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## OWLS Presents Career Development/ Rainmaking Dinner for Young Lawyers

By Stacy Owen



Valerie Athena Tomasi

On May 6 at the Hotel deLuxe in Portland, OWLS presented its first-ever career development/rainmaking dinner. The event provided young lawyers with the opportunity to network and discuss career development and rainmaking with experienced and successful members of the legal community.

After an opening reception, Valerie Athena Tomasi, a shareholder at Farleigh Wada Witt, spoke to the group about the importance of rainmaking and how to become a rainmaker, topics the participants and mentors then discussed during dinner. At each of seven tables, six young lawyers (defined as practicing six years or less in Oregon) sat with two experienced lawyers. In addition to participating as mentors at the event, each experienced lawyer agreed to follow up with at least two young lawyers after the event.

OWLS sponsored the dinner (with significant

assistance from Markowitz Herbold Glade & Mehlhaf) to support the OWLS Leadership Committee's goal of helping members develop leadership skills, as well as OWLS' mission to advance women and minorities in the legal profession.

What follows are comments from three event participants.

### Valerie Athena Tomasi, Keynote Speaker

Val has been a shareholder at Farleigh Wada Witt since 1990. Practicing law for over 25 years, she has focused on real estate law and financial transactions.

For Val, perhaps the biggest benefits of rainmaking are autonomy and flexibility. She said she feels like the captain of her own ship. Even if her firm dissolved, she believes that she would be fine, thanks to her steady and persistent efforts to maintain her client relationships. The

*Continued on page 4*

*Attending the dinner (left to right):  
Bryana Sack, Heather Bowman, Diana Fedoroff, Janice Kim*



## OWLS Fall Conference on October 22 Women at Work: What Is the Measure of Our Success?

The OWLS Fall CLE and awards reception will take place on Friday, October 22, at the Embassy Suites Hotel in downtown Portland. Join the discussion of "Women at Work: What Is the Measure of Our Success?"

We are pleased to feature Patricia Ireland as our keynote speaker. Ms. Ireland is a lawyer, activist, author, and former president of the National Organization for Women (NOW). She will speak at 3 p.m. about career success, what women have accomplished over the last several decades, and the remaining barriers to career fulfillment.

*Continued on page 6*

## President's Message



Concetta Schwesinger

To paraphrase one of my favorite children's stories, "Wow! That was just about all anyone could say." I am tremendously honored to be the OWLS 2010

president. Given the active and exciting year our board had in 2009 and the dedication of our fabulous co-presidents, I have big shoes to fill!

It's hard to believe, but over 20 years ago I started my career as a county deputy district attorney, later growing in private firm positions, and assuming my current role in 2003. During the same time period, OWLS was incorporated by a dynamic group of leaders, grew, and has continued to transform itself to meet the needs of our current 1,430 members. OWLS is now the second-largest nonmandatory bar association in Oregon.

To get where we want to go, we need goals. As our 2010 Fall CLE keynote speaker, former NOW President Patricia Ireland, aptly points out in her book *What Women Want*, the women's movement has gained a lot of ground since we first won the right to vote in 1920. To borrow the phrase Ms. Ireland has used on many occasions, "We've come a long way, but we still have a long way to go." The good news is that every effort we make, no matter how big or little, helps shape us as individuals and promotes OWLS.

With that concept in mind, I have several key goals for OWLS in 2010:

**Know our members.** Simply put, OWLS is *you*, our members. We need to further engage the wider membership to help us provide programs and services that are important to you. For example, we recently surveyed members to better understand what you want, and we revised our listserve etiquette as a result. [Please see page 13.]

**Remain active.** OWLS has numerous committees that work to develop new ways to help our members in their careers. These committees include the OWLSNet Committee, which organizes networking events, the Judicial Work Group, and the Leadership Committee, which organizes mentoring circles and professional development programs.

We need to continue to develop new programs as needed, such as the recent get-together OWLS helped facilitate for women opting back into the workforce. OWLS should also continue to co-sponsor events around the state that are consistent with our mission. Over the long term, we should become more active at the national level, such as with the National Conference of Women's Bar Associations.

**Promote our members.** The OWLS Awards Committee continues to focus on highlighting members' achievements and supporting nominations for various awards, both internal and external.

Our mission includes a focus on minorities as well as women, and so I am asking our committees and chapters to consider ways to better support minority lawyers.

**Give back.** One of OWLS' core functions has always been helping others. We need to continue our work with projects such as the spring 2010 Habitat for Humanity Build and collecting cell phones for shelters. Our chapters are also actively involved in community projects.

**Continue to build a great board.** We have worked hard to develop an active board of directors. The board will continue to spend time fostering relationships with OWLS members who may want to become future board members.

I will admit that these goals are lofty—but so was the original OWLS charter, and look where we are today!

I look forward to meeting many of you at upcoming events. (I'll probably be the one wearing the OWLS earrings.) I also hope you will reach out to me at [concettas@comcast.net](mailto:concettas@comcast.net), or to any of the other OWLS board members.

Concetta Schwesinger  
President, Oregon Women Lawyers



Olga Salyuk (left) and Maya Crawford at the annual Federal Courthouse Connection and ice cream social on June 18 in Portland, hosted by Judge Ann Aiken

## Book Drive Begins Soon

The OWLS Coffee Creek Book Drive will take place Monday, August 23, through Friday, August 27. Candace Hathaway and Heather Vogelsong are coordinating the drive, which collects books to donate to the Coffee Creek Correctional Facility, located in Wilsonville. If you can coordinate a drop-off site for books, please contact Candace at [hathaway.candace@gmail.com](mailto:hathaway.candace@gmail.com) or Heather at [maitaly28@yahoo.com](mailto:maitaly28@yahoo.com) before August 1.

Hardcover and softcover books will be accepted. Books on CD are also acceptable, but NO books on tape.

Any form of fiction is acceptable. Mysteries, romance, and science fiction/fantasy are the most popular. The women at Coffee Creek have a wide range of reading abilities, as well as tastes in literature. If you read a book and liked it, chances are that someone at Coffee Creek will too. Books written for young adults are particularly needed.

Nonfiction is also acceptable, but NO true crime books, books on gambling, law books (the facility buys those), or textbooks of any kind will be accepted.

Children's books are also welcome—many of the women have children who visit them, and reading together is a great bonding experience. But please, NO coloring or activity books that have already been used or played with.

Books must be in good-to-excellent condition. No books with torn covers. No books that have been written in. No books that are water damaged or have broken spines. The basic rule: Donate only books that you would give as gifts to friends. We are giving the women at Coffee Creek gifts—and their high quality will convey the message that we care.

Questions? Please contact Heather or Candace at the email addresses above.

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

# OWLS Welcomes New Officers and Directors

At its annual retreat in May in Salem, the OWLS board selected new officers, who serve from May 2010 to April 2011. The president is Concetta Schwesinger, who is the Oregon District Attorney Association's Child Support Program liaison and works in Marion County. She served previously as vice president and treasurer. OWLS vice president/president-elect is Heather L. Weigler. Heather is an assistant attorney general with the Charitable Activities Section of the Oregon Department of Justice in Portland.

Megan Livermore continues on the executive committee as treasurer, and Kathi Hansa Rastetter continues as OWLS historian. Cashauna Hill joins the executive committee as secretary. Megan is an associate with Gaydos, Churnside & Balthrop in Eugene. Kathi is senior county counsel for Clackamas County, and Cashauna is the fair housing staff attorney at the Oregon Law Center in Portland. All OWLS officers are also members of the board.

The newly elected and re-elected OWLS board members are Megan Burgess (Bend), Bonnie Cafferky Carter (West Linn), Gina Hagedorn (Portland), Sally



The OWLS Board of Directors (left to right): Back row (starting with woman in dark jacket and light shirt): Bonnie Carter, Gina Hagedorn, Kathi Rastetter, Cashauna Hill, Executive Director Linda Tomassi, Megan Burgess, Heather Hepburn, Shannon Terry, Linda Meng, Heather Weigler, Megan Livermore. Front row: Hon. Julia Philbrook, Hon. Frances Burge, Elizabeth Tedesco Milesnick, Jane Yates, Connor Yates being held by Cass SkinnerLopata, Kendra Matthews, Dana Forman, Hon. Katherine Tennyson, Sally Anderson-Hansell, Concetta Schwesinger. Not pictured: Hon. Youlee You.

Anderson-Hansell (Hermiston), Heather Hepburn (Bend), Elizabeth Tedesco Milesnick (Portland), and Shannon Terry (Salem). Cass SkinnerLopata (Eugene) was appointed by the OWLS board on May 1 to fill a recently vacated position.

Board members continuing their service are Hon. Frances Burge (Roseburg), Jane Yates (Eugene), and Dana Forman, Kendra Matthews, Linda Meng, Hon. Julia Philbrook, Hon. Katherine Tennyson, and

Hon. Youlee You, all in Portland.

OWLS extends gratitude to outgoing board members Cynthia Fraser, Shari Gregory, Maiya Hall, and Kate Weatherly. Finally, OWLS thanks outgoing co-presidents Heather Van Meter, a member of Williams Kastner in Portland, and Gwyn McAlpine, knowledge management manager at Perkins Coie in Portland, for their commitment and service to the OWLS mission.

## Janet Stauffer Elected

Congratulations to OWLS member Janet Stauffer, who was elected in May to serve as a circuit court judge in Oregon's Seventh Judicial District, which covers Gilliam, Hood River, Sherman, Wasco, and Wheeler Counties. When she takes her seat in January 2011, she will be the first woman to serve as a circuit court judge in the Seventh Judicial District.

Janet says she enjoyed learning how to run a campaign in the large, rural district and liked knocking on doors. "It got me out of the office and made me feel like I was really accomplishing something. Also I was able to talk with many people who had concerns about the court system."

Also very important to her campaign, she says, "was a great network of friends and family. My friends helped knock on doors, put out signs, made calls, planned events, organized volunteers, taught me about social media, and wore my buttons for a year!"

Janet will work in all five county courthouses, but her office and primary courtroom will be in the Wasco County Courthouse, in The Dalles. Congratulations, Janet!

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*Planning subcommittee (left to right): Audrey Baker, Karie Trujillo, Amber Hollister, Stacy Owen, Hillary Taylor. Not pictured: Susan O'Toole.*

biggest challenge for young lawyers, in her experience, is to accept the reality that effective rainmaking takes as long as five to ten years. This challenge is exacerbated by the fact that today we often get, and so have come to expect, immediate gratification for our efforts.

Val confessed at the dinner that if not for her rainmaking efforts, she might not have continued to practice law. She said that before she had developed her own client base, she did not always enjoy being an attorney. During that period, she assumed that she would practice only long enough to pay off her loans before switching to a new career. However, the opportunity to work with clients she had pursued, and to do work she found inter-

esting, changed her mind. She now talks about having fun in her job, a concept foreign to many young lawyers!

### David Markowitz

In 1983, Dave Markowitz and Barrie Herbold founded a firm that grew to become Markowitz Herbold Glade & Mehlhaf, which focuses on complex commercial litigation. When they founded the firm, they agreed that Dave would take primary responsibility for rainmaking, despite the fact that he considered himself an introvert.

Dave estimates that he has mentored more than 50 attorneys, all of whom have voiced concerns about rainmaking. Their concerns fall into three categories:

- I'm an introvert and not suited to self promotion.
- Rainmaking is hard, and I don't think I'm any good at it because I'm not seeing any results.
- I don't have time for rainmaking because, in order to have work/life balance, there are other things I need or want to do.

In answer to these concerns, Dave has typically responded:

- Yes, rainmaking is hard for everyone.
- Almost no one who is a successful rainmaker is instinctively good at it or finds it easy.
- It is absolutely worth it.

Dave believes that mentoring is particularly important for rainmaking. Because the results of rainmaking are not instant, young lawyers may not know for many years whether or not their efforts will be productive. For this reason, mentors are needed to provide feedback to young lawyers on strategies for fine-tuning or even refocusing efforts, long before any results can be expected. In short, mentoring on rainmaking may prevent a young lawyer from flailing quietly, unaware of the need to recalibrate.

When Dave began his rainmaking efforts, he had no coach. "I wish I could have talked to me 30 years ago," he says. (Thankfully, we can.)

## Keynote Speech: Key Points

### Why is rainmaking important?

- Power/job security
- Autonomy
- Flexibility
- Fun
- More money

### How do you become a rainmaker?

- Attentiveness  
*Treat people as you would like to be treated.*
- Expansion  
*Once you have them hooked, expand.*
- Pursuit  
*Keep in touch—remember birthdays and important events.*
- Fun  
*Do what you love.*
- Patience  
*Maybe 1 in 10 efforts pays off eventually.*

### Meghan Moran

Meghan is an associate at Davis Wright Tremaine and was licensed in 2007. She attended the dinner to supplement the mentoring she receives from her firm, and she was particularly interested in suggestions on how to secure her own clients. In response to my question about advice from the dinner that resonated with her, she offered three highlights.

First, she recalled Val's saying that when she began her rainmaking efforts, she thought that joining a particular board would be an excellent way to obtain new clients. Meghan described Val's surprise at securing no new clients from that effort as a good reality check. Meghan took to heart Val's reminder that we should market ourselves by doing the things we love.

Second, although Val's advice to "do exceptional work" is simple, it should always be kept in mind. Third, Meghan appreciated Val's story about how persistent effort, even if it seems fruitless, can pay off, sometimes years later.

If you are outside the Portland area and would like to discuss organizing a similar event in your area, please contact Linda Tomassi at OWLS.

**Stacy Owen**, an associate at Markowitz Herbold Glade & Mehlhaf in Portland, chaired the subcommittee that planned this event.

### Our thanks to the following attorneys for serving as mentors at the dinner:

- Danielle Benderly of Perkins Coie
- Carol Bernick of Davis Wright Tremaine
- Julia Hagan of Gevurtz Menashe Larson & Howe
- David Markowitz of Markowitz Herbold Glade & Mehlhaf
- Susan Marmaduke of Harrang Long Gary Rudnick
- Beverly Pearman of Stoel Rives
- Barbara Radler of Ball Janik
- Mark Johnson Roberts
- Lynn Stafford
- Dana Sullivan of Buchanan Angeli Altschul & Sullivan
- Jaye Wickham Taylor of Buckley LeChevallier
- Valerie Athena Tomasi of Farleigh Wada Witt
- Kathryn Villa-Smith of Gevurtz Menashe Larson & Howe
- Carolyn Walker of Stoel Rives

# Meet U.S. District Court Judge Anna J. Brown

By Denise R. Case

Judge Anna J. (Jaeger) Brown, a longtime OWLS member, is the first American-born child of East Prussian immigrants who settled in Portland with their two older daughters after World War II. As a Portland native, she attended St. Mary's Academy, where the Sisters of the Holy Names played a pivotal role in her future. Family obligations kept her so busy during high school that she didn't think much about college. The Sisters, however, made every effort to see that she applied to and attended college. Their efforts paid off when, in 1975, Judge Brown graduated with a bachelor's degree in administration of justice from Portland State University.

A degree in administration of justice was a far cry from what Judge Brown had set out to obtain. Although she had every intention of becoming a high school chemistry teacher, like her favorite St. Mary's instructor, some negative experiences with student teaching and her self-described lack of interest in upper-division science courses nixed that plan.

Because her work-study assignment was as a full-time police dispatcher, Judge Brown qualified for tuition grants as long as she studied something related to criminal justice and agreed to work in a law enforcement field for two years following college. In the PSU Administration of Justice Program, Judge Brown's "Constitutional Issues" instructor, then-Oregon Solicitor General W. Michael Gillette, persistently guided her to law school. Thanks to the night law school program at Lewis & Clark College, Judge Brown was able to study law in the evening, while clerking full-time during the day for Multnomah County Circuit Judge John C. Beatty Jr.

With Judge Beatty as a mentor, and unlimited exposure to trial lawyers and litigation during her clerkship, Judge Brown found that she definitely wanted a career in the courtroom. When she passed the Oregon bar exam in 1980, she got that chance and started as an attorney with the Portland firm Bullivant Houser Bailey, where she became partner in 1986.

At that time, few women worked as trial attorneys outside the criminal and family law arenas, and OWLS hadn't yet been organized. Nonetheless, because doors had been opened by women lawyers before her, including those she fondly refers to as "those dear founding

mothers" of OWLS, Judge Brown is grateful that she found a relatively receptive legal community when she appeared for trials throughout the state. Judge Brown also credits Judge Kimberly C. Frankel with helping her learn effective trial practice skills in the then-male-dominated courtroom. Thirty years later, Judge Brown is thoroughly delighted when the legal professionals in her courtroom—for criminal and civil matters—happen to be women!

In 1992, Judge Brown left private practice when Governor Barbara Roberts appointed her first to the Multnomah County District Court and then to the Multnomah County Circuit Court. While Judge Brown was trying Oregon's first tobacco liability jury trial in 1999, former President Bill Clinton appointed her to the United States District Court for the District of Oregon. She was confirmed in October 1999. Although Judge Brown very much enjoys trial work, most of her time as a federal trial judge involves reading, analysis, case management, and writing for the wide range of civil and criminal cases she handles daily.

It is in those daily proceedings that Judge Brown is able to do what brings her great satisfaction: being part of a solution to whatever problem has presented itself. She considers any day in which she has been able to move the legal process forward to be a good day, and based on this author's impression, it sounds like Judge Brown has many good days.

Outside the courtroom, Judge Brown serves on the boards of directors for both the Federal Bar Association and the Oregon District Court Historical Society. She is also a member of the Ninth Circuit Jury Instructions Committee, which she has chaired for the last three years. She remains involved with the Multnomah Bar Association Professionalism Committee and the Lewis & Clark Law School Hon. Roosevelt Robinson Scholarship Committee, and she serves as an instructor for professionalism, trial practice, and evidence seminars in various continuing legal education contexts.

No discussion of Judge Brown's civic involvement would be complete without mentioning her commitment to children. After meeting with Judge Brown, I was able to chat with her administrative law clerk, Sandra Dixon. Sandra shared with me a stack of thank-you notes, cards,

drawings, and even a hallway-long banner that had been sent to Judge Brown after visits from local school children. As it turns out, what are intended to be general

tours of the federal courthouse and opportunities to meet a judge often take a different turn when children are brought to Judge Brown's courtroom. Instead of the typical "tour and sit quietly" encounter that many of us had as kids, these local third-to-sixth graders are treated to an impromptu mini-trial, in which the students act as attorneys presenting a case to a judge (another student). The visits seem to leave a lasting impression with

*Continued on page 6*



Judge Anna J. Brown



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## OWLS Fall Conference on Oct. 22 *continued from page 1*

Ms. Ireland's autobiography, *What Women Want*, was published in 1996. Ms. Ireland realized from a young age that she wanted something different than the traditional female life. After an early, short marriage, she did the unthinkable—she divorced and pursued a career. Because none of the traditional female careers (such as nurse or secretary) interested her, Ms. Ireland became a stewardess. Several years later, she challenged the Pan Am Airline policy of not covering medical insurance for the husbands of female employees (even though the wives of male employees were covered).

As a consequence of that experience, Ms. Ireland decided to attend law school, ultimately becoming a partner in a Miami law firm. Her experience challenging discriminatory airline practices and her personal efforts to get the Equal Rights Amendment passed led to her active involvement in NOW and her service as its president in 1991. Ms. Ireland encourages women to take control of their lives and make a difference for other women, even if the action is as simple as correcting a boss using an inappropriate endearment regarding a female employee.

Following the keynote speech, the Honorable Anna J. Brown of the U.S. District Court for the District of Oregon will join Ms. Ireland for a lively panel discussion. They will discuss their major career successes, challenges, and strategies; the personal impact of their respective career decisions; and their recommendations for overcoming career challenges. OWLS' president, Concetta Schwesinger, will moderate the panel. [Our profile of Judge Brown starts on page 5.]

Following the CLE, at 6 p.m., we will enjoy a reception, at which we will present the fifth annual Workplace Leader Award. All OWLS members and friends are encouraged to attend the reception at no charge.

The CLE charge is \$65 for members, \$80 for nonmembers, and \$25 for students. MCLE credit is pending. Register online at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).



Patricia Ireland

## Judge Anna J. Brown

*continued from page 5*

the students, particularly the young girls who find a role model in Judge Brown.

Professional and civic matters aside, Judge Brown still finds time for fun and relaxation. She is an avid knitter, and visitors to her chambers will be greeted with a piano, although she feels that actually playing the piano is an oft-neglected activity in her daily routine. Other hobbies include cooking and baking pies, hobbies much appreciated by her very large family!

For OWLS members interested in pursuing a judicial position, Judge Brown offers some practical advice: "Look for opportunities to volunteer in quasi-judicial or other capacities that will give you the chance to 'try on' the role of decision maker." When she was a new lawyer, for example, the Multnomah Bar Association needed volunteers to act as hearings officers for the Housing Authority of Portland. Judge Brown was quick to step in and learn how to resolve disputed factual and legal issues. She continued to hone those decision-making skills later in her career as a civil litigator, when she also acted as a volunteer arbitrator and mediator. These first-hand experiences provided her valuable insight and let others assess her work in such roles.

In light of these challenging economic times, Judge Brown also offers some more general guidance to young women lawyers: "If your ideal position is presently not available to you, don't despair. Find something close, volunteer in areas where you ultimately want to work, and look for opportunities as they eventually develop to find your way to your preferred area of practice."

Judge Brown also reminds us to do our best in any endeavor and to avoid falling into the trap of volunteering for activities that don't inspire us. As some parting advice, she encourages young women lawyers to ask for help when needed or wanted, and not be afraid to seek guidance from a more senior member of the bar or even a federal judge.

OWLS congratulates Judge Brown on her success. We look forward to hearing more about her career during the panel discussion at OWLS' Fall Conference on October 22 in Portland.

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



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ATTORNEYS AT LAW

# OWLS Sponsors Political Leadership Events

By Heather L. Weigler

On April 1, the OWLS Leadership Committee sponsored its first political event of the year, "Careers in Lobbying." Hosted by Harrang Long Gary Rudnick in Portland and organized by OWLS member Jona Maukonen, the event featured panelists Martha Pellegrino, interim director for the Portland Office of Government Relations; Inga Deckert, lobbyist with Tonkon Torp; and Michelle Giguere, lobbyist with Ball Janik. They discussed what lobbyists actually do and how they do it.

"Lobbyists are corks bobbing on the legislative sea. There are so many aspects of passing legislation, and lobbyists find every single point of interest and figure out how to engage them," said Martha. "We're the information providers to the people who are trying to make legislative decisions."

Lobbyists gather information to support their client's policy positions, develop strategies for the best way to communicate those positions, and build relationships with legislators and their staffs. "Credibility is crucial. We all work a lot on our message, who delivers it, and how they deliver it, but when the legislature's in session, it's a lot of quick conversations, and you need a reputation of being credible," explained Inga.

The panelists discussed the rewards and challenges of working as a lobbyist. Lobbyists help legislators understand how policy choices affect constituent groups, and they must do their homework to accomplish that goal. "You need to know how decisions are made and about the people making them," advised Michelle. "Lobbyists need to be prepared, be honest, and be tenacious. You can't be a successful lobbyist without tenacity. You'll be told no 15 times, and on the 16th time they'll say, 'I'm there.'"

Lobbying can be a demanding job, especially when the legislature is in session. Inga, a member of Tonkon Torp's Government Relations and Policy Group, works with a variety of clients "on just about every issue you can think of." Her schedule depends largely on who she is lobbying for, and the session can be very busy for the mother of three young children. Although she works for a large law firm, Inga does not have to bill hours, which can make her busy schedule more manageable.

Michelle, a lobbyist in Washington,

D.C., explained that lobbying can involve tasks as varied as policy research, attending fundraisers, drafting legislation, testifying at hearings, and going to weddings and parties. Michelle, Inga, and Martha all agreed that the wide variety of issues they work on and, in some cases, clients they represent makes their jobs both challenging and engaging.

Women tend to excel at skills lobbyists need, such as multitasking and reading nonverbal cues, and consequently, "some of the country's most respected lobbyists are women," Michelle noted. Although research shows that women lobbyists use the same techniques and exhibit similar levels of access to policymakers as their male counterparts, a gender gap persists in the ranks of lobbyists, just as it does in legislators. The number of women who hold legislative office still lags far behind the number of male legislators. Of the 90 members of the Oregon legislature, only 26 are women, and only two of those women are lawyers: Senator Suzanne Bonamici and Representative Judy Stiegler. A third woman legislator, Senator Betsy Johnson, has a law degree



Left to right: Martha Pellegrino, Inga Deckert, Michelle Giguere

but is not licensed to practice in Oregon. Research shows that greater participation by women in the legislative process can help ensure that policy outcomes better reflect the interests of women.

"Lobbying is an important role women play in the political system," Martha explained. Women lawyers interested in lobbying can start by working in the legislature, as committee counsel, for example, to learn about the legislative process from the inside. Another way to try your hand at lobbying is to join a nonprofit organization, neighborhood association, or local government committee to work on

*Continued on page 8*

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

**"Of course."**

—Catherine Teach



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# Of Blogs and Blawgs: OWLS Members Who Blog

By Yumi M. O'Neil

I've been an avid follower of numerous personal and professional blogs for several years. Over time, I have noticed an increasing number of lawyers embracing this form of social media, especially on the national stage. This surge of lawyers creating personal and/or professional blogs (or "blawgs," as law-related blogs are often called) piqued my curiosity about whether OWLS members are blogging as well.

And so, via the OWLS listserve, I announced that I'd be writing this article and invited OWLS members who blog to contact me. It turns out that a few of our OWLS colleagues have taken the plunge and created blogs covering a wide range of topics. Those who responded to my listserve query are featured here.

For Sonia Montalbano, the "Holy Moley Batman, We're Getting Married!" blog ([www.soniagrants.blogspot.com](http://www.soniagrants.blogspot.com)) served as an outlet for the 39-year-old first-time bride to vent about the wedding industry and the stress of wedding details. As someone who admits not having the "bride gene," Sonia discovered that blogging helped her maintain her

sanity during the months leading up to the wedding. From picking the right wedding dress to creating her own wedding invitations to being labeled a "hostile bride" by a friend, Sonia injected her blog with plenty of humor.

Blogging was rewarding to Sonia because she enjoys writing. She adds, "I always wanted to be writer . . . but I had fallen off in recent years. The blog helped me refamiliarize myself with all the things I love about writing and get back in the habit." After her wedding took place last year, she stopped blogging, but she's considering starting a blog on her recent experience buying a house.

Lisa LeSage, associate dean and director of the Business Law Program at Lewis & Clark Law School, launched "Lesagelaw's Blog" (<http://lesagelaw.wordpress.com>) in February 2010 to share with family and friends her adventures and observations as a Fulbright scholar in Santiago, Chile. Lisa's blog reads like a travel journal, rich with vivid descriptions of landscapes, food, drink, and culture. Photos of places and people are interspersed throughout the blog.

Lisa's blog came in very handy when the 8.8-magnitude earthquake rocked Chile in February. A little more than an hour after the earthquake struck, Lisa was able to use her blog to tell friends and family that she was safe and unharmed.

Lisa says she might continue to blog on Latin American and immigrant issues after she returns to Oregon in August.

"Lawyer/Mother" blog ([www.lawyermother.blogspot.com](http://www.lawyermother.blogspot.com)) is written by Joanna Wagner, a law clerk at the Law Office of Jonah Paisner. Why did she begin blogging? "I was having trouble figuring out both what type of lawyer and what type of mother I wanted to be, and I needed a place to vent and explain to friends and family what I was going through at the time," Joanna explains. Thus her blog includes candid reflections about balancing her burgeoning legal career with new motherhood, her battle with postpartum depression, her decision to work as an attorney with her husband in his law practice, and her transition to being a law clerk.

Joanna is emphatic about speaking her mind on her blog: "I really feel like it's important for professional women with families to talk straight about the nitty-gritty details of their lives. I think it's too easy for women to minimize their personal struggles to find work-life balance in order to project a strong, successful, and happy image, and to justify choices that maybe don't feel right to them on a gut level because they are overly concerned with what others will think of them."

Oregon Court of Appeals Judge Darleen Ortega's passion for movies is what fuels her blog, "Opinionated Judge" ([www.opinionatedjudge.blogspot.com](http://www.opinionatedjudge.blogspot.com)). Beginning in 1999, this film buff and self-appointed movie critic began sending friends lists of her top ten movies of the year, which were accompanied by her short reviews. As the years went by, her lists grew and friends started asking for reviews throughout the year.



Lori Irish Bauman

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## Of Blogs and Blawgs

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As a result, Judge Ortega turned to blogging in 2007 to “increase and organize my movie-review output and make [the reviews] more publicly accessible.” She likes blogging because it allows her to express her creative side, and her blog has also served as a useful conversation piece. In addition, after blogging for two years, Judge Ortega was entitled to a press pass when she attended the 2010 Full Frame Documentary Film Festival in Durham, North Carolina, earlier this year.

Rachel Kosmal McCart’s blog blends her passion for horses with her professional niche, equine law. The “Equine Legal Solutions Horse Law” blawg (<http://equinelegalsolutions.blogspot.com>) is part of her firm’s website and offers practical tips and “occasionally a good chuckle about anything related to horses, horse people, and equine law.” Topics include buying one’s first horse, boarding contracts, horse adoption, and “weird” equine law news.

Rachel created the blog two years ago at the urging of her husband, a marketing executive. Indeed, the blog has been a valuable marketing tool, as “the articles show up in natural search results, which leads people to my blog who might have never found my firm’s website.”

Similarly, the law firm Ater Wynne jumped on the blawging bandwagon as part of a marketing strategy. Lori Irish Bauman, of counsel to Ater Wynne, helped launch its litigation department’s “Northwest Business Litigation Blog” ([www.aterwynneblog.com](http://www.aterwynneblog.com)) in 2006. Currently she serves as the blog’s editor and also writes some of the blog entries. The blog markets the firm’s expertise by providing legal updates and recent court developments to human resource managers, in-house counsel, and business executives. The blog has generated positive responses from clients and other attorneys and has driven traffic to the firm’s website.

Blogging, however, does have its challenges. While none of the women interviewed for this article expressed any apprehension about her blog’s impact on her privacy, some people find that personal blogs invite complications (such as “blog stalking”) that outweigh any benefits of blogging.

In addition, although starting a blog is fairly easy, maintaining it can be time consuming. Lori says, “It’s a big commitment, and a long-term commitment. Once the

## OWLS Foundation Board 2010–2011



*The OWLS Foundation Board of Directors (left to right): First row (seated): Jeannette Vaccaro, Jill Brittle (secretary), Suzanne Lacampagne, Cristina Sanz. Second row: Aruna Masih (president-elect), Yumi O’Neil, Nanci Klinger, Karen Nashiwa, Trudy Allen (historian). Third row: Kristin Larson, Jodee Jackson, Laurie Craghead, Melissa Chureau, Phylis Myles (president). Fourth row (back): Libby Davis (treasurer), Sara Parker, Christina Davis, Anne Senters. Not pictured: Terri Kraemer (immediate past president). Board members and officers serve from May 1 to April 30. The Foundation’s Advisory Board members, also not pictured, are Nena Cook, Judy Henry, former Justice Susan Leeson, Carolyn Miller, Katherine O’Neil, former Justice Betty Roberts, and Kathryn Root.*

## Political Leadership Events

*continued from page 7*

an issue you care about. “There’s a lot of value in being a citizen lobbyist,” said Martha. “Governor Barbara Roberts started out as a citizen lobbyist and ended up as governor.”



*Karol Collymore*

The next political leadership event in which OWLS was involved consisted of two candidate forums held in Portland titled “Equity and Accountability.” The Urban League of Portland led the effort to organize the forums, co-sponsored by OWLS and many other organizations dedicated to promoting diversity and serving local community interests. OWLS member Melanie Maurice represented OWLS on the organizing committee.

The first forum, on April 29, featured candidates for governor and Metro presi-

dent; the second forum, on May 4, hosted candidates running for the Portland City Council and the Multnomah County Board of Commissioners. Both forums



*Loretta Smith*

focused on issues affecting communities of color, immigrants, refugees, and women. Candidates were asked to discuss experiences that had prepared them to effectively serve diverse communities and how they planned to advance those community interests if elected.

Among the candidates who participated were Karol Collymore and Loretta Smith, both candidates for Multnomah County commissioner, District Two.

*Heather L. Weigler is OWLS vice president and an assistant attorney general with the Oregon Department of Justice.*

## Of Blogs and Blawgs

excitement of starting a blog wears off, you still have to keep blogging! A professional blog that isn’t regularly updated has reduced value from a marketing standpoint.” Crafting blog entries that are worth reading takes a lot of work. As Lisa points out, “it is hard to keep things concise, interesting, unique and updated.” That challenge, however, is

one of the reasons some OWLS members have found blogging to be worthwhile. As Sonia explains, blogging “inspired me to get more creative with my writing and to be a better editor.”

*Yumi M. O’Neil is an education and development analyst at Multnomah County Circuit Court. She blogs at <http://youmeintheworld.blogspot.com>.*

## What I Learn from Those I Mentor

I work with students at all three Oregon law schools and maintain contact with a lot of young lawyers. I also mentor high school students at my church and maintain contact with some young adults I met that way.

Upon reading that, you might think, “how generous.” But actually, in a sense, I am greedy. In our usual way of thinking, a mentor is a wise elder dispensing advice, and the intended recipient of all that wise counsel is the young “mentee.” But I’ve come to believe that we need to begin thinking of mentoring as a reciprocal activity.

The people I mentor teach me—usually without knowing it—the kind of lessons one learns from a guru, a teacher who guides one toward enlightenment. We who are mentors would be better off—and so would those we mentor—if we approached our mentoring relationships with an expectation that both of us have much to learn from each other.

To illustrate the point, I’ll mention five things I learn from those I mentor:

**1. Their stories.** Each of the stories of the people I mentor is intrinsically interesting. I never tire of hearing people’s stories, and they enrich me. I’m a better person and a better judge because my perspective is informed by stories quite different from my own. Because of my mentoring relationships, I have a little better sense of what it is like to grow up in a migrant farm family, or to immigrate to the U.S. as a teenager from Korea or Jamaica, or to raise children while attending law school, or to be transgendered. I’m enriched by knowing people who respond to conflict or stress or even to compliments very differently than I do.

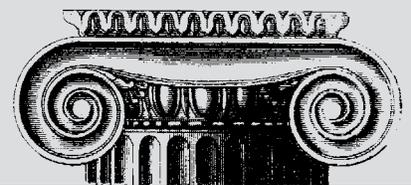
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## THE JUDGES’ FORUM



By The Honorable Darleen Ortega  
Oregon Court of Appeals

**2. The limits of my own perspective and the values I take for granted.** It’s human to mistake one’s own perspective for the truth. My mentoring relationships give me abundant opportunities to question my perspective in response to people whose perspectives—because of age and experience and culture—frequently differ from mine. My perspective isn’t necessarily right because I’m older. Often our points of difference and even disagreement have much to teach me regarding my unquestioned assumptions about how the world should work.

**3. How to give help and advice with an open hand.** Giving help and advice is a big part of being a mentor. But people don’t always follow that advice or use my help in the way I would like them to. I try to offer help with no strings attached, but following through on that offer when the person I am mentoring takes me up on it and rejects my help can really be challenging. My ego may be bruised, or my feelings may be hurt. Or I may be genuinely worried about the consequences of the alternative path the person has chosen.

Nevertheless, it’s really important to follow through on my intention to offer help and advice without strings, that is, without any expectation that the person will take my advice or accept my help, even when it costs me (as it frequently does). Sometimes I come to believe that the person made a really sound decision in not following my advice, and I even learn from watching his or her decision-making process. I don’t walk in another person’s shoes and can’t expect to understand all the factors that affect a decision from his or her perspective.

**4. The limits of my own wisdom and the power of being present.** Sometimes my best wisdom comes up short, and I really don’t have any advice to offer. The problems are too big, or too personal, or I can only think of advice that I know the person is not ready to hear. On those occasions, everything in me wants to offer advice and help—but I am not doing my job if I offer it.

What’s really called for is that I stay fully present with the person in his or her suffering, and that I continue to listen and not turn away, even if that’s all I can productively



Hon. Darleen Ortega

do. Only the strongest people can be present with suffering they do not have the power to alleviate, and in being present, they occasionally find themselves able to alleviate suffering that no one has been able to see. It’s the challenge of being attentive while 50 moments of suffering go by that you can’t address, and then being in a place to see and alleviate the 51st moment of suffering.

Being present and attentive to suffering is itself often surprisingly helpful, even though costly. People rarely receive that kind of attentiveness, and so when you offer it they are likely to respond gratefully.

**5. The truth of my own story, the foundation of my own struggle, and what struggle looks like now.** Walking with people through tough challenges gives me many occasions to reflect on the path I took to get where I am. Listening to their struggles often gives me a reason to draw on my own for illustration and inspiration—and helps me to remember my past (and current) failures and limitations.

There is a danger as you grow more successful that you will start to believe your own hype, to lose track of early experiences of confusion and alienation. There is also the danger that you will lose the power to see injustice, as you begin to benefit from the power structure, something that is inevitable as one acquires power.

Mentoring gives me a reason to keep my past experiences of struggle close at hand, to be grateful for how far I’ve come, to wonder at the miracles of grace that have kept me along the way—and to be constantly mindful of the struggles of others. It keeps my eyes open to the change that is still needed in the world.

So there you have it—five reasons why mentoring gives me as many lessons as I give. Perhaps you can see why I think a better word than “mentee” is “guru”—my mentees really are my gurus. And I have plenty to learn from them.

# On the Bench in Malheur County

By Terri Kraemer

Judge Patricia A. Sullivan has served on the Malheur County Circuit Court in eastern Oregon since October 2000, after she won the election for the seat held by retiring Judge Frank Yraguen. A longtime OWLS member, Judge Sullivan takes great job satisfaction in being able to make a difference in the lives of other people, especially children.

Born in Idaho, Judge Sullivan graduated from Lewis & Clark College in 1975, majoring in history, and from the University of Oregon School of Law in 1978. After law school, she clerked for Hon. Michael Hogan and then practiced law at Combs and Tharp in Ontario for about three years. Over the next 18 years, she worked at another law firm, taught at a community college, served as Malheur County counsel, and served as district attorney for Malheur County. Her myriad professional positions and activities have been helpful in her current judicial position. Why? Because the court in Malheur County has only two judges, "so I do every kind of case."

About three-quarters of the court's docket is criminal. Judge Sullivan handles juvenile court matters and civil matters, and she presides over two drug and alcohol treatment courts, one for women and one for juveniles. And because the Snake River Correctional Institution is located in Malheur County, the court handles a large volume of prison-related work. Thus the typical day requires being flexible, as "we have to handle whatever comes up."

We asked Judge Sullivan what law school was like for women when she attended. We've heard her answer from many women who were in that first wave of large numbers of women attending law school: there were not enough restrooms in the law school building for women!

Judge Sullivan serves on the board of the Boys and Girls Club of the Western Treasure Valley, to which she is very devoted, and she is a member of the Judicial Fitness Commission. In 1981, she was one of the founders of Project Dove, the local domestic violence shelter and program.

For fun and relaxation, Judge Sullivan likes to read, knit, watch movies, and travel. She has two grown children and one grandchild, "the light of my life."

What advice does Judge Sullivan have for young women lawyers today? "Try to

find balance in your life between family, work and your personal life." That is very hard when you are younger, she says, but it gets much easier when you get older, especially as your children get older.

If you think you may want to be a judge, her advice is to "reach out to your community every way you can, so people know and trust you."

Judge Sullivan says that in the 1970s, when she started law school, "we all wanted to save the world. Now I'm more content to do it one person at a time. In a small town, one person can really make a difference."

*Terri Kraemer, a director at Deloitte and Touche in Portland, is immediate past president of the OWLS Foundation and chairs the OWLS AdvanceSheet Committee.*



Judge Patricia Sullivan

# OWLS/OAAP Retreat Focuses on Well-Being

By Meloney C. Crawford

On April 23-24, OWLS and the Oregon Attorney Assistance Program (OAAP) presented the third annual Wellness Retreat for Women Lawyers, held this year at the Oregon Garden in Silverton and providing 3.0 MCLE credits.

The theme was "Women Lawyers: Caring, Capable and Congruent." Talks included "Making Our Mark: Women's Impact on the Law," by Caroline Forell, a law professor at the University of Oregon; "Being an Effective Lawyer by Being Authentic," by lawyer and therapist Nancie Potter; and Meloney Crawford's presentation of a new time-management method that rejects the tyranny of endless "to-do" lists by focusing on inner needs. Sharon Flegal and Virginia Terhaar also conducted sessions, and the retreat was facilitated by Shari Gregory and Meloney Crawford.

The retreat also offered OWLS members an opportunity to socialize, take a Nia class, experience relaxing meditation, and explore the beautiful gardens.

*Meloney C. Crawford has been an attorney counselor at the OAAP since 1999.*

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# Women Should Continue to Amass Power

By Nicole Schaefer

Last summer, the Mary Leonard Law Society held an essay contest for incoming Willamette University College of Law students. Inspired by the presidential campaign of Secretary of State Hillary Clinton, MLLS asked the students to address whether it is important for women to continue to amass power now that half of all law school graduates are women and women have been viable candidates for national elective office. From among many excellent essays, the committee selected Nicole Schaefer's essay and awarded her a \$500 gift certificate to the Willamette Store. Tom Martin received an honorable mention in the essay contest.

In her essay, reprinted here, Nicole discusses one of the more insidious barriers to gender equality that continue to plague society: how the different social expectations of men and women limit women's educational opportunities from grade school through law school. Nicole argues that women must continue to resist those subtle forms of oppression in their own lives to accomplish broader social change, and that continuing to amass power is necessary to create more role models for women and shape new social expectations.

Nicole, a native Portlander, graduated from the all-women's Scripps College with a BA in psychology and art history.

Should women continue to amass power? A loaded question which has many answers. One could approach it from a societal level or a global level. One could quote statistics about women's salaries still being less than men's or the significant difference in representation in the media for women versus men. One could take another approach, stating that more women than ever are graduating from law school and women in power such as Hillary Clinton are changing the roles of women in society. I decided to approach this question from a personal perspective.

Being a woman, at times I have difficulty recognizing and actively changing the societal standards which have been ingrained in me throughout my life. So much of my behavior has been shaped and molded since I was a little girl, and even with the insight that I have gained through my college education, I still find myself trying to be "pleasant" and "docile." I remember that day in kindergarten when my teacher innocently asked

everyone what he or she wanted to be when he or she grew up. My answers? I wanted to be a mother and a waitress. How interesting it is to remember my answers and realize that those were my only aspirations. All the boys in the class said astronaut or doctor or fireman. None of them said he wanted to be a father or a waiter. Each one had decided that his future included an occupation with more status than I had selected.

Now, looking back, my answers seem to be the antithesis of everything I have tried to absorb from my educational experiences. At my all-female high school and my all-female college, I was told over and over again that I was just as capable as a man and never to undermine my natural intellectual abilities and talents. And yet, in class, I am still quiet and reserved. Sometimes I do not speak up because I know that a man will probably say what I was thinking and will probably voice it with more confidence. This exact situation happened to me on my first day of law school when I was called on in class and, pausing for a few moments to gather my thoughts, a fellow male classmate tried to answer the question for me.

During lunch on that same day, I was surprised to find out that many of the women in my class felt the same way about speaking in class as I did. Even these seemingly strong women, who like me, took the LSAT and gained admission to a law school alongside our male counterparts, feel disadvantaged and under-represented. Some of the women mentioned that they do not want to compete with the men for attention. This discussion occurred just moments after we had been discussing our Women's Studies classes in college and showing off the knowledge we had about how women are treated in society and how we completely disagreed with this. It appears that even though educated women know about our basic right to be equal with men, we do not really embrace it in our behavior and our minds. We are operating under an illusion of happiness and equality, embracing a veritable oasis.

The answer to this very question was right in front of me at law school, in that microcosm of life that occurs every single day in that building. A number of the men act confident and entitled, expecting respect and admiration. Several of the women act the same way. Then there are the rest of us. There is the woman who

sits next to me in class. She knows all the answers and whispers them under her breath, but never actually raises her hand to share her knowl-



Nicole Schaefer

edge. Another woman prays silently that she won't be called on because she is terrified she will embarrass herself.

It appeared to me in that first week of law school that women have a strong dislike for other women who try to gain equality in society. One woman exclaimed that all of her women's studies professors had been "feminists" and how annoying that was. The word "feminists" has changed drastically since it was introduced into the language. It now appears to be a bad word or at least one that has a negative connotation. Having a mother who lived through the sexual revolution, I never once got the sense that feminism was a bad thing. It was supposed to mean equality between men and women. Somewhere along the way the meaning became misconstrued. I remember on more than one occasion in college when a professor would ask if any of us were feminists, no one would raise her hand. The professor would ask why and someone would say, "Because I'm not a bitch." It is exactly that type of attitude that constricts women rather than allowing us to come into our own. Sadly, this same viewpoint seems to exist in law school.

Maybe over the course of three years, these other women, and even I, will learn to embrace our voices and our abilities. Maybe one day, we will answer a question for a male student. Until that happens, women do need to continue to amass power, as only with more strong role models can a trickle-down effect begin. In addition, women who are in power need to stop acting masculine as if that is the only acceptable way a woman can be powerful. Society also has to change its view of women in power by not calling them "bitches." Until these changes occur, I fear that we will continue to present and believe in an illusion of equality that does not actually exist. Women should not stop amassing power, because once we do, we have truly given up any hope of a future in which traditional societal standards fade and every woman is treated the way that she should be.

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## LEG-Up on Happiness

By Helen Yu

We focus on how to “work smart” or work effectively, but as Ellen Raim of the Coraggio Group explained during OWLS’ May 13 LEG-Up event in Portland, our success also depends on how happy we are at work. Ellen offered eight concepts to consider in improving one’s happiness at work.



Ellen Raim

1. Accept the fact that you alone are responsible for your happiness. Happiness is all about your own perspective.

2. Understand the trade-offs. Every choice has a consequence; be honest about what you want and the costs.

3. Learn how to let go. The happiest people do not dwell on things. Pay attention to your thoughts; learn from each situation, but let go of things that are not conducive to your work or happiness.

4. Reframe. When faced with unexpected or less-than-ideal situations, try to reframe the issue or circumstance. Changing your frame of reference does not alter the facts, but it can change the situation into something more positive.

5. Remember that you always have options. Optimists view problems as specific, temporary, and impersonal. Pessimists see problems as pervasive, permanent, and personal. Reflecting on your frame of reference may help modify your perception of any given situation. And getting out of the “all or nothing” frame of mind will help generate new problem-solving options.

6. Do something nice for someone each day. Kindness begets kindness.

7. Be more still. Give yourself the opportunity to reflect. First, think about what is important; then act.

8. Commit. Take action. No one ever learned to ride a bike by attending a lecture or reading a book. Make a commitment to being happier, and take little steps each day to accomplish that goal.

People who are happy at work tend to be more successful than those who are not. Ellen urged us to seek not only efficiency and results but also joy in our work.

Our thanks go to Ellen and to our host, Davis Wright Tremaine.

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

## New OWLS Listserve Etiquette

OWLS received a strong response to the online membership survey conducted earlier this year. The OWLS Board of Directors particularly appreciates members’ suggestions regarding the OWLS listserv, which many members value as a professional and personal resource, as well as a forum for discussing issues that affect the profession.

After carefully considering the suggestions and different interests of our members, the board has modified the listserv etiquette relating to email labeling. The new labeling etiquette will help members distinguish between different categories of communications and better match the listserv email received to particular interests and geographic locations. The new etiquette is summarized below:

**Law-Related Email:** No need to list these as spam in the subject line: Announcements about OWLS and OWLS chapter events; job announcements; lawyer referral requests; law inquiries (be very general in your factual background statements—we have judges, and possibly your opposing counsel, on this listserv).

**Non-Law-Related Email:** In the subject line, please label messages that do not fall into the above category as follows:

**[SPAM-LOCATION]** Non-law-related email, other than relevant discussions (see below) should be labeled SPAM and state the applicable geographic location.

**[SPAM-POLITICAL]** Non-law-related email that is political in nature.

**[DISCUSSION]** Email that is intended to trigger a discussion among listmates.

Please limit your discussions to topics relevant to OWLS’ mission: to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

**Replying to Messages:** Please direct your reply ONLY to the person who sent the email. If a message is labeled [DISCUSSION], you may respond to the listserv. Please make sure the [DISCUSSION] label is kept on the message title.

**Tone:** Please use a respectful, professional tone.

**Out-of-Office Message:** If you create an out-of-office message, please program it so that it does not go to the entire listserv.

**Identify Yourself:** If your name is not identifiable through your email address, be sure to include your name in the text of your email.

## Around Oregon

**Cascade Women Lawyers.** Cascade Women Lawyers hosted a networking lunch on May 12 in Bend, and plans to continue every-other-month lunches for the remainder of 2010. For more information, see the OWLS events page online or contact Lori Harris Hancock at [lhancock@schwabe.com](mailto:lhancock@schwabe.com) or 541.749.4060.

**Clackamas Women Lawyers.** On April 22, Judge Katherine Weber, Judge Susie Norby, and their colleagues hosted the First Annual Take Your Child to Work Day at the Clackamas County Courthouse, an event that included a tour of the courthouse and an opportunity to talk with attorneys and judges. [Please see the story and photo on the back page.]

On April 24, Clackamas Women Lawyers members enjoyed a Yamhill County wine tasting tour with spouses, friends, and significant others. Stops included Lemelson Winery, Vidon Vineyards, and Solena Vineyards. An afternoon potluck picnic at Vidon Vineyards highlighted the event.

On June 15, the chapter sponsored a CLE at the Clackamas County Courthouse, at which Judge Jeffrey Jones offered "Evidentiary Practice Pointers from the Bench." For more information, please see the OWLS events page online or contact Angela Franco Lucero at 971.204.0160 or [angela@tkatlaw.com](mailto:angela@tkatlaw.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 [tjpwalk@budget.net](mailto:tjpwalk@budget.net).

**Lane County Women Lawyers.** For information about upcoming LCWL events, see the OWLS events page online or contact Kamala Shugar at [kamala.h.shugar@doj.state.or.us](mailto:kamala.h.shugar@doj.state.or.us).

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

**Mary Leonard Law Society.** MLLS, the OWLS chapter in Salem, hosted a "Road to the Bench" program on April 8 and a CLE on domestic violence on April 20. [Please see the stories on page 15.] MLLS

## OWLS Members Honored for Mentoring

By Kathleen Rastetter



Top (right to left): Elizabeth Harchenko, one of the founders of Willamette's Mentor Program and its 1995-1996 Mentor of the Year; her former student mentee, and now an attorney mentor, Lisa Norris-Lampe, one of Willamette's 2010 Outstanding Mentors; and Lisa's current mentee, law student Ariel Vee



Mentor Shenoa Payne (left) and mentor Ashley Wilcox



Llamilet Gutierrez (left) and mentor Angela Franco Lucero

Several OWLS members were honored in April for their exceptional mentoring work. Lewis & Clark Law School honored Angela Franco Lucero, a litigation partner at Kranovich & Lucero, for her work with first-year law student Llamilet Gutierrez.

Willamette University College of Law presented the Judge Edward H. Howell Mentor of the Year Award to OWLS member and Willamette alumna Shenoa Payne. This was Shenoa's first year in the mentor program.

These OWLS members were also honored at the Willamette reception, receiving an Outstanding Mentor of the Year Award for their exceptional mentoring:

Hon. Claudia Burton, Marion County Circuit Court Judge  
Hon. Mary Mertens James, Marion County Circuit Court Judge  
Kim Sugawa-Fujinaga, at Greene & Markley  
Hon. Susan Tripp, Marion County Circuit Court Judge

The mentoring programs at these schools enable students to forge individual relationships with experienced lawyers and judges, who provide insight and advice on the practice of law, as well as offer support while the students attend law school.

Congratulations to all of our members who have been honored for their mentoring work.

*Kathleen Rastetter is OWLS historian and senior county counsel for Clackamas County.*

held its final spring meeting on May 18; its lunchtime meetings will resume in September. For more information, visit [www.maryleonardlawsociety.org](http://www.maryleonardlawsociety.org) or contact Shannon Terry at [shannon.a.terry@ojd.state.or.us](mailto:shannon.a.terry@ojd.state.or.us).

**Queen's Bench.** Queen's Bench, the Portland OWLS chapter, meets monthly for lunch on the second Tuesday at Tree's Restaurant in downtown Portland.

The speaker on April 13 was Cristina Abed, a financial advisor with Waddell & Reed, who spoke about financial planning for women. On May 11, Jim Rondone of Rondone Kemp Career Counsel provided job-hunting tips and useful information related to the current legal market. Kathy Munday of the Audubon Society of Portland answered questions and spoke about coexisting with urban wildlife at lunch on June 6.

For more information, contact Susan O'Toole at [esusan.otoole@gmail.com](mailto:esusan.otoole@gmail.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](mailto: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 [jamiehzllettesq@gmail.com](mailto:jamiehzllettesq@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. For more information, or to become involved with the chapter, contact Mary Bruington at [mbruington@mpdlaw.com](mailto:mbruington@mpdlaw.com) or 503.846.3413.

*Gloria Trainor is an attorney in Eugene at Johnson, Clifton, Larson & Schaller.*

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# MLLS Hosts Road to the Bench Program

By Allison Boomer

On April 8, four women judges representing four different Oregon state courts gathered at Willamette University's Cat Cavern with more than 20 lawyers, law students, and law faculty to discuss the "Road to the Bench." The panel included Oregon Supreme Court Justice Martha Walters, Oregon Court of Appeals Judge Ellen Rosenblum, Marion County Circuit Court Judge Claudia Burton, and Oregon Tax Court Presiding Magistrate Jill Tanner, who moderated the panel.

Over the lunch hour, the panelists fielded questions from attendees on a variety of topics pertaining to the process of becoming a judge or justice in Oregon. One topic of discussion concerned appointment to state circuit and appellate courts. The governor has the authority to appoint judges to vacancies in the state courts, and one attendee inquired about the factors that typically influence appointments.

The panelists concurred that Governor Kulongoski has been very interested in creating diversity in the judiciary and has appointed many women and minority judges. Other forms of diversity may also play a role in future appointments. Justice Walters and Judge Rosenblum agreed that the appellate courts in particular suffer from a lack of geographic diversity; most judges and justices are from the more populated northwestern part of the state.

In response to a question about the importance of political connections to

the appointment process, Judge Burton noted that while connections are certainly helpful, it is not necessary to know the governor personally. A judicial candidate may be appointed based on hard work and a good reputation in the community.

Attendees also expressed interest in the judicial election process. Oregon judges are elected in nonpartisan elections for six-year terms. Newly appointed judges must run for election in the next primary, the next general election, or both. Judge Rosenblum discussed her extensive experience with elections; she has participated as a candidate in state and national bar association elections as well as state elections. She advised would-be judicial candidates to develop a thick skin, but also noted that elections can be fun.

When asked about deciding whether and when to run in an election, the panelists agreed that timing is crucial. Few judicial candidates are elected the first time they run, so it is important to think carefully about when to run. Furthermore, while it is important for a judicial candidate to make her name and her interest in the bench widely known, it is not wise to become a person who puts her name on every ballot.

Lastly, attendees sought advice about when to start thinking about the bench and what steps to take before seeking appointment or election. Justice Walters emphasized the importance of making one's interest in serving on the

bench widely known. Judge Rosenblum discussed the importance of getting involved in state and local bar associations as well as the community, suggesting that people seek leadership positions on committees and governor-appointed advisory boards. Judge Burton added that gaining trial or administrative hearing experience provides excellent preparation for service as a circuit court judge.

At the end of the lunch hour, Judge Rosenblum proposed the formation of mentoring circles for people interested in continuing the conversation. If you are interested in this possibility, contact the Mary Leonard Law Society (MLLS).

OWLS' *Road to the Bench* handbook, which includes an overview of Oregon courts, a discussion of how to become a state or federal judge or magistrate in Oregon, tips for people considering the bench, and wisdom from judges past and present, is available to those considering a career in the judiciary. Please contact OWLS for a copy.

*Allison Boomer is a paralegal at the Oregon Tax Court and will start work as a law clerk at the court in August.*



Judge Claudia Burton

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## MLLS CLE: Three Perspectives of Domestic Violence

By Allison Boomer and Hon. Jill Tanner

Jayne Downing, executive director of the Mid-Valley Women's Crisis Service, was one of three speakers at the Mary Leonard Law Society (MLLS) CLE program titled "Three Perspectives of Domestic Violence" held at Willamette University on April 20.

Jayne explained that social workers evaluate domestic violence (DV) as a pattern of behavior in which the abuser uses emotional and physical abuse to control and weaken the victim. She identified some of the key characteristics typical of abusers and their controlling behaviors.

Abusers are often charming; they know how to lure a victim into a relationship and bring her back time and again. Abus-

ers are also in control of their behavior—Jayne noted that when police are called to a DV situation, the abuser is often calm, while the victim is visibly upset. Because abusers are both charming and self-controlled, they are often successful in convincing judges to give them sole custody of children; they often behave well in front of a judge and seemingly comply with court orders.

Early in a relationship, an abuser will likely seek out sensitive information about the victim, such as whether she has been hurt previously. He will probably act outraged at an affirmative response, but will use this information against the victim in the future. Amy Queen, an as-

sistant Marion County district attorney, explained that the abuser controls the victim through geographic or social isolation, and emotional and economic abuse, with tactics such as threatening to have the victim's children taken away.

Chris Sielicky, a Marion-Polk Legal Aid attorney, joined Amy in discussing how to use the law to protect victims from domestic violence.

For other steps you can take to prevent domestic violence, see the MLLS website, [www.maryleonardlawsociety.org](http://www.maryleonardlawsociety.org). For a list of organizations in Oregon that assist women in domestic violence situations, see [www.dhs.state.or.us/abuse/domestic/gethelp.htm](http://www.dhs.state.or.us/abuse/domestic/gethelp.htm).

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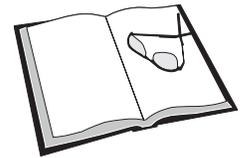
## Judges Host Events for Children

Thanks to Judges Katherine Weber (with children at left) and Susie Norby and their colleagues for hosting Clackamas Women Lawyers, the Clackamas County Bar Association, courthouse staff, and their children for the First Annual Take Your Child to Work Day at the Clackamas County Courthouse. About 25 children participated in the April 22 noontime event. Well over 100 children attended the Take Your Kids to Work Day hosted by the Multnomah County Circuit Court judges on April 22. It was the largest turn out yet at this annual event, at which children are split into groups by age to conduct mock trials. OWLS thanks Judge Julie Frantz for coordinating the event with her colleagues at the court.

## *It's Harder in Heels: Essays by Women Lawyers Achieving Work-Life Balance*

Jacquelyn Hersh Slotkin and Samantha Slotkin Goodman, Editors (Vandeplas Publishing, 2007)

Book Review by Cashauna Hill



The editors of this slim tome are a law-educated mother-daughter team. Jacquelyn Hersh Slotkin, former director of a legal skills program at a San Diego law school, has been researching women's roles since 1976. Inspired in part by the work of the American Bar Association's Commission on Women in the Profession, she set out to present stories of women lawyers and examine the decisions they made in their personal and professional lives as they sought to "have it all" or achieve work-life balance or both.

The essays presented in this book come from an impressive and diverse group of women lawyers, including a Lewis & Clark Law School graduate. While some of the writers, including Goodman, went directly to law school from college and then went into large-firm practice, other contributors, including Slotkin and national security consultant Rana Sampson, detail their delayed entry into the legal field and the decisions that led them to leave successful careers to pursue a legal education. One of the many overarching themes of the essays is that women law-

yers can and should make decisions that benefit themselves and their families, regardless of the way that society might view those decisions.

Readers will be impressed with the wide array of experiences and practice areas of the lawyers (and one judge) whose essays are included in this collection. As OWLS members well know, women lawyers face questions about whether decisions to marry (or not), have children (or not), and seek partnership with a firm (or not) will negatively affect their legal careers. The women who wrote these essays struggled with these issues as well, yet all seem to have come out of their respective situations with their resolve and dignity in tact.

Women lawyers often come to realize that what they thought they wanted isn't a dream come true, after all. Julie Dubick, director of public policy for San Diego Mayor Jerry Sanders, faced this situation after becoming a partner in a mid-sized San Diego law firm. Dubick found that partnership still didn't bring entrée into the "old boys club," and she felt that with the added pressure to bring

in business, she didn't have enough time for her family or her work.

For other women, the choice is not between their career and their family, but rather about seeking a balance between work and their social life and outside interests. Sara May's essay, "Road Less Traveled," describes the process that led her to realize that she did not enjoy litigation or private practice. May was unmarried and was not a mother during the years she spent at a firm, yet she found that the time she spent working did not allow for participation in the activities she enjoyed.

*It's Harder in Heels* is an enjoyable glimpse into the lives of women lawyers who have successfully navigated the doubts, confusion, excitement, hope, and opportunities that women in our profession face. OWLS members will likely find it encouraging to read their stories and take comfort in the knowledge that women lawyers find ways to succeed every day.

*Cashauna Hill is OWLS secretary and the fair housing staff attorney at the Oregon Law Center in Portland.*