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OWLS Bestows Roberts, Deiz Awards

By Hadas Cassorla

On March 12 at the Governor Hotel in Portland, 450 people gathered for the 18th annual celebration of a strong, active, and supportive OWLS community. For the fourth year in a row, the Roberts-Deiz Awards Dinner, highlighting OWLS' mission to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession, was a sold-out event.

The recipient of the Judge Mercedes Deiz Award was Oregon First Lady Mary Oberst, and the recipient of the Justice Betty Roberts Award was Sarah J. Crooks, a partner at Perkins Coie.

The program began after dinner and a live auction benefiting the OWLS Foundation, hosted by the inimitable Sonia Montalbano.

OWLS Co-Presidents Gwyn McAlpine, knowledge management manager at Perkins Coie, and Heather Van Meter, a member at Williams Kastner, thanked the sponsors of the event. The evening's Title Sponsor was Perkins Coie, and the Diamond Sponsor was Williams Kastner. The many distinguished judges and guests in attendance were also recognized. The co-presidents paid tribute to the memory of two important members of the legal community who died late last year: Kathryn Ricciardelli, former OWLS president, and Nancy Bergeson.

The Judge Mercedes Deiz Award was then presented to First Lady Mary Oberst. The introduction started with a multi-media presentation that included inspiring interview clips from OWLS members about why Judge Deiz was so important to them and the community. The award presenter, Elise Gautier, editor of the OWLS *AdvanceSheet*, then introduced this year's recipient.

The Judge Mercedes Deiz Award recognizes an attorney who has made an outstanding



Sarah J. Crooks (left) and First Lady Mary Oberst

Photo by Jodee Jackson

contribution to promoting minorities in the legal profession and the community. Mary has been promoting minorities in the profession and throughout Oregon for many years. She is an active member of the Oregon Minority Lawyers Association, supporting its work since it was founded in 1991, and she has been a strong supporter of the Oregon State Bar's

Opportunities for Law in Oregon program and the Campaign for Equal Justice. She has also promoted minority interests beyond the legal community, serving, for example, on the Board of Trustees of the Oregon African American Museum and spearheading the successful fundraising campaign to restore the Kam Wah Chung Museum in John Day.

To a standing ovation, Mary received her award. With great humility, she said that she had not really done anything extraordinary. She credited her parents with talking regularly to their children about "fairness, justice, and the dignity of all people," and she reminded us that we have many teachable moments. "So, please," she said, "take the time to find those moments, and talk to the children in your lives. Keep the conversations—and the work—going."

The Justice Betty Roberts Award recognizes outstanding contributions to promoting women in the legal profession and the community. The audience was treated to another superb multi-media introduction, with interview clips from past award recipients. Former Justice Susan Leeson, the 2004 Roberts Award recipient, introduced Sarah J. Crooks. Drawing a timely similitude, Justice Leeson stated that this award, "is equivalent to the Academy Awards, only one is for acts, one for actions."

Sarah has taken action to promote women through many organizations. She is, for example,

Continued on page 4

Co-Presidents' Message



Gwyneth McAlpine

Volunteering is a curious thing. Obviously, it is critical to the organizations receiving the volunteer service, which is why we say we do it. Volunteering, how-

ever, can be as valuable to the volunteer because the sense of pride, purpose, and accomplishment we receive by volunteering often outweighs the time and energy we expend. In just the past few weeks, we have seen many OWLS members volunteering.

OWLS member Jane Paulson, who serves on the board of the Portland affiliate of Habitat for Humanity, put us in touch with an opportunity to participate in its Women Build project, a house built entirely by women. On a Saturday in February, a bumper crop of OWLS members and friends showed up at the site, ready to work on a simple, decent house for a family in need. In March, Sonia Montalbano and April Kusters organized a cell-phone drive to benefit the Portland Women's Crisis Line. To date, over 50 phones have been collected for victims of domestic violence.

The Roberts-Deiz Awards Dinner itself was organized by volunteers and included silent and live auctions, which together raised \$16,500 to benefit the OWLS Foundation. The Foundation uses the funds to educate and support women and minorities in accessing and participating in the justice system. And, of course, the award recipients themselves, Oregon's First Lady Mary Oberst and Sarah J. Crooks, are super volunteers, donating hundreds of hours of their time to benefit women and minorities in our community.

Gwyneth McAlpine
Co-Presidents, Oregon Women Lawyers

Their speeches were inspiring reminders that each of us can make a difference as long as we take the first step.

Knowing these women, we also know that none of them volunteer for the recognition. Rather, they are motivated by the joy of helping others and the desire to leave the world a better place than they found it. The best way you can show your appreciation for our Habitat volunteers, Jane, Sonia, April, our First Lady, Sarah, and all the others, is to find your own way to give back, whether by volunteering for a charitable organization or contributing to OWLS' culture of support and its work advancing women and minorities in the legal profession. You'll feel great, someone will get a leg up, and you may inspire another person to experience the value of volunteering.

We have truly enjoyed our years of service to OWLS, the OWLS board, and our community, and we hope that our little bit of service has left the OWLS community in a better position than when we began. We would like to think that, as OWLS' first co-presidents, we provided an example that career women can accomplish as much, if not more, when working together. For us, the time and energy involved was vastly outweighed by the personal reward we gained from our time with OWLS over the last several years. We are filled with a sense of hope for the future of OWLS and for the future of women and minorities generally and especially in Oregon.

We thank you for the opportunity to serve OWLS.



Heather Van Meter

Heather Van Meter

Congratulations to the OWLS members appointed to the bench so far this year:

Judge Rebecca A. Duncan
Oregon Court of Appeals

Judge Suzanne Chanti
Lane County Circuit Court

Judge Kathy Weber
Clackamas County
Circuit Court

OWLS Seeks Nominations for Workplace Leader Award

Deadline: June 1

The OWLS 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 to exemplify all these virtues. Rather, the award will recognize a specific program, policy, or project that is successfully addressing one or more of these values. We particularly encourage applications from in-house legal departments, government employers, and employers making strides in recruiting and retaining ethnic minority lawyers and equipping them for leadership.

Nominations must include information that will help us evaluate the employer's specific program, policy, or project; its markers of success; and names of people to contact for further information. Visit www.oregonwomenlawyers.org for more details. Nominations must be received (preferably by email) by 5 p.m. June 1. Send them to Cashauna Hill, at chill@oregonlawcenter.org, or c/o Oregon Law Center, 921 SW Washington, Suite 516, Portland, OR 97205.

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

Save the Date!
**OWLS Fall Conference
 and Reception**

**Keynote Speaker
 Patricia Ireland**

Past President, National
 Organization for Women



Patricia Ireland

**Panelist
 Judge Anna J. Brown**

Friday, October 22, 3 to 5:45 p.m.

Join us at 6 p.m. for a reception
 to honor the recipient of the
 OWLS Workplace Leader Award

Portland

OWLS Members Launch Opt-In Group

During the first week of January, Marti Long hit a nerve on the OWLS listserve. She posted a query seeking advice about applying for jobs after taking a mommy break. The advice and comments started pouring in. Clearly this issue needed sunlight and air.

Nancy Segal then used the listserve to volunteer to organize a get-together of OWLS members interested in discussing opting back into the workforce, prompting board members Shari Gregory and Cynthia Fraser to volunteer to co-facilitate. When nearly 50 members indicated interest, a chat in a home or café was no longer an option.



Nancy Segal

On February 17, Portland firm Barran Liebman hosted a full conference room of women lawyers at different stages in their careers, with varying reasons for having been out of the legal workforce. Whether it was mommy or medical, two years or 20, many of the concerns and barriers were the same. How do I explain my absence? What is the technology being used now? Where are the best tips for resume writing and interviewing? What about new requirements and skills I might need? How do I find my heart in the practice of law? What about the competition?

Those present said they'd like to create an ongoing network of support. Professionals opting back in want support for taking small steps back into the professional world, finding part-time and full-time work, and creating a work/life balance. They want a way to share resources, connect with more of Oregon's women lawyers, and see "success panels"—sessions with women lawyers who have successfully opted in.

The group received that evening the option to join a separate listserve, found at owls opting in@googlegroups.com; referrals to the Oregon Attorney Assistant Program; and these suggestions for expanding your network and meeting others with similar concerns: volunteer on a project, get involved with a legal organization's committee, and attend OWLS chapter functions, LEG-Ups, and networking events.

If you want to tap into what this group will become, join the Google Group, and keep your eyes peeled for postings about the next meeting.

Professionals Network at OWLSNet Event

Over 150 lawyers, bankers, accountants, and students attended the OWLSNet Networking Event at the World Trade Center in Portland on February 4.



Gwen Griffith

The evening started with an address by lawyer and author Gwen Griffith of Tonkon Torp, based on her new book, *Family Wealth Transition Planning*.

After the presentation, attendees reconnected with old friends and created new business relationships with professionals in accounting, law, and banking.

The evening was made possible by sponsorships from Talbot Korvola & Warwick, Tonkon Torp, and the Oregon Bankers Association. This annual event was co-hosted by OWLS, the Oregon Society of CPAs' Career Development Team, and the Oregon Banking Association.

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Enjoying the festivities on March 12
(Left to right)

Top: Terri Kraemer, Lora Keenan, Justice Susan Leeson, Judge Jill Tanner, Concetta Schwesinger, Kathi Rastetter, Audrey Matsumonji, Kellie Johnson, Gerry Gaydos

Bottom: Laurie Craghead, Ellen Jones, Valeri Love, Megan Livermore, Liz McNeill, and Gloria Trainor



Photos by Jodee Jackson

OWLS Bestows Awards

a volunteer attorney for Legal Aid Services of Oregon's Domestic Violence Project, training other attorneys to represent domestic violence victims as well, and she is on the Campaign for Equal Justice Board of Directors. Sarah was a member of the OWLS Board of Directors from 1998 to 2004 and served as OWLS president from 2003 to 2004. She has also been active in the National Conference of Women's Bar Associations, serving on its board of directors since 2004 and currently serving as its president.

Justice Leeson, and Sarah herself, noted

that at her young age, receiving an award such as this is not typical. Sarah attributes her ability to do all that she has done to her youth, sugar, caffeine, vitamin D, and Perkins Coie. Sarah also spoke of her grandmother as setting a great example of putting charitable work at the fore and teaching her that education is the key to unlocking doors. Sarah concluded by encouraging all present to get involved in OWLS' mission.

Hadas Cassorla is a contract attorney at Cassorla Law in Beaverton.

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OWLS Foundation Hosts Terrific Auction

By Jill Brittle

As part of the OWLS Roberts-Deiz Awards Dinner on March 12, the OWLS Foundation once again hosted its annual auction, raising about \$16,500. More than 150 donors contributed items, including weekend trips, entertainment tickets, jewelry, wine, and many baskets of special gifts. This year's Auction Committee was co-chaired by Jill Brittle and Karen Nashiwa.

Top donors/bidders included Kathy Root, Dina Glassman, Marsha Naegeli, Ira Zarov, Gwyn McAlpine, Carol Bernick, Julie Engbloom, Judge Kristena LaMar, Lynda & Robert Hilliard, Roscoe Nelson, Karen Story, and OWLS chapters throughout the state. Every donation received was very important, and the Foundation would like to sincerely thank each donor for contributing. Many thanks also to Sonia Montalbano, our live auctioneer.

The OWLS Foundation's new board officers will start their one-year terms on May 1. Phylis Myles will serve as board president. Joining her on the OWLS Foundation Executive Committee are Aruna Masih, vice president/president-elect; Libby Davis, treasurer; Jill Brittle, 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.

Jill E. Brittle is a partner at Brittle & Brittle in Portland.

Thank you, 2010 Roberts-Deiz Awards Dinner sponsors, for your support

The 2010 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 Kristin Sterling.*

Meet Judge Rebecca A. Duncan, Oregon Court of Appeals

By Cashauna Hill

Judge Rebecca A. Duncan is the newest judge on the Oregon Court of Appeals. Appointed in January by Governor Ted Kulongoski, Judge Duncan is the eighth woman and the first career public defender to serve on the court.

A native of a small Wisconsin town, Judge Duncan grew up at a YMCA camp and conference center, of which her father was the director. In Wisconsin she gained an appreciation for the outdoors, an appreciation that would later lead her to make her home in Oregon, with all of its natural beauty.

Judge Duncan came to Portland in 1989 to attend Reed College. After two and a half years at Reed, she returned to Wisconsin to finish her political science degree at the University of Wisconsin at Madison. After graduating with honors, Judge Duncan enrolled in law school at the University of Michigan. She spent her summers cultivating her interests in criminal and international law by clerking at a district attorney's office, a public defender's office, and a human rights organization. She also spent a semester as a full-time extern with the U.S. State Department's Office of the Legal Adviser in its Office of Law Enforcement and Intelligence.

After earning her law degree, Judge Duncan moved to Portland and began working at the Washington County office of the Metropolitan Public Defender (Metro). As a public defender in Washington County, and later in Multnomah County, she was responsible for handling everything from probation violation hearings to jury trials. She enjoyed helping her clients, learning from other lawyers and judges, and playing a role in ensuring the strength of the criminal justice system.

In 2000, Judge Duncan left Metro for what was then known as the State Public Defender's Office and is now known as the Office of Public Defense Services – Appellate Division. In 2003, Judge Duncan became the assistant chief defender and therefore responsible, with the chief defender, for managing the division and its staff. She managed her own busy appellate caseload; coordinated the division's response to significant decisions issued by U.S. Supreme Court and the Oregon appellate courts; and represented the division before the Oregon legislature, drafting and testifying about legislation to improve the appellate process in criminal cases.

During her years at the Appellate Division, Judge Duncan litigated many cases in the Oregon appellate courts. When asked to describe her workload, Judge Duncan recounted that she once presented five oral arguments before the Oregon Court of Appeals in one day. Decisions were issued in all, and four of the five decisions were in Judge Duncan's favor.

Judge Duncan was encouraged to apply for the open position created by Judge Walter Edmonds's retirement by people familiar with her work, including judges. Raised by her parents to believe that a person's talents and energy are to be used to serve her community, Judge Duncan decided to seek the position. Having specialized in appellate law and successfully managed a demanding case load in a subject area that constitutes a substantial portion of the Court of Appeals cases, she wanted to offer her experience and work ethic to serve the court and the people of the state. She feels blessed to have been supported by OWLS members during the application and interview processes, as well as since her appointment.

Judge Duncan enjoys her new job; she finds oral arguments particularly rewarding. She believes that they are useful in helping the court understand the parties' positions (and helping the parties understand the court's concerns), thereby assisting the court in reaching the right result.

Judge Duncan came to the bench with a wealth of criminal trial and appellate experience, and she is eagerly familiarizing herself with the intricacies of civil appellate practice. To do that, Judge Duncan is using the same common-sense strategy that she used as a criminal defense attorney: she sees her new role as an exercise in sorting through the issues to figure out the puzzle inside of every case.

Judge Duncan is married, and she and her husband have enjoyed exploring Oregon. They have climbed Mount St. Helens, canoed in Willapa Bay, and kayaked close (but not too close) to orcas in the San Juan Islands. For a few years, they took up distance running, and Judge Duncan ran the Portland Marathon twice. Much of the couple's adventuring (and all of Judge Duncan's distance running) was done before their two daughters were born. The girls are now three and five, and they keep their parents more than

busy. Judge Duncan said she has been inspired by other women lawyers and judges who have advanced their careers while balancing their family obligations.

At the close of our interview, Judge Duncan offered the following advice for young lawyers: "Enjoy and believe in the work that you do—that is success."

OWLS congratulates Judge Duncan on her appointment to the bench. She is running to retain the seat in November, in an uncontested election.

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



Judge Rebecca Duncan



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OWLS Members Are Running for Office

By Hon. Jill Tanner

Two OWLS members are running in contested races this May—Ann Lininger and Janet Stauffer—and one OWLS member, Sandy Webb, will run against an incumbent in the general election in November.

Ann Lininger is running to retain her seat on the Clackamas County Commission, a seat she has held since January 2009. Before that, Ann was the director of program-related investing at the Meyer Memorial Trust. Raised in southern Oregon, Ann has a BA from Yale and a JD from New York University. She has served on the boards of several nonprofit organizations and currently serves as president of the Oregon Law Foundation.

As stated on her website, Ann's top priorities for Clackamas County are to get its residents back to work; keep vulnerable families and seniors safe and healthy; and make careful, efficient use of tax dollars and other public resources. For more information on Ann and her goals, please visit www.annlininger.com.

Janet Stauffer is running for circuit court judge in District 7, which comprises Hood River, Wasco, Sherman, Gilliam, and

Wheeler Counties. A graduate of Seattle University and the University of Washington School of Law, Janet has practiced law for many years in Dufur, where she has been active in the community and has served on local school boards and as a volunteer for Court Appointed Special Advocates (CASA).

In January, Janet hosted a total of seven 90-minute informational sessions in five different counties on legal topics, including drug court, bankruptcy, criminal defense, and estates. She'd like to use the sessions as a model for a "community law school" program this fall.

If Janet is elected to the bench, she will be the first woman judge in District 7. For more on Janet, please see her website, www.janetstaufferforjudge.com,

and the Spring 2009 issue of this newsletter, available online at www.oregonwom-enlawyers.org/membership.

In the general election, **Sandy Webb** will run against the incumbent



Sandy Webb

for state representative for District 26, located in Clackamas and Washington Counties and including the cities of Gaston, Sherwood, and Wilsonville, portions of Hillsboro and Aloha, and the Charbonneau and Bull Mountain residential areas. Sandy's campaign, her first for a legislative seat, is fueled by her belief in "the possibilities of good governance" and that "inclusion is key to greater efficiency and a community's ability to set and reach goals for improvement."

A graduate of Towson State University in Maryland, Sandy earned a JD at Whittier Law School and an LLM at Georgetown University Law Center. She practiced law in Maryland before moving to Oregon, where she has a solo practice handling elder law, business formation, land use, and real estate cases. Sandy's consulting service offers analysis and research on environmental, educational, and other projects.

Sandy teaches land use and real property law to paralegal students at Portland Community College. She participates in community affairs and volunteers once a week at a crisis call center, answering phone calls from people with drug and alcohol problems or considering suicide. In her spare time, Sandy trains for triathlons, in which she has competed since 2005.

Sandy says that the most important issue facing Oregon and the people in her district is stable funding for education. She believes that the solution can be found in "kicker reform and a real rainy day fund." She also wants to ensure that "we have a stable long-term water future and programs to protect the environment and our energy future."

You can find more information about Sandy at www.electsandywebb.com.

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



Janet Stauffer



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ATTORNEYS AT LAW

Checking In with the OSB's Diversity Administrator

By Teresa Statler

Frank Garcia Jr., the diversity administrator at the Oregon State Bar, is in charge of several programs at the bar, including the Affirmative Action Program (AAP) and Opportunities for Law in Oregon (OLIO). In May 2010, he will have been on the job for two years. The *AdvanceSheet* spoke to Frank about the progress these programs have made under his direction, as well as his goals and priorities for the next several years.

Frank, who has a master's degree in higher education administration, came to the bar after working in the banking industry, where he applied diversity management principles in pursuit of increasing organizational performance and profitability. He has also worked in Oregon state government, leading efforts to increase workforce diversity and inclusion.

According to the bar's website, the AAP's mission is "to support the mission of the Oregon State Bar: by promoting respect for the rule of law, by improving the quality of legal services, and by increasing access to justice." The AAP does this by "striving to increase the diversity of the Oregon bench and bar to reflect the diversity of the people of Oregon, by educating attorneys about the cultural richness and diversity of the clients they serve, and by removing barriers to justice." The AAP's programs are either "allocative" or "non-allocative." Allocative programs are open to any law student who can advance the AAP's mission; non-allocative programs are open only to law students from historically underrepresented communities.

One of Frank's first tasks at the bar was to reestablish the good will between the Oregon State Bar and the minority legal community, after prior difficulties in that regard. He did so by reaffirming and focusing on longstanding programs of the AAP, like OLIO, showing that the bar's commitment to diversity is clear and unwavering. Frank said he has also strengthened the AAP budget, which was in a deficit when he arrived, by cutting costs and overhead; coming up with new fundraising ideas, including expanding sponsorship opportunities for firms, companies, and individuals; and conversations he has had with Oregon lawyers and others in the legal community.

For example, Frank recommitted to working with the organization Friends of OLIO, through which individuals and

firms give funds and are "sponsors" in OLIO, the bar's ethnic minority law student recruitment and retention program. The efforts have resulted in a comprehensive fundraising strategy that now allows sponsors to determine in advance their annual financial contribution for the academic year. In the current down economy, Frank is proud of having been able to raise \$40,000 for OLIO in his first year and \$50,000 in his second year.

Frank has also provided information to the OSB Board of Governors about what the AAP does and its value. He notes that current trends indicate that when the 2010 census results are released, we'll find that one in four Oregonians is a person of color. Thus, Frank says, "diversity is everybody's business."

OLIO is the AAP's main non-allocative program. Frank describes it as an enrichment program for minority law students at all three Oregon law schools, a sort of "acculturation" to the law. OLIO helps carry out the AAP's mission to increase the diversity of the bar's membership by holding an orientation for new law students in the summer, study-skills workshops,

employment retreats, and networking events and by implementing a peer-mentor program. In addition, OLIO works with law firms, corporations, government agencies, and

public interest groups to find summer clerkships for participants. Frank says that these programs, along with OLIO's bar exam workshops, "lead to higher graduation and bar passage rates for minority law students."

The AAP's allocative programs include eight annual \$2,000 scholarships for which entering and current Oregon law school students who intend to practice law in Oregon are eligible. Recipients are selected based on financial need, qualifications to help further the program's mission, and other considerations. Other

Continued on page 8



Frank Garcia Jr.

"A Portland lawyer called me at 4:12 pm and asked if I could get him a reporter that afternoon and again the next day. The location was aboard a Greek ship which could only be reached by a short ride in a small boat and a long climb up a rope ladder. There was only one thing to say.

"Of course."

—Catherine Teach



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A Visit with OWLS Board Member Cynthia Fraser

By Mavel Morales

An OWLS member since its inception, Cynthia Fraser welcomed the invitation to become an OWLS board member in 2008. One of only a few women on the board with over 20 years' experience in the law, she says the board's energy and dynamism make it unlike any other board on which she has served.

Cynthia, a native Oregonian hailing from Eugene, earned a BA in history at the University of Oregon in 1980 and a JD at the University of Oregon School of Law in 1987. Between college and law school, she worked as a pacesetter and manager at Nordstrom's Place Two store in Eugene. Despite her success in retail, she decided to follow in her father's footsteps by pursuing a law degree. After all, she had grown up being cross-examined at the dinner table by Robert Fraser, so how hard could cross-examination by a law professor be?

After graduating from law school, Cynthia spent three years in private practice before dedicating the next 16 years of her career to the public sector. She worked first as a trial attorney with the Oregon Department of Justice, specializing in condemnation- and transportation-related litigation, and then for the Oregon Department of Transportation, where she created and

managed the agency's first Alternative Dispute Resolution Program.

Cynthia is now an owner at the law firm Garvey Schubert Barer, where she has worked since early 2005. Based in Portland, she focuses in the areas of eminent domain and property tax and valuation. The practices have interrelated principles, and she feels fortunate to have more than one legal specialty. In addition, Cynthia continues to pursue her passion as a mediator and arbitrator and has been named by her peers to *The Best Lawyers in America* in the area of alternative dispute resolution for 2008–2010.

Cynthia says that her greatest gift and passion is being a mom to her wonderful ballerina daughter, Keena. When she isn't busy supporting her daughter's involvement with the Portland Festival Ballet Studio, you can find her sailing with her husband near Eugene.

Cynthia's advice to new attorneys is threefold. First, always be professional. Your professional behavior reflects well on you and will contribute to your long-term success. Second, find a specialty and pursue it professionally and through bar activities. Condemnation law found her—that's what she was hired to do at the DOJ—but she pursued speaking engagements and bar work to become recognized as a specialist in the field.

Lastly, Cynthia advises, "find a way to stay connected with other lawyers in the community and in your area of practice." Join a board or other organization that interests

you and contribute in a significant way. If a board doesn't fit you, Cynthia says, resign and find a board that does, so you can excel at what you are doing. "Excelling at extracurricular activities will expand your network of colleagues and ultimately enhance your career."

Cynthia credits her success to hard work, wonderful mentors, and a supportive husband, Phil Griffin, who is also an attorney and shares in raising their daughter. Cynthia encourages new attorneys to reach out to the legal community for career support, noting that "many wonderful mentors are out there, willing to share."

Thank you, Cynthia, for your commitment to OWLS.

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



Cynthia Fraser

Checking In with the OSB's Diversity Administrator

allocative programs include bar exam grants, clerkship stipends, and public honors fellowships.

Under Frank's leadership, the bar has recently partnered with local community-based organizations such as the Urban League and the Hispanic Chamber of Commerce in Portland to spread the word that the bar is focusing on access-to-justice issues and is interested in increasing the bar's diversity. Additionally, the bar has fostered increased dialogue with, and alignment of diversity programs across, the specialty bars. For example, the bar held a Diversity Summit last November, co-sponsored by OWLS, to bring a broad cross-section of the membership together to "take stock" of the bar's diversity work over the last 35 years and identify new opportunities for the future.

One of the key themes that emerged from the summit was "educational pipeline." To that end, the bar has begun

to explore opportunities with both the Classroom Law Project and the Portland State University (PSU) Office of Diversity and Multicultural Student Services to create a gateway to the legal profession and to increase access to justice. In partnership with the Multnomah Bar Association, the programming at PSU may include lunch programs, guest speakers, panels, informal and formal mentorship opportunities, LSAT preparation courses, and a "Law Day," to name a few.

Frank said that in addition to continuing to advance all AAP programs and OLIO, his short-term goals for the AAP include these:

- Increasing the AAP staff to three full-time employees within the next 18 months
- Continuing to expand the AAP's fundraising base, and raising \$50,000 for OLIO this year
- Increasing internship and clerkship

opportunities that require research and writing for OLIO students

- Increasing bar-exam passage rates for OLIO students by focusing training efforts on the Multi-state Bar Exam
- Becoming a resource to bar members in identifying career development and professional advancement strategies
- Coordinating and formalizing "pipeline" strategies across the Oregon legal profession
- Building long-term relationships with local community-based organizations that serve populations from historically underrepresented communities
- Increasing the diversity of the bar's membership

OWLS congratulates Frank on his energy, dedication, and hard work as the bar's diversity administrator. We wish him well in this important work.

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

continued from page 7

Thank You, Outgoing OWLS Board Members

The OWLS Board of Directors is a working board. Board members lead, mentor, govern and solve problems; generate ideas, momentum and sponsorships; and are generous with their time, talent and resources. OWLS is grateful to five outgoing board members for their dedicated service to the OWLS mission and to the community.

Gwyn McAlpine and Heather Van Meter provided an alternative leadership model, serving as OWLS' first co-presidents.

In addition to serving as an OWLS officer for years, Gwyn was co-captain of the OWLS Dragonflies. She is always willing to help, and her energy and skills have been a wonderful addition to the OWLS Executive Committee. Recently, Gwyn's career focus changed as she became Perkins Coie's first full-time knowledge management (KM) manager. She "is responsible for providing structure and access to the firm's work product, expertise, and resources, which allows our attorneys and paralegals to produce a high quality work product more efficiently." Gwyn brought her KM expertise to OWLS, and she knows she will not be taken off speed-dial anytime soon.

Brooks Brothers Offers Tips on Career Wardrobe

By Helen Yu

OWLS was pleased to have our January 14 LEG-UP event hosted by Brooks Brothers at its downtown Portland store. The Brooks Brothers style team provided simple tips and suggestions for maximizing one's professional wardrobe.

The style team emphasized the importance of having a streamlined professional wardrobe that focuses on a few key pieces. Our diverse group of law students, new admittees, and seasoned practitioners was well advised to "keep it simple, keep it conservative." Maintain a few key items that you can rely on—perhaps some non-iron shirts in classic colors that compliment suits or separates, to which you can add personal touches by accessorizing. The staff also showed how simple alterations can dramatically improve the look and fit of one's wardrobe. Our sincere thanks to Brooks Brothers for generously sharing its store, refreshments, and expertise with OWLS.

Helen Yu, is an attorney with Yu & Yu in Corvallis.

While Heather Van Meter wasn't busy becoming a member in the Portland office of Williams Kastner, she was leading committees and organizing professional and community service activities. Heather put the spotlight on the work needed in Oregon to increase diversity on the bench, and she puts her time where her values are by co-chairing OWLS' Judicial Work Group and coordinating statewide Road to the Bench presentations with Judge Katherine Tennyson. She also co-chaired the 2009 Fall CLE Committee, bringing Sarah Weddington and a diverse panel of other accomplished lawyers to Portland. She never let her busy litigation practice get in the way of her duties as co-president. A hearty thank-you, Heather.

When Cynthia Fraser saw that OWLS members were starting a conversation about "opting-in" to the workforce after a parenting or other career break, she took notice and told the board that the time to address this topic had come, and she volunteered to help facilitate. Cynthia is featured in this issue just in time for us to thank her for her service.

Shari Gregory has dedicated her career to helping people, especially lawyers,

with career transitions, personal crises, drug and alcohol counseling, and general wellness. As assistant director of the Oregon Attorney Assistance Program, she counsels individuals and groups, coordinates women lawyers' retreats, and is the go-to person for lawyers who need a hand at whatever stage in their career. OWLS is grateful for Shari's energy, leadership, and commitment to OWLS.

OWLS also thanks Maiya Hall Olson for her service on the OWLS board. For years Maiya has been involved in the Leadership Committee and coordinating LEG-Ups and has provided hands-on assistance to staff for OWLS events. Her enthusiasm for OWLS is infectious. Maiya will soon take a break from private practice to be with her first child, and we wish Maiya the very best on this new journey.



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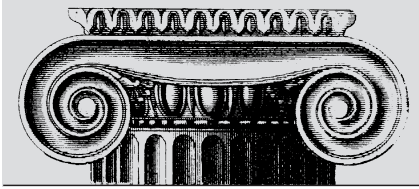
Raising Judges

Once read a vivid article about a unique breed of workers, Columbia River bar pilots. With its treacherous bar creating breath-holding navigation hazards, the Columbia River requires highly experienced and trained pilots to steer cargo ships through one of the most daunting waterways in the world. Their numbers are few—16 pilots (including one woman) comprise the Columbia River Bar Pilots organization. The work is dangerous. Using nothing but a rope ladder, pilots climb aboard towering oceangoing ships in frigid, dark, stormy seas. Since the organization's inception in 1841, about 24 pilots have died in such conditions. It's not the kind of job you look for on *Jobdango.com*. Pilots are drawn from the ranks of top ship captains and have to pass rigorous testing to obtain a pilot's license.

OK, so the only storm that's threatened to blow me out to sea is a storm of paperwork. But it struck me that bar pilots are like judges in the sense that the jobs require specialized skills and are filled using nontraditional hiring practices. At the time they become pilots and judges, it's a calculated gamble as to whether captains and lawyers can reconfigure and expand their accumulated skills to meet the new and different challenges. Some people may have the vision to see themselves making this transition, but many other qualified people would never seek the job without the gentle nudge of mentoring and recruitment.

My own story is an example. Even though I spent lots of time in the courtroom as a criminal defense attorney, being a judge did not enter my mind. I watched judges have very moving conversations with their probationers during violation hearings. Sometimes I longed to step away from my legal advocacy role and speak to my clients struggling with addictions and mental illness in that same directive way. Still, I did not even think about being a judge until one day when Judge Alicia Fuchs, then serving as a full-time judge pro tem, called me. She knew I was thinking about my next career step and said, "I think you'd like this job." It started quite the internal dialogue: "Hmmm. Judge. Judge Albrecht. The Hon. Cheryl Albrecht. Weird. But not that weird. Yeah, that would be alright. I wonder what it'd be like on the bench. Maybe I'll be as organized and thorough as Judges Wilson and Frantz. Or maybe

THE JUDGES' FORUM



By The Honorable Cheryl Albrecht
Multnomah County Circuit Court

I'll have Judge Maurer's insight. But how would I decide between 'sustained' or 'overruled' as fast as they do?"

Once I had my brain wrapped around the idea, I initiated the process to obtain pro tem approval by submitting an application to the Multnomah Bar Association Judicial Screening Committee. After receiving approval, I was available to fill in for referees as they took vacations or moved around to different courtrooms. I knew right away it was a good fit. When Judge Michael McShane was appointed to the Multnomah County Circuit Court, I applied for his full-time pro tem position and was hired for the job.

Two articles I read recently about judges' gender and race pointed out how coming from different perspectives affects decision making. To me, the effect of gender and race on judicial decisions pointed out the importance of increasing diversity within the judiciary and got me to wondering about ways to do that. I remembered my own experience, and how one phone call changed my whole future.

"Judge Welch told me, 'You should think about this,'" Judge Katherine Tennyson said about how she became interested in the judiciary. Similarly, Judge Adrienne Nelson received encouragement from Judge Mercedes Deiz. "She was the first person to say to me that I would be a good judge because 'I had fire in my belly.' Her vote of confidence in me was a surprise and a humble moment for me, but it planted a seed that grew."

Judge Kelly Skye, formerly Governor Kulongoski's legal counsel, assisted him in making his judicial appointments. She spoke with the governor "a lot about what qualities make a good judge, how different experiences and backgrounds contribute to the bench, what the job actually entails and what types of rewards it brings, whether judges really make a difference in our machine of a system, and how judges can and should contribute to the legal community and the community at large." She never saw her-

self on the other end until the governor himself suggested it. "It prompted soul searching, but in the end, the more I considered it and talked with judges about it, the more I realized that my heart is in public service, and that I truly care about what happens in this courthouse."



Hon. Cheryl Albrecht

Recognizing the powerful effect of such contacts and guidance, the OWLS Judicial Working Group (JWG) coordinated Road to the Bench programs around the state, and incorporated outreach to potential applicants into its efforts to provide support and networking for members pursuing judgeships. Co-chaired by Judge Katherine Tennyson and Heather Van Meter, members of the OWLS JWG talk with OWLS members and other lawyers and judges all over the state to help identify future judges, and then call those individuals. "People respond really well," said Judge Tennyson, who has been active with the work group from the beginning. "It gets them interested and they start envisioning the possibilities."

Triggering the "envisioning" process is especially important considering the historical lack of diversity in the Oregon judiciary. It can be difficult to see yourself in a job when you don't see anyone who looks like you. "I assumed being a judge would never happen to someone like me," Judge Darleen Ortega noted. "It was seeing women like Judge Leeson on the bench that encouraged me because she was relatively young and I identified with her as a woman."

In recent years as OWLS has initiated discussions about increasing the number of minority and women judges, there was "overwhelming feedback that there were not enough qualified candidates in the pipeline," says Judge Tennyson. Road to the Bench seeks to rectify that by providing a broad range of support for applicants, including providing application materials, giving information and support throughout the selection process, reviewing application materials, offering sample interview questions, and conducting mock interviews. Additionally, OWLS and a number of other diversity-related organizations sponsored a CLE titled "The Road to the Federal Bench" on

April 8 in Portland, featuring Judge Ancer Haggerty and providing an inside look at the selection process for federal judge-ships. [Please see story on page 12.]

Judge Ortega, who has turned mentoring into a fine art, noted the importance of getting people on the bench whose perspective is underrepresented. "We need to put lots of energy into helping minority attorneys succeed in the profession from the beginning, to figure out ways to help people strategize and put their best selves forward instead of trying to squeeze them into the box that already exists, and to listen to the experiences of minority attorneys and walk with them on the long journey so we really understand what they are facing."

Every state judge has to go through an election. The Road to the Bench programs provide information about the election process, and OWLS is a tremendous source of networking and support for candidates in contested elections. As Judge Skye noted, "The thought of running for office is intimidating."

I made the move from pro tem judge to circuit court judge via a contested election. If I never saw myself as a judge, I certainly never saw myself running a campaign for judicial office. I came from the state of Louisiana, where people get to know you by asking, "Who's Your Daddy?" and almost all politicians include their nicknames in parentheses on the official ballot. Imagine voting for "T-Boy," "Pappy," and yes, even "Bubba." It was encouragement from Judge Nely Johnson and Judge Ortega that gave me the courage to take on the daunting task of a campaign, and I assuredly would have never done it without them.

As Judge Tennyson noted, "We have an obligation to reach back and pull people along with us." I can't help but think of it another way: it takes a village to raise a judge.



Photo by Heather Van Meter

Lucy Forsten and other OWLS members participated in the Women Build project of Habitat for Humanity's Portland affiliate in February. The house was built entirely by women.

CLE Addresses Nonverbal Communication

By Yumi M. O'Neil

In place of a February LEG-Up event, the OWLS Leadership Committee partnered with the OWLS Foundation to present a CLE and fundraiser on February 11 in Portland, generously hosted by Garvey Schubert Barer. Proceeds will support the Foundation's grants, which include bar exam grants to single custodial parents and grants to organizations that support the Foundation's mission.

Sari de la Motte, CEO and founder of Nonverbal Solutions, spoke about how attorneys can use nonverbal strategies to communicate more effectively with clients, colleagues, and the court. Sari explained that nonverbal intelligence involves systematically using nonverbal cues such as eye contact, voice pattern, and gestures to build and preserve relationships.

The nonverbally intelligent attorney is aware of and accommodates other people's needs by using "approachable nonverbal cues" or "credible nonverbal cues," depending on the situation. When the focus is on the relationship and on seeking information, the attorney should adopt approachable nonverbal cues, such as tilting her head or bobbing it up and down, using a voice that curls up at the end of statements, and keeping her palms face up. When the focus is on issues and on conveying information, she should use credible nonverbal cues, such as keeping her head still, using a voice that curls down at the end of statements, and keeping her palms face down.

Studies have shown that up to 95% of messages come from nonverbal communication, and if the speaker's nonverbal cues are incongruent with what she says, the listener will put more weight on what the nonverbal cues transmit. As a result, attorneys should understand the important role that nonverbal communication plays when developing their professional skills.

Yumi M. O'Neil, an OWLS Foundation board member, manages the training of judicial clerks at the Multnomah County Circuit Court.



Sari de la Motte

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Women, Minorities Encouraged to Apply for Judgeships

By Heather L. Weigler

Over 50 lawyers attended the CLE “The Road to the Federal Bench” on April 8, a CLE designed to encourage and equip women and minority attorneys to seek positions in the federal judiciary.

“Women and minorities are not appropriately represented on the federal bench . . . and part of the problem is that they don’t envision themselves as federal judges. More of you need to envision yourselves as federal judges,” advised Josh Kardon, former chief of staff for Senator Ron Wyden.

Josh was joined by Jeanne Atkins, state director for Senator Jeff Merkley and an OWLS founding board member; U.S. District Court Judge Ancer L. Haggerty; and Lou Savage, senior policy advisor for the Oregon Department of Consumer and Business Services, in a panel discussion moderated by OWLS Past President Kate Wilkinson. The event, held in Portland, was co-sponsored by Oregon Women Lawyers and the Oregon Minority Lawyers Association, Oregon Asian Pacific American Bar Association, Oregon Gay and Lesbian Law Association, Oregon Hispanic Bar Association, OSB Affirmative Action Program, OSB Diversity Section, and Disability Rights Oregon.

How Federal Judges Are Selected

Although the president of the United States ultimately nominates each federal judge for confirmation by the Senate, each state’s senior senator (or, if the president belongs to a different party than the state’s senators, the senior U.S. representative in the president’s party) recommends U.S. District Court nominees to the White House. In Oregon, where the process is directed by Senator Wyden, an advisory committee of geographically, politically, and racially diverse litigators, including men and women, screen applications, conduct interviews, and investigate applicants’ reputations and backgrounds. Committee members then cast votes for the applicants they think should be nominated, and the names ranked the highest are forwarded to the president.

As the senior Democrat in Oregon’s congressional delegation when President Clinton was in office, Senator Wyden adopted the use of a selection committee. That committee recommended Judge Haggerty for Oregon’s federal bench. “The biggest difference in how it used

to be [before Senator Wyden took over the process] and today is that there is a process and it’s binding,” noted Lou Savage, who served as state director for then-Congressman Wyden.

“We got to see why the selection committee worked when Senator Smith took over the process,” said Josh Kardon, explaining that Senator Smith’s recommendations were rejected before he also formed an advisory committee. Having a formal process creates greater confidence in the selection, and it can help ensure that diversity and cultural competence are factored into the process. The committee is specifically charged with considering the candidates’ commitment to making access to justice a reality and the importance of diversity on the bench.

Diversity is also a primary consideration when the selection committee members are chosen. Although some members are selected by the junior senator, most committee members are selected by Senator Wyden, and he has made an effort to include women, minorities, Republicans, and attorneys from across the state as committee members. During the most recent selection process, his staff asked OWLS to recommend women attorneys from outside the Portland area to sit on the committee. Josh advised audience members interested in serving on the committee to communicate their desire to OWLS and to Senator Wyden’s staff.

Creating a More Diverse Federal Bench and Preparing to Apply

Judge Haggerty noted that Oregon is likely to have two openings for federal judges in the next three or four years, and the panelists agreed that it’s important to start planning to apply early. “You should start thinking about whether you would like to be a federal judge at the beginning of your career,” said Kate Wilkinson. Applicants sometimes spend decades planning to apply for an opening on the federal bench, and it’s critical to build a pipeline of women and minority attorneys who are prepared to apply for a federal judgeship. “One of the problems I saw this last time is that while the current population of non-Caucasians in Oregon has grown, the bar numbers haven’t kept up with that growth, so you don’t get the same broad range of candidates from non-Caucasian bar members,” said Josh. “That’s why we’re here to talk about the process, to help ensure that the federal

“More of you need to envision yourselves as federal judges.”

bench increasingly reflects the evolving demographics of Oregon by encouraging more women and minorities to apply for future openings.”

Even if you’re not interested in serving on the federal bench, you can help ensure that more women and minority attorneys apply by knowing about the process and encouraging others to consider applying. Judge Haggerty, for instance, had not considered throwing his hat into the ring until he was encouraged to do so by one of OWLS’ founding members, Katherine O’Neil. Support from colleagues is also critical during the selection process. “Your networking should be geared toward your peers and leaders of the bar—the more you become known the better,” Lou explained. “You need a stellar reputation as a lawyer, and you need to be engaged in local and statewide civic activities . . . The committee wants to know you’ve got compassion for people and a passion for your community.”

Applicants must also have demonstrated the legal ability to be a federal judge. Qualified candidates will have federal litigation experience (or handle the types of cases that federal judges handle), a strong work ethic, and a judicial temperament and demeanor. “We appreciate seeing applicants express a vision for what is needed on the federal bench and enthusiasm for something other than themselves,” said Lou. “Applicants need to have thought about why they are applying and how they see themselves as federal judges.”

The panelists also agreed that it’s important to be true to your own values, and selecting your party based on the current political landscape can backfire. Because the process for selecting federal judges is not governed by statute, it can change drastically, depending on which party is in power at any given time. Knowing others who are politically active and share your values, however, can help you build a network outside the legal community that is ready to support your application when the time comes to apply.

Although a well-placed call can make a difference in the committee’s

deliberations, Jeanne Atkins cautioned candidates to vet their references. "Think about who the senators are and ask yourself whether they would want to hear from that person—and about whether that person is really behind you," she advised. At the same time, deluging the senators' offices with calls is unlikely to be helpful and may actually hurt your application. "You need to campaign without looking like you're campaigning," explained Josh.

The Nuts and Bolts of the Application Process

In addition to advice about how to deal with the political considerations in the process, the panelists offered practical suggestions for submitting written materials and interviewing with the selection committee. Under the current process, applicants are asked to submit a letter of interest and a resume. The committee asks each applicant who is selected for an interview to also complete an extensive questionnaire and submit additional materials, such as letters of recommendation or references, a list of publications, and the names of opposing counsel. "Part of the process is figuring out who this person is," said Lou. If selected for an interview, applicants are not asked about how they would decide a particular case, but they need to be able to think on their feet and engage the panel in a discussion. "It's like any other job interview," said Josh. "Be prepared. If you have a weakness, look at it as an opportunity to convince the panel that you can overcome it."

Applicants should also think seriously about whether they have any blemishes that could affect their application. "Senators choosing federal judges are like voters choosing their elected officials. They want someone who knows what they're doing and someone who will represent them well and not embarrass them," explained Jeanne. In addition to conducting their own investigations, selection committees often receive unsolicited comments that call applicants' legal ethics or tactics into question or raise other issues, ranging from messy divorces to speeding tickets. "Some issues you can address head-on with the committee, but some you might need help addressing. If you think you may have a problem, talk to the senator's staff for counsel about how serious it is and how to best address it," Josh suggested.

Additional challenges face those nominated to positions on the federal bench. The confirmation process can be long and difficult, especially in the cur-

rent political climate, and nominees are subject to intense background checks by the FBI. In addition, publications the nominee has written and cases he or she has handled can affect how easily the nominee is confirmed.

The panelists said that the senators are committed to working with organizations such as OWLS and the other event co-sponsors to increase the number of minority and women judges, so that the bench will reflect the population it serves. For more information about the importance of diversity on the federal bench, visit www.oregonwomenlawyers.org. OWLS is poised to assist its members interested in careers in the state and federal judiciary by providing its *Road to the Bench* handbook, conducting mock interviews, and offering other support. For more information about how OWLS can help you on your road to the bench, please contact Heather L. Weigler at hluweigler@gmail.com.

OWLS and its co-sponsors thank the panelists for sharing their time and insight into the federal judicial selection process. Thanks also to Williams Kastner for providing refreshments.

Heather L. Weigler is OWLS' secretary and an assistant attorney general with the Oregon Department of Justice.

Prof. Pamela Karlan Speaks at Lewis & Clark

By Hon. Jill Tanner

Pamela Karlan, a professor of public interest law at Stanford Law School, eloquently delivered her remarks, entitled "Old Reasons, New Reasons, and No Reasons," to attorneys, professors, and law students gathered for the second annual Hon. Betty Roberts Women in the Law Program, held on March 9 at Lewis & Clark Law School.

The co-director of Stanford's Supreme Court Litigation Clinic, Professor Karlan specializes in constitutional law and litigation, including voting rights, civil rights, and criminal procedure. Her intellectually stimulating talk, interspersed with passages from Shakespeare, examined the reasons set forth by the U.S. Supreme Court in some major decisions that found no violation of the U.S. Constitution.

At the reception following the talk, Karlan and former Justice Betty Roberts visited with friends and colleagues.

The Hon. Betty Roberts Women in the Law Program is made possible through an endowment by Portland law firm and OWLS supporter Williams Love O'Leary & Powers.

Around Oregon

Cascade Women Lawyers. Cascade Women Lawyers hosted networking lunches on Jan. 13 and March 10 in Bend, and plans to continue every-other-month lunches for the remainder of 2010. 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 Jan. 21 the Clackamas chapter enjoyed a night at the theater to see *The Only Way Out Is Through*, and on Jan. 28 the chapter hosted a CLE titled "Arbitration in the Tri-County Area." Chapter member Sonya Fischer's performance in *Twelve Angry Men & Women* was the incentive for the chapter to enjoy another evening of theater on Feb. 11. Clackamas Women Lawyers organized a table at the Roberts-Deiz Awards Dinner in March, and the group is planning a wine tasting tour in Yamhill County on April 24. For more information, see the OWLS events page online or contact Ann Ledgerwood at ledger.a@gmail.com.

Josephine County Women Lawyers. JCWL continues to meet monthly for lunch and conversation at the Bistro in Grants Pass. For upcoming dates and times, please see the OWLS events page online. You can learn more about JCWL by contacting Victory Walker at tjepwalk@budget.net.

Lane County Women Lawyers. LCWL and the University of Oregon Women's Law Forum held their second annual "Dress for Success" event on April 8 in Eugene. Lawyers and professors donated gently used suits and shoes to benefit St. Vincent de Paul's Ruby Tuesday program, which provides vocational training and assistance to women in Lane County. For information about upcoming LCWL events, see the OWLS events page online.

Linn-Benton Women Lawyers. LBWL meets every other month for dinner and networking at Sybaris Restaurant in Albany. LBWL meeting dates can be found on the OWLS events page online. For more information, contact Fay Stetz-Waters at faystetzwaters@gmail.com.

Mary Leonard Law Society. On Jan. 19 MLLS kicked off the new year by hosting a Courthouse Connection and CLE titled "Foreclosure Issues and Scams" in partnership with the Marion County Bar Association and the Marion and Polk

Queen's Bench, L&C Students Host Mixer

By Susan O'Toole

Queen's Bench and the Women's Law Caucus at Lewis & Clark Law School hosted their annual spring mixer on March 3 at the law school. Over 50 attorneys and law students mingled and enjoyed complimentary wine and appetizers.

The speaker for the event was Kellie Johnson, former OWLS president, former member of the Oregon State Bar Board of Governors, and current disciplinary counsel at the Oregon State Bar. Kellie gave an inspiring speech, focusing on her path to a career in the law and on people who had helped her along the way.

Kellie recalled asking her high school counselor for advice on how to become a lawyer. After looking at her grades, the counselor told her she should marry her Prince Charming and apply for a job at the post office. Kellie did not let this disappointment

stop her, however, and she followed her dream to become the lawyer she is today. Kellie advised young lawyers to build relationships and not let anyone stop them on the way to their dreams. Lastly, Kellie said, we should all remember those who came before us and made our dreams of a law career possible.

Susan O'Toole has her own practice in Portland, specializing in environmental law and now accepting contract attorney work.

At the mixer, from left: Kellie Johnson, Stacey Sedgwick, and Saba Ahmed



Legal Aid Services offices. On Jan. 20 OWLS Historian Kathleen Rastetter provided an oral history of women lawyers and jurists in Marion County. On Jan. 21 MLLS co-sponsored, with Willamette University College of Law and the Marion County Bar Association, a social with the Oregon Minority Lawyers Association at Mahonia Hall.

On Feb. 16 MLLS and Willamette University Women's Law Caucus held an evening event with speakers Brenda Rocklin, CEO of SAIF Corporation, and Kim Larson, director of victim assistance for the Marion County DA's Office, both of whom spoke about nontraditional legal careers. The chapter hosted a lunch on March 16 featuring Oregon Deputy Attorney General Mary Williams, and a Courthouse Connection and CLE on March 19, at which Courtland Geyer discussed child abuse reporting. For more information, contact Shannon Terry at 541.554.6915 or shannon.a.terry@ojd.state.or.us.

Queen's Bench. Queen's Bench meets for lunch the second Tuesday of the month at Rock Bottom Brewery in downtown Portland. The speaker on Jan. 12 was Michael Dwyer, who discussed achieving "congruence" in one's personal and professional lives. Sandra Hansberger, executive director of the Campaign for Equal Justice, spoke on Feb. 9 about how legal aid is faring in Oregon during these

troubled economic times.

On March 3 Queen's Bench and the Women's Law Caucus at Lewis & Clark Law School hosted a well-attended networking reception at the law school. [Please see story above.] At the March 9 lunch, Maggie Finnerty, of the Lewis & Clark Small Business Legal Clinic, talked about what the clinic does and how it can help attorneys. For more information, see the OWLS events page online or contact Susan O'Toole at shaynes021@aol.com.

Rebecca J. Bloom Chapter (Umatilla and Morrow Counties). The Rebecca J. Bloom Chapter meets monthly for lunch at El Charrito in Pendleton. For more information, please see the OWLS events page online or contact Sally Anderson Hansell at sally@andersonhansell.com or 541.567.7800.

Rogue Women Lawyers. All RWL events are listed on the OWLS events page online. For more information, contact Jamie Hazlett at jamiehazlettessq@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. Oregon Court of Appeals Judge Rebecca Duncan spoke at the Feb. 16 meeting. For more information, or to become involved with the chapter, contact Mary Bruington at mbruington@mpdlaw.com or 503.846.3413.

2010 Session Wrap-Up

The legislature wrapped up a four-week whirlwind session in late February, having addressed a handful of major issues and leaving most others on the table.

Among the final bills passed by the legislature were SJR 41 and SB 998, which will send a ballot measure to the voters in November that, if approved, would amend the Oregon Constitution to require annual legislative sessions. Under the proposal, the legislature would meet for 160-day sessions during the traditional odd-numbered years, and for 35-day sessions during even-numbered years. SJR 41, which appeared dead in the final days of session, was the result of a last-minute compromise between House and Senate leadership. The original Senate proposal required shorter sessions, and the House proposal allowed longer ones.

Lawmakers received sobering but not unexpected news early in the session, when the state economist released the latest revenue forecast. The February projection had revenue down an additional \$183 million for the 2009–2011 budget



By Susan Evans Grabe

cycle. While this decline did require some adjustment, the drop was less than some had feared and did not require any immediate budget cuts, due in part to savings realized by revising the Business Energy Tax Credit program. Further budget reductions appear likely if forecasts continue to decline, which could affect the courts, the public safety system, and the rest of the state budget.

The text of the legislation introduced and enacted can be found on the legislature's website, www.leg.state.or.us.

Looking Ahead

As we look toward next session, it's worth noting that a relatively large

number of lawyers have filed to run for the legislature this November. At least 22 candidates have some legal training, and most of them are OSB members. Two of those, incumbent Representative Cliff Bentz (R-Ontario) and Josephine County Deputy DA Wally Hicks (R-Grants Pass) are running unopposed. Mr. Hicks is the only nonincumbent who is running unopposed for the House.

One race that will likely garner significant attention this fall is between two OSB members in Bend. Incumbent Democratic Representative Judy Stiegler is facing Bend attorney Jeff Conger. In 2008, Stiegler became the first Democrat to win a House race east of the Cascades since 1996, and most observers of Oregon politics expect this race to be one of the most fiercely contested House races in Oregon, as Republicans try to gain back seats lost in the last election.

For more information, visit the Oregon Elections Division website, www.sos.state.or.us/elections/, or the OSB Public Affairs website, www.osbar.org/pubaffairs.

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



From left: Carol Bernick, Judge Darleen Ortega, Judge Rebecca Duncan, and Dana Sullivan

The OWLS Litigation Mentoring Circle, featuring mentors Dana Sullivan, of Buchanan Angeli Altschul & Sullivan, and Carol Bernick, of Davis Wright Tremaine (DWT), met once a month for a year to dissect the anatomy of a trial. The final meeting was held at DWT in March, with guests Judges Darleen Ortega and Rebecca Duncan from the Oregon Court of Appeals. The judges advised the group about the nuances of presenting a case in front of the busy appellate court.

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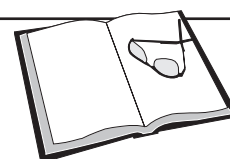
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Mass Career Customization: Aligning the Workplace with Today's Nontraditional Workforce

By Cathleen Benko and Anne Weisberg (Harvard Business School Press, 2007)

Book Review by Hon. Jill Tanner



Oregon Women Lawyers annually honors an Oregon legal employer with the OWLS Workplace Leader Award. Among the values recognized by the award is the promotion of a healthy balance between work and life. A helpful guide for those who want to achieve recognition as a workplace leader is *Mass Career Customization*, written by two professional women employed by Deloitte.

The words in the book's title set forth the concept—*Mass* applies to the whole organization; *Career* pertains to how careers are built; and *Customization* is the key to the concept that allows career paths to be personalized. *Mass Career Customization* (MCC)* is not only the name of the book but also a framework that allows people to fit their work into their life, and their life into their work, commonly referred to as *career-life-fit*. The authors observe that rather than placing work and life as opposing forces, a better approach is to consider work and life in tandem, which is captured in the term *career-life-fit*.

MCC is a customized model for building careers and developing talent in a workplace that needs to change with the expectations of the workforce. "MCC is born out of the reality that today's workforce is highly nontraditional while today's workplace is not and that demand for talent will outpace supply for the next twenty or so years" (p. 149).

Starting with the premise that flexible work arrangements (for example, flextime, telework/telecommuting,

and reduced hours/part-time) are not necessarily a successful way to address a career-life-fit, MCC is built on a lattice organization that allows for multiple, varied career paths. The lattice organization's framework covers four core dimensions of a career: pace, workload, location, and role. *Pace* is how quickly an employee moves to an increasing level of responsibility and authority within the organization. *Workload* allows for a range of work hours, from full-time to reduced hours or days per week. *Location* addresses not only where the work is done but when the work gets done. *Role* comprises the organization's business and the employee's position, job description, and responsibilities. Together, the employer and employee focus on each dimension. There is no inherent priority among the core dimensions, and, in fact, priorities often shift as an employee's life and career change over time or the organization changes.

The cornerstone of MCC's success is commitment to an on-going dialogue between the employee and employer. One of the most appealing aspects of MCC is the willingness of the employee and employer to adapt to each other. For example, a single person without children may place less priority on leisure time (pace), but his or her priorities concerning how much to work (pace) and where and when to work (location) may shift after marriage, the birth of a child, or other significant personal life-changing events. If one or two of the dimensions gain priority, the other dimensions have

to shift as well, because all four dimensions are interdependent.

MCC can be adapted to a workplace when the contemplated change is evaluated and the outcome successfully matched to the service to be delivered. The book describes how three different organizations, SAS (software development), Arnold Porter (attorneys), and Ogilvy & Mather (marketing consultants) have built a lattice-like model into successful organizational structures and processes. The Deloitte experience is also recounted.

In less than 200 pages, the authors succinctly describe the process and candidly admit that the challenges of implementing the process demand commitment. For them, there is no alternative but to adopt MCC. It offers the opportunity to change current attitudes of exception and accommodation to the norm in order to address the six key trends affecting the workforce: the shrinking pool of skilled labor, changing family structures, increasing number of women in the workplace, changing lifestyle expectations of men, emerging expectations of Gen X and Y, and growing technological impact. *Mass Career Customization* is a book that could easily generate a lively discussion and provides inspiration for those seeking change in the workplace.

*"Mass career customization" is a patent-pending process owned by Deloitte Development.

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