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OWLS Honors Judges Who Inspire Others

By Jane M. Yates

The 2009 Roberts-Deiz Awards Dinner was the culmination of a perfect day in Portland. The beautiful, crystal clear weather

set the stage for the dinner, held March 13 at the Governor Hotel. Over 425 people gathered to celebrate and recognize the achievements of two individuals who have worked to promote women and minorities in the legal profession. For the third year in a row, the awards dinner was sold out.

The Judge Mercedes Deiz Award was presented to the Honorable Richard C. Baldwin of the Multnomah County Circuit Court, and the Justice Betty Roberts Award was presented to the Honorable Patricia Sullivan, magistrate judge for the U.S. District Court, District of Oregon, and an attorney with the firm Corey, Byler, Rew, Lorenzen & Hojem in Pendleton.

As dessert was served, the festivities commenced with a live auction to benefit OWLS' sister organization, the OWLS Foundation. For the second year, auctioneer extraordinaire Sonia Montalbano catalyzed the audience to extend its generosity. Live auction items included kayaking

with Oregon Supreme Court Justice Virginia Linder and a week's stay in Palm Desert, California, at former Justice Betty Roberts's condominium. OWLS

President Laura Caldera Taylor, an attorney with Bullivant Houser Bailey, then recognized the many notable guests in attendance, including state and federal judges and Oregon State Bar (OSB) leaders.

An inspiring slide show, accompanied by insightful recorded comments, introduced the presentation of each award. These introductions served to remind the audience of the great progress made by

Judge Mercedes Deiz and Justice Betty Roberts throughout their careers, and of the progress that women and minorities have made in the legal profession. They should not, however, signal the end of a journey, as OWLS continues to strive to fulfill its mission to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

The first award presented was the Judge Mercedes Deiz Award, which is bestowed upon an individual who has made an outstanding

Continued on page 4



Judges Richard Baldwin and Patricia Sullivan

Photo by Jodee Jackson

“Road to the Bench” Panel Discussion and Diversity Social on April 24 in Portland

Oregon Women Lawyers, the Oregon Minority Lawyers Association, and the OSB Diversity Section invite you to a panel discussion that aims to inspire and encourage diverse members of the bar to consider judicial careers. Join us on Friday, April 24, at 4 p.m. for a panel discussion with U.S. District Court Judge Ancer Haggerty, Oregon Court of Appeals Judge Ellen Rosenblum, Multnomah County Circuit Court Judge Youlee You, and Washington County Circuit Court Judge Marco Hernandez. We will be at the World Trade Center, Building 2, Mezzanine 5, in Portland. Can't make the discussion? Join us for the social at 5:30 p.m.

No RSVP required. No cost to attend. Hors d'oeuvres and a no-host bar will be offered during the social. CLE credit request pending. Special thanks to Williams Kastner for its support.

President's Message



Laura Caldera Taylor

This is my final President's Message. In preparing to write it, I reflected upon my experiences on the OWLS and OWLS Foundation boards. It all began in my first year of practice. I was in my office when the phone rang. This was no ordinary phone call. It was Justice Betty Roberts calling to ask if I was interested in joining the Oregon Women Lawyers Foundation board.

What other organization but OWLS presents this kind of opportunity to a first-year lawyer? Through OWLS I have met many acquaintances, friends, mentors, and mentees. Through this organization my career has been enhanced and my personal life has been enriched.

I want to take this opportunity to say thank you—for the mentoring, friendship, leadership opportunities, professional networking, and listserve referrals. I look forward to the great things that OWLS, and its members, will do to transform the practice of law by advancing women and minorities in the legal profession.

Laura Caldera Taylor
OWLS President

Kellie Johnson Speaks to MLLS

By Hon. Jill Tanner

Kellie Johnson concluded her remarks at the January 21 Mary Leonard Law Society meeting by noting that taking the first step, whether it be entering law school, starting a new job, or finding that next opportunity, takes courage. A first step along the leadership path is "always scary," she explained, because, like Rosa Parks, you are ultimately "acting alone."

Kellie encouraged each of us to find the "shoes" that fit and get walking. "Shoes" is shorthand for Service, Honesty with the proper dash of Humor, Opportunity, Encouragement, and Success.

The first step is to find, through a self-assessment of talents and skills, a path that leads to service and opens a door that serves you and your career. Kellie recounted her road to the Oregon State Bar Board of Governors, on which she now serves, citing her strong interest in and commitment to affirmative action and its role in her decision to become a "voice."

Finding, making, or capturing an opportunity cannot happen, Kellie explained, unless you know others and find connections to open the door for the next opportunity. Each step along the road requires a reevaluation process. Seek input from those who offer encourage-

ment, Kellie advised—you need to reach out to others to give and receive. Kellie reminded us that we each have something to give because we are unique. "Don't talk about it, be about it," she quipped.

Kellie explained that because our success is personal, it can be measured only by each of us. Success, she noted, can be a commitment to make a change—like sharing time and talents with others to make the legal workplace better for women of color.

Kellie, a 1996 graduate of the University of Oregon School of Law, is the immediate past president of Oregon Women Lawyers and helped create its Workplace Leader Award. When she is not working, Kellie devotes her personal time to her seven-year-old daughter, Dae, who, like her mother, loves shoes!

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



Kellie Johnson

Save the Date!

Fall CLE on Sept. 25

The OWLS Fall CLE and 20th Anniversary Reception and Awards Presentation will be on Friday afternoon, September 25, 2009, in Portland. You will not want to miss this terrific presentation and celebration. The CLE will feature keynote



Sarah Weddington

speaker Sarah Weddington, a lawyer, professor, and women's rights advocate. Panelists will include Holly Fujie, president, California State Bar; Kris Olson, former U.S. attorney; and Hon. Darleen Ortega, Oregon Court of Appeals. Katherine H. O'Neil will moderate the panel.

Please join us after the CLE for OWLS' 20th Anniversary Reception and presentation of the fourth annual Workplace Leader Award.

Thank You

In the last issue of this newsletter, we listed OWLS members who had joined or renewed their membership at an enhanced level. We'd also like to thank those who have done so since then:

Eric Meyer
Sandy N. Webb-Robinson
Kyoko Wyse

Bend OWLSNet on April 24

Cascade Women Lawyers invites professional women in central Oregon to an OWLSNet event generously hosted by Schwabe, Williamson & Wyatt at its Bend office on April 24, 4:30–6 p.m. A \$5 donation to Legal Aid Services of Oregon is requested. Please see the OWLS website, www.oregonwomenlawyers.org, for more information.

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

Nominations Sought for OWLS Workplace Leader Award

OWLS' stated mission is to "transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession." We believe that law as traditionally practiced has included barriers to the advancement of women and minorities and has not always been a friend to those seeking a healthy, balanced life. We seek to encourage and celebrate change that will eliminate those barriers and imbalances, and we expect that the profession will be stronger as a result.

While most legal employers agree in concept that such changes are needed, many disagree on how to achieve these goals. How can legal employers help women avoid losing so much momentum in their careers while their children are small that they give up on becoming leaders in the profession? How can part-time employment work, for both employer and employee? How can legal employers promote effective mentoring relationships? What can they do to attract and retain qualified women and minority lawyers and equip them for leadership?

At www.delawareemploymentlawblog.com/2009/03/50_best_blogs_on_wellness_wome.html, you'll find a list of "50 Best Blogs on Wellness, Women's Interests, and Work-Life Balance."

OWLS Foundation-MBA Golf Event on July 23

The OWLS Foundation and the Multnomah Bar Association Golf Committee will co-sponsor a family-friendly golf outing on July 23 on the 12-hole course at McMenamins Edgefield in Troutdale. All holes are very short and playable by golfers and nongolfers alike. Golf clubs will be available for rent.

This outing is for players young and old. Children are welcome and encouraged to attend. A putting contest will be held before the scheduled tee times, and several prizes will be awarded. Players are encouraged to stay after golf for no-host beverages and food.

OWLS Foundation advisory board member Kathy Root is co-chair of this event, and several OWLS Foundation board members will be there as volunteers.

Please make plans to come out and play! For more information, contact Kathy Root at 503.226.7986.

How can they value contributions to the organization that are not captured by the usual quantification tools, such as billable hours?

The Award

The Workplace Leader Award recognizes a legal employer making innovative and effective efforts to promote one or more of the following values:

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

We are not looking for an employer who exemplifies all these virtues. Rather, the award will recognize a specific program, policy, or project that is successfully addressing one or more of the concerns outlined above. We particularly want to encourage applications from in-house legal departments, government employers, and employers who are making strides in recruiting and retaining ethnic

minority lawyers and equipping them for leadership.

In 2008, the award was presented to Gartland, Nelson, McCleery, Wade & Walloch, located in Eugene, for accommodating part-time and flexible schedules, encouraging leadership and mentoring in the legal community, and inclusive decision-making.

The 2009 award recipient will be honored at OWLS' Fall CLE and 20th Anniversary Reception and Awards Presentation, on Friday, September 25, 2009.

Nomination Information

Nominations should include information that will help the award committee evaluate the employer's specific program, policy, or project; the markers of success for that program, policy, or project; and names of people who can be contacted for further information. Nominations must be received by June 1, 2009, and should be sent to Leslie O'Leary, Oregon Women Lawyers, c/o Williams Love O'Leary & Powers, 9755 SW Barnes Rd., Suite 450, Portland, Oregon 97225; loleary@wdolaw.com.

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Roberts-Deiz Awards Dinner

continued from page 1

Photos by Jodee Jackson



Left to right: Nancy Miller, Dean Margie Paris, and Michele Buck-Romero

contribution to promoting minorities in the legal profession and the community. Stella Manabe introduced the recipient, the Honorable Richard C. Baldwin. Stella, the 2005 Deiz Award recipient, lauded Judge Baldwin as a champion of fairness who battles institutional racism. He was a driving force in the creation of the OSB Diversity Section; has been a leader in establishing, supporting, and defending the elimination-of-bias (now access-to-justice) MCLE requirement; and has served as chair of the Oregon Judicial Department Access to Justice Committee.

When accepting the award, Judge Baldwin invited the audience to become the change they wish to see in the world. He observed that everyone has a need to be recognized as a unique human being and that all human beings are born free and equal in dignity and rights. Judge Baldwin also explained that we must educate and change ourselves to become more inclusive and that no civil rights are secure until all are secure.

Judge Baldwin thanked his family and acknowledged the late Judge Mercedes Deiz, before whom he practiced law, noting that Judge Deiz had a particular skill in tailoring appropriate legal remedies.

In closing, Judge Baldwin urged the audience to act in small ways in their individual capacities and reminded us that life is built on small opportunities. What we give,

he said, is always surpassed by what we receive in the giving.

The Justice Betty Roberts Award, presented to the Honorable Patricia Sullivan, recognizes a person who has made an outstanding contribution to promoting women in the legal profession and the community. Eva Jo Temple, a partner at Anderson Hansell Temple in Hermiston, introduced

Judge Sullivan as one who inspires others to take action, setting a standard to which we should each aspire.



From left: Back: Hon. Merri Souther Wyatt, Anne Marie King; Front: Elisa Dozono, Hon. Betty Roberts, Hon. Ann Aiken, and Hon. Pat Sullivan

Judge Sullivan has long been a mentor to young women lawyers in eastern Oregon, constantly inviting them to network, helping them solve problems, and brainstorming about opportunities. She is a leader who brings people and ideas together to improve the lot of women and families.



Left to right: Christy Doornick, Angela Franco Lucero, and Kendra Matthews

Judge Sullivan established the Rebecca J. Bloom Chapter of OWLS, served on the OWLS Board of Directors, has a thriving family, and has engaged in many community activities, such as serving on the Pendleton School District Board of Directors and on the board of Start Making a Reader Today (SMART). Judge Sullivan also founded the Pioneer Relief Nursery in eastern Oregon, which works to strengthen families and keep children safe.

In accepting the award, Judge Sullivan first declared how humbled she was to receive it, and then acknowledged Justice Betty Roberts, who attended the event. Judge Sullivan thanked her daughters and her husband, Steve Thomas, whom she described as her number-one supporter. His unwavering support and commitment to her service, she explained, allowed her to pursue her work, through which the interests of others were advanced. She also thanked many mentors, as well as friends who traveled from Pendleton to celebrate with her.

In closing, Judge Sullivan urged young attorneys to find the time to help others. "I promise you," she said, "that if you get involved . . . in anything that has to do with kids and families and giving of yourselves, you'll never be sorry."

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

Thank you, 2009 Roberts-Deiz Awards Dinner sponsors, for your support

The 2009 Roberts-Deiz Awards Dinner was another sellout success, thanks in no small part to our generous sponsors.

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Special thanks to our volunteer photographer, Jodee Jackson, and to outgoing Roberts-Deiz Committee co-chair Kendra Matthews.

OWLS Foundation Hosts Popular Auction

As part of the OWLS Roberts-Deiz Dinner, the OWLS Foundation once again hosted its annual auction on March 13, raising approximately \$16,000. The success of the auction is attributed to a wonderful Auction Committee and the 154 donors who contributed items, including artwork, entertainment tickets, weekend trips, and many baskets of special gifts. This year's Auction Committee was co-chaired by Kat Rosenbaum and Aruna Masih.



Photo by Jodee Jackson

Enjoying the auction (left to right): Naomi Levelle-Haslitt, Kim Sugawa-Fujinaga, and Rachel Arnold

The live auction, which took place during dinner, generated a lot of energy and laughter due to the splendid performance of our auctioneer, Sonia Montalbano. The live auction featured three fun packages: a private pool party at Uptown Billiards, which raised \$800; a kayaking excursion with Justice Virginia Linder in kayaks she made, which raised \$1,500; and a Palm Desert vacation package donated by Hon. Betty Roberts and the Westin Mission Hills Golf Course, which raised \$1,700.

Other top donors and bidders included Sarah Crooks, Hon. Susan Tripp, Agnes Sowle, Hon. Katherine Tennyson, Lynda and Robert Hilliard, Hon. Mary James, Susan Teller, Roscoe Nelson, Dady Blake, and Hon. Kristena LaMar. Every donation received was important, and the Foundation sincerely thanks each donor.

The OWLS Foundation would also like to introduce our new board officers, whose terms run from June 2009 through May 2010. Terri Kraemer will serve as the Foundation board president. Joining her on the Executive Committee are Phylis Myles, vice president/president-elect; Libby Davis, treasurer; Aruna Masih, secretary; and Trudy Allen, historian.

Thank you to everyone who donated or bid at the auction for supporting the OWLS Foundation and its mission to promote access to justice for women and minorities.

More Than 200 Attend OWLSNet Event

By Elizabeth Tedesco

On February 4, OWLS teamed up with the Oregon Bankers Association, the Oregon Society of Certified Public Accountants, and the Portland Metro chapter of Women in Insurance and Financial Services for a successful inter-professional networking event at the World Trade Center in Portland.

The event began with a presentation by Elizabeth D. Almer, PhD, an associate professor of accounting at Portland State University, about work/life balance issues and the upward mobility of women. Dr. Almer pointed to surprising parallels in the challenges facing women in both the legal and accounting professions. She noted that the number of women in each profession has increased dramatically in the past several decades, and 90% of women are now returning to work from maternity leave, but the number of women at the highest levels of their profession—in law, as equity partners—is disproportionately low. The discussion focused on whether women must spend their careers as non-equity partners or in “of counsel” positions to strike a workable balance between job and home life,

whether this legitimizes the “mommy track,” and whether the benefits of such positions outweigh the drawbacks. As Dr. Almer asked, “Are women are satisfied or ‘satisficing’?”

Dr. Almer's presentation prompted a lively discussion among the more than 200 people in attendance, during both the question-and-answer session and the networking event that followed. OWLS members appreciated the opportunity to connect with, and gain the perspective of, women in the financial industry, particularly in the midst of current events. OWLS thanks Tonkon Torp and the CPA firm Talbot, Korvola & Warwick for their generous sponsorship of this event.

Elizabeth Tedesco is an attorney at Kolisch Hartwell in Portland.



Elizabeth D. Almer

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Thank You, Outgoing OWLS Board Members

By Linda Tomassi

The lawyers and judges who serve on the OWLS board come to this service with a distinctive dedication and passion. Each is actively committed to furthering the OWLS mission to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession. OWLS wishes to extend our gratitude to five outgoing board members for their years of service.

Laura Caldera Taylor, an associate at Bullivant Houser Bailey, has served on the board since 2005 and as OWLS president this past year. Whether Laura was welcoming attendees at an OWLS networking event in Eugene, organizing a board meeting in Roseburg, problem solving with staff, or preparing to emcee the Roberts-Deiz Awards Dinner, Laura kept the OWLS mission at the forefront of her commitment to the organization.

Oregon Super Lawyers magazine named Laura one of Oregon's Rising Stars in 2008. Her ongoing commitment to professional and civic volunteerism includes co-chairing the Multnomah Bar Association CourtCare Fundraising Committee, serving on the Ambassador Board of the Children's Cancer Association, and serving as chair of the Government Roundtables Task Group to the North America Subcommittee of the Anti-Counterfeiting Enforcement Committee of the International Trademark Association. Finally, no gratitude for Laura would be complete without also extending it to her assistant, Marcie Carter, who helped make everything work this year.

Leslie O'Leary, a partner at Williams Love O'Leary & Powers, served two terms on the board, during which she participated in revising the OWLS mission, which resulted in the creation of the OWLS Transformation Committee. Leslie has co-chaired this committee since its inception, and helped create the Workplace Leader Award, the fourth of which will be presented this fall. Leslie said, "I've gotten to know some amazing women and have been delighted to take part in so many wonderful changes to our organization during my tenure on the board . . . I can't wait to see what our board does in the coming years."

Leslie's ongoing professional and civic involvement includes serving on the board of NARAL Pro-Choice Oregon and the board of Oregon Trial Lawyers. She is

also the chair of the AAJ Section on Toxic Environmental and Pharmaceutical Torts. Many thanks to Leslie and her firm for ongoing support of the OWLS mission.

The Honorable Adrienne Nelson, of the Multnomah County Circuit Court, served on the OWLS board for one term and as a deliberator on the Roberts-Deiz Awards Committee for four years. Judge Nelson was the recipient of the 2003 Judge Mercedes Deiz Award and has educated OWLS members through several CLEs, including the 2008 Spring CLE, when she sat on a panel about breaking trails in politics and law, celebrating the release of Hon. Betty Roberts's autobiography.

Tireless in her commitment to women and minorities in the law, Judge Nelson is a mentor through the OWLS Foundation Armonica Gilford grants program, serves as president of the Multnomah Bar Foundation board, chairs the Lewis & Clark Law School Roosevelt Robinson Scholarship Committee, is one of the three Oregon State Bar delegates to the American Bar Association House of Delegates, and is a Girls Scouts Beyond Bars board member. We look forward to Judge Nelson's continued support of the OWLS mission.

Julia Markley, of counsel with Perkins Coie, served one term on the OWLS board, and chaired or co-chaired the Roberts-Deiz Dinner Committee for several years beginning in 2002. She served as the OWLS board liaison with the OSB Diversity Section, providing ongoing collaboration with the bar. Julia maintains her dedication to diversity in the legal community by working with other Asian Pacific American lawyers to launch the first local affiliate of the National Asian Pacific American Bar Association (NAPABA). She will also continue to serve on the OWLS Judicial Work Group to promote diversity on the bench.

Board meetings will not be the same without Julia's nine-month-old daughter, Zorina, who is among the youngest

attendees at OWLS events. Thank you to Julia and her firm for ongoing dedication to OWLS' mission. We look forward to collaborating with Julia and NAPABA.



Nancy Cook

Nancy Cook, Marion County public defender, served on the board during two very different OWLS eras. She served her first term from Roseburg beginning in 1991, when OWLS was only two years old and women lawyers in the area were few and far between. Nancy leaves her second term on OWLS' 20th anniversary, having moved recently to Marion County, and serving during a significant growth in membership. Nancy will continue to serve on the OWLS Regional Outreach Committee, formed in 2006, helping OWLS work more closely with and support our chapters throughout the state. This year she brings new light to finding work/life balance, as she seeks certification as a pyrotechnician in Oregon and Washington, which requires approval from Homeland Security. Nancy loves fireworks.

Alice Bartelt served two terms on the OWLS board, most recently as historian. She retired from the SAIF Corporation in 2007, and in between visits to her grandchildren, is involved in a multitude of public service activities. Alice serves as president of the Beaverton branch of the American Association of University Women (AAUW) and as president of the affiliate board of NARAL Pro-Choice Oregon. With the AAUW of Oregon, she works on issues regarding human services, women, elections, and education. She is the treasurer of a local chapter of Americans United for Separation of Church and State and rules chair for the Democratic Party of Washington County. Fortunately, Alice has many venues to promote women and minorities in the legal profession.

As these five women join the ranks of OWLS past board members, we hope members from around the state will consider board service in years to come.

Linda Tomassi is the executive director of Oregon Women Lawyers.

Pam Knowles Runs for Portland Public Schools Board

By Heather L. Weigler

After nearly two decades of volunteering and working to strengthen the education system for working families, OWLS founding member Pam Knowles is running for Portland Public Schools Board of Education in the May 2009 election.

Pam has extensive experience working on behalf of kids. She was a founding member and chair of the Oregon Commission on Child Care, as well as chair of Child Care Development Services, an organization that works to secure access to child care for families across the state. Pam has also worked as a director of development and marketing at Portland Center Stage and project director of the Portland Schools Foundation's arts education plan.

"I've always had a passion for children and families," says Pam, who started her career as a high school social studies teacher. After graduating from Lewis & Clark Law School in 1983, she practiced employment law at Davis Wright Tremaine, becoming the firm's first female partner. She currently serves as chief operating officer and general counsel for the Portland Business Alliance, one of Oregon's largest business organizations.

Pam credits OWLS with preparing her to take on the challenges of serving on the school board. "OWLS provided me with mentors and skill building that I'll be able to use on the board. It's a wonderful organization, and it's a great way to be around other women being leaders and learn from them."

A mother of three, Pam was able to apply those skills for her own children. "My eldest son, David, always had an artistic bent, even as a small child," she explained. Although David attended Buckman Arts Elementary, an arts magnet school where Pam served as PTA president, there was no arts magnet middle school for him to attend—so she founded one.

Leading a coalition of teachers and parents, Pam spearheaded the da Vinci Arts Middle School, which has grown from an initial enrollment of 60 to 400 students today. All of the electives are art classes, and the only PE class is dance. Her other sons also attended da Vinci, where arts is infused in education.

"My involvement with arts education changed the way I think about education in general," she said. "It's very important for kids to have opportunities to show their creative and innovative side." Arts education, she explained, helps kids develop problem-solving and team-building skills. Most important, it motivates kids and helps them stay in school.

Only 65% of ninth graders in Portland public schools graduate within four years; only 25% of those graduates finish college. Pam wants to change those numbers. "We need an educated workforce; it's a real problem to have such high drop-out and low college-attendance rates. We also need to put more emphasis on the trades and technical training."

Pam says that arts education is one way to reduce drop-out rates, but we need

to reexamine how we're delivering all educational services. "We are in increasingly challenging times, and we need to look at what we're doing and work with partners to determine how we can best fund and deliver educational services to kids. I really believe that we need someone who is a leader and who can develop collaborative coalitions to build schools that support kids and families. I have experience building collaborative efforts and leading them, and I will bring that experience to the table."

For more about Pam and her campaign, visit www.pamknowles.com.



Pam Knowles

Heather L. Weigler is an OWLS board member and an assistant attorney general in the Oregon Department of Justice.

For more information on OWLS and our activities, please visit our website, www.oregonwomenlawyers.org. Check out the pictures, historical information, calendar of events, and volunteer opportunities.



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Political Leadership Series Aims to Inspire OWLS Members

By Heather L. Weigler

On February 10, the OWLS Leadership Committee sponsored the first session of a new discussion series to encourage and equip women and minority attorneys to pursue positions of political leadership. Hosted by Stoel Rives in Portland, the event featured two organizations that recruit, train and assist women candidates: Emily's List and Emerge Oregon. Panelists Barbara Smith Warner, Amy Edwards, and Jeanne Duncan offered insights and advice to OWLS members interested in running for office.

"The most important thing for any candidate to have is a good answer to why she's running," advised Barbara, a staffer for Senator Ron Wyden and an Emerge Oregon board member. "It should be a statement of your values and reflect your assets." She suggested starting by thinking about an issue you care about, how you can have an impact on it, and what paths are available to you to make that happen.

The panelists agreed that the Oregon legislature and Congress need more lawyers, but they advised participants to balance their resumes with government and community service. Volunteering for a campaign is also a good way to get experience in politics, which will help you think about constituencies and identify opportunities to throw your hat in the ring.

Take a leadership role on boards, commissions, and civic organizations to build a foundation of skills and create opportunities to make a difference. Barbara encouraged taking on a cause close to home. "Darlene Hooley got into politics because of concrete playgrounds," she said. Hooley was appointed to a parks advisory committee in 1976 after her son was injured; she retired this year from a decade of service in the U.S. House of Representatives.

OWLS member Amy Edwards, a litigation associate at Stoel Rives and an Emerge Oregon board member, invited participants to apply for Emerge Oregon's inaugural campaign school, which starts in April 2009. Emerge Oregon hopes to give women the tools they need to campaign at all levels, creating a pipeline of women prepared to run for office when opportunities arise.

Jeanne Duncan, senior writer for Emily's List, explained that the Political

Opportunity Program (POP) at Emily's List also recruits, supports, and trains Democratic women candidates to run for and win state and local office. Through POP, Emily's List has trained thousands of potential and actual candidates since it was founded in 2000, after the number of women in state legislatures declined for the first time in 30 years. In the 2008 election, the program helped elect ten women to statewide office, including OWLS member and Secretary of State Kate Brown.

Jeanne also offered participants a blueprint for thinking about fundraising. She advised participants to think about different sources of



Amy Edwards

financing, from their friends and families to people who have an ax to grind with their opponents. She also encouraged candidates not to be shy about asking for money. "People give money because they want to," she explained.

Women win elections at the same rates men do when they run, but they still hold less than a third of elective offices across the county. The panelists observed that women are less likely to run than men for a variety of reasons, all of which can be overcome. For example, women are less likely to believe that they're the best person for the job. "Women feel like they have to work their way up, but men shoot for the moon," said Barbara. "Women should be willing to take a risk. The race you lose could be the best you run!"

At the second session of the series, on March 18, Miller Nash hosted the group in Portland for a discussion led by Nancy Goss Duran, director of executive appointments for Governor Kulongoski. Nancy encouraged participants to develop leadership skills and learn how government works by serving on boards and commissions. She was joined by Emily Gilliland, executive director of Oregon Campus Compact, an organization devoted to helping higher education institutions become involved in community service. Emily sits on the Oregon Volunteers Commission for Voluntary Action and

Service.

Emily has devoted her career to volunteer and community service, including as an AmeriCorps volunteer.

"Two hundred million dollars of the recent federal stimulus package are devoted to national service, and with that come new requirements of transparency and reporting for nonprofits with AmeriCorps volunteers," Emily explained. By serving on the Oregon commission, she has access to that information and a say in how AmeriCorps dollars are spent in Oregon. "Serving on the board helps me have an impact on issues I care about," she said.

Having an impact on public policy is one of the main benefits of serving. Nancy recounted how the Board of Pharmacists helped Governor Kulongoski crack down on methamphetamine. "When the governor took office, he wanted to attack the meth problem right away. He turned to the Board of Pharmacists, and they took action to put pseudoephedrine behind the counter, which had an immediate effect on meth production." Governor Kulongoski "doesn't hesitate to use boards to further his policy goals and to make life better for all Oregonians."

Nancy explained that most boards have a public member position to represent the interests of ordinary citizens. "If you are willing to learn and make the time commitment involved, you don't need intimate knowledge of the field. Good public members are always being sought."

Governor Kulongoski values diversity, and he is always looking for applications from different regions of the state, as well as for women and minority board members, Nancy said. "You bring your life experience and your work experience to the board, and both you and the public benefit," she explained, noting that some board members have used their service to network, generating clients and building other professional relationships. "It's public service that can serve your interests as well."



Nancy Goss Duran



Gov. Ted Kulongoski and Shannon Terry, president of the Mary Leonard Law Society, on Jan. 28 at an event sponsored by MLLS, the Oregon Minority Lawyers Association, and Willamette College of Law

Oregon has more than 200 boards and commissions, and Emily noted that Oregon is unique in providing so many varied opportunities to serve. "One of the great things about this state is how clear and transparent the opportunities are," she said. "It's not like that in other states." A whole spectrum of boards and commissions must keep active and filled, from a board that licenses tattoo artists to one that sets rules for boiler operation, and Nancy is always recruiting. "You can apply at any time, and you don't have to apply to any particular board," she said.

Board service offers many opportunities to develop leadership skills. "The governor wants people who will do their homework and strongly advocate for their positions," Nancy explained. "Even if they're the only one at the table with that opinion, at least it's being discussed."

Nancy invited attendees to contact her and discuss opportunities to serve on boards and commissions. Information about openings and the application process is available at www.oregon.gov/GovBoards.shtml.

The next political leadership discussion will be held in Portland on May 13 at 6:30 p.m. Three women candidates will discuss their experiences running for office and share stories of the campaign trail. Secretary of State Kate Brown will be joined by Cyreena Boston, a staffer for U.S. Senator Jeff Merkley and former candidate for Oregon House District 45, and Donna Maddux, Tualatin city councilor and attorney in charge of the Organized Crime Unit at the Oregon Department of Justice. Three more sessions are planned for the fall. For more information, email hlouweigler@gmail.com.

Heather L. Weigler is an OWLS board member and an assistant attorney general at the Oregon Department of Justice.

Meet Board Member Kathleen Rastetter

By Mavel Morales

One of OWLS' most dedicated members finally joined the OWLS board in the spring of 2007. Kathi (Hansa) Rastetter has been an OWLS member since she moved to Portland in 1992. She has served on the *AdvanceSheet* Committee for many years, writing numerous articles, and last year she helped form the new Clackamas County chapter of OWLS. Kathi says that through OWLS she has met some of the most inspiring, energetic people she's ever had the good fortune to know. Her participation in OWLS, she explains, inspires her not only to be a better lawyer but to work to make the legal profession a better experience for all women and minorities.

Kathi received her B.S. from Purdue University, in Indiana. While her work as a clinical dietitian took her to Denver, San Jose, and Newark, she developed an interest in the law. So she enrolled at Rutgers University School of Law in Newark, N.J. After graduating in 1990, she clerked for U.S. District Court Judge John C. Lifland in New Jersey for two years. Then, when it was time to move to New York and start work at a law firm, she changed her mind and headed to Portland.

In Portland, Kathi did insurance defense and employment litigation at Cosgrave,

Vergeer, Kester for almost 11 years. She was a partner when she decided that she needed to stretch past her comfort zone to learn something new. So in 2004 she began working for Clackamas County as a senior county counsel, where she litigates matters ranging from employment and labor law to civil rights, contracts, tax, elections, and voting rights issues. She also handles appellate and administrative law matters.

Kathi has run 12 marathons, culminating in the Boston Marathon in 2003. She also enjoys skiing, hiking, cooking, gardening, rafting, reading, and hanging out with her husband and his two girls.

OWLS thanks Kathi for her longtime service and commitment to OWLS.

Mavel Morales is the attorney and coordinator for the Project Against Workplace Sexual Violence in the Fields at the Oregon Law Center in Hillsboro.



Kathleen Rastetter

Queen's Bench Meets Lewis & Clark Students

By Hon. Julia Philbrook

Lawyers, judges, and law students enjoyed an evening of networking at Lewis & Clark Law School on March 5. During the reception, two accomplished women, Multnomah County Circuit Court Judge Diana Stuart and Susan Marmaduke, a shareholder at Harrang Long Gary Rudnick, spoke about their sometimes circuitous pathways to satisfying professional careers.

Both women attended law school at a time when women comprised a small percentage of the graduating class. Judge Stuart spoke of her move to Oregon to attend Willamette, sight unseen. After graduating, her first job as a lawyer was for Prisoners' Legal Services. She then worked for Metropolitan Public Defender and the Office of the Federal Public Defender of Oregon. She later became a partner at Goldberg, Mechanic, Stuart & Gibson, where she worked until she was appointed to the bench by Governor Kulongoski in 2007.

Susan Marmaduke talked about her decision not to practice law upon graduating from the University of California at Berkeley School of Law (Boalt Hall). Instead, she married and moved to Yemen. It was only after returning to the United States several years later that she began her legal career—because she needed to support herself and her son. She now serves as chair of her firm's litigation department and practices business litigation in state and federal courts.

Both speakers offered tips on practicing law and stressed the importance of working hard to attain your goals.

Many thanks to the speakers and to the Women's Law Caucus, Lewis & Clark Law School, and Queen's Bench. The camaraderie, hors d'oeuvres, libations, and inspiring talks were enjoyed by all.

Hon. Julia Philbrook, a judge pro tem on the Multnomah County Circuit Court, serves on the boards of Queen's Bench and Oregon Women Lawyers.

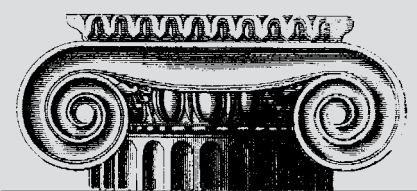
Our mission is to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

I love the OWLS mission statement. Whenever I have the daunting task of following in the "Judges' Forum" footsteps of Judges Rosenblum and Ortega, I reread the mission statement for inspiration. It's just daring enough to be audacious, but if anyone can transform the practice of law, it's the energetic and visionary OWLS membership. Whenever I think of OWLS members pursuing the mission statement, I get an image in my mind of the resolute Rosie the Riveter, dressed in a suit instead of dungarees.

We can really use some of Rosie the Riveter's resolve just about now. Oregon's impending budget crisis is creating ground-shifting implications by the hour. It feels a little like a big roiling earthquake, and you'll know where things will be only when the shaking stops.

In the past few weeks, the Oregon Judicial Department (OJD) has scrambled to absorb \$16 million, then \$11 million, then \$9.4 million in budget reductions for these final four months of the 2007–2009 budget cycle. The courts were to have been closed on Fridays, but that lasted

THE JUDGES' FORUM



By The Honorable Cheryl Albrecht
Multnomah County Circuit Court

only one day. As of this writing, the dust has settled down to six mandatory furlough days for each employee until July 1. Elected judges may not participate in furloughs as the Oregon Constitution prohibits salary reduction for judges. The furlough days are spread out over the week so that enough staff will be available to open courthouses every day of the week, including Fridays.

Things could still change dramatically by the time you read this. Potential after-shocks may result in further adjustments for these final few months. Closures remain a looming presence. The Legislative Fiscal Office has asked state agencies to submit budgets for the 2009–2011 biennium that reflect 30% reductions, as the state grapples with an expected \$3 billion shortfall for that period. Ominously, some refer to the upcoming budget period as the "9-11" budget.

The tumultuous nature of the current cuts and how they apply stems partly from the stronger impact cuts have when funneled into four months instead of spread out over 24 months. At four months, a \$10 million cut is \$2.5 million per month. At 24 months, it's about \$417,000. A crushing 30% budget reduction for a two-year period, however, may end up having the same effect as \$10 million packed into the shorter time frame. As they say, you do the math.

So where do you start making these kinds of reductions? For the Oregon Judicial Department, personnel hours comprise 88% of the budget. For local courts, that percentage is higher. It's people, not courtrooms, that make the judicial branch work. The department won't be able to meet the shortfall by having people buy their own pens, deferring copy machine repair, or cutting travel expenses. The counties, not OJD, pay to maintain court facilities. Chief Justice De Muniz is burdened with the difficult task of making one-time shifts from other dedicated funds, keeping vacancies unfilled, and slashing work hours, in this case, by 7.5%. Really, there's just no other choice.

It's better than it could have been. A late-hour breakthrough resulted in a shift of \$1.7 million to soften the blow created by the furloughs. As a result, mandatory furlough days went from 16 to 6, and pay cuts went from 20% to 7.5%.

Initially, proposed cuts amounted to \$16 million (and still might in these uncertain times). Noting that "Oregonians will have the unfortunate opportunity to learn how justice delayed means justice denied," Chief Justice De Muniz estimated that those cuts would reduce court hours by half. That's right. Half-capacity courts. In that scenario, courts would be able to handle absolute emergencies and cases representing the most extreme public safety concerns. Everything else would be deferred. Perhaps for years.

According to the Chief's analysis, courts operating at 50% reductions would be able to issue abuse protective orders, conduct civil commitments for mentally ill people who are a danger to themselves or others, and timely indict incarcerated criminal defendants, but not much else. The courts would miss statutory hearings deadlines to find placements for children removed from their homes. Criminal trials would be postponed, some for so long that speedy trial protections could compel dismissal of the cases or release of inmates. Landlords and tenants would lose timely court protections of their rights. Only the most urgent family court matters would be heard, and the civil justice system's ability to resolve disputes of every stripe would grind to a halt. Moreover, even at the more modest \$11.1 million in cuts, the state would lose \$5 million in revenue due to the reduced ability to collect judgments.

The 30% reduction for the next biennium is the worst case scenario, but that may very well be the end result. I can barely imagine how the system can sustain that kind of reduction. No telling how many days closed, staff hours lost, or revenue uncollected. One analysis shows that under a 30% cut, the department goes from 1,919 full-time equivalent employees to 1,091, a loss of 828 positions. We'll know shortly whether that becomes a reality. Initial OJD budget hearings took place March 24 to 27,



Hon. Cheryl Albrecht



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and revisions will be made as needed after the revenue forecast on May 15. The official appropriation is expected in late May or early June. My guess is the outlook is not rosy.

While reduced hours will help end the fiscal year with the requisite savings, it seems the savings realized don't reflect the true amount of what's lost. Fiscal analysts can calculate economic impact, but they can't calculate the qualitative losses or the emotional toll for the community when access to justice is so greatly curtailed. It's just a little ironic that those needing the courts' help most during this economic downturn are standing across the counter from someone who may very soon be in the same situation. Once it gets to this point, numbers just don't matter anymore.

You're not alone if you're having a profound sense of *deja vu*. The situation is remarkably similar to 2003, when we absorbed significant cuts in the waning months of the biennial budget by closing courts one day per week. During that time, court-appointed attorneys were so underfunded that defendants charged with nonviolent crimes were unprosecuted for four months. Some might remember news stories of defendants challenging each other to car-stealing contests. At this juncture, we do not know the amount of budget cuts for the district attorney's offices, the Public Defense Services Commission, the Department of Human Services, law enforcement agencies, corrections, community supervision, etc. In other words, it could get lots worse soon.

Because of the constitutional provisions, judges will work at the courthouse on any closed days or furlough days. If courthouses are closed on days they are normally open, the courts must be careful not to conduct any matters that would constitute public court proceedings. Otherwise, the day would count as a regular business day and have all of the implications, including counting for purposes of statutes of limitation, service deadlines, and other time-sensitive matters.

During the 2003 closures, judges in Multnomah County performed weddings; conducted presentations before schools, community groups, and civic organizations; organized court improvement projects; and handled settlement conferences. The Judicial Outreach Committee grew out of that time period, as did the move to make Fridays a day for motion hearings, pleas, settlement conferences, and the ilk. Judges are now discussing a

variety of projects in the event of closures, including the possibility of partnering with federal court judges to explore resources for prisoners reentering the community.

Unfortunately, pro-tem judges, hearings referees, and administrative law judges in the executive branch are not exempt from the cuts, and they will suffer the same reduction in hours as other employees. As a result, high-volume, essential dockets such as arraignments, workers' compensation hearings, landlord/tenant cases, and employment hearings are just a few of the many types of cases that face significant delays in the event of closures. I remember all too well my own panic in 2002 and 2003 as the Multnomah County hearings referees contemplated the moving target that was their employment. Would all 13 of us be laid off? All get cut to half-time? Attrition ultimately helped our particular salary cuts remain at 20%. Ever feel grateful for a 20% salary cut? I certainly did. Hearings referees around the state are again confronted with that same gnawing, disquieting uncertainty.

We've been watching as the recession has crept into our lives, bit by bit, making it harder to get a loan or a new position and easier to get a good seat

It seems the savings realized don't reflect the true amount of what's lost.

at restaurants. It became more invasive as we saw neighbors, friends, and family lose jobs. Now, it affects the entire community, which needs courts to provide public safety and forums for dispute resolution. The need for justice doesn't go away during a recession. You know that phrase "think globally and act locally"? That's just what the current economic crisis is now doing.

Although morale around these parts is foundering, our amazing employees are tenacious and courageous in the face of it all. They serve as an inspiration. Their example, and this article, have left me with the resolve that the work we do as judges and lawyers, giving life to the rule of law, is so very fundamental to the functioning of our government and our society. If anything, we must not give into despair but must continue to contribute our voices and our service to those who rely on us, whether the times be placid or rocky. I keep this lantern by my side. Rosie the Riveter would have nothing less.

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Tips for Mentees from Your Mentors

By Susan M. Hammer

Lots of books and articles discuss how to be a good mentor. We honor good mentors and extol their virtues on a regular basis. Much less has been said about the other half of the equation; that is, what makes a good mentee?

A few months ago, I thought we mentors should quit talking about this topic just among ourselves and, instead, share our thinking with mentees in the legal community. I assembled a group of experienced mentors: former Justice Betty Roberts, Presiding Judge Jean Maurer, Gail Achterman, and Janet Hoffman. We got together after work over a glass of wine and addressed the question, What makes a good mentee?

First, a caveat. This article assumes that “we” are mentors and “you” are mentees. In real life we are all both, depending on the circumstances. We acknowledge the false polarity, but use it to pass along our thoughts.

We mentors find most relationships with mentees very rewarding. We want each mentee to succeed, and we think about her career path, the experiences she needs, and whom she needs to meet. We can’t do enough. We become truly invested in her success and view her as part of our legacy.

But some others . . . well, we wonder if they missed some basic life-training. We cringe at a sense of entitlement. We find that the mentee is long on requests and short on appreciation. She doesn’t seem to understand how to best use our time. We don’t hear from her unless she needs something, and sometimes we wish she’d move on.

We assume that even these mentees would want the relationship to be different. Here are a few suggestions:

Is it a match?

A successful mentor/mentee relationship starts with a mutual interest between the individuals and compatible personalities. The relationship should be enriching for both people. Since mentees are usually the ones seeking out the relationship, we advise you to choose carefully. You may have different mentors for different purposes: one for your legal specialty, one for your aspirations (becoming a judge, for example), one for navigating law firm politics or finding work/family balance, and one for advice on meaningful and

strategic contributions in the nonprofit world. A good match can last a lifetime; a bad match is less fun, even a chore, and will eventually fizzle out. Whether formal or informal, short- or long-term, choose well.

Boundaries and respect

Many women strive to be nonhierarchical, friendly, open, and helpful, which may send mentees the wrong message. As mentors, we are different from your peers. We are generally older and more experienced. Although we may strive to be approachable, we still expect to be treated with respect. Inappropriate informality that says in some way “I take this for granted” is off-putting. Pay attention to titles, appropriate deference, and the right mix of personal/professional content in a conversation.

I’m too sexy for my clothes

Yes, we may be old fogies, but sometimes we have a hard time with the way young women dress. We’d like to say it doesn’t matter, but it still bothers us. As one mentor said, “Cleavage doesn’t make you look smarter.” When we introduce you to clients, invite you to an event, or ask you to accompany us to court, we expect professional dress, by our old-fogey standards. Lots of skin, cleavage, tight clothes, and so forth are a distraction and, in our eyes, undermine your professional appearance.

Emily Post, where are you?

We love it when you send a handwritten note straight from the heart. It doesn’t have to be long. The fact that you thought about how to say “thank you” and took the time to write a note, address an envelope, and find a stamp counts for a lot.

We like to be asked to write a letter of recommendation (not commanded) and to be given the name, title, and address of the person to whom we are writing and enough lead time to fit it into our schedule. It is helpful if the mentee writes talking points that we can build on—we like it when you think about how to make it easy for us to help.

Mentors also like to be asked to help when it’s a good time for us. Going out to lunch can be a big chunk out of our day when coffee or an office visit might suffice. If you ask a mentor out for coffee,



Two wonderful mentors, the late Judge Mercedes Deiz (left) and former Justice Betty Roberts, on Feb. 8, 1982, the day Justice Roberts was sworn in to the Oregon Supreme Court

offer to buy the coffee, even if your mentor makes more money. It shows that you appreciate her time.

Mentors want you to think about how to ask for advice. Brainstorming is fine if you don’t know how to get started or where to turn. But if you have a sense of direction, give some thought to your tentative conclusions and your questions. For example, you might say, “I’ve done this research and am thinking about applying to these three firms. I think they would be a good match for these reasons. Here are my priorities. What do you [mentor] think?” Remember, your mentor may be giving a reference, and she would love to be able to say wonderful things about your organizational skills and your focus.

Stay in touch

Mentors like to hear from mentees when you don’t need anything. An email or card sharing a success, a set back, an update on life, or a photo says to the mentor that you value the connection. Mentors feel that the primary job of staying in touch falls on the mentee. We don’t move around much. You do. Stay in touch!

These are only a few of the thoughtful comments that came out of our discussion; many more are available. Stay tuned as OWLS gages interest from the membership about the possibility of providing a program on this important issue.

Susan Hammer is a mediator, an attorney, and a mentor. A longtime member of OWLS, she is committed to supporting women in the legal profession.

Janet Stauffer Runs for Dufur School Board

By Heather L. Weigler

OWLS member Janet Stauffer is seeking a spot on the Dufur School Board in the May 2009 election. She decided to run after attending the first session of the 2009 Oregon State Bar Leadership College. "I found it really inspiring, and the local school board election seemed like a good place to start."



Janet Stauffer

Janet graduated from the University of Washington School of Law in 1986 and now practices collection law with her husband of 20 years, James K. Woods, in Dufur. Dufur School is a K-12 of about 280 students in Wasco County, attended by their two sons and their 18-year-old daughter, Ellen. Ellen, now a senior, started high school with a class of 38 students. Only 18 (47%) are expected to graduate this spring.

"I'm running for school board to help keep kids in school," Janet explained. "We need to find out why kids drop out or leave Dufur School." She wants to make sure that enough classes are offered to keep students engaged in learning.

Janet has volunteered as a teacher's aide at all grade levels, fundraised for student events and college scholarships, and next year will serve as a substitute teacher. For six years she served on the St. Mary's Academy School Board in The Dalles, two years as board chair.

Voters in the Dufur School District approved a bond in last November's election to increase educational opportunities for high school students by improving the school's facilities. "Over the next two years, the high school will be remodeled with a new kitchen, cafeteria, and shop building," Janet said. Safety hazards have decreased opportunities for welding and agriculture classes. "Those classes are really important to students in our area," Janet said. "I'm excited for the opportunity to be a part of improving Dufur School."

For more about Janet and her candidacy, you can contact her at jstauffer@ortelco.net.

Winter LEG-UPs Address Financial Planning

By Maiya Hall and Tamsen Leachman

The OWLS LEG-Up events on February 12 and March 12 in Portland addressed financial planning issues.

In February, Carole Ann White of Carole White Financial Services discussed the components of a financial plan that are relevant to people in the early stages of their careers, the options available as you develop your plan, and the considerations that affect decisions you make along the way. She spoke about the importance of budgeting, long- and short-term savings, and staying true to your values. In a presentation interwoven with comments and questions from the audience, Carole explained many aspects of financial planning in terms that everyone could understand.

At the March LEG-Up, Alice Tang, vice president of the Business Planning Group in Clackamas, asked the attendees, "What is keeping you up at night?" Not surprisingly, many mentioned the recent downturn in the economy. Alice helped the group put recent events in perspective by providing powerful examples of prior economic downturns and the importance of reacting logically and carefully rather than emotionally. She also suggested steps we could take to reframe long-term goals and the paths to achieving them.

Alice discussed personal financial stability and how to attain it, outlining various choices and showing us how much our future is affected by decisions we make today. She also talked about fear and how we can be our own worst enemy when it comes to financial decisions. Alice reminded us that we have the ability to make good choices if we become active in our own financial planning and management.

A heartfelt thanks to the speakers and to our generous hosts, Tonkon Torp and Barran Liebman, for providing space and delicious refreshments.

Maiya Hall has joined the law firm of Alan K. Karpinski. Tamsen Leachman is a partner at Dunn Carney Allen Higgins & Tongue. Both are in Portland.



Alice Tang

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Agnes Sowle: An OWLS Founding Mother

By Hon. Jill Tanner

Agnes Sowle, the Multnomah County attorney since her appointment in 2003, knows that tough legal decisions are made easier when "it's the law." One of the primary functions of a county attorney is to issue legal opinions. A legal opinion that Agnes issued in March 2004 concluded that not granting marriage licenses to same-sex couples in Multnomah County was a violation of the Oregon Constitution. To those who thanked her, Agnes's matter-of-fact response was, "It's the law."

As a result of that decision, Agnes became both famous and infamous to Oregonians who did not know her.* To OWLS members, however, she was already well known and loved as one of our founding mothers. Following in the footsteps of her dear friend and OWLS' first president, Katherine O'Neil, Agnes served two years as OWLS' second president, after having drafted the OWLS bylaws and been elected its first corporate secretary.

Agnes's personal history serves as a real-life example of her belief that anyone can overcome obstacles—and she has. Agnes was raised in Oklahoma and Idaho by two alcoholic parents who, despite their addiction, managed to work, living paycheck to paycheck. The only expectation set for Agnes was that she marry someone who could take care of her. In her senior year of high school, Agnes dropped out. She traveled around the United States, worked odd jobs, eventually received a GED, and took college courses when she scraped together enough money and stayed long enough in one place.

Agnes returned to Boise, Idaho, in 1972, where she managed a bar that lawyers frequented. Those acquaintances, good and bad, and her love of lawyer-centered television shows like *Perry Mason* and *The Defenders*, in her words, "sowed the seed" for her legal career. A marriage, followed by the birth of her son and three years in Illinois, delayed her pursuit of a college degree. After returning once again to Idaho, Agnes earned her college degree while raising her son. Law school at the University of Idaho followed. One-third of her classmates were women, and many were mothers. Agnes met the challenge of a rigorous legal education but was disappointed when many of her women classmates dropped out.

Agnes opened her law practice in Moscow, Idaho, in 1982. While growing her practice, she taught business law at Washington State University and the University of Idaho. In 1984 Agnes was elected president of the county bar association. She created the Idaho State Bar series of legal information programs for nonlawyers in northern Idaho in 1984–1985.

Agnes's move to Oregon in 1987 and her employment as a commercial litigator for a firm that rented space to Katherine O'Neil and her husband, Toby Graff, netted her a lifetime friendship. Agnes credits Katherine with not only "opening doors, but taking my hand and urging me through." She recalls that as a new attorney with no connections to the city or state, she was fortunate to be introduced to members of the Multnomah Bar Association Committee on the Status of Women, "a group of extraordinary women attorneys, many of whom became role models." The Portland chapter of OWLS, Queen's Bench, will always have a special place in her memories because of the "immediate welcome" and social/professional network it provided her when she first arrived in Portland.

A gentle but persistent nudge from Toby Graff encouraged Agnes to share her leadership skills with the Oregon State Bar. She served on the OSB Board of Governors in 1997–2001, and in her final year she was its vice president. After a short break, Agnes joined the boards of the Multnomah Bar Association and the Oregon Law Institute, serving from 2003 through 2006.

In between her professional obligations, Agnes pursues her interest in art, specifically, in using gourds as a medium. She is particularly interested in the design elements of Pueblo Indian pottery. In keeping with her passion for excellence, Agnes's self-taught skills earned her an invitation to participate in a "juried show" in 2004, and she now participates in two or three shows each year. Sometimes Agnes will be so absorbed in creating pieces that she will work on them 20 or 30 hours a week. Her other leisure-time passion is whitewater rafting; her most memorable excursion was a 19-day trip down the Colorado River.



Agnes Sowle

Agnes credits OWLS members with creating a better working environment for women. She encourages OWLS to continue working to reduce the barriers encountered by women and to maintain its image as a supportive professional organization. Agnes encourages all of us to take ethics and professionalism very seriously. She strongly believes that we are all fortunate to participate in the legal profession and it is our obligation to give back to it. While giving, she concludes, we all receive. Agnes knows from firsthand experience that it is difficult to balance career and family, but she says that doing something you enjoy in support of OWLS should tip the scales in favor of finding time to volunteer.

OWLS extends a special thank-you to Agnes for sharing her talents with us, and we wish her continued success.

*At a trial challenging the county's action, Judge Frank Bearden agreed that denial of same-sex marriage licenses was a violation of the Oregon Constitution. The Oregon Supreme Court reversed on other grounds. The constitutionality was never fully litigated before a measure amending the Oregon Constitution to state that only marriage between one man and one woman is valid was passed by the Oregon voters.

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

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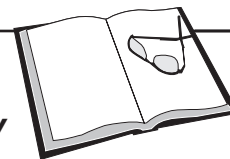
Contact us at 503.595.7831 or
linda@oregonwomenlawyers.org.

Ending the Gauntlet

Removing Barriers to Women's Success in the Law

By Lauren Stiller Rikleen (Thomson/Legalworks, 2006)

Book Review by Cashauna Hill



Ending the Gauntlet is an easy-to-read manual for women attorneys hoping to achieve success in private practice. Part One "identifies the gauntlet that women experience—the challenges and roadblocks they face as they struggle to succeed in law firms." Part Two "weaves together the voices and issues unique to women and the often divergent perspective of the Managing Partners." Part Three "sets forth recommendations for change, describing concrete actions which law firms can implement."

If *Ending the Gauntlet* has one fault, it is that much of the information and anecdotes pertain to large firms. As Ms. Rikleen notes, however, large firms often serve as models for the profession's management and progress. Thus attorneys at small and medium-sized firms may also find valuable lessons in this book.

The author provides a holistic look at the problems many women lawyers face: lack of professional fulfillment, uncertainty about their future and position at their firms, and the challenge of serving themselves and the needs of their families as well as their clients. These problems, Ms. Rikleen notes, manifest themselves in many ways, particularly in women's higher-than-average attrition rates at private law firms.

Ms. Rikleen argues that the legal profession underwent a "radical transformation" from "overt" exclusion to "benign" exclusion of women as they entered in ever-increasing numbers. Part One's central thesis is that "short-sighted decisions and flawed management structures" currently permeating the profession continue to make law firms an "inhospitable environment for women." As a result, women are often excluded from decision making and information sharing at firms, and partners at some firms refuse to give female attorneys plum assignments.

The billable hour is, predictably, a topic of much discussion in *Ending the Gauntlet*. According to the women surveyed, billing hours in the 2,000–2,400 range is not reasonable and requires constant work, which leads to less personal and family time for women and, often, high levels of stress.

Other topics Ms. Rikleen explores are "rainmaking" and the way it may (or may

not) affect women's careers; mentoring opportunities for women within firms; the "conflict between work needs and family responsibilities"; the part-time/full-time tension, as many women attempt to reduce their hours in order to pursue other interests; and the impact of a reduced-hours schedule on chances for partnership.

In Part Two, Ms. Rikleen broaches the subject of diversity and the richness it brings to any workplace. She also shares comments from managing partners she interviewed, noting that "a significant disconnect exists between those who run law firms and those who work in them." One problem, she says, is that most managing partners see business development as a gender-neutral issue, which means there is no problem to fix. This failure to note the reality of gender politics ignores what many women experience daily.

Part Three provides strategies for "ending the gauntlet," describing tangible practices that law firms can implement to foster women's success in the workplace.

These strategies include the following:

- Develop effective leaders.
- Measure job performance in a gender-neutral way.
- Reduce the firm's use of the billable hour to generate fees and measure performance. If retaining the billable hour, minimize its negative effects.
- Develop a compensation system that rewards what the firm values.
- Help women develop their skills at generating business.
- Analyze the costs associated with attorney recruitment, retention, and attrition.
- Develop strategies to increase the retention of associates.
- Develop policies and practices that assist families.

Ending the Gauntlet is a fascinating and thought-provoking book for women attorneys and those interested in seeing them succeed.

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

“Road to the Bench” Visits Salem

By Lora Keenan

“Luck is where opportunity meets preparation,” Judge Katherine Tennyson noted at the February 12 meeting of the Mary Leonard Law Society, the OWLS chapter in Salem. Some variation of that observation has been mentioned by several speakers at MLLS’s recent programs focusing on the theme “Empowering Women, Engaging in Leadership.” Many leadership roles exist, and countless trails have been blazed to success in those roles. On February 12, Judge Tennyson, Judge Mary James, and OWLS Co-President-elect Heather Van Meter spoke about their perspectives on the “Road to the Bench.”

Judge Tennyson is presently the chief probate judge for Oregon’s Fourth Judicial District (Multnomah County) Circuit Court. As she noted, state court judges in Oregon initially are either appointed by the governor or elected to an open seat, and whether a seat will be filled by appointment or election depends on the timing of the vacancy. Judge Tennyson was elected to an open seat in 2002. She said the political work she had done early in her career was integral to her election: she knew how campaigns worked and whom to hire as campaign staff.

Judge James was appointed to the circuit court bench in Oregon’s Third Judicial District (Marion County) in 2003; her docket consists of a mix of family, criminal, and civil cases. A judge’s primary role, she noted, is to solve problems that people cannot solve themselves. She has observed that governors look closely for sensitivity and patience, or “judicial temperament.” Opportunities to develop problem-solving skills and judicial temperament abounded in

Judge James’s employment law practice, including acting as a mediator and counseling clients about how to effectively resolve disputes.

Heather Van Meter, who practices with Williams Kastner in Portland and has worked with various OWLS programs for



Photo by Jodee Jackson

Left to right: Heather Van Meter, Judge Mary James, and Judge Katherine Tennyson

lawyers interested in the bench, noted the importance of politics in the judicial selection process. Prospective judges should understand the politics of the judicial district in which they would like to serve. Governors can vary in terms of their commitment to appointing women and minorities, Heather pointed out. She stressed the importance of mentors and encouraged looking for mentors among people you already know.

The panelists offered many other insights and tips for those considering pursuing a judgeship, including these:

- Know yourself. Talk with current judges, consult the OWLS publication *Road to the Bench*, and honestly assess whether the judiciary is the place for you. Ask yourself, “Why do I want to be a judge?” and “What would I bring to the job?” Write down the answers. This exercise will be invaluable preparation for interviews by the Governor’s Office.

- Connect with your community. Legal and bar connections are important, including local bar associations, your law school, Inns of Court, and OWLS (of course!). Other types of community connections should not be overlooked and are often key to establishing crucial connections with voters. Examples include Rotary, Girls Scouts, and even your children’s sports teams. As Judge James advised, “Demonstrate that you’re part of the community where you want to be a judge.”

- Broaden your experience. Few lawyers have extensive experience in every area that judges handle. Cultivating several practice areas, however, is good preparation for the bench. Courtroom work is key. If your firm offers few opportunities to do trial work, look for pro bono opportunities. Also, keep good records of the cases you’ve tried and the names of opposing counsel.
- Cultivate respect. The opinions of those who know your work well can be crucial to an election or appointment. Sometimes the most revealing information about you can come from opposing counsel or your support staff.

MLLS is grateful to these panelists for sharing their thoughts on how interested lawyers can be prepared when a judicial opportunity presents itself.

A Road to the Bench presentation will be held in Portland on April 24; see page 1 for details. To obtain an electronic copy of the *Road to the Bench* handbook, email shawn@oregonwomenlawyers.org.

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