

AdvanceSheet™

PUBLISHED QUARTERLY BY OREGON WOMEN LAWYERS

VOLUME 20, No. 4 FALL 2009



Co-Presidents
Gwyneth McAlpine
Heather Van Meter

**Vice President,
President-Elect**
Concetta Schwesinger

Secretary
Heather L. Weigler

Treasurer
Megan Livermore

Historian
Kathleen J. Hansa Rastetter

Board Members
Hon. Frances Roberts Burge
Dana Forman
Cynthia Fraser
Shari Gregory
Maiya Hall
Heather Hepburn
Cashauna Hill
Kendra Matthews
Linda Meng
Hon. Julia Philbrook
Hon. Katherine Tennyson
Shannon Terry
Kate Weatherly
Jane Yates
Hon. Youlee You

Past Presidents
Laura Caldera Taylor
Kellie Johnson
Norma S. Freitas
Kate A. 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
Linda Tomassi, 503.595.7831
linda@oregonwomenlawyers.org

AdvanceSheet Editor
Elise Gautier, 503.292.2893
elise.gautier@comcast.net
www.oregonwomenlawyers.org

OWLS Celebrates 20th Anniversary

By Gloria Trainor

Oregon Women Lawyers celebrated our 20th anniversary on September 25 with our Fall CLE, reception, and awards presentation at the Waterfront Marriott in Portland.

The festive event, particularly the CLE, entitled "Breaking Barriers: How Far We've Come, How Far We Have to Go," could not have been more inspiring. Former Justice Betty Roberts, the first woman to serve on the Oregon Supreme Court, opened the afternoon CLE with the much-anticipated introduction of a friend whom she met years ago while campaigning for Jimmy Carter, Dr. Sarah Weddington. At merely 26 years of age, Dr. Weddington argued and won the landmark U.S. Supreme Court case *Roe v. Wade*, but her long list of groundbreaking accomplishments had hardly begun with that victory.

While awaiting the Court's decision in *Roe*, Dr. Weddington became the first woman elected to represent Austin in the Texas House of Representatives in 1972. After her tenure in the Texas House, Dr. Weddington was the first woman to serve as general counsel for the United States Department of Agriculture. She subsequently served as special White House advisor to President Jimmy Carter, advising the president on women's issues and judicial appointees. As Justice Roberts noted, it's no mystery why President Carter is known for appointing some 40 women to the federal judiciary during his term in office.

Dr. Weddington told riveting anecdotes about her famous Supreme Court battle, campaigning for her seat in the Texas legislature, serving in the White House, and mentoring countless law students and lawyers. Perhaps most important, however, was her sage advice for the sold-out crowd. "Subject to change without notice" were the words Dr. Weddington used to describe the times in which we're living. She acknowledged

how far women have come since *Roe*, but she was frank about how much ground we've yet to cover.

In the face of tough economic times and an uncertain future, Dr. Weddington encouraged the audience to pursue professional goals with focused determination while at the same time staying flexible by keeping in mind a simple question: "What can I do this minute that is more important than anything else?"

Dr. Weddington also stressed the importance of women continuing to claim positions of leadership in the law. The future of women's rights, including the right to privacy, depends on the willingness and ability of women to leave their thumbprints

on history, she said. Through use of what Dr. Weddington called the "critical eye," women can learn by keen observation of those around them what to do—and what not to do—to work most productively toward success and power. To secure their rightful place at the decision-making table, women must use this knowledge to open the doors of opportunity for themselves and for each other through strong resolve and generous mentorship. In this spirit, Dr. Weddington closed by saying modestly, "The things I've done are just the beginning. I am here on the sidelines to cheer you on." A thunder of applause followed her powerful and inspiring words.

A panel discussion, which was moderated by OWLS' first president, Katherine H. O'Neil, followed Dr. Weddington's keynote speech. Four accomplished women lawyers explored the theme of overcoming barriers for women in the law by describing some of their experiences and talking with the audience about how to work toward equality for women in the future. Janis L. Harwell, senior vice president and general counsel for Intermec, Inc., reminded the audience that even if supervising attorneys and other professional



Dr. Sarah Weddington at the OWLS Fall CLE on Sept. 25, 2009

Photo by Kenny Macdonald

Continued on page 4

Co-Presidents' Message



Gwyneth McAlpine

We are thrilled with the success of the Oregon Women Lawyers 20th anniversary events. Sarah Weddington had amazing stories, and our panel speakers were thoughtful and brilliant. Our reception honoring Katherine O'Neil with a Volunteer Service Award and honoring the legal department of Knowledge Learning Corporation with our Workplace Leader Award completed an



Heather Van Meter

inspiring afternoon and evening. The following day, the Oregon Women Lawyers board attended a luncheon, hosted by Perkins Coie, with the National Conference of Women's Bar Associations board, with former OWLS President Sarah Crooks as NCWBA president and former OWLS Executive Director Diane Rynerson as the NCWBA's new executive director. It was a wonderful opportunity to share with our counterparts from across the country.

We spent nearly a year planning the 20th anniversary events. It's rather like throwing a big party, when one does not know for months whether people will actually attend, although you desperately hope they will, given all the hard work that went into it and the time so many people committed to it. We are especially appreciative of Hon. Darleen Ortega from the Oregon Court of Appeals; Janis Harwell from Intermec, Inc., in Everett; Holly Fujie from Buchalter Nemer in Los Angeles; and Kris Olson (former U.S. attorney) of Portland for serving on our discussion panel, and Katherine O'Neil for moderating it. We are also enormously thankful to Sarah Weddington for her attendance.

We should note that the board deliberated at great length about paying an honorarium to engage a keynote speaker of national recognition. When we first began planning this event, we discussed what "big name" people we could get to speak as a favor to us. We ultimately agreed that if women were going to be recognized as equal to men on the paid speakers' circuit, it was important for Oregon Women Lawyers to pay a well-known speaker what she is worth. Although women generally are generous with helping other women, there are times when we help ourselves best by recognizing and fairly compensating women for their valuable experience, even if we could ask for and receive favors or reduced rates.

We note with pride that Ms. Weddington spoke at and attended several other events while in the area, including an event in Bend, and Holly Fujie spoke at an Oregon Asian Pacific American Bar Association event while here. The ripple effects of having these women come to our event were felt throughout our state, making the fees and travel costs we paid an investment with better returns than anything one could find on Wall Street.

Of course, now that the 20th anniversary events are completed, we are already turning our attention to our annual Roberts-Deiz Awards Dinner on March 12, 2010, at the Governor Hotel in Portland. The dinner committee is hard at work, and you all should be working on your nominations for our famous Justice Betty Roberts and Judge Mercedes Deiz Awards.

Gwyneth E. McAlpine *Heather Van Meter*

Gwyneth McAlpine Heather Van Meter
Co-Presidents, Oregon Women Lawyers

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

The OWLS *AdvanceSheet* also celebrates its 20th anniversary this year. Our first issue was published in the fall of 1989. This year the *AdvanceSheet* won an APEX Award for Publication Excellence.

OWLS thanks everyone who contributed to our newsletter in its first 20 years.



It's Membership Renewal Season at Oregon Women Lawyers

All OWLS members should have received your membership renewal forms by U.S. mail. You can also download a membership form at www.oregonwomenlawyers.org/membership, or contact Shawn Alford at shawn@oregonwomenlawyers.org for another copy. Please return your renewal no later than November 13 to be included in the 2010 print directory and to ensure uninterrupted listserve access.

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

Nancie Potter Wins Panner Award

The executive committee of the OSB's Litigation Section has selected OWLS member Nancie Potter to receive the Owen Panner Professionalism Award. The award will be presented to Nancie at the section's annual Litigation Institute and Retreat dinner, to be held at Skamania Lodge on March 5, 2010. Congratulations, Nancie!



At the OWLS networking event in Eugene on Sept. 16 (from left): law student Erin Gould, Jet Harris, and Cass SkinnerLopata, both of SkinnerLopata Harris in Eugene, the event sponsor.

Roberts, Deiz Award Nominations Due Nov. 18

OWLS invites nominations for the 18th Annual Justice Betty Roberts and Judge Mercedes Deiz Awards. The awards recognize and celebrate the accomplishments of individuals in promoting women and minorities in the legal profession and community in Oregon. The recipients will be honored at the annual awards dinner on Friday, March 12, 2010, at the Governor Hotel in Portland.

The Justice Betty Roberts Award recognizes an individual who has made an outstanding contribution to promoting women in the legal profession and in the community. The recipient is a person who has influenced women to pursue legal careers, opened doors for women attorneys, or advanced opportunities for women within the profession.

The Judge Mercedes Deiz Award recognizes an individual who has made an outstanding contribution to promoting minorities in the legal profession and in the community. The recipient is a person who has influenced minorities to pursue legal careers, opened doors for minority attorneys, or advanced opportunities for minorities within the profession.

Nominations must be received by 5 p.m. Wednesday, November 18, 2009. Nominations must include the following: (1) the appropriate nomination form, available on the OWLS website, www.oregonwomenlawyers.org, (2) at least three letters of recommendation, and (3) detailed information about the nominee explaining how that person fulfills the award's criteria.

Please send nominations to Angela Franco Lucero, at Kranovich & Lucero LLC, 5 Centerpointe Dr., Suite 400, Lake Oswego, OR 97035; fax: 971.204.0261; email: angela@tkatlaw.com.

Sarah Crooks Takes Helm of NCWBA

On August 1, when the National Conference of Women's Bar Associations (NCWBA) board met in Chicago, Sarah Crooks, former OWLS president (2003–2004), began her yearlong term as the organization's 26th president. Sarah, a partner in Perkins Coie's litigation group, is the third former Oregon Women Lawyers president to become NCWBA president, following Katherine O'Neil (1993–1994) and Lori Deveny (2003–2004). Other OWLS members who have served on the NCWBA board include Diana Craine and Suzanne Lacampagne.

Founded in 1981, the NCWBA is an "association of associations"—a framework for women's bar associations and their leaders to learn from each other. Members are local, statewide, and national women's bar associations. The NCWBA, an affiliate of the American Bar Association (ABA), often collaborates with the ABA's Commission on Women in the Profession, and with another ABA affiliate, the National Association of Women Lawyers. Although the NCWBA's activities have taken place from Honolulu to London as well as in cyberspace, since 1997, the NCWBA's mailing address has been in Portland. Diane Rynerson served as the organization's executive director from 1997 until 2002, when Pam Nicholson assumed that role. Pam has now returned to law practice, and Diane has once again stepped in as executive director.

Each year, those interested in sharing best practices for women's bar associations are encouraged to attend the NCWBA Women's Bar Summit. Board members and executive directors of women's bar associations are especially encouraged to attend. This year's summit was held on July 31 in Chicago, and next year's will be in San Francisco on August 6. The NCWBA also sponsors a "women's bar leader listserve." Anyone interested in activities of women's bar associations is invited to join. Although much less active than the OWLS listserve, it is a good way to stay connected with women lawyers in every region of the country. For more information about the summit, the listserve, or any NCWBA activities, contact Diane Rynerson at diane@ncwba.org.



Sarah Crooks

Court Reporting
Trial Presentation
Legal Videography
Interpreter Services
Videoconferencing
Document Management



Selected "*Best Court Reporting Firm*"

Naegeli
REPORTING
CORPORATION

For nearly three decades, law firms have been relying on Naegeli Reporting to provide the tools of control and influence.

Deposition scheduling available 24-hours a day.

Serving all of Oregon, Washington, Idaho and the Nation

Portland (503) 227-1544	Bend (541) 385-8300	Medford (541) 776-7500	National (800) 528-3335
schedule@naegelireporting.com		www.naegelireporting.com	

OWLS Celebrates 20th Anniversary

acquaintances want to do the right thing when women face gender-based adversity in the workplace, cultural differences may impede their ability to support women in reaching their true potential. Ms. Harwell reminded women lawyers to be creative enough to embolden their colleagues to stand behind them in solidarity and support of their equality and advancement.

Holly Fujie, another panelist, is the 84th president of the California State Bar and only the third woman elected to that position. While speaking about the challenges faced by women in private practice, she encouraged young attorneys to work hard and make themselves indispensable to their employers, so they can negotiate from positions of power. Ms. Fujie, like Dr. Weddington, encouraged women to evaluate their professional goals and pursue them fully, while at the same time remaining flexible, a skill Dr. Weddington called "course correction."

Panelist Kristine Olson, who served as a federal prosecutor from 1974 to 1984 and later as the first female U.S. attorney, agreed with that sentiment and suggested that women seek strength, knowledge, and inspiration in the com-



pany of other women. She encouraged young women lawyers to lose the fear that success is fleeting and instead work toward making positive, lasting change together.

Judge Darleen Ortega, the first woman of color to serve on the Oregon Court of Appeals, brought the discussion full circle with the big-picture perspective. The reality is that the state of diversity is not yet where our groundbreaking mothers had hoped it might be in 2009, she noted. Judge Ortega called on the audience to consider the valuable perspectives that women and minorities bring to the tables of influence, perspectives that are too often still missing from the equation. She encouraged women lawyers to be strong and to put their most confident faces forward, mentoring each other and striving together to reach true equality



At the Sept. 25 event (from top): Janis L. Harwell (2d from right) and OWLS members and friends; OWLS board member Dana Forman (left) and Co-President Gwyn McAlpine; and Katherine H. O'Neil



Photos by Kenny Macdonald

for women in the law. As Ms. Harwell had said earlier in the afternoon, "Dial yourself into the game and be prepared to stay in for the long haul."

After the CLE, OWLS members and friends celebrated OWLS' 20th anniversary at a reception featuring delicious hors d'oeuvres and an anniversary cake. At the reception, Judge Darleen Ortega, on behalf of OWLS, presented the fourth annual Workplace Leader Award to the legal department of Knowledge Learning Corporation. [Please see the next page.]

OWLS was also pleased to present a new award, the Katherine H. O'Neil Volunteer Service Award, to be awarded to an OWLS member who epitomizes steadfast dedication and long-term volunteer service to associations that promote women in the legal profession. The award was bestowed this year on its namesake, Katherine H. O'Neil. As Trudy Allen, the presenter, said, Katherine has generously given her time, energy, and talents to OWLS for the past 20 years. Thank you, Katherine.

Gloria Trainor, an attorney at Johnson, Clifton, Larson & Schaller in Eugene, practices complex civil litigation.

continued from page 1

Knowledge Learning Corporation's Legal Department Wins OWLS Workplace Leader Award

On September 25, in conjunction with our 20th anniversary celebration and annual Fall CLE, OWLS presented the fourth annual Workplace Leader Award to the legal department of Knowledge Learning Corporation (KLC). KLC's legal department stood out among a strong group of nominees because of its demonstrated commitment to proactively facilitating part-time and flexible schedules and supporting staff members' educational and career goals.

The KLC legal department has established a history of approaching its relationships with staff with a working assumption that such adjustments are possible and even desirable. A significant number of the department's 28 employees—both lawyers and nonlawyers—work a part-time or flexible schedule, and in fact two of its lawyers are sharing a position. Such arrangements are set up in a thoughtful, collaborative manner that aims to address both the needs of KLC and the needs of each employee, so that the work gets done efficiently and well and the employee is able to be happy and productive.

The employees who work part-time say they feel they are compensated fairly (which is not always the case with part-time lawyers), and management staff (the majority of whom are women) view part-time and flexible arrangements simply as a practical way to retain good people and make the most out of the staff they are lucky enough to have.

The department takes a similar approach to the educational goals of its employees. The company offers financial assistance for education costs, which several employees have used to attain positions as paralegals. In some instances, management has actively encouraged employees to pursue further education—including encouraging one of its paralegals to go to law school. That employee still works part-time with the company while she is attending school, and the department has accommodated her occasional need for scheduling adjustments and has also altered her work assignments so that she can gain exposure to various aspects of the department's legal work.

KLC is committed to treating its employees as individuals whose ability to



KLC attorneys (from left) Jessica Harrah, Elizabeth Large, and Sharon Reese

contribute in a positive way increases when their individual circumstances are taken into account.

The OWLS Transformation Committee selects the recipient of the Workplace Leader Award each year, subject to approval by the OWLS board. The committee members follow a rigorous vetting process, and the nominees are subject to several interviews of attorneys and other staff. OWLS congratulates KLC's legal department on its receipt of the Workplace Leader Award. The previous recipients are Gartland, Nelson, McCleery, Wade & Walloch (2008); Farleigh Wada Witt, and Bodyfelt Mount (2007); and Markowitz, Herbold, Glade & Mehlhaf (2006).

Photo by Kenny Macdonald

Auction Items Needed

You are cordially invited to attend, and make a donation to, the annual Oregon Women Lawyers Foundation Auction, which will take place on March 12, 2010, immediately preceding the OWLS Roberts-Deiz Awards Dinner.

Auction proceeds are used to support woman and minorities in accessing and participating in the justice system by providing scholarships, grants, and loan forgiveness to law students, lawyers, and organizations embracing that mission.

To make a donation, please contact Jill Brittle, at jill@brittle-law.com or 503.445.1575, or Kat Rosenbaum, at kkr@nwnatural.com or 503.201.7732.



OWLS Foundation board members (from left) Terri Kraemer, Aruna Masih, and Jill Brittle at the MBA Golf Tournament at Edgefield in Troutdale on August 6. The Foundation co-sponsored the event.

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

"Of course."
—Catherine Teach



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.

It wasn't the most comfortable situation for any of us, but our client was impressed, 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

Meet Chief Judge Ann Aiken, U.S. District Court

By Denise Case

Ann Aiken, chief judge of the United States District Court for the District of Oregon, graduated from the University of Oregon in 1974 with a bachelor's degree in political science. Beginning in 1973, she worked several sessions in the Oregon legislature as an administrative assistant. There she met and began a treasured 35-year relationship with then-Senator Betty Roberts—the first woman lawyer she knew and, ultimately, Aiken's mentor. Judge Aiken worked as a staffer on Justice Roberts's gubernatorial campaign and her campaign for U.S. Senate. Aiken attributes her decision to attend law school to both Betty Roberts and Aiken's husband, James Klonoski. Aiken pays tribute to Justice Roberts for acting as a shining example of what women could accomplish.

In 1976, Judge Aiken received a master's degree from the Eagleton Institute of Politics at Rutgers University and then returned to Oregon to attend the University of Oregon School of Law, where she was a member of the class of 1979, the first class to be at least one-third female.

Following law school, Judge Aiken served as a law clerk to Lane County Circuit Court Judge Edwin Allen. Between 1980 and 1988, career opportunities allowed her to work on numerous political campaigns; serve as the chief clerk of the Oregon House of Representatives; and work as an associate with Sahlstrom and Dugdale, PC, and with Thorp, Dennett, Purdy, Golden and Jewett, PC.

In 1988, Aiken was appointed a judge on the Lane County District Court, where she remained until 1992. She was then appointed a judge with the Lane County Circuit Court, the same court where she had served as a law clerk 13 years earlier. She sat on the Lane County Circuit Court bench until President Bill Clinton nominated her to the United States District Court for the District of Oregon. She was confirmed by the U.S. Senate in January 1998. On February 1, 2009, she became the first female chief judge of the District of Oregon.

Outside of work, Aiken is active in a variety of civic causes, particularly those relating to the prevention of child abuse and neglect. She has been an active member of the Oregon task force on Child Fatalities and Critical Injuries and a board member of the National Children's Alliance, and she has served nearly 20 years on the Relief Nursery board, including two terms as president. Her service on the Relief Nursery board and broader dedication and commitment to her community continue today.

Aiken did not expressly pursue a judicial career; rather, she found herself recruited to the bench after years of participation with community organizations, boards, and a myriad of children's causes. While she notes that becoming a judge depends on the doors that each woman opens for herself, she advises all female attorneys, including those aspiring to become members of the judiciary, to become the best attorneys that they can be, to know their communities, and to be active participants therein. In particular, she reminds women of the importance of "giving back" to their communities. To all of us, she offers simple advice about maintaining a work/life balance: "You can have it all in life; you just don't have to have it all at once."

She typically begins her days by getting her youngest son off to school and reading the newspapers. After that, there is

no "typical" aspect to Aiken's days as a judge. Each day is different, which is one of the reasons that Aiken loves her job. Of course, being a judge is more than a job to Aiken; it is a privilege. With that in mind, Judge Aiken considers herself fortunate to be able to engage in creative problem-solving, to help parties find the most cost-effective means of handling disputes, and to otherwise help make the legal system operate efficiently. Judge Aiken specifically thanks Justice Betty Roberts for her "treasured mentorship" over the past years and credits Justice Roberts for many of the professional advancements that women have made in law today. Judge Aiken "hopes to live up to her example."

Aiken was married to University of Oregon political science professor emeritus James Klonoski for 30 years before his sudden passing in January of this year. Together, the couple raised five sons, the youngest of whom is a high school senior. There is no doubt that the law runs in her family, as Judge Aiken's daughter-in-law, Katie, is an attorney, and Judge Aiken's sister serves as a municipal judge in Marion County. Moreover, one of her sons started law school this fall, while another son intends to apply to law school upon completing his military service.

Visitors entering Judge Aiken's chambers are greeted with a sign that reads, "Live a good life and in the end it's not the years in the life, it's the life in the years." Already, through her continued dedication to her family, friends, and the betterment of the legal profession, Judge Ann Aiken has led a good life. OWLS congratulates Judge Aiken on becoming the first female chief judge for the U.S. District Court for the District of Oregon and wishes her the best in her future endeavors.

Denise Case, an associate in Ball Janik's Portland office, focuses on transactional real estate and business law.



Chief Judge Ann Aiken



MLLS Hosts CLE on Diversity, Justice Sotomayor

By Sarah Peterson

The Mary Leonard Law Society chapter of OWLS (MLLS) hosted a lunchtime CLE panel discussion at the State of Oregon Law Library in Salem on August 20 titled "Diversifying the Judiciary: Perspectives on Justice Sonia Sotomayor and Her Appointment to the U.S. Supreme Court." The panel comprised Oregon Court of Appeals Judges Rick Haselton and Darleen Ortega, attorney Beth Allen, and Willamette law professor Jeffrey Dobbins. Heather Van Meter, co-president of OWLS, moderated the panel discussion.

Opening the event was Judge Haselton, a law school colleague of Justice Sotomayor. The two met in their first year, when they were assigned to the same small writing group and learned that they shared a love of baseball and Perry Mason. Judge Haselton said that the nominee testifying during the confirmation hearings was the same thoughtful, principled, and—yes—empathetic person he remembered from law school.

Professor Dobbins then gave an overview of the confirmation process for U.S. Supreme Court nominees. He also

described the role that identity politics has come to play in that process.

The remainder of the event, attended by more than 60 people, was devoted to a lively panel discussion that centered on four questions:

What should we make of the response to then-Judge Sotomayor's remark about the quality of judicial decision-making by a "wise Latina woman"? The panelists agreed that the response to that remark illustrates the tension between valuing diversity and the neutrality of judging, and that the core of the debate was the extent to which a judge might be influenced by personal life experience in a way that we deem to be improper. That Justice Sotomayor's particular life experience was treated as suspect, one panelist observed, demonstrates that the privileged white male perspective remains the accepted norm of "objectivity" in the law and that a different perspective must still be defended and legitimized.

Is judicial decision-making ever free of the influence of the judge's background? In some areas, the law is malleable and requires a judgment call that is susceptible

to influence by a judge's life experience. Because no person is immune to that influence, one panelist remarked, judging with integrity means acknowledging biases and being aware of the effect that personal experience has on the decision-making process, for good or for ill.

Is empathy part of judging? "Empathy" means many different things, and the panelists seemed to agree that empathy is a positive quality for a judge to possess. For example, an empathetic judge appreciates that a judicial decision has ripple effects. An empathetic judge also attempts to stand in another's shoes and understand that person's perspective.

Is Justice Sotomayor's appointment a historic one? Unfortunately, it is, the panelists agreed. Each panelist expressed hope that one day such an appointment will be utterly unremarkable because the Court will already reflect the diversity of the U.S. population.

MLLS thanks the panelists and moderator for their thought-provoking comments and insights.

Sarah Peterson clerks for Judge Jack L. Landau at the Oregon Court of Appeals.

OWLS Members Pursue Triathlon

By Andria Joseph

When I crossed the finish line of my first competitive triathlon last spring, it was a euphoric moment. Not only had I accomplished something that just a few months earlier I would have thought next to impossible, but I had actually enjoyed the experience, survived to tell the tale, and even had enough steam to haul my bike out to my car when it was all over.

Not long ago, when I thought of the sport of triathlon, my mind went to images of Kona and Ironman triathletes pushing their bodies to the brink under brutal conditions. Impressive? Yes. My idea of a good time? Definitely not. Later, though, I began to hear about triathlons that seemed achievable by "mere mortals." I also saw ads for women-only triathlons, for shorter, untimed, "tri-it" distances, and the idea of doing a triathlon began to intrigue me. But how to get started?

[To read the rest of this inspiring article, visit www.oregonwomenlawyers.org.]



SUSAN M. HAMMER
Mediation Services



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

Distinguished Fellow,
International Academy of Mediators

Recognized in *The Best Lawyers in America*® 2005–2009 for
Dispute Resolution

21 years' experience

This way to the future.

Announcing a new law firm 20+ years in the making. Foster Pepper LLP has changed its name to Roberts Kaplan LLP. Same practice. Same people. Same commitment to helping our clients achieve their business goals.

Our women lawyers:

Jacqueline Bishop	Nancie Potter
Faith Graham	Rebecca Thiebes
Janet Larsen	

roberts | kaplan
ATTORNEYS AT LAW



601 SW 2ND AVENUE, SUITE 1800 PORTLAND, OREGON 97204 503.221.0607
TOLL-FREE: 800.243.0472 ROBERTSKAPLAN.COM

Oregon Women Lawyers Annual Report

October 2008–September 2009

From the Executive Director's Desk

Oregon Women Lawyers enjoyed a milestone this year, celebrating our 20th anniversary. In September, at the 20th anniversary reception, we proudly announced the inaugural Katherine H. O'Neil Volunteer Service Award, awarded to its namesake, Katherine H. O'Neil.

Our membership increased by 9% this year, to 1,447 members, continuing a steady climb. OWLS members and others in the legal field affirmed the stature of our "culture of support," providing countless volunteer hours toward excellent programs for women and minorities in the legal community. We mentored children, high school students, law students, new lawyers, lawyers in search of change, and returning lawyers. OWLS members continued to recognize the gap between the wider community and the legal field, and took time to address it.

OWLS continues to broaden our scope throughout the state, as our events are sold out and our input is sought on important decisions. We have enjoyed unprecedented support from law firms and legal businesses for OWLS programs, including 48 sponsors for our 2009 Fall CLE.

From OWLS' offices in Portland, Administrative Coordinator Shawn Alford and I see the extraordinary volunteer-driven network of professional support around the state. OWLS' leadership and members advance OWLS' mission through hard work, dedication, and wisdom.

As we work toward stronger collaborations between seasoned lawyers and newer ones, between other minority bar organizations and local bar organizations, I hope you will choose to get involved.

Warmly,



Linda Tomassi
OWLS Executive Director

Networking Opportunities and Leadership Initiatives

Inter-professional Networking Events

The OWLSNet Committee continues to team up with other women professionals to bring together hundreds of women for inter-professional networking in Bend, Eugene, and Portland. The popular events are held after work, free to attendees, and sponsored by firms and organizations.

LEG-Ups

Attorneys of all experience levels attended Leadership Empowerment Gatherings (LEG-Ups). These interesting events featured professional women who shared experiences and tips about issues ranging from financial planning, stress reduction, and mentoring to business promotion. In the fall, the OWLS Leadership Committee hosts an annual Dress for Success fundraiser and fashion show, featuring local vendors and OWLS models.

Mentoring Circles in Portland

OWLS members in Portland organized, promoted, and participated in several

mentoring circles, including the Litigation and Judicial Mentoring Circles.

Political Leadership Lecture Series

This nonpartisan lecture series was inaugurated in February 2009, providing six lectures during the year designed to encourage and equip OWLS members to take on leadership roles in the political arena.

Leadership Book Club

The OWLS book club held three sessions this year, starting with a discussion of Justice Betty Roberts's autobiography, *With Grit and By Grace*.

Road to the Bench

"Road to the Bench" presentations were held around the state. These discussions are part of an ongoing effort by OWLS to encourage members to seriously consider judicial careers. Speakers discussed the importance of increasing the diversity in the judiciary to reflect the communities served and to provide a full range of viewpoints on the bench.

Courthouse Connection

Attorneys in several counties were treated to Courthouse Connection

gatherings, where, over brown bag lunches, they had a chance to chat informally with judges, students, and other lawyers. The April Courthouse Connection in Portland celebrated Take Your Children to Work Day; Multnomah County Circuit Court judges hosted over 120 children, who learned about the courts and participated in mock trials. The annual Federal Courthouse Connection in June was especially celebratory, as OWLS congratulated Chief Judge

Ann Aiken, the first female chief judge of the U.S. District Court for the District of Oregon.

Contract Lawyers Listserve and Luncheons

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

OWLS Listserve

The OWLS members-only listserve is one of OWLS' most popular membership services. Seventy percent of OWLS members use it as a resource for legal referrals, advice, service recommendations, and job postings.



Clockwise from top left, and from left in each photo: Nicole DeFever and her son Casey; Judge Kristena LaMar and Laura Caldera Taylor; Kate Weatherly, Dr. Sarah Weddington, and Violet Nazari; Trudy Allen, Katherine H. O'Neil, Justice Virginia Linder, and Kathi Rastetter; Judge Cheryl Albrecht and Trung Tu. Photos by Jodee Jackson and Kenny Macdonald.



CLEs

The OWLS 2008 Fall CLE, "Keeping the Promise," was held in conjunction with the National Association of Women Judges' annual conference in Portland. Breakout sessions were "Resolving Disputes Out of Court—the Growing Role of Mediation" and "Bringing about Needed Changes in Law Firms." OWLS and the Multnomah Bar Association co-hosted a roundtable discussion the next morning to further the conversation about changes in law firms.

The sold-out OWLS 2009 Fall CLE, "Breaking Barriers: How Far We've Come, How Far We Have to Go," featured Dr. Sarah Weddington, law professor and women's rights advocate. Forty-eight firms sponsored the CLE. Katherine O'Neil moderated a panel discussion with Janis Harwell, Holly Fujie, Kristine Olson, and Hon. Darleen Ortega, who inspired the over 200 attendees with a discussion of the past, present, and future in the practice of law.

Awards

Justice Betty Roberts and Judge Mercedes Deiz Awards

Over 425 guests attended this year's sold-out dinner honoring U.S. Magistrate Judge Patricia Sullivan as the recipient of the Justice Betty Roberts Award and Multnomah County Circuit Court Judge

Richard Baldwin as the recipient of the Judge Mercedes Deiz Award. Both judges encouraged volunteerism and remarked that what we receive always surpasses what we give.

Workplace Leader Award

The OWLS Workplace Leader Award (WLA) recognizes innovative legal employers who actively promote ideals that are essential to the OWLS mission: 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 2008 WLA was presented to the Eugene firm Gartland, Nelson, McCleery, Wade & Walloch. The firm stood out as a workplace leader in a small firm, small town setting. The firm accommodates part-time schedules, allows for flexibility in work hours for family and other passions, and encourages leadership in the legal community.

The 2009 WLA was presented to the legal department of Knowledge Learning Corporation (KLC). KLC stood out as a workplace leader because of its demonstrated commitment to proactively facilitating part-time and flexible schedules and supporting staff members' educational and career goals.

Katherine H. O'Neil Volunteer Service Award

This award was inaugurated at the 20th anniversary reception, following the 2009 Fall CLE. It will be given to an OWLS member who epitomizes steadfast dedication and long-term volunteer service to promote women in the legal profession. The award will be given for at least eight cumulative years of service in an identified position with OWLS or an OWLS chapter, the Oregon Women Lawyers Foundation, the National Conference of Women's Bar Associations, the National Association of Women Lawyers, or the ABA Commission on Women in the Profession. The first award was presented to Katherine H. O'Neil.

Oregon Women Lawyers Chapters

OWLS' ten chapters throughout the state continued to offer a mixture of professional enrichment, networking

Many thanks to our 2008–2009 sponsors:

Roberts-Deiz 2009 Sponsors

Garvey Schubert Barer
Gleaves Swearingen Potter & Scott
Markowitz, Herbold, Glade & Mehlhaf
Miller Nash
Perkins Coie
Schwabe, Williamson & Wyatt
Stoel Rives
Tonkon Torp
Williams Kastner
Williams Love O'Leary & Powers

LEG-Up Hosts

(as of September 2009)

Barran Liebman
Davis Wright Tremaine
Dunn Carney Allen Higgins & Tongue
Miller Nash
Schwabe, Williamson & Wyatt
Stoel Rives
Tonkon Torp

OWLSNet Sponsors

Schwabe, Williamson & Wyatt
SkinnerLopata Harris
Talbot, Korvola & Warwick, CPAs
Tonkon Torp

activities, and casual gatherings. Please see www.oregonwomenlawyers.org/chapters/ for information about Cascade Women Lawyers (Bend), Clackamas Women Lawyers, Josephine County Women Lawyers, Lane County Women Lawyers, Linn-Benton Women Lawyers, the Mary Leonard Law Society (Salem), Queen's Bench (Portland), the Rebecca J. Bloom Chapter (Umatilla and Morrow Counties), Rogue Women Lawyers (Ashland/Medford), and Washington County Women Lawyers.

The DragonFlies

OWLS' dragon boat team, the Dragon-Flies, enjoyed a spirited race season, competing in Oregon, Washington, and British Columbia, mostly in the upper women's divisions. For more information about the 'Flies, please visit www.owlsdragonflies.org.

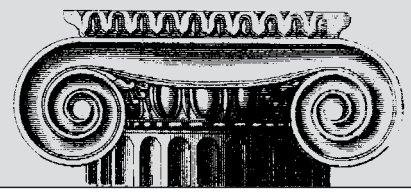
These days, stepping off the bench doesn't mean a judge abandons it. Oregon has well over 100 retired judges who continue to serve in judicial and other legal roles. Many judges do their "Plan B" service right after retirement, which involves performing 175 days of judicial service in the five years following retirement, often traveling to far away districts. Other judges are designated "Senior Judges," who are eligible for assignment by the Oregon Supreme Court for any judicial district in the state. And more and more, judges continue to use the skills they've honed over the years in new careers as mediators and arbitrators. As a result, Oregonians continue to benefit from the prodigious wisdom and service of these esteemed jurists.

A number of retired and senior judges kindly agreed to share their thoughts about their judicial service and the time since then, including Supreme Court Justice Betty Roberts, Court of Appeals Chief Judge Mary Deits, Marion County Circuit Court Judge Terry Leggett, and Multnomah County Circuit Court Judges Nely Johnson and David Gernant. Thanks to all!

It's no surprise that all the judges noted the increased number of women judges and the increased number of women and minorities in the bar as a notable difference from the time they first took the bench. Judge Leggett also remarked on the increased number of judges interested in handling family and juvenile law cases. "The result has been major changes in the way we handle domestic relations cases statewide. In addition, we've made a lot of strides in improvement of training for the juvenile judges," she said.

Whether recently retired or well into their judicial retirement, these judges are no strangers to the type of budget pressures currently facing the courts, but they note the seriousness of the current situation. Judge Deits said, "A change that I have seen in the judiciary since the time I retired is that the resources available to the court system have been seriously reduced. I think that is most unfortunate. Many programs that had been implemented by the judiciary as a whole, or by individual judges, that were really making a difference in solving problems on a long-term basis, have been reduced or eliminated." The irony is that the economic downturn increases disputes and decreases the ability of litigants to hire attorneys. "We have to do more with less, which is extremely difficult," Judge Leggett stated.

THE JUDGES' FORUM



By The Honorable Cheryl Albrecht
Multnomah County Circuit Court

The budgetary concerns mean that the courts definitely rely on Plan B and senior judges to enhance the ability to keep court business flowing, and the retired judges are more than happy to help. As Judge Gernant said, "Plan B is a good gig. It keeps you involved, gets you around the state, and gives you insights into the way things are done in other counties. It's also great to realize that the Judicial Department has excellent, dedicated staff people at work all over the state."

Increasingly, retired judges go well beyond their governmental service and conduct extensive business in the private sector. Mediation and arbitration were just beginning their growth spurt at the time Justice Roberts retired from the bench. She trained with Judicial Mediation and Arbitration Services (JAMS) in California and worked with Judge Kristena LaMar as she was developing Multnomah County's civil settlement program. Justice Roberts joined USA&M as a panel member and continued to do mediation work until just this year.

"Although I had not expected to work after leaving the court system, with almost 20 years in alternative dispute resolution I consider myself lucky to have continued to work and to effectively have another career in the legal profession," Justice Roberts said.

As an appellate judge, Judge Deits didn't have much contact with lawyers or litigants, but now is very much enjoying building personal relationships with the parties and learning new skills. She said, "As a mediator, unlike a judge, you have the responsibility and opportunity to guide the parties to a fair outcome that will avoid the stress and cost of litigation. That is a rewarding but challenging task." Judges Johnson and Leggett also plan on doing more mediation and arbitration work as they move closer to completing their Plan B service.

The judges' active, busy lives don't stop with work. They relish the new freedom in their schedules and are finding time to engage in new activities they had either put aside long ago or have always wanted

to do. Justice Roberts wrote her fascinating book, *With Grit and By Grace: Breaking Trails in Politics and Law, A Memoir*. And of course, her Tuesday golf day is sacred! Judge Johnson also enjoys golf and is mining her artistic talents by painting, sculpting, and crafting with found objects. Judge Gernant has traveled all over the world, and Judge Leggett is teaching cross-country skiing.

To a one, they miss the collegiality of their fellow judges and the mental challenges they faced every day on the bench. Judge Deits noted, "Some of the most fun and rewarding times involved cases where we had serious disagreements. Without exception, my colleagues' disagreement with my view always helped me to refine and improve my opinion."

That the judiciary is often at the center of society's most significant developments comes to light when the judges recall memorable events and notable cases.

Justice Roberts recalls in her memoir the case of *Hewitt v. SAIF*, 294 Or 33 (1982). At the time, workers' compensation law provided that benefits for deceased workers could go to an unmarried woman, and to their children, as long as the couple had lived together for more than a year, but the law excluded unmarried men with children from such benefits. Justice Roberts's opinion extended benefits to the claimant, who had lived with but not married a woman who died in an industrial accident. It was the first case to recognize gender equality as a state constitutional concept.

Perhaps the most harrowing story concerned Judge Johnson's work on the *Lovejoy Surgicenter v. Advocates for Life* case, which involved injunctions prohibiting abortion protestors from blocking access to the clinic. "I had no idea when I got this case, handed off from another judge at the last minute, it would be as explosive as it was," she said. "The sheriff had to screen letters and threatening calls. I was not prepared for that kind of publicity." In fact, on a trip to the beach, her daughters were in one car and she in another. Her daughter lost control of her car, and had an accident. The mechanic said that a bar underneath the car had been cut clean through, a cut very unlikely to have resulted from wear and tear.



Hon. Cheryl Albrecht

Judge Leggett remembered the times after the Marion County Courthouse was set on fire and the criminal caseload moved to an annex site. Resources were scarce, and they had to get creative to keep a criminal trial docket running as smoothly as possible. "It was very stressful, but we learned a lot about ourselves and ways to cope in a crisis."

Judge Gernant remembered the day a sobbing grandmother, testifying in a death penalty case through an interpreter about the defendant's escape in the nick of time as Saigon fell, stood in front of the jury and then fell to her knees and pleaded for her grandson's life. Perhaps related to that testimony, two jurors voted against the death penalty even though the defendant was already serving life sentences for two other murders.

For lawyers hoping to become judges, these stories serve as a reminder that, as Judge Leggett said, "Being on the bench is not something that should be taken lightly and it takes a toll." A consistent theme of advice for those looking toward judgeships: get yourself out there, tell people you'd like to join the bench, do community service in the legal community and the broader community, consider timing and where you are in your career, and work to make up any perceived deficits in your legal background.

A consummate political powerhouse, Justice Roberts reminds us that whether by election or appointment, becoming a judge is a highly political process. "A person seeking an appointment must become known to the appointing authority, usually by having good support and recommendations. And one must know how, or be willing to learn how, to run a campaign and be elected if seeking a state judge position." Though some challenges to the judicial system are familiar, such as budget reductions, making the judiciary more diverse, and increasing programs to enhance access to justice, others are new: a wholesale change in processing cases with Oregon eCourt, dealing with crumbling infrastructure of facilities all over the state, and coping with cases growing more and more complex.

Perhaps the biggest challenge is less tangible—an erosion of recognition of the judicial system's significance in our daily lives. "I hope the judicial department can be treated as an equal branch along with the other two branches, and that judges can gain in stature," Judge Johnson said. "The strength of the judiciary is very important in our political system."

LEG-Up: What to Do During the Downturn

By Helen Yu

It comes as no surprise that the continuing economic downturn is causing anxiety and frustration throughout the country. At OWLS' September 10 LEG-Up, our speaker, Jo Smith of Jo Smith Associates, reminded OWLS members to seek opportunities for growth and development during these difficult times. She suggested five things attorneys should do during the down economy:

1. Nurture yourself. Taking care of yourself is not selfish, but necessary. Use some of your extra time to refresh and renew your spirit—relax, take a vacation, or take the time to learn something you've always been interested in.
2. Hug your clients. Take care of your clients by doing excellent work. Do whatever is necessary to show your clients that you understand their current situations and needs and that you care.
3. Market yourself. Be visible and active in your community. Increase your visibility by writing for publications, giving talks, attending professional functions, and using social media. Network: connect your friends, colleagues, and clients.
4. Invest in yourself. Use the downturn to gain additional skills. Familiarize yourself with your clients' industries. Think about ways to make yourself more valuable.
5. Invest in your firm. Examine your firm's needs and work with colleagues to improve its infrastructure. Find ways that you can contribute to your firm's success.

Jo's most poignant message was that when times are hard, we should "look into the eyes of a child" and gain some needed perspective. The economic downturn will eventually pass. In the meantime, maximize the opportunities and, most important, engage in Jo's "bonus suggestion #6": invest in your community.

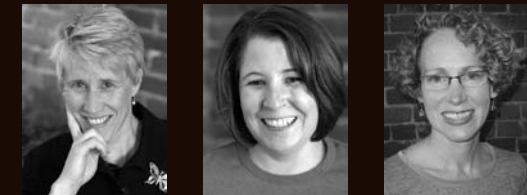
Thank you, Jo, for your suggestions. Many thanks also to Dunn Carney Allen Higgins & Tongue for graciously hosting us in Portland.

Helen Yu is corporate counsel at Hynix Semiconductor Manufacturing America in Eugene.



Jo Smith

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

OWLS Members Take Their Leadership Skills Abroad

By Teresa Statler

At least three OWLS members have enjoyed recent law-related experiences abroad. Kate Wilkinson, Hadley Rose, and Phil Griffin all say they have been changed by their travels.

Kate Wilkinson in India

In late January 2009, Kate Wilkinson, who practices civil litigation and family law at Gartland, Nelson, McCleery, Wade & Walloch in Eugene, went to India, where she spent 30 days on a Rotary Group Study Exchange Program for professionals under age 40. Rotary is a worldwide organization of business and professional leaders who provide humanitarian service, encourage high ethical standards in all vocations, and help build goodwill and peace around the world.

Kate was one of four young professionals from southern Oregon and northern California who visited cities and towns in the state of Andhra Pradesh, on the Bay of Bengal. As part of this cultural and educational exchange, Kate visited numerous courts, bar associations, and attorneys' offices and met with various groups of lawyers, including women's bar groups. After the Rotary trip ended, she spent an additional two weeks on her own, traveling in western India.

Kate stayed with host families, including an older woman lawyer, in whose law office Kate also spent time. She found that in India, the court system is more segregated than it is in the United States, even though both are based on the British common-law system. For example, in India few courts are of general jurisdiction; instead there are family courts, consumer courts, criminal courts, etc. Kate found it shocking that in some civil matters, a case may go on for literally 50 years. That is due, she believes, to a shortage of lawyers and judges, an over-liberal granting of continuances, and evidentiary issues, such as the manufacturing of evidence. Some Indian attorneys she met agreed that it was a frustrating process. Many, however, did not think much of the U.S. system of appointing or electing judges. In India, attorneys become judges on the basis of merit and must pass a test.

Kate also had the opportunity to visit a juvenile detention facility, which was called (and operated as) a home. Its residents were teenage boys, and it focused on rehabilitation and education, rather than on punishment. In India, Kate

learned, someone under 18 would never be tried in adult court, except under the most extreme circumstances.

In Kate's discussions with women attorneys and women's bar groups, the talk often turned to work/life balance. Kate reports that in India, this balance is not much of an issue for women lawyers because those who have children usually live in multigenerational households where there is a mother or aunt to care for the children. In addition, it is inexpensive to hire live-in nannies. The Indian women lawyers, Kate says, found it hard to imagine the often-precarious work/home balancing act their American counterparts deal with on a daily basis.

The trip broadened her world-view, Kate explains, and "gave me a new appreciation for emerging super-powers like India. On a personal level, it was an opportunity to recharge and reflect." She encourages others who may be interested in a Rotary exchange to contact their local Rotary district or club.

Hadley Rose in Rwanda and Cambodia

Hadley Rose, a 2008 graduate of Willamette University College of Law, worked as a volunteer legal fellow in the Kigali, Rwanda, office of the International Justice Mission (IJM) from September 2008 through July 2009.

IJM is a human rights agency whose goal is securing justice for victims of slavery, sexual exploitation, and other forms of violent oppression. IJM lawyers, investigators, and aftercare professionals work with local officials to ensure immediate victim rescue and aftercare, to prosecute perpetrators, and to promote functioning public justice systems.

The Rwanda IJM office includes one in-house lawyer and three Rwandan lawyers who consult for IJM on a case-by-case basis. In addition, two foreign-trained lawyers serve in managerial roles, and another serves in a support role, as Hadley did. The office represents victims

of illegal property seizure and is starting to represent child victims of sexual violence. The lawyers rely heavily on the expertise of social workers to help create rapport with the clients, and also to assist the clients in getting their basic needs met and finding educational and job opportunities, so they are less vulnerable to abuse in the future.

Although Hadley could not practice law in Rwanda or appear before the Rwandan courts, she performed a variety of other law-related tasks, such as legal research, developing case strategy, assisting with will preparation, and developing community education and training. She was also involved in IJM programming tasks, such as proposals to expand the IJM Rwanda project both geographically and in the type of cases taken. She enjoyed interacting with Rwandan attorneys on a regular basis.

Hadley says that legal research in Rwanda was challenging, partly because some of the older laws, including the penal and civil codes, are available only in French and Kinyarwanda, not in Rwanda's other official language, English. Many laws are available online, but searching is not as sophisticated as with Westlaw or Lexis. More of the older laws are being posted and translated as time goes on.

Hadley reports that Rwanda is a civil law jurisdiction, so prior case law is irrelevant to the legal research process. High Court decisions, however, are beginning to be published, and it is possible that Rwanda will shift to common law in the future, following the country's transition to English as the main second language and its desire to merge into the East African Community.

Hadley says her Rwanda experience has changed her deeply: "To begin with, I work for free and am supported on a subsistence income by friends, family, and attorneys I know back in the U.S. But I am humbled daily by how much I have still, compared to others living in Rwanda." She also finds herself changed



Hadley Rose



Kate Wilkinson

by "living in a post-conflict society and in a country still trying to grab hold of reconciliation. It [was] definitely a new experience for me, and it [was] tragic and maddening at the same time." She thinks that in her future work, she will "never be quite satisfied unless I can be making a tangible impact for the poor."

Hadley recommends that you possess "humility and strong listening skills" if you wish to work in other cultures, especially poor ones, since often such countries "do not like strong western powers trying to tell them what to do." She also encourages others not to be afraid of similar unpaid or volunteer positions. She believes that if you are passionate about this sort of work, "others may catch on to your vision and support you financially. Even a short-term volunteer position will provide you with very tangible job experience and will give you contacts in the field."

The legal expertise she gained in Rwanda led Hadley in August 2009 to her new position as a volunteer lawyer in Cambodia for the Public International Law and Policy Group (PILPG). PILPG works with a local group, the Documentation Center of Cambodia, in helping victims and relatives of victims of the former Khmer Rouge regime. In her work for PILPG, whose volunteers include lawyers from around the world, Hadley helps the lead lawyers in filing motions and bringing forth evidence in a sort of class action for damages filed against the regime's masterminds by over 100 civil parties (plaintiffs). It is the first case of its kind in Cambodia. A second such trial will likely occur in 2010, with over 1,000 parties. Hadley hopes that her PILPG experience may lead to a paid position in the second case.

Hadley will be in Cambodia until at least December 2009. Whether or not she returns there, she plans a trip to Oregon over the upcoming holidays.

Phil Griffin in Asia

OWLS member Phil Griffin has a solo practice in Portland emphasizing business law and contracts. His legal adventures in Asia began in 1995 when he received a fellowship from the U.S. government and went to Singapore to research the connections between environmental legislation and the developing market for environmental technology. He was hosted by the National University School of Law and taught a course there on complex environmental litigation. More recently, a client introduced Phil to vari-

ous opportunities to teach law in China, Vietnam, and Taiwan. As a result, he has taught in Asia five or six times over the last two years.

In 2006 Phil was a visiting lecturer at the Vietnamese Institute of Science and Technology in Ho Chi Minh City, in its international MBA program, teaching a course titled "Management of Legal Risk." For the past three years, he has been a visiting lecturer and guest professor in the international MBA programs at two universities in Shanghai, China. In March 2009, for example, he returned from three weeks in Shanghai, having taught a course on product liability. Phil has also taught seminars on alternative dispute resolution, intellectual property, and business negotiation. He was especially excited to receive an invitation from the University of Beijing, China's leading university, to teach at its business school in August.

Phil's students are mostly young Chinese with undergraduate degrees who have returned to school, after several years in the workplace, to obtain an MBA. His courses are taught in English and focus on U.S. law.

In China, Phil says, almost everything is driven by one's relationships. Relationships, both personal and profes-

sional, bring new opportunities, such as the chance to teach in other places.

Phil's work in China has also helped his law practice back home in Oregon. In the last year, nearly half his billable client hours were from cases or clients he picked up in Asia. He is currently representing a Chinese client before the Singapore International Arbitration Centre in a commercial dispute with an American manufacturer. He would like his practice eventually to consist entirely of international work, with a focus on Asian issues.

Phil finds it a pleasure to work in a different culture. He suggests that those who seek similar experiences abroad "be open to potential experiences even if they don't initially meet your exact interests. Network as much as possible with people who are already working abroad. Be persistent in your search."

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



Phil Griffin

SUSAN Z. WHITNEY Arbitrator



Contracts • Construction • Real Estate
Appraisers • Architects/Engineers • General Business
Attorney for 31 Years • 15 Years' Arbitrator Experience

Reasonable Hourly and Daily Rates

503-223-4951
fax 503-954-1542

szwlaw@comcast.net www.susanzwhitney.com

Around Oregon

Cascade Women Lawyers. Cascade Women Lawyers continued to host regular networking lunches throughout the summer. The next lunch is on Nov. 11. For more information, please see the OWLS events page online or contact Lori Harris Hancock at 541.749.4060 or lhancock@schwabe.com.

Clackamas Women Lawyers. On July 25, Clackamas Women Lawyers held a summer picnic at Sunset Park. On Aug. 25, the chapter hosted an evening social at Buckley LeChevallier, sponsored by Jaye Taylor. The chapter hosts monthly luncheon CLEs. The Sept. 17 CLE, titled "Making the Record," covered how to create your record, including getting interpretations into the record. The Oct. 29 CLE will focus on interpretative services. For more information, see the OWLS events page online or contact Carol Anne McFarland at caroleMcF@co.clackamas.or.us.

Coast Women Lawyers. For information on Coast Women Lawyers, please contact Linda Tomassi at the OWLS office, at linda@oregonwomenlawyers.org or 503.595.7831.

Josephine County Women Lawyers. JCWL continues to meet once a month for lunch and conversation at the Bistro in Grants Pass. For dates and times, please see the OWLS events page online. For more information, contact Victory Walker at victory@grants.sopd.net.

Lane County Women Lawyers. The OWLS-Net Committee hosted the third annual networking event in Eugene on Sept. 16 at Ambrosia Restaurant. LCWL will co-host with the University of Oregon a CLE on ethics, access to justice, and child abuse issues on Nov. 13. See the OWLS events page online or contact Kate Weatherly at krweatherly@gmail.com.

Linn-Benton Women Lawyers. LBWL meets every other month for dinner and networking at Sybaris Restaurant in Albany. The next meeting is Nov. 25. For information, see the OWLS events page online or contact Fay Stetz-Waters at faystetzwaters@gmail.com.

Mary Leonard Law Society. On Aug. 20, MLLS hosted a CLE titled "Diversifying the Judiciary: Perspectives on Justice Sonia Sotomayor and Her Appointment to the U.S. Supreme Court." [Please see page 7 for details.] On Sept. 10, MLLS teamed up with several local organizations, law



Some members of the Mid-Willamette Valley Lawyers Against Hunger Soiree Planning Committee, from left: Shannon Terry, Amber Hollister (co-chair), Hon. Jill Tanner, Jeff Dobbins, and Rachel Kittle (co-chair)

firms, and businesses to stage the First Annual Mid-Willamette Valley Lawyers Against Hunger Soiree at Salem's Riverfront Carousel. The event offered hors d'oeuvres and wine and included a silent auction. Chief Justice Paul De Muniz delivered welcoming remarks. All proceeds benefited the Oregon Food Bank and Marion-Polk County Food Share.

MLLS holds monthly brown bag lunches on the Willamette University campus. On Oct. 13, MLLS hosted a new admittee lunch, with Hon. Betty Roberts serving as guest speaker. On Oct. 15, MLLS co-sponsored a Courthouse Connection with the Marion County Bar Association, which highlighted changes in court fees. The Nov. 17 lunch will feature a panel of local women sole practitioners and firm partners. For more information, contact MLLS at maryleonardlawsociety@hotmail.com.

Queen's Bench. Queen's Bench meets monthly for lunch on the second Tuesday of the month from 11:45 a.m. to 1 p.m. at the Rock Bottom Brewery in Portland. July's topic, living abundantly in lean times, was presented by Portland attorney Sarah Krick. Jo Smith spoke at the August lunch about using emotional intelligence in leadership positions. Queen's Bench also held a summer picnic at Peninsula Park on August 9.

At the September lunch, Erin Ruff spoke about her new organization, the Parenthood Academy, in Portland. At October's lunch, Queen's Bench welcomed Professor Ellen Minshew, who shared information about the Individual and Family Matters Counseling Clinic at George Fox University and how the clinic can serve as a resource for clients. The Nov. 10 lunch will introduce attendees to Multnomah County Circuit Court Judge Alicia Fuchs, who will discuss her experiences as a sole practitioner, con-



From left, top: Clackamas Women Lawyers President Carol Anne McFarland, Jennifer Dalglish, and Sonya Fischer; bottom: Rebecca J. Bloom Chapter members Sally Anderson Hansell, Simonne Weyand, and her son Nathan



tract attorney, judge pro tem, and circuit court judge.

For more information, see the OWLS events page online or contact Kristin Sterling at khsterling@stoel.com.

Rebecca J. Bloom Chapter (Umatilla and Morrow Counties). On August 15, U.S. Magistrate Judge Pat Sullivan, OWLS Co-President Heather Van Meter, and OWLS Executive Director Linda Tomassi joined women lawyers for a wonderful potluck at the home of Sally Anderson Hansell. Judge Sullivan provided "Road the Bench" information and discussed her path to the bench. The Rebecca J. Bloom Chapter meets monthly for lunch at El Charrito in Pendleton. For details, see the OWLS events page online or contact Sally Anderson Hansell at 541.567.7800 or sally@andersonhansell.com.

Rogue Women Lawyers. RWL meets for lunch or dinner each month. For more information, please see the OWLS events page online or contact Jamie Hazlett at jamiehzlattesq@gmail.com.

Washington County Women Lawyers. WCWL meets on the third Tuesday of each month for a brown bag lunch at the Washington County Courthouse. WCWL also hosted a BBQ at Rood Bridge Park on Sept. 17. For more information, see the OWLS events page online or contact Mary Bruington at mbruington@mpdlaw.com or 503.726.7900.

Why Men Never Remember and Women Never Forget

By Marianne J. Legato, MD (Rodale, 2005)

Book Review by Teresa Statler

In this poorly titled but interesting book, Marianne Legato, MD, attempts to answer that age-old question: why is it so hard for men and women to understand each other, and what can we do about it? Dr. Legato, an internist and cardiovascular researcher, is a professor of clinical medicine at Columbia University. Her book *Why Men Never Remember and Women Never Forget*, however, is a "popular medicine" or "self help" book. It provides interesting information on how, physiologically, women's and men's brain chemistries differ, which results in their different approaches to relationships and solving the problems of everyday life.

Despite its title, the book only slightly touches on the issue of memory. Instead, the book focuses on providing strategies and tips for bridging the biological gap—to enable men and women to better understand the opposite sex. Dr. Legato intersperses breezy, informal discussions about relationship issues with pages of neurobiological detail about the chemical and hormonal differences in men's and women's brains. The resulting juxtaposition in tone can be jarring at times. The author's goal seems to be to impart some complicated and intriguing medical hypotheses and findings in an easy-to-read format.

Several chapters deal with sex and romance issues, but the more interesting chapters discuss women and aging, women and depression, and "Why Men and Women Respond Differently to Stress—And Why It Matters."

The author explains that there are "gender-specific ways of thinking, remembering, and experiencing emotion." She summarizes recent studies on women's brains, reporting, for example, that women seem to use more parts of the brain than men do when given a wide variety of verbal and spatial tasks to perform. Perhaps, she suggests, that's why women are better at multitasking. Dr. Legato also explains that estrogen has a "profound effect on the way women learn, think and remember."

After discussing the biological reasons that communications between men and women sometimes break down, Dr. Legato offers suggestions on how women can better communicate with men, whether they are husbands or co-workers. These include keeping it simple:

"don't gild the lily, illustrate your points with anecdotes, or even use unnecessary adjectives." She urges women to "make your points as accurately and briefly as you can and then stop." With these and other tips, she implies that men have shorter attention spans than women. I doubt that many women would find this to be startling news. What is news is why this is so, physiologically speaking.

With regard to stress, Dr. Legato states that women often handle it better than men. Women's brains, she says, have more gray matter in the prefrontal area, which gives them a "cushion" of extra cells. In addition, estrogen neutralizes the damaging effect of a variety of stressors on neurons. Estrogen's effect is "probably why women retain greater intellectual ability and function as they age."

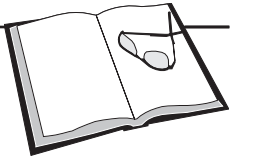
Dr. Legato discusses the chemical reasons women are more likely to suffer depression than men. Many of these are already well known, including fluctuations in hormone levels, especially estrogen. Another is the fact that men make 52% more serotonin (a neurotransmitter

that helps relay signals from one area of the brain to another) than women.

On the subject of aging, Dr. Legato explains that the brain in both men and women gets smaller with age but that loss of tissue, and the resulting loss in brain function, is not uniform in the sexes. She hypothesizes that women lose less brain tissue because of more blood flow to the brain over the life span, which offsets the cognitive effects of aging. She also tells us that "although women retain more brain function later in life, once it goes, it really goes. Women have a higher risk for Alzheimer's than men, age for age, and may be more susceptible to dementia."

If you are interested in women's health issues or in brain science, presented in a casual, readable style, this book is for you. It will not, however, tell you why your husband forgot—again—to pick up the dry-cleaning on his way home from work.

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



Fall 2009

Printed on recycled paper



Judge Merri S. Wyatt and Pamela Jacklin

OWLS Offers LEG-Ups

By Tamsen Leachman and Maiya Hall

At the June 11 OWLS LEG-Up, hosted by Davis Wright Tremaine in Portland, Diane Dreizen, founder of Fulfilling Careers, provided an engaging presentation titled "How to Create a Rewarding Career and Fulfilling Life." Diane works with professional women who are ready to create the life and career they want.

She took the group through an exercise that illustrated the power of focusing on moving toward an ideal rather than moving away from something that is a barrier. Many participants noted how much easier the process of change felt when looking at it this way and identifying several small steps that could easily be taken toward achieving a desired level of satisfaction.

The July 9 LEG-Up, also in Portland, featured a discussion on mentoring led by Multnomah County Circuit Court Judge Merri Souther Wyatt and Pamela Jacklin, a partner at Stoel Rives, our LEG-Up host for the second time this year. They talked about their mentors and emphasized that the mentor/mentee relationship needs to be a good match for both participants. The two dozen women present then discussed their experiences with mentoring relationships and programs, noting what works and what doesn't.

For information on future LEG-Ups, visit www.oregonwomenlawyers.org.

DragonFlies Race Well and Have Fun

By Cashauna Hill

With co-captains Gwyn McAlpine and Robin Bellanca Seifried at the helm, the OWLS DragonFlies completed another spirited race season that included the team's first-ever trip to the False Creek Women's Regatta in Vancouver, B.C.

The 'Flies began the 2009 season in Vancouver on May 23. Twenty-two paddlers traveled with coach Laura Ricker to the race venue, where the 'Flies finished sixth out of 40 women's teams from all over the West Coast and Canada.

The 'Flies then geared up for the Portland-Kaohsiung Sister City Association Rose Festival races, held June 6 and 7 in Portland. The 'Flies finished second in their first heat, and then took first place in Saturday's second race. These results placed the 'Flies in the top-ranked division for Sunday's quarterfinal heat. Up against tough competition, the 'Flies finished fourth in the quarterfinal and were eliminated from competition.

Next the 'Flies competed in the Kent Cornucopia Days 9th annual "Lion's Cup" event, held July 11 in Kent, Washington. Their strong effort was rewarded with a bronze medal-winning finish.

The DragonFlies raced in Victoria,

B.C., on August 15 and 16. The Victoria races, a team favorite, attract top talent year after year, and in 2008 began offering a women-only race division. The DragonFlies finished fifth overall in the competitive-level division.

The 'Flies rounded out their season by racing in Portland on September 12 and 13. They managed to overcome some very choppy water and a last-minute boat switch to land in the top-level women's division after the first day of racing. A third-place finish in Sunday morning's semifinal put the 'Flies in the consolation final on Sunday afternoon. After a difficult start, the 'Flies managed to pull out a second-place finish.

The DragonFlies' roster is made up of about 30 lawyers and legal professionals. The team practices twice a week during the off-season and three times a week during the race season. New members are always welcome. Please contact Gwyn McAlpine at gmc Alpine@perkinscoie.com or Robin Bellanca Seifried at rbellanca@cablehuston.com for more information.

Cashauna Hill, an OWLS board member, is the fair housing staff attorney at the Oregon Law Center in Portland.

Thank you, DragonFlies sponsors:

Platinum Sponsors

Cable Huston Benedict
Haagensen & Lloyd
Landye Bennett Blumstein
Perkins Coie
Yates, Matthews, & Eaton

Bronze Medal Sponsor

Next Adventure

Gold Medal Sponsor

Farleigh Wada Witt

Pearl Sponsors

Barran Liebman
Bodyfelt Mount
Bullard Smith Jernstedt Wilson
Garvey Schubert Barer
Paradigm Legal Nurse Consulting

Silver Medal Sponsors

Clif Bar
Gentle Dental
Weber Gunn