they received less pay. In the real workplace, it is taboo to discuss one's salary, bonuses, or raises. The fact is that many women and people of color don't, or rarely, question the amount of compensation they receive for fear of causing a problem, being labeled angry or disgruntled, and jeopardizing the very job they so desperately need. What about the secrecy and complacency of employers who conceal discriminatory practices? What about that?

What does this mean for us, women lawyers? Women lawyers are not immune to pay discrimination. We may not be in a fight for a \$0.50 raise on our \$10.00/hour job, but we still have not obtained equal pay and equal value in our profession. The National Association of Women Lawyers reports that as of March 2007 "male of-counsels earn roughly \$20,000 more than females, male non-equity partners earn roughly \$27,000 more than females, and male equity partners earn almost \$90,000

more than female equity partners." At firms with high hours requirements, the disparity between the male equity partners' pay and that of their female counterparts is even greater.<sup>2</sup> We, women lawyers, need to take a united stand and address this issue NOW!

Justice Ginsburg's passionate and poignant dissent in *Ledbetter v. Goodyear* has sparked a national call to action spearheaded by the National Women's Law Center. The National Conference of Women's Bar Associations, the National Women's Law Center, and countless women's bar associations across the nation were signatories to a resolution to persuade Congress to enact S.1843, the Fair Pay Restoration Act. The Fair Pay Restoration Act would reinstate the "paycheck accrual rule," under which each identified discriminatory paycheck would count as a separate and distinct act of discrimination that would trigger a different 180-day statute of limitations under Title VII.

Did you hear that? Can you hear the chipping away? Do you hear the call to action? What will you do? Check out [www.nwlc.org](http://www.nwlc.org) and let your voice be heard.

Respectfully,



Kellie Johnson, OWLS President

1. Robert Barnes, "Over Ginsburg's Dissent, Court Limits Bias Suits," *The Washington Post*, May 30, 2007.

2. National Association of Women Lawyers, National Survey on Retention and Promotion of Women in Law Firms: November 2007, [www.abanet.org/nawll/docs/FINAL\\_survey\\_report\\_11-14-07.pdf](http://www.abanet.org/nawll/docs/FINAL_survey_report_11-14-07.pdf), a survey of the nation's 200 largest law firms.

### OWLS Seeks Candidates for Board of Directors

This spring, the 21-member OWLS Board of Directors will have several openings. If you would like to play a leadership role in OWLS' work transforming the practice of law, consider serving on the board. Board members provide financial oversight and strategic direction, helping to shape the future of OWLS policies and programs. Each board member is asked to participate

actively on at least one working committee.

As a statewide organization, OWLS is actively seeking board members from outside the Portland metro area. Regional representatives serve as liaisons to our chapters and help OWLS understand and serve the needs of women attorneys around the state. Board elections take place in April; new members

take office in May 2008 for a three-year term. Meetings are held eight times a year on Saturday mornings.

If you would like to help guide OWLS through the coming years—and form valuable connections with other attorneys around the state in the process—please contact OWLS President-elect Laura Caldera Taylor at 503.228.6351 or [laura.taylor@bullivant.com](mailto:laura.taylor@bullivant.com).

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

## Hon. Jean Maurer Named Presiding Judge of Multnomah County Circuit Court

Late last fall, Multnomah County Circuit Court Judge (and longtime OWLS member) Jean Maurer was appointed to become the new presiding judge of that court, effective January 1, 2008. She will be the first female presiding judge in Multnomah County.

The presiding judge of each judicial district is officially appointed by Oregon's chief justice for a two-year term. During her term, Judge Maurer will be the point person from the court who connects with partners in the community, including the county commissioners, the sheriff, and others.

OWLS extends warm congratulations to Judge Maurer on this appointment. We invite you to join us for an informal brown bag lunch at the next Courthouse Connection, at noon on Thursday, January 24, co-hosted by Judge Maurer and her colleague, Judge Janice Wilson.



*Presiding Judge Maurer*

### OWLS Foundation Seeks Auction Items

The Oregon Women Lawyers Foundation invites you to donate to and attend its annual auction, which takes place on March 14, 2008, at the Governor Hotel in Portland. Auction proceeds are used to provide scholarships, grants, and loan forgiveness for law students and lawyers who support the Foundation's mission of promoting access to justice for women and minorities.

The Auction Committee has adopted some changes for the upcoming auction. This year, the live auction will be incorporated into the OWLS Roberts-Deiz Awards Dinner. The live auction will feature a few big-ticket items, such as our "Escape to Paradise" vacation package in Bali, Indonesia. This package includes a stay in a bungalow located in the lush, terraced rice fields in the Painting Village on Bali and authentic Balinese meals.

As always, the silent auction will precede the Roberts-Deiz Dinner. There is no charge to attend the silent auction. This year, more people will staff the checkout line to ensure that winning bidders are able to pick up their items immediately.

Suggested donations include vacation lodging, specialty baskets, restaurant certificates, jewelry, spa services, event tickets, and specially prepared dinners. For more information or to make a donation, please contact auction co-chairs Aruna Masih at 503.546.9636 or [masiha@bennethartman.com](mailto:masiha@bennethartman.com) or Yumi O'Neil at [owlf\\_auction@yahoo.com](mailto:owlf_auction@yahoo.com) or 503.860.2685. Auction donation forms are also available on the OWLS Foundation website at [www.owlsfoundation.org/auctionspecialevents.htm](http://www.owlsfoundation.org/auctionspecialevents.htm).

*Save the date!*

**OWLS Roberts-Deiz  
Awards Dinner  
&  
OWLS Foundation  
Auction**

**March 14, 2008  
Governor Hotel  
Downtown Portland**


## OWLS Members Attend ABA Leadership Academy

By Amber A. Hollister

On November 8 and 9, over 400 women lawyers attended the ABA's Women in Law Leadership Academy in Chicago, including OWLS members Rebecca Cady, Stephanie Hines, Gwyn McAlpine, and Amber Hollister. The academy's purpose is to empower early- to mid-career women lawyers by enhancing their leadership skills, motivating them to stay in the profession, and instilling in them the capacity to direct their own careers.

Speakers challenged us to build personal leadership plans. We also discussed how women can help each other. How to find strong mentors, create flexible work plans, and retain women attorneys were all high on the agenda. We left with specific career goals (and step-by-step action items), ideas for helping ourselves and other women attorneys succeed, and new friendships. Most important, we left with a newly found, or newly refreshed, confidence in ourselves and each other. Check [www.abanet.org/women](http://www.abanet.org/women) for details about the next academy.

*Amber A. Hollister is the deputy general counsel for Governor Kulongoski.*



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# LEG-Up Speakers Urge Women to Make Financial Contributions

By Colleen Clarke

The well-attended October 2007 LEG-Up featured three women—Kate Brown, Oregon Senate majority leader and candidate for Oregon secretary of state; Michele Stranger Hunter, executive director of NARAL Pro-Choice Oregon; and Linda Eyerman, longtime trial attorney and member of the Oregon State Bar Board of Governors—in a lively discussion about political fundraising and the critical role women play in supporting candidates and campaigns.

Senator Kate Brown discussed efforts made to promote women in public office and the results those efforts have produced—more women serving in the legislature and in the trial and appellate courts. Financial support clearly makes a difference for women in electoral races, Kate said, and financial support of well-qualified female candidates helps to ensure good public policy. Kate encouraged women to consider running for office themselves. Women often worry that they lack the necessary qualifications to hold office. That, however, is not the case, Kate said, and women should consider an electoral run.

Linda Eyerman noted the importance of making financial contributions to causes that promote equal access to the civil justice system. She pointed out that as officers of the court, female attorneys have duties to uphold the Constitution and laws, and to further the goal of justice for all. These duties, Linda said,

mandate that we be more active in opposing dangerous ballot measures that threaten, for example, the right to a fair jury trial or the right to competent legal representation.

Michele Stranger Hunter urged women to give generously to the causes they feel strongly about, especially causes that ensure fair and equal treatment of women's basic rights. She contends that women's voices should be the strongest in protecting the rights of women, and in many issues that directly affect women.

The reality is that money talks, all three speakers agreed. If women are to be heard, and if women's participation in the three branches of government is to be promoted, women must flex their financial muscle collectively. The message is a timely one—women play a critical role in providing financial support to candidates, campaigns, and causes.

We thank the speakers for their time and insights, and thanks also to the hosting firm, Bullivant Houser Bailey.

*Colleen Clarke practices with the litigation group at Ball Janik in Portland.*



Linda Eyerman

# OWLS Sponsors Arbitration Training

By Heather Van Meter

On December 7, Oregon Women Lawyers sponsored the first-ever free arbitration training CLE targeted to women and minorities. The CLE, held at the Heathman Hotel in Portland, provided general training on participating in and conducting arbitrations. It also fulfilled the CLE attendance requirement for those attendees interested in being added to the Multnomah County arbitrator panel.



Judge Adrienne Nelson

Photo by Jodee Jackson

The arbitrator panel is used for all mandatory arbitrations in Multnomah County. When cases subject to mandatory arbitration are filed with the Multnomah County Circuit Court, five to six arbitrator names from the arbitrator panel are sent in a notice to the parties, and the parties can select an arbitrator from those names or select another, mutually agreeable arbitrator. The OWLS-sponsored CLE grew out of an OWLS listserve discussion, in which OWLS members noted the lack of women and minorities among the arbitrator names being sent out. Members also pointed out that arbitration or similar quasi-judicial experience is useful for women and minorities interested in becoming judges.

The volunteer presenters included Eric Neiman of Williams Kastner, Nancie Potter of Foster Pepper, and Multnomah County Judges Ed Jones and Adrienne Nelson. About 45 people attended—nearly all were women and minorities. As one presenter noted, if just half the attendees signed up for the Multnomah County arbitrator panel, its diversity would dramatically increase. The CLE was granted 2.0 general CLE credits from the Oregon State Bar.

Participant comments were very favorable. In fact, the CLE was so successful that OWLS may conduct it again in a year or two, with the aim of further increasing the diversity on the Multnomah County arbitrator panel, as well as increasing familiarity with the arbitration process.

*Heather Van Meter, of Williams Kastner in Portland, is the secretary of OWLS.*

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

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# Trudy Allen and David F. Bartz, Jr., to Be Honored at Roberts-Deiz Dinner on March 14

By Kim Sugawa-Fujinaga

**T**rudy Allen, chair of the Queen's Bench Historical Perspectives Committee, board member and historian of the OWLS Foundation, and former OWLS Board member, has been selected to receive the 2008 Justice Betty Roberts Award for the promotion of women in the law. David F. Bartz, Jr., president and shareholder of Schwabe, Williamson & Wyatt, will receive the 2008 Judge Mercedes Deiz Award for promotion of minorities in the law. The award recipients will be honored at the 16th annual OWLS Roberts-Deiz Awards Dinner, to be held on March 14, 2008, at the Governor Hotel in downtown Portland.

One of OWLS' staunchest supporters, **Trudy Allen** serves as a respected role model, advisor, and friend to many of Oregon's best women attorneys. A quiet but strong supporter of women in the legal field, Trudy is best known for her significant accomplishments in researching and preserving the history of women lawyers in Oregon. As a new admittee attending Queen's Bench luncheons in the early 1980s, Trudy met and preserved the stories of a generation of women lawyers who were, in many ways, pioneers of the profession. In addition to collecting their stories, she has scanned archives and memorabilia of Oregon women lawyers, written countless articles, lectured, coordinated the Queen's Bench 50-year history celebration, and spearheaded events honoring Oregon's female circuit court and appellate judges. Most recently, her efforts culminated in the completion of the Oregon State Bar's new History of Women Lawyers display at the Oregon State Bar center.

As one nominator noted, "When I became a member of the Oregon State Bar, the women who came before me had not only been few in number, they were also totally 'invisible,' unrecognized, unappreciated. Over the years, Trudy has changed this as historian of Queen's Bench, of OWLS, of the OWLS Foundation and as a member of the OSB Legal Heritage Task Force."

In her role as in-house counsel of U.S. Bancorp Equipment Finance, Inc., Trudy is admired for her thoughtfulness, warmth, and sincere humility. She has introduced numerous women to the networking

benefits of OWLS and Queen's Bench functions. One nominee wrote that "there is not a day that goes by that Trudy has not encouraged and inspired me in some aspect of my legal career. She has an incredible heart for encouraging women to succeed not only in their legal careers but also in life."

As a core member of OWLS, Trudy has orchestrated and provided unwavering support for many successes of women lawyers, while continually reminding women lawyers how far we have come. OWLS is honored to recognize Trudy Allen's contribution to women in the legal community—and to our profession in general—by awarding her the 2008 Justice Betty Roberts Award.

Throughout his career, **David F. Bartz, Jr.**, has been tireless in his passionate support of the careers of many minority attorneys and law students. For almost 30 years, he has volunteered time and effort responding to calls for diversity in the Oregon State Bar as a member of the Oregon State Bar Affirmative Action Committee and as a champion of Opportunities for Law in Oregon (OLIO), an annual orientation for law students in central Oregon. Dave was also one of the driving forces behind the elimination-of-bias MCLE requirement, a key program to increase and retain diversity in Oregon's legal community.

Dave has served on numerous committees and boards, including the Oregon Judicial Department's Access to Justice Committee, the OSB Board of Governors' Access to Justice Committee, and the Oregon Law Foundation Board. A founding member of the Uniting to Understand Racism Foundation, Dave is a facilitator for programs about racism in society that seek to encourage proactive change.

One of Dave's greatest contributions has been to break down racial barriers and increase diversity in the private sector. As one nominator stated, "He is the

only large law firm manager I know who not only makes that kind of investment of time, but who also displays real insight regarding the problems minority lawyers and law students face in trying to succeed in a profession that frequently requires them to do all the work of adjusting their own thinking and to change themselves to fit into a culture they find alien."

Colleagues at Schwabe, Williamson & Wyatt note that under Dave's leadership, Schwabe's commitment to diversity has produced concrete results, including creation of the firm's diversity committee, a firm-wide diversity statement, and an "Understanding Racism" seminar for attorneys and staff. Recruitment, retention, and promotion of minority and women attorneys is currently at an all-time high at the firm, due in large part to the benchmarks Dave put in place and his unwavering belief in the benefits of diversity. OWLS is pleased to recognize Dave Bartz's considerable contribution to the promotion of minorities in our profession and the community at large by awarding him the 2008 Judge Mercedes Deiz Award.

For tickets to the Roberts-Deiz Awards Dinner, please visit the OWLS website, [www.oregonwomenlawyers.com](http://www.oregonwomenlawyers.com), or call 503.595.7826.

**Kim Sugawa-Fujinaga** is an attorney at *Greene & Markley* in Portland.



David F. Bartz, Jr.

Photo by Jodee Jackson



Trudy Allen

Photo by Jodee Jackson

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## Workplace Leader Award

before family," says Deanna. Bodyfelt's clients have commented that they appreciate their attorneys' happy, healthy dispositions. As a result of their commitment to maintaining more reasonable hours, both firms (whose practices include insurance and commercial clients) have a culture that promotes sharing of work and clients, and clients belong to the firm rather than to a particular lawyer.

### Flexible hours and openness to part-time work

In many firms, "part-time" lawyers feel pressure to be in the office during certain hours and to maintain a full-time or greater than full-time schedule. The lawyers at Farleigh tell a different story: "'part-time' really means part-time," says Farleigh shareholder Karen Saul. At both firms, lawyers structure their work schedules taking into account their individual or family needs, with no office "face time" requirements, and, as a result of the pioneering efforts of women lawyers, both firms have adopted a flexible attitude toward working at home. In addition, nearly all the women lawyers at Farleigh have worked part-time at some period during their careers, yet they do

not feel as though they are viewed as somehow lacking in commitment. The quality of their work assignments has not suffered and, in fact, these women have thrived.

### Transparent management practices that give women a meaningful voice

In contrast to many firms, where associates are left to speculate about issues such as compensation, hours, the firm's financial health, and management decision making, both Bodyfelt and Farleigh Witt are relatively open to all lawyers about such matters. Both firms provide all attorneys with regular reports of hours billed and the firm's financial picture. At both firms, associates are given a meaningful voice in management decisions and each partner has an equal vote. (In many firms, by contrast, partner votes are weighted according to a share that is determined by the partner's financial contribution to the firm.)

At Bodyfelt, all partners share equally in profits. Farleigh has a more complicated compensation structure that nevertheless limits disparities between the compensation levels among partners

*continued from page 1*

more than is common in other firms. And at Farleigh, the firm's executive committee meets in open sessions (except on a few limited matters, like personnel issues) that everyone in the firm is invited to attend. The firm provides lunch, everyone is encouraged to and does participate in the discussion, and votes are taken in the open meetings. The spirited debate makes it work, says Karen. "We have people who are not afraid to speak out—and people who have the courage to listen."

### Women succeeding and becoming leaders

At a time when many women are leaving the profession prematurely and only one in six partners is a woman, Bodyfelt and Farleigh are trending in the opposite direction. At Bodyfelt, two of the five partners are women; both started at the firm early in their careers and both now have young children. At Farleigh, seven of 13 shareholders are women. Moreover, Farleigh's president and managing shareholder was a woman—Valerie Tomasi—for the seven years that ended in November. Most of these women have spent the bulk of their careers at their respective firms while raising children, and all have had significant influence on management decisions.

These two firms have demonstrated that moderate billable hour expectations, openness to flexible hours and part-time work, and transparent management practices not only work but also create an environment where all lawyers of either gender can thrive. Congratulations to both firms!

*The Honorable Darleen Ortega sits on the Oregon Court of Appeals. Paul Edison-Lahm practices family law in Portland. Both are members of the OWLS Transformation Committee, which selected the award recipients.*



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### Congratulations!

Four OWLS members received awards from the Oregon State Bar in December. Senator Kate Brown received the OSB Award of Merit, the highest honor the OSB bestows. Lisa LeSage and the Honorable Adrienne Nelson received the OSB's Public Service Award, and Sara Scott received the Public Service Award of the OSB's New Lawyers Division.

# OWLS Fall CLE: Skills Not Taught in Law School

By Laura Rufolo

On Friday, November 2, nearly 100 attorneys, judges, and law students gathered for the OWLS Fall CLE, "What You Never Learned in Law School: Business Tools for Success." The program focused on how to incorporate business and leadership skills into daily law practice.

The Honorable Martha Walters of the Oregon Supreme Court kicked off the

Two sets of presentations followed the keynote speech, one on leadership and the other on business skills. In the leadership track, panelists Virginia Willard, Brenda L. Meltebeke, and Mark Wada offered practical tips for serving on a nonprofit board. Then Carmen Voilleque, a leadership and management consultant, spoke about leading with courage and passion.



Panelists Lisa LeSage, Maggie Finnerty, and Carol Mason

afternoon with a look at the history of justice and how it relates to current practice. Justice, she noted, has been embodied in the form of a woman from as early as Egyptian times, in the Egyptian goddess Ma'at, and later in the Greek goddesses Themis and Dike.

Lady Justice as we see her today, Justice Walters continued, has evolved from the image of Justitia, the Roman goddess of justice. Justice Walters postulated that Justitia can see, but chooses to cover her eyes to keep out the pitfalls of fear and favor. Justice Walters encouraged those present to similarly blindfold themselves to remove fears, and to practice law with self-restraint. She encouraged us to remember the two secrets to a successful law practice:

1. Work for something that matters to you and contributes to the great system of justice.
2. Remember to put on the scarf to protect yourself from your fears, and be fearless.

Justice Walters explained that contributing to the great system of justice is as simple as making yourself and your area of expertise available to others. She encouraged us to care about the people we work with and represent, and to follow in Justitia's footsteps by willingly blinding ourselves to our fears so that we can confidently practice law.

In the business track, panelists Lisa LeSage, Maggie Finnerty, and Carol Mason advised participants on how to market their practice and provide strategic focus for their work. They emphasized the importance of creating, revisiting, and implementing a

business plan.

During the second business panel, Meloney Crawford Chadwick, Heather



OWLS members (left to right) Ingrid McTaggart, Jona Maukonen, and Heather Weigler

Van Meter, and Katherine Weber discussed time management and effective delegation, offering ideas on how to increase productivity and achieve a sustainable balance between work and personal life.

Following an afternoon of engaging presentations, OWLS recognized Farleigh Witt and Bodyfelt Mount Stroup & Chamberlain as the joint recipients of the second annual OWLS Workplace Leader Award. [See story on page 1.] OWLS congratulates the firms on their innovative practices, and extends a special thank-you to all who contributed to make the Fall CLE successful.

**Laura Rufolo** practices domestic relations law at Johnson Renshaw & Lechman-Su in Portland. Additional reporting by **Jona Maukonen** of Harrang Long Gary Rudnick and **Julie Lohuis** of the Law Offices of Geoff Bernhardt.

Photos by Jodee Jackson.

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# A First in Oregon: Judge Youlee Yim You

By Mavel Morales

Judge Youlee Yim You is the first female Asian American judge on the Oregon bench and the only Korean American on that bench. She was sworn in to the Multnomah County Circuit Court on March 15, 2007; her formal investiture was held on May 18, 2007.

Judge You comes from a long line of strong women. She was raised by an extended family that included her grandmother, mother, aunts, and uncle. Her 90-year-old grandmother, who attended the investiture, helped raise Judge You while her mother, aunts, and uncle worked and went to school.

Judge You's mother engrained in Judge You the importance of academic excellence and perseverance. Judge You's mother attended graduate school at Harvard and obtained her PhD from the University of California at Berkeley. It was at Berkeley that Judge You was first exposed to demonstrations and discussions regarding equality and social justice. That is where she learned that "if you believe in something, you should stand up for it." That belief guided her in becoming a law student, attorney, and judge.

Judge You knew she wanted to be an attorney at a very young age. She knew she wanted to make a difference in the lives of others and that the study of law would provide her with the educational background she needed. She attended Wellesley College in Massachusetts, where she obtained a degree in economics and urban planning. She then attended the University of Washington School of Law.

After law school Judge You began her career with Metropolitan Public Defender in Portland. In 1992 she began working at the Oregon Department of Justice, where she worked on criminal and civil appeals. She then moved to Brooklyn, New York, where she worked at the Kings County District Attorney's Office, eventually becoming a deputy bureau chief. A few years later she took a position with the U.S. District Court, Central District of California, working with federal judges on habeas petitions filed by death row inmates. In 2004 she returned to Oregon and began working once again for the Oregon Department of Justice, as a senior assistant attorney general.

When the opportunity to serve as a judge presented itself to Judge You, she knew the position would be a great fit for her. She had dedicated herself to justice,



Judge Youlee Yim You

equality, and the public for years, and now was the time for her to continue that tradition in the judiciary. With the support of her husband and two sons, she accepted her appointment to the Multnomah County Circuit Court. She credits her foundation to Oregon Supreme Court Justice Virginia Linder, for whom she worked when Justice Linder was solicitor general at the Oregon Department of Justice. Judge You admires Justice Linder's ethics, professionalism, intelligence, and dignity. She strives to bring those characteristics to her courtroom.

To new attorneys appearing in court, Judge You offers the following advice:

1. Behave professionally and with an even temper.
2. When a judge makes a ruling, accept it without becoming emotional.
3. Be courteous to opposing counsel and communicate with them before appearing in court. Communicating with opposing counsel shows the judge that you are professional, and it sometimes resolves the issue.


When asked why she became involved in OWLS, Judge You responded, "Shouldn't everyone? I fit the mission of the organization. It speaks to me." She has a lot of respect for those involved in OWLS and for what OWLS has achieved for women in the legal community. OWLS extends respect to Judge You and congratulates her on her appointment.

**Mavel Morales** is a staff attorney with the Oregon Law Center in Ontario.

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# Honoring Women Judges: A Queen's Bench Holiday Tradition

By Trudy Allen

On December 11, the Queen's Bench chapter of Oregon Women Lawyers hosted its annual holiday luncheon honoring women judges. Held at the Embassy Suites Hotel in downtown Portland, the luncheon featured the Honorable Virginia Linder as guest speaker.

The Queen's Bench tradition of honoring women judges who serve the Portland metro area started about 1988 with a cocktail party near the holidays. The first luncheon honoring judges was in December 1990, and probably fewer than nine women judges attended. Twenty-seven judges attended the luncheon last month, including some from the Multnomah County Circuit Court, the U.S. District Court of Oregon, the U.S. Bankruptcy Court, the Oregon Court of Appeals, and the Oregon Supreme Court.

The luncheon is always Queen's Bench's largest and most popular event of the year. Last month's luncheon was attended by 172 people.

For the last few years at each holiday luncheon, OWLS has announced the recipients of the annual Betty Roberts and Mercedes Deiz Awards. This year's announcement was made by OWLS President Kellie Johnson. [Editor's note: please see story on page 5.] Then OWLS Board member Kathleen Hansa Rastetter thanked Judge Ellen Rosenblum for her many years of contribution to the OWLS *AdvanceSheet* in the Judges Forum column, which she started and then maintained for over ten years. [Her final column begins on page 10.]

In 1994 Queen's Bench started collecting (at the luncheon) items and/or money to give to a charitable group for the holidays. The first such group was Raphael House (a women's shelter), and starting in 1995, we collected for the West Women's Shelter for several years. Most recently, Queen's Bench has collected for the CourtCare project (the day care center in the Multnomah County Courthouse). At last month's luncheon, Queen's Bench President Nicole DeFever announced that Queen's Bench would make a \$500 donation to CourtCare.

December is the end of the Queen's Bench Board term, and outgoing President Nicole DeFever thanked the

success. She quoted Martha Barnett, the second woman president of the American Bar Association, who approached a



Enjoying the luncheon are (left to right) Justice Thomas Balmer, Judge Anna Brown, Judge Nely Johnson, Phylis Myles, Judge Pro Tem Julia Philbrook, and M. Christie Helmer.

members of the Queen's Bench Board, especially the outgoing members (Hon. Traci Kirkpatrick, Courtney Muraski, Barbara Smythe, and Camille Tourje), for their service—and announced the new members who will join the board in January: Christine Coers-Mitchell, Parna Mehrbani, Christine Uri, and Amy Vandenbroucke. Then Nicole pinned the president's broach (a crown) on incoming Queen's Bench President Marja Selmann.

During her keynote remarks, Oregon Supreme Court Justice Virginia Linder noted the special honor she felt in attending Nicole's last event as president, since Nicole had served as campaign coordinator for Justice Linder's 2006 election to the Supreme Court.

Justice Linder acknowledged the courage it took to face the challenge of her election campaign. Reflecting on the challenges in our lives and what it takes to face them, she discussed the importance of risk taking, not only in achieving anything remarkable but also in learning life's lessons. She emphasized that risk taking must be a career-long and life-long endeavor—and that we become more risk averse in direct proportion to our

the idea that your future is big, bigger than your vision for it. . . . Keep your gaze wide, and your future will be wide with it.

- "2. Know that aging has its benefits. Our personal relationships deepen; . . . we accept that some things we want to do in life will remain unaccomplished; we become resilient in a way that youth does not allow . . . . We are less inclined to let the outcome define us. Take advantage of everything you learn about yourself along the way. Skate your own race.
- "3. Finally, expect to be afraid. Risk taking requires courage. Courage is not about being unafraid. It's about facing fear, and not being paralyzed by it. . . . Saddle-up and know that it will turn out just fine."

*Trudy Allen, chair of the Queen's Bench Historical Perspectives Committee, is senior vice president and general counsel of U.S. Bancorp Equipment Finance, Inc., in Tigard.*

*Photo credits: Teresa Statler (left and right photos), Jodee Jackson (center photo).*

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a change is coming



This will be my last Judges Forum column.

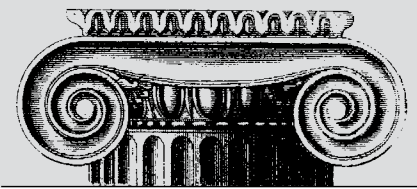
Although I know I'll miss sharing this space with you on a regular basis, it feels right to be moving on after ten years. I hope my successors will enjoy as much as I have the chance to conduct interviews and to "wax eloquent" on issues of importance to the bench and bar.

Most important: I must thank the editor of the *AdvanceSheet*, Elise Gautier. Elise is the "hidden gem" of OWLS. Not only is she an excellent editor, she is a great person and has an instinctive understanding of what we do and why we do it—maybe that's because she is a lawyer, too. Thank you, Elise! I also want to thank the OWLS leadership and the *AdvanceSheet* Committee—especially Terri Kraemer—for your support of women judges and of this column. There are lots of other worthy topics that could easily fill these pages; you are most generous to give us this slot. And, of course, thanks to "my" readers. Every once in a while, one of you will actually give—or write—me a comment about a column. The greatest number was in response to my "soccer mom" column a few years back. Your feedback has been very much appreciated.

You might be interested to know this column's history. It began in 1996. Judge Nely Johnson and I were quite frustrated that, back then, women judges were discouraged from having lunch together. (Today, that sounds crazy, doesn't it?) Rather than just straight-out defy the then-powers-that-be, we took things into our own hands and suggested forming a new OWLS group called the "Judges Forum." Our first lunch meetings were held in a room off the cafeteria in one of the downtown office buildings. Diane Rynerson, then the executive director of OWLS, played a large part in organizing and promoting the meetings. Though our initial intention had been for women judges to have a place to meet, it was obvious that women lawyers, too, loved the idea of these casual, no-agenda gatherings—and we certainly didn't want anyone to feel excluded. So the name of the group was changed, and "Courthouse Connection" was born. The following year we started meeting in my courtroom.

I am happy to report that Courthouse Connection continues in Multnomah County under Judges Janice Wilson and Jean Maurer's leadership—and that the concept has expanded to Marion County. (The group was also responsible for ini-

## THE JUDGES FORUM



By The Honorable Ellen Rosenblum  
Oregon Court of Appeals

tiating the award-winning Coffee Creek Book Drive and the hugely successful annual "Take Your Daughter and Son to Work Day" event at the Multnomah County Courthouse.) Meanwhile, the original "Judges Forum" name lives on in this column. And while I have no formal say in its future, I hereby put in a plug for keeping its name—especially in light of this historical context.

Since this is my last chance to have this great "bully pulpit" to myself, allow me to offer a few parting thoughts from a personal perspective. I went to law school in the early 1970s. There was one woman law professor during my time at the University of Oregon—and she taught family law as an adjunct. There was no such thing as "professional clothing" for job interviews or jobs. (If you want a good laugh, take a look at photos showing what we wore to work and court around 1976. Of course, we thought we needed to look like the men in order to be taken seriously; thus, all those silk bows at the neck!)

I was one of the first women associates hired by a Eugene law firm—though several pioneering women lawyers were practicing on their own at that time. There was one woman on the Lane County Circuit Court—Judge Helen Frye (who soon thereafter became the first woman appointed to the federal bench in Oregon). A small group of us started Lane County Women Lawyers, but there was virtually no support system for women lawyers.

When I became a partner in my small firm, my new partners attempted to take me to a celebratory lunch at the Shadow Hills Country Club up the road from our offices. Before I even knew what was going on, I was physically pushed out of the "grill" and told it was "men's day." To their credit, my partners walked out with me. They then tried to change the club's policy—and when that didn't work, they never set foot there again!

I was extremely lucky to have had several great male mentors. These included my first employers, those partners referred to

above: David Jensen, Terry Hammons, and Mike Phillips, as well as Sidney I. Lezak, the late, revered United States Attorney who hired me initially to help



Judge Ellen Rosenblum

Photo by Jodee Jackson

run the newly opened Eugene branch of the U.S. Attorney's Office. But I regret that, even after 33 years in this profession, I have never had a female boss or formal mentor.

OWLS does a great job of helping to ensure that women support women in our profession. The annual Workplace Leader Award is a wonderful way of recognizing law firms that have stepped up in creative ways to ensure that women will thrive at all stages of their careers, and the Mentoring Circles are a fine addition to OWLS' myriad activities.

In my view, in addition to these fine programs, every woman partner in a law firm in this state should see it as her obligation to mentor at least five women lawyers over the course of her career. That is not asking too much—and should be considered part of the job. Moreover, there should be recognition within law firms of the time put in mentoring younger lawyers. Some—like my colleague, Judge Darleen Ortega—will more than make up for those who don't meet this proposed standard, but we should all find ways to encourage this activity. Not only is good mentoring a key to longevity in our profession, it is incredibly rewarding personally to make a difference in someone's professional life.

I feel fortunate, as well, that I have been able to both have a satisfying career as a lawyer and judge and raise a family while doing so. That "soccer girl" is now almost 24 and has high hopes to start a medical career soon. My younger child (both were born in the 1980s while I was an Assistant United States Attorney) is now approaching 21 and is well into his college years.

I have previously used this column to express my concern that women lawyers today who are taking years off to stay at home with their children may be putting their careers in jeopardy. I hope and pray that does not turn out to be true. We need to help these lawyers transition back into the profession when they are ready—and, just as important, make

sure that the reason they left in the first instance was not that their employers wouldn't help them figure out a way to accommodate both work and family after children entered their lives. It is possible to do both.

Finally, I feel the need to say something about my wonderful women colleagues who have been my truest mentors over the years. First, there are the women judges of my former court. It is a real thrill to see my dear friends, Jean Maurer, Julie Frantz, Nan Waller, and Janice Wilson, leading the Multnomah County Circuit Court into what will soon be the second decade of the century. Hey, ladies! You are in charge. How cool!

Second, in my newer life as an appellate judge, my women's "lunch bunch" consists of the two women on the Supreme Court and the two of us on the Court of Appeals. Unlike the olden days, this group happily—and openly—gets together once a month to check in with each other. Most recently, Judge Ortega and I commended Justices Linder and Walters on a great dissent in a case, and the discussion then turned to some ideas we have for an OWLS project. Finally, we talked about family and personal matters. What a joy to have this group to turn to for mutual support and encouragement—and just plain fun!

While there are four of us now—out of 17—on Oregon's appellate courts, it is essential that the "pipeline" be expanded. We must never again find ourselves in the situation we had for several years recently—without any women on our highest court. It doesn't seem as if this could happen again, but we can't afford to make that assumption about either appellate court.

In fact, we actually need more women on Oregon's appellate courts, and I am pleased to learn that OWLS has a committee just for this purpose. Eighteen states now have women as chief justices. If I could have one parting wish as author of this column, it would be that in the not-too-distant future, half of Oregon's trial and appellate judges would be women—and that the next chief justice of the Oregon Supreme Court would be female. Sounds eminently doable to me!

Again, my sincere thanks for the incredible opportunity you've accorded me to serve the Judges Forum. This is in no sense a final good-bye, as I hope to see you all around as much as ever. More important, I look forward to reading what other judges have to say in this space about life on—and off—the bench.

## Lane County Women Lawyers and Women's Law Forum Consider Work/Life Balance

By Jane M. Yates

A recurring struggle that attorneys face is finding a balance between their professional and personal lives. On October 23, Lane County Women Lawyers and the Women's Law Forum from the University of Oregon School of Law co-sponsored a panel to discuss this issue. The panel, moderated by the Honorable Ann Aiken, consisted of the Honorable Mary Ann Bearden, U.S. Attorney Karin Immergut, and Assistant U.S. Attorneys Leslie Westphal and Pam Holsinger. They spoke to a group of about 50 attorneys, law students, and law faculty at the U.S. Federal Courthouse in Eugene.

One participant noted that any discussion about work/life balance is almost always preceded with a laugh about there being no work/life balance. Nonetheless, the panelists all provided candid insights about how they have managed to achieve some balance between work and the rest of life. The panelists encouraged attendees to develop outside interests in sports, book clubs, hobbies, service organizations, or other activities. Judge Bearden observed that time spent pursuing her life interests gave her renewed focus and energy to pursue her professional obligations.

The panelists also urged attendees to treat life interests with the same importance as professional responsibilities. Attorneys, they explained, need to give their own interests and needs the same level of status as a client's needs. For instance, if you have made plans with your family or arranged to go fly-fishing, those dates belong on your calendar and should be respected absent a true emergency. Life interests, the panelists agreed, should not be delegated to the "later" list.

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



Judge Ann Aiken

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# Laying Down the Law

By Jason Reed

*The following article appeared in the August 20, 2007, issue of the Oregon Daily Emerald, the student newspaper at the University of Oregon.*

Margaret Brent lived in a male dominated world where men outnumbered women 6 to 1, females had no voting rights, and formal schooling for girls was a rarity. Colonial America in the mid-seventeenth century was oppressive for women to say the least.

Brent helped evolve the perception of women with her tenacious spirit and pioneering attitude. She is widely considered to be the first female lawyer in America and one of the best lawyers of her time—she won each of the 124 court cases she was involved in. Brent has also been called the first North American feminist, one of the first great businesswomen in America, and she was the first female in Maryland to own property.

Women are still fighting for firsts 360 years after Brent began her law career. The Commission on Women in the Profession awarded Betty Roberts, a University Alumna, the Margaret Brent award last year for being the first woman appointed to the Oregon Court of Appeals, and later the first female to serve on the Oregon Supreme Court. The commission was founded by the American Bar Association in 1987, and Hillary Rodham Clinton served as the first chair.

A new Margaret is now leading the way, and at the University's School of Law the percentage of women in many areas is well ahead of the national curve. When Margaret L. "Margie" Paris became the new dean in 2006 she was the first female dean of a law school in Oregon, and for the first time in the school's 123-year history, she heads a law school whose entire senior leadership positions are all filled by women. Three associate deans report to Paris: Susan Gary, academic affairs; Jane Gordon, student and program affairs; and Jamie Moffitt, finance and operations.

"Academia has been faster to jettison some of the sexist notions in the practice," Paris said. "Academia is also one of the places where women can strive."

At the School of Law, women are squashing the old role of male dominance in the profession, and are one of the groups leading the nation toward equality in academia. Women make up

46 percent of the full-time faculty, 18 of the 39 positions, while the national average in 2006 was 36 percent according to a study by the American Bar Association Section of Legal Education and Admission to the Bar.

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*"Academia has been faster to jettison some of the sexist notions in the practice."*

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Women occupy 33 out of 42 positions in the administration and staff at the School of Law, and all three associate deans are women, compared with the national average of 45 percent according to the ABA study. The number of female students at the School of Law is consistent with the national average, and hovers just under 50 percent.

Such progress fosters more forward movement, and as the Director of the Small Business Clinic Jill Fetherstonhaugh said, the School of Law is popular with women because "you want to be in an environment where you are welcomed and feel comfortable."

That welcome feeling for women wasn't always present in law schools, and it took pioneers like Barbara Aldave to redefine the gender roles of women law students. Aldave and Jody Stahancyk were the first two women to be admitted to Phi Delta Phi, the legal fraternity whose membership list includes five U.S. presidents, 12 members of the U.S. Supreme Court, the Prime Minister of Canada and Robert F. Kennedy.

The memberships of these two women caused such uproar that their chapter, Chase Inn, was expelled by the national fraternity in the early 1970s. After being allowed back in the following year, Aldave is now an honorary member of her chapter, and is also the Loran L. Stewart Professor of Business at the University's School of Law and the Director of the Center for Law and Entrepreneurship.

"In my opinion, the biggest change in the UO law school in the last 35 years—both in terms of visibility and in terms of importance—is the presence of women in substantial numbers on the faculty, in the student body, and now, of course, in the administration," Aldave said in the School of Law's alumni magazine Oregon Lawyer.

The steps these women have taken throughout history are encouraging, but

sexism and inequality are still very much alive in the professional world of law. Of the 1.11 million lawyers in the U.S., only 30 percent are women, and in 2005 the average woman lawyer's weekly salary was 77 percent of her male counterpart's weekly salary—nearly \$400 per week less—according to the ABA study. Women make up only 23 percent of District and Circuit Court judges, 30 percent of ABA members, and in private practice women make up a staggeringly low 17 percent of partnerships.

Minority women face an even tougher uphill battle as they make up just 1.48 percent of partners and 9.16 percent of associates according to a report by The Association For Legal Career Professionals. Out of the 226 total law school deans, only five are minority women, all five are African-American, and female minorities make up only 7 percent of all full-time teaching resources.

Women such as Brent, Paris, and Aldave have helped dispel the archaic stereotypes of females in the legal profession and academia, but the push for equality has also taken on new and, in some cases, unlikely advocates. The legal television dramas "Law and Order," "Ally McBeal" and others, cast strong women in leading roles and prominent positions.

These shows create a media induced legitimacy for female attorneys in the real world. The ABA adopted Goal IX that supports the "full and equal participation in the legal profession by minorities, women and persons with disabilities, and requires the ABA to develop and encourage initiatives that will ensure full and equal participation of minorities, women and persons with disabilities in bar activities," according to the Goal IX Report Card. There are also local organizations helping to further the equality of the legal profession such as Oregon Women Lawyers.

Typical of many visionaries and leaders, Paris humbly acknowledges those who came before her as the true pioneers, and said, "It makes me realize that I am not in that generation that had to come first, but it was my mother's generation that had to come first in many ways. It gives me a sense of gratitude to be here now."

*You can contact the news reporter at jreed@dailymerald.com. Copyright 2007 by the Oregon Daily Emerald. Reprinted with permission.*



# OWLS Fashion Show Benefits Dress for Success

By Teresa Statler

On November 15, OWLS sponsored a fashion show benefiting the Portland branch of Dress for Success, a nonprofit dedicated to improving the lives of women in 78 cities across the U.S., Canada, the U.K., and New Zealand. The organization provides professional clothing, employment retention programs, and ongoing support to women, helping them become self-sufficient and successful in their careers. Dress for Success depends on donations of money and of professional clothing and accessories.

The OWLS Fashion Show, hosted by Schwabe, Williamson & Wyatt, featured

clothing from three retailers, modeled by 12 OWLS members. They wore the latest fall and winter fashions from Chico's, Talbots, and Catherine's in casual, office, and evening attire. In addition, Rebecca Walker, an independent consultant for Arbonne International, and her associates provided makeup and skin care for the models. Fahti Yamin and Jane Marie of Portland's Fada Salon styled the models' hair. Rebecca and Jane gave short demonstrations before the fashion show began.

Silver Spoon Catering, a woman-owned business, provided the delicious hors d'oeuvres and drinks. OWLS Vice

President Laura Taylor was mistress of ceremonies. OWLS members modeling the fashions were Robin Bellanca, Marianne Brams, Cashauna Hill, Laura Jordan, Jaime Kairis, Janice Kim, Erin McCool, Murphy McGrew, Nancy Patton, Melissa Peterson, Kristin Sterling, and Brenna Wheeler.

The value of the professional clothing and accessories that OWLS members donated to Dress for Success at the event was about \$2,700, and \$200 in cash contributions was also collected. Thanks to all involved for a fun and successful event.

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

## Meet Board Members Shari Gregory and Nancy Cook

By Mavel Morales

OWLS Board member Shari Gregory is the assistant director and an attorney counselor at the Oregon State Bar's Attorney Assistance Program, a confidential counseling service for all Oregon attorneys in the areas of addiction, relationships, career transition, depression, stress, and other issues that affect a lawyer's ability to function. Shari's position suits her well because it draws on both her social work experience and her legal training.



Shari Gregory

Originally from Brooklyn, New York, Shari has lived in Oregon since 1984, except when out of state obtaining graduate degrees. She earned her JD at Rutgers School of Law in New Jersey and her MSW at Yeshiva University in New York. Before attending law school, Shari was a social worker in Portland.

Shari advises new attorneys to listen. Listen to yourself regarding what kind of law you want to practice. Listen to attorneys who are happy with what they are doing, as they have usually found keys to enjoying both life and work.

For relaxation Shari enjoys hiking, camping, listening to music, sharing good meals with her husband and friends, and playing with her dogs.

Shari got involved in OWLS because she enjoys the camaraderie, strength, and wisdom of OWLS members. OWLS thanks Shari for her service on the board.

Nancy Cook has a history of public service in Oregon. After becoming an attorney, she worked as a public defender in Coos County and Douglas County for about 15 years. She then joined the Oregon Department of Human Services as a caseworker for child welfare for three years, before returning to criminal defense. Today she works as a deputy public defender for Marion County. She loves the area of criminal law because it is fast paced, challenging, and always changing. She says she has enjoyed working with many excellent attorneys on both sides.



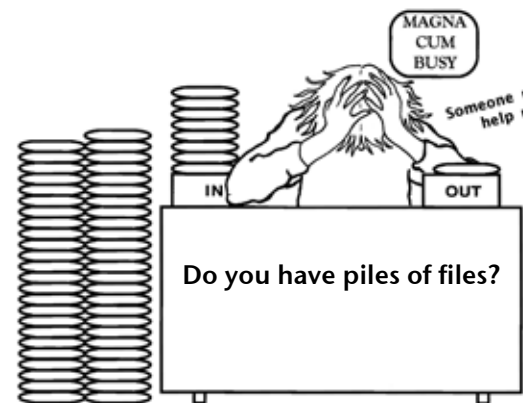
Nancy Cook

A graduate of Roseburg High School, Nancy received her JD and her undergraduate degree from the University of Oregon. She has served on school boards, a citizen's advisory council, and the Douglas County Local Alcohol and Drug Planning Committee. She enjoys the outdoors, and her favorite book is *The Grapes of Wrath*.

Nancy is also a very busy mother of five. Three of her children were born during and after law school. Her youngest, 17-year-old twins, are now seniors in high school. Nancy says that the legal profession has afforded her the flexibility and economic stability needed to provide an enriching life for herself and her children. She has been able to travel with her children and explore many paths with them that she might not have been able to had she made a different career choice.

When asked how she balances work, family, and extracurricular activities, Nancy replied, "I have a thing I tell myself: everything that has to get done, does get done; if something doesn't get done, it doesn't have to get done." We thank Nancy for her commitment to OWLS.

**Mavel Morales** is a staff attorney with the Oregon Law Center in Ontario.



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# Around Oregon

By Holly Pettit

**Cascade Women Lawyers.** CWL held its regular networking lunch on Oct. 10 at Ernesto's Restaurant in Bend. There was a great turnout, with plenty of new faces from all parts of the legal profession. On Nov. 14, CWL hosted a new admittee luncheon, attended by about 25 people, including four new admittees. After introductory remarks by CWL coordinator Lorie Harris Hancock, the group was addressed by Connie Jarvis, a pioneering woman attorney who has been in practice for over 50 years and now lives and works in Bend. For information on upcoming CWL events, please see the OWLS calendar or contact Lorie Harris Hancock at 541.382.3011 or [lhk@karnopp.com](mailto:lhk@karnopp.com).

**Coast Women Lawyers.** For information on Coast Women Lawyers, please see the OWLS calendar or contact Catherine Ciarlo at the OWLS office, 503.595.7826 or [catherine@oregonwomenlawyers.org](mailto:catherine@oregonwomenlawyers.org).

**Josephine County Women Lawyers.** JCWL met for lunch and conversation on Oct. 30 and Nov. 27 at the Bistro in Grants Pass. For information about JCWL events, please see the OWLS calendar or contact Hon. Victory Walker at [victory.walker@ojd.state.or.us](mailto:victory.walker@ojd.state.or.us).

**Lane County Women Lawyers.** On Oct. 23, LCWL and the University of Oregon Women's Law Forum co-hosted a lunchtime presentation titled "A Legal Life and a Family Life: Can We Remember to Balance?" at the U.S. Federal Courthouse in Eugene. [See story on page 11.] For information about upcoming LCWL events, please see the OWLS calendar or contact Jane Yates at [yates@gleaveslaw.com](mailto:yates@gleaveslaw.com).

**Linn-Benton Women Lawyers.** LBWL provided appetizers at a Nov. 14 networking dinner at Sybaris restaurant in Albany. The group had a great turnout at the dinner. Several new attendees have come to meetings in recent months. Please watch the OWLS calendar for more information, or contact Debra Blythe at 541.979.6969 or [blythelaw@comcast.net](mailto:blythelaw@comcast.net).

**Mary Leonard Law Society.** On Oct. 9, MLLS and the Marion County Bar Association co-hosted a Marion County Courthouse Connection lunch, at which Hon. Susan Tripp served as facilitator. MLLS sponsored a table at the Annual Marion-Polk County Campaign for Equal Justice luncheon on Oct. 11. MLLS, the Oregon Minority Lawyers Association,

and Willamette University co-hosted an evening social at Mahonia Hall on Oct. 16. On Oct. 23, the group held a luncheon for attorneys recently admitted to the bar. [Please see story on page 16.]

On Nov. 1 at Willamette University College of Law, MLLS and Willamette's



Judge Darleen Ortega

Women's Law Caucus co-sponsored a panel discussion titled "Balancing Your Work and Your Personal Life." Judge Darleen Ortega of the Oregon Court of Appeals and two Salem-area practitioners discussed strategies for living a fulfilling personal life while practicing in a demanding profession driven by the billable hour. MLLS's general membership meeting on Nov. 13 featured speaker Barbara Blackstone of Blackstone Associates. She discussed how women can more effectively negotiate for themselves and their careers.

On Dec. 11, MLLS, OWLS, and the Marion County Bar Association hosted a lunchtime Courthouse Connection Holiday Social in Presiding Judge Paul Lipscomb's courtroom at the Marion County Courthouse. MLLS and the Marion County Bar Association collected toys for "Santa Central," which provides gifts for foster children. On Dec. 18, MLLS hosted a networking social featuring life coach Nina Durfee, who spoke about creating the life you want to live.

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

**Queen's Bench.** On Oct. 9, Queen's Bench welcomed Cory Streisinger, the director of consumer and business affairs for the state of Oregon. She discussed her career and her work at the Department of Consumer and Business Services. The Queen's Bench Nov. 13 luncheon featured Gail Achterman, who spoke on "Living a Woman's Life: An Environmental Lawyer's Reflections When Nearing 60." Currently the director of the Institute for Natural Resources, Gail helped build the Northwest's first specialty natural resource and environmental law practice when she was at Stoel Rives.

On Dec. 11, Queen's Bench hosted its annual holiday luncheon honoring women judges at the Embassy Suites

Hotel. The Honorable Virginia Linder of the Oregon Supreme Court was the guest speaker. [Please see story on page 9.]

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

**Rebecca J. Bloom Chapter.** For information about upcoming Rebecca J. Bloom Chapter activities, please see the OWLS calendar or contact Kittee Custer at [custerlaw@oregontrail.net](mailto:custerlaw@oregontrail.net) or 541.276.7139.

**Rogue Women Lawyers.** On Oct. 10, RWL and the OSB New Lawyers Division co-hosted a CLE at noon in the jury assembly room at the Medford Courthouse. David Beal, from the Center for NonProfit Legal Services, spoke on "The Road to Residency: An Overview of Family-Based Immigration and the Violence Against Women Act." The group met for an after-work social gathering at Front Street Pub & Grille on Nov. 28. On the evening of Dec. 19, RWL met for a holiday get-together at Judge Pat Crain's home. Please see the OWLS calendar or contact Tamara Gledhill at [tgledhill@brophymills.com](mailto:tgledhill@brophymills.com) or Lisa Greif at [lisa@sopd.net](mailto:lisa@sopd.net) for information about upcoming RWL activities.

**Washington County Women Lawyers.** WCWL met in Judge Upton's jury room for lunch on Oct. 23 and Nov. 20. WCWL would like to send a special thank-you to our judges, who continue to support WCWL with their attendance and good conversation.

WCWL held its annual Holiday Happy Hour on Dec. 13 at 5 p.m. at the Cornelius Pass Roadhouse in Hillsboro. WCWL provided the first round of appetizers and collected nonperishable food for the Oregon Food Bank. WCWL also collected gift cards for the Domestic Violence Resource Center (DVRC), to be given to victims of domestic violence who have had to leave their homes and most of their belongings to protect themselves and their children. WCWL also made a cash donation to both organizations. Shanya Luther from the DVRC attended and shared news about the organization.

For information about WCWL activities, please see the OWLS calendar or contact Mary Bruington at [mbruington@mpdlaw.com](mailto:mbruington@mpdlaw.com) or 503.846.3413.

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

# Meet Clackamas County's Newest Judge, Hon. Kathie Steele

By Kathleen Hansa Rastetter

**O**n August 24, Judge Kathie Steele took the bench as Clackamas County Circuit Court's newest judge. It was, however, not her first time on the bench. Judge Steele has served in numerous municipal courts since 1983.

Born and raised in West Linn, Judge Steele's route to the law was not initially obvious, even to her. She majored in physics at Stanford University. In those days a female physics major had to be twice as good as the men (she was "as good") and had to devote all her time and energy to physics, something she was not willing to do. So she took time off from Stanford, traveled in Europe for several months, and then took a legal class at Portland State University, which she enjoyed immensely. She also interned in the office of then-Mayor Neil Goldschmidt. As a result, she decided to go to law school. She returned to Stanford, completed her degree in a joint psychology and law program, and graduated in 1977. Then she attended Lewis & Clark Law School, graduating in 1980.

While in law school, Judge Steele worked for the city of Beaverton, helping to write its land-use plan. After law school

she worked for a small firm in Milwaukie, Oregon, using her land-use knowledge. After about two years, she decided to broaden her experiences, and went to work for the firm Crist, Stewart, Lowe & Maurer. All those lawyers served on the bench in municipal courts, and she began filling in for them, as well as taking over as judge in several municipalities, as Judges Lowe and Maurer were appointed to the circuit court bench. Judge Steele had been at the firm only six months when it broke up. Ken Stewart, now a Clackamas County hearings referee, approached her about forming a partnership, which they maintained for the next 20 years. Judge Steele continued to practice criminal defense and domestic relations law until her appointment last year to the Clackamas County Circuit Court.

In addition to practicing law, Judge Steele served as West Linn's municipal judge, a position she held from about 1997 until her appointment to the circuit court bench. She has also served as the municipal judge or judge pro tem in Molalla, Canby, Gladstone, King City, Wilsonville, Tualatin, West Linn, Lake Oswego, Milwaukie, and Sandy, and

she has served as a pro tem judge for the state of Oregon. She has always tried to remember that the matters of those before her are the most important things in the world to them, and she attempts to treat everyone with respect and dignity.



Judge Kathie Steele

Judge Steele loves being a circuit court judge, noting that she hears matters on issues that she hasn't considered since law school. She also enjoys the collegiality of the bar in Clackamas County. She advises attorneys from other locations to treat the parties and attorneys in her courtroom with the same respect and collegiality that they receive, noting that a lawyer who does so "gets more done."

Judge Steele, a longtime OWLS member, relayed the following story when asked about facing barriers as a woman in the law. In applying for a pro tem position with the state, she asked a sitting judge to give her a reference. He did, stating that she was a good attorney "for a woman." Within 24 hours she had a call from then-Chief Justice Edwin Peterson, who expressed concern about the reference. Judge Steele told Justice Peterson that the judge in question always treated her with respect in the courtroom. Interestingly, that same year Justice Peterson formed a task force to study the issue of gender in the profession.

To unwind, Judge Steele reads "voraciously," completing three to five books a week. She and her husband also enjoy cooking and traveling with their family. Their daughter is a film major in college, and their son is in high school. Judge Steele has served as a mock trial coach for West Linn High School for many years.

Judge Steele advises lawyers to "read" the judge better; that includes sitting down and ending argument when the judge indicates she has heard enough. She advises those aspiring to the bench to form good relationships in the legal community, be a good lawyer, and be persistent.

OWLS congratulates Judge Steele on her appointment to the circuit court bench.

*Kathleen Hansa Rastetter is a senior county counsel for Clackamas County.*

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# MLLS Welcomes New Admittees, Considers Generational Differences

By Lora Keenan

The Mary Leonard Law Society welcomed some of Oregon's newest lawyers at a new admittees luncheon in Salem on October 23. The featured speaker was business consultant and professional coach Jo Smith. In 2006, Jo worked with a joint committee of the Managing Partners Roundtable and the Young Lawyers Section of the Multnomah Bar Association to survey MBA members regarding generational issues among lawyers.

The survey revealed intriguing results. For example, although "firm culture" was highly correlated to motivation and job

satisfaction across generations, it is a term that can have many meanings. Focusing on firm culture might provide a "bridge" for the generations, but only if members of different generations talk to each other openly about what firm culture means to them and discover what aspects of firm culture they value jointly.

Attendees shared some of their own thoughts about awareness and communication of generational differences. Ideas for established lawyers included giving new lawyers a voice at the table and sense of ownership from day one, recognizing that if new lawyers receive transparent

information about the cost of running a law firm, they will be better equipped to propose changes to compensation and firm management that are more grounded in the firm's practical realities. Ideas for new lawyers included asking for what you want and availing yourself of the opportunities that more experienced lawyers offer to learn about the profession and a particular workplace.

For more information about the MBA survey, visit [www.mbabar.org](http://www.mbabar.org).

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

## Thank You

*Our thanks to the following members who renewed their OWLS membership at an enhanced level*

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