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Executive Director
Linda Tomassi, 503.595.7831
linda@oregonwomenlawyers.org

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

www.oregonwomenlawyers.org

OWLS Encourages Political Leadership

By Heather L. Weigler

In 2009 the OWLS Leadership Committee sponsored a series of programs to encourage and equip members to engage in political leadership, from running for office to serving on executive boards and commissions. The series came to a close in the fall with sessions on marketing yourself to achieve your goals and volunteering with local government.

On October 6, Barran Liebman sponsored "Brand You: Turning Your Background and What You Stand For into Your Message." The session was designed and led by Janeen Olsen, marketing expert and director of development and communications at the Juvenile Rights Project in Portland. After years of experience working in development and marketing for the Oregon Shakespeare Festival and other ventures, Janeen has applied her expertise to encouraging women leaders to develop their personal brands.

Using historical examples from Cleopatra to Elizabeth I to Oprah, Janeen explored how successful brands are created and maintained. "'Branding' is a modern term for a 5,000-year-old idea," she said, noting that it's more important today than ever. "We're information-rich and time-poor, so we make decisions based on gut feelings," Janeen explained. "A personal brand is how others see you. It isn't optional, and it's up to you to manage it." Participants were asked to engage in exercises to help them start thinking about and cultivating their personal brands over the course of the program.



Commissioner Fritz

On November 3, Orrick, Herrington & Sutcliffe sponsored "All Politics Are Local: How to Get Involved in City, County, and Metro Government Boards and Commissions." Portland City Commissioner Amanda Fritz was joined by Karen Winthrow of Metro Committee for Citizen Involvement and Gary Marshcke of Multnomah County Citizen Involvement Committee to discuss citizen involvement in local government and opportunities to volunteer for local boards, committees, and commissions.

Commissioner Fritz recounted her path from neighborhood activist to Portland city commissioner and head of the city's Office of Neighborhood Involvement. She started her journey by attending a neighborhood association meeting after hearing about plans to cut down a forest near her home to build a subdivision. She became involved in the association's successful effort to

Lawyers Returning to Work

By Janice Hazel

Historically, attorneys rarely moved in and out of the practice of law. Some made lateral transfers, moved from large firms to solo practice, and so forth, but there weren't many seasoned lawyers competing with recent law school graduates for jobs. In the past, and to some extent even today, a plan to enter, exit, and then reenter the practice of law was generally regarded as destroying a career.

Over time, however, as the demographic of aspiring lawyers shifted from predominantly male to nearly half female, and as newer generations of lawyers, both male and female, began to embrace the idea of veering from the traditional lawyer's career path, if not rejecting it out of hand, the concept has shown encouraging signs

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OWLS Roberts-Deiz Awards Dinner OWLS Foundation Auction

March 12, 2010

Reserve your dinner tickets now. Please see page 5 for details.

Co-Presidents' Message



Gwyneth McAlpine

Happy New Year! While 2009 was a difficult year for the economy and the legal profession, OWLS had many accomplishments during the year, of which we are very proud. Among those accomplishments:

- OWLS reached a peak of 1500 members;
- OWLS' Leadership Committee started a Political Leadership Series to encourage women to pursue positions in politics;



Heather Van Meter

- OWLS mentoring circles continued to grow in number and topic;
- OWLS' Fall CLE and 20th anniversary celebration were a tremendous success, featuring copious amounts of inspiration, good advice, and fun; and
- OWLS awarded the Justice Betty Roberts Award to U.S. Magistrate Judge Pat Sullivan, the Judge Mercedes Deiz Award to Judge Richard Baldwin, the fourth annual Workplace Leader Award to Knowledge Learning Corporation's legal department, and the newly created Katherine H. O'Neil Volunteer Service Award to (surprise!) Katherine H. O'Neil.

We have lots of plans for 2010, as we know you do. Consider including in your New Year's resolutions three things that you can do to advance OWLS' mission of promoting diversity and equality for women and minorities:

1. Take a female or minority lawyer to lunch or coffee once a month. Extend your invitation to a law student or young lawyer who could use your mentoring in these tough times. If you are a law student or young lawyer, go to lunch with one of your peers to talk about issues facing women and minorities in the legal profession or your hopes and fears for your legal career. This is a great way to start building your network!

2. Donate to a charitable organization that supports women and minorities. Or volunteer. You could donate time or money to a women's shelter, like the Bradley-Angle House, or an organization that defends civil rights, like the ACLU. Or you could support an organization that focuses on access-to-justice issues, like the Campaign for Equal Justice, or helps children deal with the legal system, like CourtCare or CASA. Also consider donating funds or auction items to the OWLS Foundation, OWLS' charitable sister organization, which educates and supports women and minorities in accessing and participating in the justice system.

3. Increase your participation in activities that put you in a position to promote diversity. If you're in a law firm, think about opportunities within your firm, such as joining the hiring committee or getting together a group of attorneys to regularly meet and address diversity issues at your firm. If you're in a smaller private practice or the public sector, consider getting involved with a bar organization, like OLIO, or one of several professional organizations in Oregon that promote women and minorities: OWLS (of course!), OMLA, OGALLA, NBA, or OAPABA. These organizations present many different opportunities to use your skill set and interests in a manner that promotes diversity. You can use any position of leadership or influence to promote diversity goals, so be a leader!

We hope to see you at the 18th Annual Roberts-Deiz Awards Dinner on Friday, March 12, 2010. The recipient of the Justice Betty Roberts Award is Sarah J. Crooks, and the recipient of the Judge Mercedes Deiz Award is Oregon First Lady Mary Oberst. The dinner is expected to sell out, so be sure to secure your tickets early.

Best wishes for a happy, healthy, and prosperous 2010!

Gwyneth McAlpine

Heather Van Meter

Co-Presidents, Oregon Women Lawyers

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

Save the Date!

OWLSNet Networking Event

Thursday, Feb. 4, 4:30–7:30 p.m.
World Trade Center, Bldg. 2
121 SW Salmon St.
Portland, Oregon

OWLS Board Seeks Candidates

This spring, the 21-member Oregon Women Lawyers Board of Directors will have openings. If you would like to play a leadership role in OWLS' work transforming the practice of law, and you have been active on one or more OWLS committees, consider serving on the board of directors. The OWLS board is active and provides financial oversight and strategic direction, helping to shape the future of OWLS programs and policies. Board members must actively participate on at least one working committee.

As a statewide organization, OWLS seeks board members from around the state. Board elections occur in April, with new members taking office in May 2010 for a three-year term. Meetings are held eight times a year, usually on Saturday mornings.

If you want to help guide OWLS through the coming years—and form valuable connections with other attorneys around the state in the process—please contact OWLS President-elect Concetta Schwesinger at concettas@comcast.net.

Save the Date!

OWLS/OAAP Women Lawyers Retreat

April 23 and 24
The Oregon Garden
Silverton, Oregon

To register,
email sharig@oalp.org or
call OAAP at 503.226.1057.

The Oregon Women Lawyers Workplace Leader Award

Nomination Deadline Is June 1, 2010

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

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

organization that are not captured by the usual quantification tools, such as billable hours?

The Workplace Leader Award

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 the concerns outlined above. 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.

In 2009 the award was presented to the legal department of Knowledge Learning Corporation (KLC) for accommodating part-time and flexible schedules, engaging in a thoughtful and collaborative process that addresses both the needs of KLC and the needs of each employee, and supporting and encouraging educational advancement.

The 2010 award recipient will be honored at OWLS' Fall CLE reception, to be held in October 2010.

Nomination Information

Nominations should include the following: information that will help the award committee evaluate the employer's specific program, policy, or project; the markers of success for that program, policy, or project; and names of people who can be contacted for further information. Nominations must be received (preferably by email) by 5 p.m. June 1, 2010, and should be sent to Cashaura Hill, chill@oregonlawcenter.org, Oregon Women Lawyers, c/o Oregon Law Center, 921 SW Washington, Suite 516, Portland, OR 97205.

OWLS Collects Books

By Christine Furrer & Heather Vogelsong

This past year was our first as co-coordinators of the OWLS book drive, which was started and led by Cecil Reniche-Smith for many years. The drive benefits the library at the Coffee Creek Correctional Facility in Wilsonville.

We received tremendous support from many volunteers in Portland, Hillsboro, Oregon City, and Eugene who gathered books at their offices and homes. We would like to especially thank Christy Doornink, Linda Meng, Laura Orr, Jennifer Rollins, Kathie Weber, Kate Wilkinson, and Kyoko Wyse. With their support we gathered approximately 1,100 books for the women at Coffee Creek.

Thank you for thinking of the women at Coffee Creek and for helping to make our first year a success. We hope to gather even more books next year.

Christine Furrer graduated from Lewis & Clark Law School in May 2009 and is seeking employment. Heather Vogelsong is an assistant attorney general in the General Counsel Section of the Oregon Department of Justice.

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Oregon State Bar Hosts Diversity Summit

By Cashauna Hill

On November 2, the Oregon State Bar hosted its first annual Diversity Summit. The brainchild of OSB President Gerry Gaydos, the summit was convened to bring bar leaders together to discuss the state of diversity within the OSB, as well as the needs, goals, and plans of organizations working to address the diversity gap in the Oregon legal community.

Frank Garcia Jr., diversity administrator of the OSB Affirmative Action Program (AAP), facilitated the summit, which featured presentations from, among others, Danny Santos, senior policy advisor to Governor Kulongoski; OSB Executive Director Teresa Schmid; OSB Affirmative Action Committee Chair Kim Ybarra-Cole; and Gaydos. The summit was co-sponsored by OWLS and the OSB AAP, OSB Diversity Planning Task Force, OSB Diversity Section, Oregon Minority Lawyers Association, and Multnomah Bar Association Equality Committee.

Teresa Schmid presented the new diversity-related language in the OSB mission statement, which was adopted at the recommendation of the OSB Diversity Planning Task Force. The mission statement's list of values now provides as follows: "Diversity. The bar is committed to serving and valuing its diverse community, to advancing equality in the justice system, and to removing barriers to that system."

Summit attendees participated in roundtable discussions about relevant diversity-related issues and further diversifying the bar. After the groups reported on their discussions, the participants were treated to a reception, with food and entertainment provided by Mayahuel Catering and Latin jazz musicians Mariano & Masud.

OWLS Executive Director Linda Tomassi and OWLS board members Cashauna Hill and Linda Meng attended the summit. OWLS looks forward to continuing the partnership with the OSB and other organizations doing work that supports our mission.

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

OSB Honors OWLS Members

By Terri Kraemer

On December 2, the Oregon State Bar honored five OWLS members with awards for their many contributions to the legal profession.



Judge Nan Waller

Trudy Allen was honored with the President's Membership Service Award. Dedicated to preserving the history of Oregon's women lawyers, Trudy has volunteered countless hours to conducting research, collecting stories, and writing articles about women lawyers and their organizations in Oregon.

Judge Nan Waller was honored with the President's Public Service Award. Judge Waller is known for her creative problem-solving and devotion to protecting children, and she volunteers countless hours to developing and facilitating local and statewide activities that benefit children and their families.

Sandy Hansberger was honored with the President's Special Award of Appreciation. Sandy is the executive director of the Campaign for Equal Justice and does an exceptional job of leading the CEJ staff and dedicated volunteers, as well as strengthening relationships between the CEJ and the OSB.

Chief Judge Ann Aiken was honored with the Wallace P. Carson Jr. Award for Judicial Excellence. Judge Aiken has made significant contributions to the judicial system through her years on the bench, long-standing commitment to alternative dispute resolution, devotion to the District of Oregon Reentry Court program, and other activities.

Judge Ellen Rosenblum was honored with the Edwin J. Peterson Professionalism Award. Judge Rosenblum's professionalism is apparent in her many judicial and professional activities, including serving on various committees and boards and mentoring and educating new lawyers at all three Oregon law schools.

Congratulations, all.

Terri Kraemer, chair of the AdvanceSheet Committee, is a director at Deloitte & Touche in Portland.

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Sarah J. Crooks and First Lady Mary Oberst to Be Honored at Roberts-Deiz Awards Dinner on March 12

Sarah J. Crooks, a partner at Perkins Coie LLP and former president and board member of OWLS, has been selected to receive the Justice Betty Roberts Award for the promotion of women in the law. Oregon First Lady Mary Oberst will receive the Judge Mercedes Deiz Award for promotion of minorities in the law. The award recipients will be honored at the 18th Annual Roberts-Deiz Awards Dinner on March 12, 2010, at the Governor Hotel in Portland.

Sarah J. Crooks has already done more to promote women in the legal profession and community in her 12-year career as an attorney than most people do in a career spanning several decades. Sarah is passionate about the promotion of women and women's rights and has the strength of conviction to act on that passion. She is commonly described as a "tireless advocate" for the advancement of women in the legal profession.



Sarah J. Crooks

As one of only two female partners in the Portland office of Perkins Coie, Sarah has been a role model and mentor to women attorneys in her firm. Leading by example, she has founded, chaired, and/or served on numerous committees focused on the promotion of women and minorities in both her firm and the legal community. As one of Sarah's colleagues stated, "It is not a question of 'if' women attorneys can succeed to Sarah, but a question of 'how.'" Sarah is a true leader for women lawyers new to the profession as well as those who have been practicing for 40 years.

Sarah became involved in OWLS very early in her career. She served on the OWLS Board of Directors from 1998 to 2004 and was president from 2003 to 2004. Sarah's leadership activities have also included serving on the Owen

Panner Inn of Court Executive Committee, Oregon State Bar Diversity Section Executive Committee, Multnomah Bar Association Board of Directors, and Campaign for Equal Justice Board of Directors. Considering that Sarah is also a volunteer mock trial coach and judge, it is no surprise that many people wonder whether she has managed to find 30 hours in a day rather than 24!

Not only has Sarah set an example for women lawyers on the local and state levels, she has done so on the national level as well. Sarah has served on the board of the National Conference of Women's Bar Associations since 2004 and is currently serving as president of the organization. She has also been active in the American Bar Association and held leadership positions in the ABA's Tort Trial and Insurance Practice Section.

Sarah is a volunteer attorney for the Domestic Violence Project at Legal Aid Services of Oregon. In addition to maintaining a busy private practice, Sarah has provided pro bono representation to more than 20 domestic violence victims since 2002. Even more impressive is the fact that she led Perkins Coie's pro bono partnership with Intel and has trained and mentored other attorneys within her firm and Intel to represent domestic violence victims.

Sarah exemplifies the leadership and work performed by a genuine advocate for women in the legal profession and the community. Due to her unrelenting commitment to the promotion of women, OWLS is pleased to award the 2010 Justice Betty Roberts Award to Sarah J. Crooks.

First Lady Mary Oberst is a steadfast champion of diversity in the legal profession and works tirelessly for equality for all. The first lady is a staunch supporter of the Oregon State Bar Affirmative Action Program and a champion of Opportunities for Law in Oregon (OLIO), an orientation program designed to recruit and retain minority law students in Oregon. She has also generously donated to the Oregon Minority Lawyers Association (OMLA) Annual Fundraiser Auction, which raises money for bar exam preparation

scholarships for racial and ethnic minority applicants. She and Governor Kulongoski also bowl with minority students and attorneys at BOWLIO, a fundraiser for OLIO. Every year, First Lady Oberst opens her home, Mahonia Hall, for the OMLA Salem Social. Everyone who has been touched by her hard work and devotion has described her as a humble yet effective and passionate advocate for minority attorneys.



First Lady Mary Oberst

Ms. Oberst also has a deeply held commitment to equal access to legal services for all communities, especially underprivileged and underrepresented communities. She has been involved in the Campaign for Equal Justice since its inception and has made access to justice one of her top priorities.

Ms. Oberst's support of diverse populations extends far beyond the legal community. She is an enthusiastic supporter of Oregon Northwest Black Pioneers, and is credited as having planted the seed for what will become the Oregon African American Museum, on whose boards she serves. She also spearheaded fundraising for the restoration and preservation of the Kam Wah Chung Museum in eastern Oregon.

OWLS is pleased to recognize First Lady Mary Oberst's considerable contribution to the promotion of minorities in our profession and the community at large by awarding her the 2010 Judge Mercedes Deiz Award.

Information about tickets for the Roberts-Deiz Awards Dinner, to be held March 12 in downtown Portland, can be found at the OWLS website, www.oregonwomenlawyers.org, or by calling 503.595.7826. We urge you to reserve your tickets soon, as we expect this event to be sold out.

Donations are needed for the OWLS Foundation Auction, which will take place on March 12, immediately before the Roberts-Deiz Dinner. To donate, please contact Jill Brittle at jill@brittle-law.com or 503.445.1575.

A Tribute to Kathryn Ricciardelli, OWLS' Third President

By Diane Rynerson and Trudy Allen

It was with great sadness that OWLS learned of the death of our third president, Kathryn Ricciardelli, on November 4. We sketch for you here some of her many contributions to OWLS.

Kathryn Mary Elisabeth Ricciardelli was born in New York City on March 5, 1954. She attended a Catholic girls' high school. As a child, she studied classical piano and became quite a talented keyboard-



Kathryn Ricciardelli

ist, playing classical, pop, and religious music on both the piano and organ. At age 15, she accompanied her older brother to the Woodstock Festival, an experience she described

as "educational" for someone of her relatively sheltered upbringing. She received her undergraduate degree from the University of Oregon in 1983 and her JD from Willamette University College of Law in 1986.

While she was a law student, Kathryn came to value mentoring, which ultimately led to her significant role in establishing successful mentoring programs at all three Oregon law schools. The concept of a program linking women attorneys to women law students at Willamette University began as an idea for a project of Salem's Mary Leonard Law Society at the time it became the second OWLS chapter in 1990. Along with Elizabeth Harchenko, Kathryn worked tirelessly to develop and give structure to the Willamette program, which was soon extended to include male attorneys and law students.

Kathryn advocated that the program be established at the University of Oregon, and at Lewis & Clark, Kathryn collaborated with OWLS board member and Assistant Dean for Career Services Andrea Redding to found the program there. Kathryn continued her active participation in the law school mentoring programs for many years, speaking at the annual kick-off event at Willamette and mentoring law students. In 1997 she was the first recipient of Lewis & Clark's Andrea Swanner Redding Outstanding Mentor Award.

Kathryn was a natural mentor to law students and new lawyers, but was also

OWLS' fourth, third, and second presidents, left to right: Diana Craine, Kathryn Ricciardelli, and Agnes Sowle, in 1992



very willing to be mentored by others. One such mentor was former Oregon Supreme Court Justice Betty Roberts. According to Betty, "I met Kathryn through OWLS, but I got to know her on the golf course when a few women lawyers began playing together some 18 years ago. At the time she was eager to work on her game, on herself as a person, and as a lawyer. She did a fine job at all three. Kathryn's big smile and infectious spontaneity were evidence of her expanding self-confidence and maturity. Sometimes I felt I could actually see her growing into the person she had set out to be and did achieve. OWLS will miss her. I will miss her very much."

Kathryn's involvement with Oregon Women Lawyers began in 1989 when she attended OWLS' first "How to Be a Judge" seminar. Katherine O'Neil approached her and said, "You need to be a member of OWLS." That was the only invitation she needed. At the time, Kathryn was a new associate at Vick & Gutzler in Salem, handling plaintiffs' worker's compensation and personal injury cases.

Kathryn became active in the Mary Leonard Law Society, and was asked to substitute for Elizabeth Harchenko at a meeting of the OWLS board. She quickly impressed the board members with her enthusiasm and friendly manner. She joined the planning committee for OWLS' first all-day conference. By the summer of 1990, she had become a member of the OWLS board. By the following year, she was vice president, and in October 1992, she became the third president of Oregon Women Lawyers.

Kathryn's seriousness of purpose, tenacity, propensity to work hard, playful spirit, and quick wit were a perfect fit for effective leadership in OWLS' formative years. She was an "idea" person. When a program needed a name, it was often Kathryn who came up with just the right combination of descriptive words.

While president, Kathryn worked actively with a new group, the Women's Summit, which sought to unite women's professional groups in the Portland area. Its first major event was bringing Gloria Steinem to Portland as a speaker. The legacy of the Women's Summit is the "Voices" lecture series, now in its 17th year.

After her year as president, Kathryn remained on the OWLS board until September 1994. She was persuaded to return to board service in May 1999 and was on the executive committee in the role of historian from September 2002 to April 2005. She served for a total of ten years on the board, an OWLS record.

In reflecting on her years on the board in preparation for OWLS' 20th anniversary celebration, Kathryn wrote, "Working with the Board provided many long-term friendships and appreciation of other women in their struggles and challenges to break barriers. The laughter and teamwork while addressing the goals for OWLS kept me inspired and proud to be associated with such an energized group."

Kathryn's advice to OWLS for the next 20 years? "Keep grooming young women attorneys to take their place in the law firms, courtroom and state bar. Continue to stay involved in the law schools to give women and minorities an early and comprehensive insight into their future practices."

Kathryn Ricciardelli died unexpectedly on November 4, 2009, at age 55. She is survived by her partner, Lisa Weaver; her mother, Elizabeth Ricciardelli; her brother, Paul Ricciardelli; and by her many friends and colleagues.

Diane Rynerson was the first OWLS executive director and is now the executive director of the National Conference of Women's Bar Associations. **Trudy Allen** is historian of the OWLS Foundation and general counsel of U.S. Bancorp Equipment Finance, Inc.

Meet OWLS Treasurer Megan I. Livermore

By Mavel Morales

Megan Livermore joined the OWLS Board of Directors in May 2008 to be a more active participant in OWLS' future. This year she joined the OWLS Executive Committee as treasurer.



Megan I. Livermore

A native Oregonian, Megan grew up in Eugene and attended Oregon State University, where she was a member of the varsity crew team. She obtained her undergraduate degree in speech communications in 1994 and then worked at the Oregon Department of Corrections in public affairs and public relations. She then helped launch Digimarc, a successful high-tech company based in Portland.

In 2002, Megan headed to Willamette University College of Law to embark on a new career. After graduating, she clerked for Judge Darryl Larson of the Lane County Circuit Court.

Megan is currently an associate at Gaydos, Churnside & Balthrop in Eugene. Her practice includes business and commercial law, real estate, and litigation. She finds that her work is a great fit between her previous experience in the corporate world and her legal knowledge. She likes working at the firm because of its attorneys and staff and the diversity of issues she gets to help resolve. She feels lucky to work at a firm where mentoring and finding a balanced life are priorities and where she is encouraged to spend time with family and be involved in the community.

When Megan isn't busy with work and OWLS, you can find her hanging out with family and friends, rowing, and cheering for the OSU football team. She is also actively involved in the Lane County Bar Association, Oregon State Bar Sustainability Task Force, OSB Leadership College, and Oregon Association of Rowers.

Megan's advice to new attorneys comes from a panelist at the OWLS 20th anniversary Fall CLE: If you want something, don't be afraid to ask for it.

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

Lane County Women Lawyers Presents CLE

By Mary Savage

Lane County Women Lawyers (LCWL) and the Eugene-based CPA firm Kernutt Stokes Brandt & Co. co-hosted a half-day CLE on November 13 at the University of Oregon (UO) School of Law in Eugene. Over 35 people attended, earning four hours of CLE credit on access to justice and child abuse reporting.

The afternoon began with a catered lunch and a panel discussion on mandatory child abuse reporting. The panelists were Patty Perlow, the chief deputy district attorney in Lane County; Jeff Martin, a detective with the Springfield Police Department; and Karrie McIntyre, a partner with Parrish and McIntyre, who facilitated the discussion and navigated through the mandatory reporting statutes. Patty and Jeff provided practical advice on when and how to report child abuse.

Kamala Shugar, the attorney in charge of the Oregon Department of Justice's Child Advocacy Section, and Valerie Love, of the Eugene firm Gleaves Swearingen Potter & Scott, then presented information on access to justice for children.

Mark Williams, of counsel with Gaydos, Churnside & Balthrop, presented informa-

tion on elder law access-to-justice issues. Mark addressed several facets of an elder law attorney's work, including planning for incapacity and incompetency, dealing with multiple generations and interests, and handling a client's diverse needs.

The afternoon ended with debtor/creditor attorney Scott Palmer, of the Eugene firm Watkinson Laird Rubenstein Baldwin & Burgess. Scott discussed the fact that the economic downturn has caused and exacerbated problems in delivering legal services to those who need them the most.

Many thanks to the speakers who prepared, presented, and attended this event. LCWL donated 10% of the proceeds to the UO Child and Family Law Association, for its assistance in making the event a success, and most of the proceeds (\$1,000) to Womenspace by sponsoring a family of four for the holidays. LCWL plans to offer an annual CLE on access-to-justice issues for attorneys throughout the state.

Mary Savage, a tax associate at Kernutt Stokes Brandt & Co., serves on the LCWL steering committee.

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How Not to Be “Co-opted” by the Culture of Law

Law has its own culture—a set of shared attitudes, values, goals, and practices that characterize the community of lawyers, judges, law professors, and others who participate in making the law happen. As with most cultures, those shared attitudes, values, goals, and practices are, to a large extent, not taught directly or even consciously acknowledged. They are assumed and nonnegotiable. They define what is considered valuable and even possible.

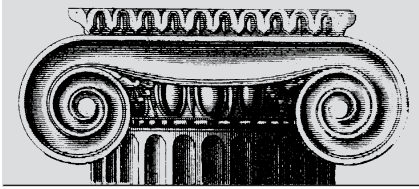
Examples include these commonly held beliefs: the best lawyers work in large law firms; the value of your work is commensurate with how much money you make; business development is the most significant contribution you can make to a law firm; a forceful personality is necessary to succeed; you are not working if you are not in the office; law school grades are an important indicator of how good a lawyer you will be; the value of your contribution to a discussion is roughly proportionate to your place in the power structure.

Each of us came into this profession with our own sets of attitudes, values, goals, and practices, which were shaped by our own experiences. Changes to those are inevitable and even necessary, to some degree, once one enters the culture of law. But I'd go so far as to say that all such change that happens unconsciously is at least risky and very likely bad. If we cede the responsibility for determining what we believe, value, and desire to a group that functions, like all groups do, in a relatively unthinking and self-perpetuating manner, we have been co-opted.

The danger of being co-opted by the culture of law is particularly problematic for women and others who historically have been underrepresented in the legal profession, because the culture of law was created without the benefit of our influence. Therefore, we are particularly likely to find that the things we have to offer the legal profession are not already valued there and may even be explicitly de-valued.

If we allow ourselves to be co-opted by the legal culture, we are likely to find that we are attempting to squeeze ourselves into a mold that doesn't fit us, and then to feel frustrated when we don't shine. A likely result is that the legal profession

THE JUDGES' FORUM



By The Honorable Darleen Ortega
Oregon Court of Appeals

will lose the benefit of the best we have to offer.

To avoid being co-opted, we need to understand how co-opting happens. Here are my thoughts.

First, **we may internalize the values of the legal culture, and feel like failures or as somehow inferior when we don't achieve success as measured by those values.** A law student I know recently described attending a minority lawyer event at a large law firm in Portland. Two lawyers there introduced themselves with a sort of apology, indicating that they didn't work in one of the big law firms but rather at a small firm. The assumption the student heard embedded in their introduction was that the small-firm lawyers weren't the ones he would really want to talk to, but were a sort of “second string” whose potential contribution to the student's evening was less valuable.

Those lawyers, it seems, had internalized an idea of their value that is commonly assumed but open to challenge. The truth is, big law firms are not for everyone, and many law students would benefit greatly from talking to lawyers who work in other settings. My guess is that those two lawyers would agree with that statement. Yet their words indicated that they considered their value inferior.

Another student reported to me that he was talking to some lawyers from a small firm who, even while talking about how much they preferred their small firm context to the big firms where they had formerly practiced, commented that they weren't in a position to attract the “best” students, but could offer a great opportunity to students in the “second tier.” Imbedded in that statement were the ideas that the “best” students were those with the highest grades, and that those students would of course want to work in the big firms, because they are the most desirable.

But those assumptions are open to question. The students with the highest grades are not necessarily the most capable or the most worthy of being hired

for any particular job. In fact, statistically, most lawyers cannot have been in the top tier of their law school classes. And the best jobs are not necessarily in big law firms.

Yet those assumptions about worth influence the thinking of even those who believe they have rejected them.

If you open your ears, you will hear many similar examples of people unconsciously adopting the values of the legal culture. Watch out that you don't internalize messages about your and others' value that are externally based and not based on what you or they really have to offer. It's very easy to do, and it affects your confidence and your ability to be your best self in profound ways.

A second way we may be co-opted involves **the need for approval.** I have often been able to identify things I can contribute to organizations I'm in that are not currently valued, and have been brave enough to dive in and attempt to make a difference. But I have wasted a lot of energy trying to convince others that what I'm doing is valuable and being hurt when that is not understood. Worse yet, I've tried to squeeze myself into a package that is more likely to win the approval I crave, with limited success.

The truth is, I haven't readily fit into the mold of a successful lawyer or judge as success was defined before I arrived. My constant challenge has involved a combination of understanding the culture I am in and understanding myself. If I allow the existing legal culture to dictate what constitutes success, I may miss making the contribution I am best suited to make. Conversely, if I approach the idea of success knowing my strengths and the ways I can contribute to positive change, I risk losing the approval I crave. In fact, the contributions I try to make may win me disapproval at times.

Let go of the need for approval, or at least hold it as loosely as you can. Being your best self will not always win you approval. To avoid being co-opted by the legal culture, you need to understand its values but not let them define you. Continue to develop your own measures of success, and find sources of approval outside the legal culture when necessary, including within yourself.



Hon. Darleen Ortega

A third element that may lead us to be co-opted is **the pain of living in a reality that we are not currently able to change.** You likely will find yourself in situations where you can see injustice but are not in a position to rectify it. That is frustrating and uncomfortable—and it becomes very tempting to excuse what you are seeing in order to avoid that pain, especially when you can see that the people involved are not inherently bad people. How can you live in a reality where good people are doing very bad things and you are not able to do anything about it?

When you find yourself in such a situation, work very hard to keep your eyes open, and don't excuse what you are seeing, no matter how hard that is. To retain the ability to make change when you do have the power, you need to keep your eyes open to injustices that you can't correct. Inwardly excusing injustice is practice for outwardly perpetuating it.

I still find myself in these situations and still experience that temptation. In fact, the temptation is not only internal—it comes from others around me who see what I see but want to believe that things are not as bad as they are. In such situations, I try to remind myself that sometimes just bearing witness is the best I can do. It's not satisfying, but it's a prerequisite to retaining the ability to recognize the need for change so that I don't miss opportunities to bring about change when they do come.

So here is some advice to you in your efforts to avoid being co-opted.

First, **understand the values of the legal culture, but don't stop questioning those values.** It's possible to live within a culture, understand the shared assumptions and values that underlie it and even accord those assumptions and values respect, and still hold on to your own constantly evolving values, ideas, and attitudes.

Second, **don't slip into the conclusion that what you have to offer isn't valuable** because it isn't currently valued—and **don't try to squeeze yourself into a mold of success that doesn't allow you to be your best self.** It's more fun to be appreciated, but don't let outside validation dictate how you spend your energies.

Third, **learn to extend grace without excusing wrongdoing.** Don't close your eyes to avoid the discomfort of seeing things you don't have the power to change. It is only by keeping your eyes open that you'll be awake for opportunities to make change when they arise.

Kulongoski Increases Diversity on Courts

By Heather Van Meter

Governor Ted Kulongoski's appointments to Oregon courts have promoted diversity and helped to ensure that Oregon's state courts better reflect the population they serve. During his seven years as governor (as of January 7, 2010), Gov. Kulongoski has made 43 judicial appointments. Twenty-three (53%) have been women, and approximately ten of the 43 appointments (23%) have been minorities. Oregon's population is over 50% female and 20% minority, according to the most recent census data.

Gov. Kulongoski's appointments include the first woman to serve on the circuit court in each of six counties: Columbia, Tillamook, Yamhill, Lincoln, Josephine, and Curry. These judges are, in that order, Hon. Jenefer Grant, Hon. Mari Trevino, Hon. Carol Jones, Hon. Sheryl Bachart, Hon. Lindi Baker, and Hon. Cynthia Beaman. Gov. Kulongoski also appointed the first minority judge in Douglas County, Hon. Frances Burge (an OWLS board member).

Over half the judges now serving on the Multnomah County Circuit Court are women, and 13% are racial minorities. Multnomah County's population is 50% female and 28% racial minority.

Additionally, one of Gov. Kulongoski's two Supreme Court appointments is a woman, Hon. Martha Walters, and three of his four appointments to the Oregon Court of Appeals have been women: Hon. Darleen Ortega, who is also a minority; Hon. Ellen Rosenblum; and Hon. Rebecca Duncan, who was appointed on January 7, 2010.

"I have always believed it is important that Oregon's judicial system truly represent the citizens it serves," said Gov. Kulongoski.

Heather Van Meter is co-president of OWLS and a partner with Williams Kastner in Portland.



Hon. Frances Burge

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Lawyers Returning to Work

of evolving into a common occurrence. Regardless of how common it may now be for lawyers to take time away from the law at some point in their careers, an important question remains: what effect do those absences have when someone decides to return to the law business?

With that question in mind, OWLS sought out lawyers, both men and women, who had left the practice of law for extended periods of time and had later returned or started the process of returning to work. The 49, mostly female, lawyers who agreed to participate completed a multiquestion survey designed to ascertain the reentering lawyer demographic as well as the issues associated with a return to the practice of law.

Of the 49 lawyers, 86% had practiced 12 years or fewer prior to leaving their legal jobs, with child rearing the most cited cause for leaving (69%). Before departing, lawyers had worked in the spectrum of legal settings, primarily at large firms (28%), governmental entities (28%), small firms (23%), mid-size firms (13%), and nonprofit organizations (11%). Among the participants who left the legal field for longer than one year, the average absence before returning

to work was about 4.6 years. Five of the participants returned to work after absences of more than 7 years.

The most cited reasons for returning to the practice of law were financial (67%), intellectual stimulation (59%), and personal fulfillment (50%).

Not surprisingly, many of the survey participants returned to law settings that were different from the ones they had departed. Most went to work at small firms (31%), nonprofits (20%), large firms (13%), or governmental entities (11%), or as sole practitioners (13%). Of those who had obtained employment (at least 45 of the participants), at least 58% returned to work on a part-time basis, and 38% on a full-time basis.

From a personal standpoint, some of the most frequently named challenges encountered when returning to law practice were overcoming a lack of confidence ("getting over the intellectual jitters about being out for so long"); the feelings of guilt associated with leaving the role of stay-at-home parent ("It was difficult to explain to my daughter why I no longer had weeks off in the summer and why my new hours were more stringent"); childcare (quality and affordability); and grappling with the work/family balancing act ("having enough time to dedicate to work while also raising and being a part of a family"). Some participants reported fatigue resulting from the extraordinary energy required to practice law while bringing professional and technological skills up to speed, reconnecting with or establishing new professional networks, and working through the myriad transitional logistics that surface when a parent returns to work.

Nearly all the returning lawyers encountered professional challenges as well. Those most often cited were finding employment opportunities that offered flexible work arrangements or employers who valued a work/life balance, learning new practice areas and technological skills, establishing or reestablishing professional connections, and the daunting task of building a book of business during an economic downturn.

Nearly all the survey participants reported that they had answered questions about their absence from work with complete honesty. For several participants, primarily those returning as sole practitioners, questions about bias in the workplace due to their absence were not applicable. Of the 33 others

continued from page 1

who answered the question, 29% said they had encountered or perceived bias during the interview process as a result of the extended absence from legal work. Fewer (24%) said that once employed, they experienced bias among their new co-workers as a result of either their absence from work or the number of hours they were working. Of the participants who said they had encountered bias, either during the interview process or among co-workers, most attributed it to traditional beliefs about the professional commitment of part-time attorneys or the value of hiring "older" attorneys.

Because the phenomenon of lawyers reentering the legal field after an extended absence is relatively new and presents many issues and challenges for reentering lawyers and employers alike, we asked the survey participants to rate the availability of resources for reentering lawyers (most rated them average to below average) and to provide suggestions for how employers, the OSB, and OWLS could ease reentry into the work force (they had plenty of suggestions).

Education was the key component of most suggestions offered by the survey participants. They want to see CLEs, lawyer-to-lawyer mentoring, and networking opportunities specifically targeted to reentry lawyers. Many said that even though temporary absences from the practice of law, particularly for child-rearing purposes, are a common occurrence, they are still treated by many employers as anomalies with career-sabotaging implications. Thus the surveyed lawyers want to see more published articles on the topic of reentry lawyers, their challenges, their successes, and the great value they bring to the legal community.

One lawyer suggested that employers not view time away from the law as lost time, but recognize that experiences outside the practice of law contribute to the new practice. Lawyers also said that they want employers to be more receptive to flexible work arrangements and to recognize the importance of a healthy work/life balance to productivity.

It was encouraging to us that so many of the lawyers surveyed expressed confidence in the paths they had chosen and optimism about their future success. One lawyer summed it up this way: "I frequently remind myself to be gentle on myself during this time of transition. There is a lot of touching base, reconnecting,



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and marketing that is necessary. I left the practice 9 years ago with a client base and professional connections, and it will take time to build that back again."

Note: OWLS offers many resources and events that may be of assistance to lawyers reentering legal practice. For more information, visit the OWLS website, www.oregonwomenlawyers.org.

Also, before leaving the practice of law, lawyers should contact the OSB for information on the ramifications of changing status and the requirements that must be met to reenter the practice.

Lawyers reentering the practice of law should consider taking advantage of the services offered through the OSB Professional Liability Fund's Practice Management Advisor Program and Oregon Attorney Assistance Program. These programs offer support and assistance with setting up a new law practice, office technology and systems, office and financial management, and client relations, as well as other resources. All services are free and confidential. For more information, call the PLF at 503.639.6911 or 800.452.1639 or visit www.osbplf.org.

Janice Hazel, a lawyer in private practice in Portland, specializes in estate and business planning, tax issues, and nonprofits.



Nancy Bergeson

We offer our condolences to the family and friends of Nancy Bergeson, a former OWLS DragonFlies co-captain, who died on Nov. 24.

Diana Laboy-Rush, president and CEO of Portland Wiz Kids, discussed gender equity in science, technology, engineering, and math at the Nov. 12 OWLSNet



networking event in Portland. OWLS was joined by the Society of Women Engineers and FORWARD Women Architects for another successful evening of education and networking. Thank you to event sponsor Kolisch Hartwell.

What can employers do to ease the way for lawyers reentering the practice of law?

Survey participants suggested the following:

- Make flexible work schedules acceptable and the norm.
- Understand the demands placed on lawyers by circumstances outside their careers and professional demands.
- Offer more work options for lawyers. Prevent total dropping out in the first place by having such options.
- Understand that the fact that we have children and stopped working for a while does NOT mean that we are not hard workers and committed lawyers.
- Evaluate the absence as a life experience, and understand that I may have more wisdom and practical skills now than I had just out of law school.
- Don't assume that people are doing nothing while they are "at home." I was able to do a lot of volunteer work and develop a number of contacts that ended up helping with marketing and client development.
- Offer more contract lawyer opportunities—they're a great way for lawyers to reenter and for an employer to determine the attorney's qualifications.
- Allow lots of CLEs in the beginning so the returning lawyer can get back up to speed.
- Offer training on computer research and other skills.
- Offer training programs analogous to what you'd offer to a law student, but tailored to women returning to the practice.
- Make sure that from the top down, returning lawyers are not treated like second-class citizens for taking time off.
- Flexible hours! Allow lawyers to work from home when they have sick children.

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An Interview with Nancie Potter, Panner Award Recipient

By Cynthia Fraser

OWLS member Nancie Potter will receive the Oregon State Bar Litigation Section's 2010 Owen M. Panner Professionalism Award at a dinner to be held March 5 at Skamania Lodge in Stevenson, Washington. To celebrate her selection for the award, Nancie and I met to discuss her career, lengthy sabbatical from practicing law, and advice for practicing lawyers today.

What is your advice to young women entering the legal profession?

Know yourself and be yourself (two things that are often easier said than done!). For me, that meant taking the long view—choosing to give up some things at certain points along the way, rather than trying to do everything at once. It's important to have goals, but I've found that it's better to be flexible than to have a rigid "Plan." Things change. We change. My best advice is to position yourself for opportunity, be open to change, do what works for you, and leave yourself options whenever you can.

Doing what worked for you included taking a long sabbatical from practicing law to raise your three sons, didn't it?

Yes it did. I was a litigation associate at Schwabe Williamson when my first son was born. I didn't have a game plan; I invented my life as it went along. So I hadn't planned anything other than to return to work when my maternity leave was up, which I did.

My husband and I were both litigators. After we had simultaneous trials with a 7-month-old at home, we made the decision that I would quit my practice. It was exactly what I wanted at the time, so even though I left within weeks before my partnership announcement, it wasn't a tough decision. The firm was very supportive. Although I was offered a part-time position, I had already had a taste of being a lawyer-mom, and I knew that I wanted to be home with my son.

You told me a story once about four successful women litigators on a panel discussing how they had combined motherhood and career.

We each had our own survival technique. One woman's husband had agreed to stay home and be the primary caregiver. Another woman changed her practice from litigation to appellate work. The third said she had hired help to care for the baby, run her errands, and take care of her home and yard. By

the time the microphone came to me, you could see that reality was setting in for the audience. My story was that I had given up sleep. I had three sons in elementary school at that time and was back at work. My standard routine was to come home to fix dinner and be with my boys, but I regularly returned to the office once they had all gone to bed, and I sometimes worked all night. It worked for my family, but it wasn't pretty.

You stayed active in the legal field and the community after you left private practice, didn't you?

Yes. I remained an active member of the OSB for all but three of the 11 years I was away from practice. I always planned on returning to the practice of law, so I made it a point not to close the door on that chapter of my life. I had already been an adjunct professor at Lewis & Clark Law School for a few years, so I continued to teach appellate practice and coach the moot court teams for much of my time away from practice. I remained on the Multnomah County Circuit Court Arbitration Panel and handled a few more cases after I retired. I served on a statewide OSB committee, wrote for OSB publications, and spoke at CLEs. I also served elected terms on my children's school advisory board and my church pastoral council. It looks like a lot in print now, but what I remember is that I was a mom first and I fit these activities in around the edges to keep my "lawyer brain" functioning and stay connected.

Was it difficult attending OSB functions when you were not practicing law?

In the beginning I did sometimes feel a bit disconnected attending bar functions as a spouse instead of as a practicing lawyer. It made me realize just how much I identified myself by my career. That isn't a bad lesson to learn; I've had a different outlook for many years now.

Eleven years is a long time to be out of the market. How did you get yourself back in?

I was ready to return to part-time practice when my youngest son started first grade. After I decided to try a new firm, I turned to my network. I've always tried to build a personal connection with both co-counsel and adverse lawyers; I believe that collegiality is part of what makes law practice worthwhile. When I was ready to come back to work, I called a partner at Stoel Rives whom I knew. Through

this and other contacts at the firm, I was able to get a contract position that was just the part-time opportunity I wanted. Stoel Rives was a great place for me to learn the technology skills I was lacking, and I was able to work with some excellent litigators.

When my position was eliminated two years later, I was invited to join a group of former Schwabe colleagues who had opened the Portland office of a Seattle law firm while I was retired. I've been with them since 2000, and last year we left Foster Pepper to form Roberts Kaplan, an independent Portland law firm.

This firm was interested in your networking and legal community connections, wasn't it?

That's right. My former colleagues were banking and transactional lawyers. They had brought in excellent trial lawyers from other states, but wanted to raise awareness of the litigation department and build connections with the local community. Because I was active in local bar activities and well acquainted with a lot of lawyers and judges, I was asked to help with that task. It was a wonderful opportunity to work with friends and to use my gifts. It was a win-win.

What is your philosophy on committee and bar work?

I think it's a great way to give back, build connections, and create some of the options and opportunities I mentioned earlier. Be strategic. Choose an organization that interests you and allows you to pursue your passions in a way that fits your life. Then give your very best effort: Don't join a committee to fill out your resume, join it to make a difference. As a wise OSB elder often says, don't join a committee unless you intend to ultimately chair it. I take that to mean that I should be invested enough to serve as chair if called, interested enough to volunteer to lead, and competent to do so.

You are making huge career transition soon, aren't you?

Yes! And it's been a big job. For the past three and a half years I have been



Nancie Potter

Multnomah County Circuit Judge Kristena LaMar Retires

By Teresa Statler

On October 31, Judge Kristena A. LaMar retired from the Multnomah County Circuit Court after 25 years of service. The head of the court's Dispute Resolution Department, Judge LaMar had been holding settlement conferences full-time since the fall of 1987. Over those 22 years, she was involved in mediating civil and family cases, including both represented and pro se parties.

Judge LaMar is a leading expert on alternative dispute resolution, and although she has retired, dispute resolution remains one of her passions. After settlement conferences, she says, the parties often leave happy and smiling, whereas after a trial even the party who "wins" often has no sense of satisfaction. Judge LaMar hopes that the courts will continue to provide a forum for litigants to resolve their disputes without a trial, especially those who cannot afford attorneys.

Judge LaMar first became interested in dispute resolution in 1977, when she and three other attorneys and four mental health professionals started the Family Mediation Center to mediate child custody disputes. Shortly thereafter, the Oregon State Bar more or less forced Judge LaMar and her partners to close their mediation practice because at that time, without ethics rules on point, the OSB deemed it unethical for them to "represent both parties." Shortly thereafter, the Oregon Supreme Court adopted a rule making it ethical for attorneys to mediate. It's clear that Judge LaMar and her partners were merely ahead of their time!

Judge LaMar joined the bench in Multnomah County in 1984, after several different legal jobs. She first came to Oregon as a Vista volunteer—as an attorney

for the Family Law Center of Multnomah County Legal Aid Service. After that, she was an associate at a small firm, a sole practitioner for a few years, and then an associate at the firm Lindsay, Hart, Neil & Weigler. She worked for the 1981 Oregon legislature and then became a juvenile court referee. (Judge LaMar continues to believe that juvenile court is the "most important court in the state" because "the future of society's most vulnerable is either made or broken there.") Judge LaMar was the first woman elected to the general trial department in Circuit Court in Multnomah County and was, at her retirement, the senior woman in the Oregon judiciary.

In high school, Judge LaMar participated in forensic speech competitions, going to the national finals twice. An Indiana native, she graduated in 1970 from Purdue University, where her public speaking skills led to her being selected "Miss Purdue 1968," a Miss Indiana pre-event. She was active in volunteer organizing and Mortar Board in college, and then went to the University of Michigan Law School, from which she graduated in 1973. Judge LaMar still believes (as she did then) that reading and speaking are two very valuable skills to have in life, and she says they have been instrumental to her success as a lawyer and a judge.

Judge LaMar is also a "newlywed," having married her husband, a merchant mariner, in 2008. The marriage made her the daughter-in-law of former Justice Betty Roberts, who had introduced the pair. Judge LaMar describes Justice Roberts as a former opponent (when they practiced law), a judicial colleague, a fellow mediator, a bridge partner, and now a family member.

Although Judge LaMar "retired" in October, she will continue to serve in the Oregon courts as a "Plan B" judge. This program requires her to serve 35 days a year for the next five years.



Judge Kristena LaMar

Photo by Teresa Statler

Judge LaMar has six cats and one dog, and for fun and relaxation, she likes to read and play bridge. She and her husband also hope to do some traveling, as his schedule permits, but the early months of her retirement will be spent moving from her home in downtown Portland to a rural area of Clackamas County.

Judge LaMar also hopes to get involved in another of her passions, teaching. She has taught classes at the National Judicial College, other states' judicial training sessions, and all three Oregon law schools. She says, however, that she has had little contact with public school students, whether elementary, middle school, or high school, and she would like to work with those students. She hopes, for example, to spend more time providing speaking mentorship to a Madison High School student who came in second in a statewide poetry competition.

OWLS congratulates Judge LaMar on her long and dedicated service to the state of Oregon and its court system. We wish her well in her retirement.

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

An Interview with Nancie Potter

attending school year-round to earn my master's in marriage and family therapy. I'll finally earn my degree this April. Sometime soon after that I intend to retire from law again and take up my new career as a therapist for individuals, couples, and families. For now, I'm practicing law three days a week and doing my internship the other two.

The Panner Professionalism Award is the perfect cap to your career, Nancie.

I agree. I am very grateful to OWLS for nominating me, and to the OSB Litigation Section's executive committee for

selecting me as the award recipient. Judy Snyder was the first woman to receive the award, and it's an honor to follow her. It has been ten years since she received it, though, so I hope another woman follows me soon. OWLS has many women members who deserve this and other important bar awards.

I have a feeling that you have not closed the book on your legal career.

Well, nothing I do is irrevocable. I feel the freedom to live my own life and make the choices that fit for me. One thing I do know is that I will continue to cherish

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and nurture my contacts in this profession. Whatever else happens, I intend to keep my friends.

You seem very content with your choices and your life direction.

That's exactly the word. I'm content. My boys are fine young men off happily living their own lives. I have plenty of fun places to visit, a wonderful new man in my life, and a new career to explore. Life is good.

Cynthia Fraser, an OWLS board member, is of counsel with Garvey Schubert Barer in Portland.

Around Oregon

Cascade Women Lawyers. Cascade Women Lawyers held its regular networking lunch on Nov. 11 at Greg's Grill in Bend. OWLS Co-President Gwyn McAlpine and Executive Director Linda Tomassi were in attendance to meet chapter members and answer questions. The chapter will meet again in January. For more information, see the OWLS events page online or contact Lori Harris Hancock at 541.749.4060 or lhancock@schwabe.com.

Clackamas Women Lawyers. Clackamas Women Lawyers continues to meet monthly, rotating between evening socials and luncheon CLEs at the Clackamas County Courthouse. The chapter hosted a CLE on interpretive services on Oct. 29 and a social at Cypress Bar in Oregon City on Nov. 3, finishing the year with a holiday social on Dec. 5. For more information, see the OWLS events page online or contact Angela Franco Lucero at angela@tkatlaw.com.

Josephine County Women Lawyers. JCWL meets monthly for lunch and conversation at the Bistro in Grants Pass. You can learn more about JCWL by contacting Victory Walker at victory@grants.sopd.net.

Lane County Women Lawyers. LCWL and the UO Women's Law Forum participated in an informal discussion on Nov. 19 at Uva Wine Bar in Eugene called "What's Shoes Got To Do With It?" Professor Andrea Coles-Bjerre, Professor Malmud Rocklin, and others discussed the practicalities and politics of women's business attire. The chapter held its second annual CLE seminar on Nov. 13, focusing on child abuse reporting and access-to-justice issues. [Please see story on page 7.] For information about upcoming LCWL events, please contact Kate Weatherly at krweatherly@gmail.com.

Linn-Benton Women Lawyers. LBWL continues to meet every other month for dinner at Sybaris Restaurant in Albany. For more information, please contact Fay Stetz-Waters at faystetzwaters@gmail.com.

Mary Leonard Law Society. The Nov. 17 MLLS meeting featured a panel discussion titled "Spotlight on Women Solo Practitioners & Firm Partners." Panelists Sydney Brewster, Gina Johnnie, and Cheryl Richardson told informative and entertaining stories about their experi-



Caprese Siler (left) and Jane Paulson at the Queen's Bench Holiday Luncheon

ences setting out on their own, and presented tips on starting your own practice. MLLS holds monthly brown bag lunches on the Willamette University campus. For more information, contact MLLS at maryleonardlawsociety@hotmail.com.

Queen's Bench. At its Nov. 10 lunch, Queen's Bench welcomed Judge Alicia Fuchs, who spoke about her varied career in law and her road to the bench. The chapter celebrated women judges at the Queen's Bench Holiday Luncheon on Dec. 8 at the Embassy Suites in Portland, where the recipients of the OWLS 2010 Justice Betty Roberts and Judge Mercedes Deiz Awards were announced.

The Queen's Bench monthly lunches are held on the second Tuesday of the month from 11:45 a.m. to 1 p.m. at the Rock Bottom Brewery in Portland. For more information, please 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. At these meetings, members network and problem-solve together. 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. RWL met on Nov. 25. For more information, contact Jamie L. Hazlett at jamiehzlattesq@gmail.com.

Washington County Women Lawyers. WCWL meets on the third Tuesday of each month for a brown bag lunch at the Washington County Courthouse. The chapter held its annual holiday happy hour on Dec. 17 at the Cornelius Pass Roadhouse. For more information, please see the OWLS events page online or contact Mary Bruington at mbruington@mpdlaw.com or 503.846.3413.



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ATTORNEYS AT LAW

OWLS Encourages Political Leadership

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resist the subdivision and was eventually appointed to the Portland Planning Commission, on which she served for seven years while also raising her three children and working as a psychiatric nurse.

In 2001 Amanda went on strike with her fellow nurses. "I learned there is a place for people who are willing to stand up and speak," she said. That realization led to her becoming the first candidate to succeed in using Portland's innovative Public Campaign Finance Fund in 2006. Although she was not elected that year, she mounted a successful campaign for commissioner, again using public financing, in 2008.

Amanda is only the seventh woman in 158 years to serve on the Portland City Commission; there have been only two people of color. She explained that citizen involvement in government is important for the same reason that we need more women and minorities running for office. "More perspectives create better government; the more experiences you take into account, the better your decisions will be. We don't know what we don't know. There's no way to know what's wrong if the people affected aren't involved."

The panelists discussed how to identify opportunities to participate in local government. Karen Winthrow suggested first reading the planning and policy news at Metro's website, www.oregonmetro.gov, to find ways to get involved, whether by testifying about issues or volunteering for commissions and boards. Gary Marshcke agreed that people should seek opportunities that interest them. "The best way to get involved is to start with something that is a passion. It can be time consuming to volunteer, but if you have a passion for it, you'll be motivated." He advised participants to visit www.citizenweb.org to find opportunities to participate in Multnomah County government.

Amanda recommended visiting www.portlandonline.org and her blog, "Coming Down the Pike," to keep abreast of developments at City Hall and find opportunities to volunteer. Mindful of her own path to elective office, Amanda reminded the audience that their neighborhood associations were also a great way to get involved. Other community groups, such as Hands On Greater Portland, also offer a way to start getting to know your community and find ways you can be of service.

Once you are participating in government, it's important to keep in mind

your role as a citizen. "Many politicians consider public participation as a speed bump—or even roadblock—to the process," said Gary. "You can be most effective if you come to the problem from the middle ground." Amanda agreed that it's important to maintain perspective. "There is almost always another day. There will be another opportunity to make a difference, and you should be in it for the long haul to become known as someone who cares about the outcome."

Citizen participation can improve government, but the benefits flow both ways. In addition to the networking and resume building that can result from volunteering, there are intangible benefits. "You get a feeling from participating in change that can't be measured," said Gary. "And you learn a lot, and it prepares you for leadership roles." Amanda agreed. "You get to choose what you want to do. It's hard to define a volunteer's satisfaction in being a part of your community and making a difference. . . . it's an opportunity to make an impact that you wouldn't otherwise have and feel a connection to the place you live in."

The first year of the Political Leadership Series was so successful that the OWLS Leadership Committee plans to continue the series as a quarterly program and to develop written materials to assist members in pursuing leadership opportunities in politics and government. If you are interested in volunteering on this project, please contact Heather Weigler at hluweigler@gmail.com.

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

Save the Date!

A Talk by
Stanford Law Professor
Pamela Karlan

Tuesday, March 9, 5:30–6:30 p.m.
Lewis & Clark Law School

Presented by the
Hon. Betty Roberts
Women in the Law Program

Winter 2010

Printed on recycled paper



At the OWLS Fashion Show on October 8 (left to right):

Catherine Teach, Suzannah Newman, Cashauna Hill, Elizabeth Kafel, Kristin Sterling, Marisa Moneyhun, Jemine Mode and Suji Patel

The Portland headquarters of Dr. Martens hosted the 2009 OWLS Leadership Committee Fashion Show and Benefit for Dress for Success on October 8. Carloads of professional clothing and nearly \$500 in cash were raised for Dress for Success at this annual OWLS event. Dr. Martens will host the 2010 fundraiser as well, so mark your calendars for Thursday, October 14.

Thank You

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

\$500 Annual Membership

Carmen M. Calzacorta

\$275 Annual Membership

Alice M. Bartelt
Sarah J. Crooks
Lori E. Deveny
Linda K. Eyerman
Sara L. Gabin
Gwyneth McAlpine
Candice Wilson Stayer
Hon. Katherine Tennyson
Constance Wold

\$200 Annual Membership

Leslie O'Leary

\$150 Annual Membership

Pamela Beery
Coleen S. Clemente
Jenny Cooke
Christy Doornink
Michelle Longo Eder
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