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## Remembering Betty Roberts: For Good

By Diane Rynerson and Norma S. Freitas

**F**ormer Oregon Supreme Court Justice Betty Roberts died peacefully at home, surrounded by her family, on a sunny Saturday afternoon, June 25, 2011. She was 88.

*I've heard it said that people come into our lives for a reason, bringing something we must learn, and we are led to those who help us most to grow if we let them, and we help them in return.\**

The song "For Good" from the musical *Wicked* touched just the right note for those gathered at Portland State University on July 28 to celebrate the life of Betty Roberts. Her dear friend Ann Aiken, chief judge of the US District Court for the District of Oregon, introduced the song, saying, "It is only through dedicating our lives to the lives of others that we can work for good in this world. The song dedicated for today's service was chosen by Betty herself. She chose it to send a message: That in reaching out to touch each of your lives, she ended up gaining so much more—you touched her life in return. And that is how you must keep living. Carry Betty's torch—light others' torches—it is her charge to all of us: Start a bonfire!"

As Portland State Vice Provost Melody Rose said, "So much of Betty's life was spent in public service that is widely known and deeply appreciated—these are the contributions that come readily to mind in recent tributes to this unique and talented woman. But some of her greatest accomplishments were rarely chronicled because they were performed quietly, and often without attribution."

For Oregon Women Lawyers, Betty Roberts's public accomplishments had great significance: as a prominent legislator, a savvy campaigner, Oregon's first female appellate judge, and an early advocate

*Continued on page 12*



Photo by Jodee Jackson

## Anita Hill Speaks at OWLS Fall CLE

By Ellen Klem



Photo by Anna M. Campbell

The panel at the OWLS Fall CLE on October 14 (left to right):  
Judge Adrienne Nelson, Professor Anita Hill, Diane Schwartz Sykes

**I**n 1991, Anita Hill's courageous testimony during the Clarence Thomas confirmation hearings sparked a national conversation about sexual harassment and women's equality in politics and the workplace. Today, Anita Hill is a professor of social policy, law, and women's studies at Brandeis University. Her new book, *Reimagining Equality: Stories of Gender, Race, and Finding Home*, was published in October.

On October 14, OWLS welcomed Professor Hill to Portland to deliver an inspirational keynote address at the OWLS Fall CLE, held in downtown Portland and attended by nearly 300 people.

Before Professor Hill delivered her remarks, the Honorable Jill Tanner of the Oregon Tax Court presented the OWLS Katherine H. O'Neil Volunteer Service Award to Terri Kraemer. Terri was honored for her steadfast dedication and

*Continued on page 14*

## President's Message



Heather L. Weigler

About a month before becoming president of OWLS, I had my first child (a daughter whose name is Ruby). Despite having read stacks of baby-related books before

her arrival, I found myself completely unprepared for the challenges of motherhood, particularly the challenges facing a working mother.

To be honest, I've had a difficult time being the lawyer, event organizer, and committee member I was before Ruby arrived. It's a rare day that I make it to the office on time. I've forgotten meetings that I would never have missed before, and when I do remember to attend I'm usually flying by the seat of my (much larger than they used to be) pants. Instead of worrying about winning motions, I worry about whether Ruby is napping and whether I can sneak out early. And with every passing day, I'm a little more amazed that so many successful women lawyers are also wonderful mothers.

Before I returned to work, I wrote my

friend Betty Roberts to congratulate her on her well-deserved honorary doctorate from Portland State University—of which she was very proud—and I took the opportunity to ask her how she was able to balance the demands of motherhood with her career. She told me this: "My kids always gave me motivation to try a little harder and do a good job—maybe just to show it could be done. But I think I wanted them to be proud of me, for if they were not, that in itself would be failure. Of course, Ruby is too young to even know what you are doing, but someday she will."

I feel fortunate to have Betty's wisdom and encouragement to help keep me going when the working-mother going gets tough. As Diane Rynerson's tribute to Betty in this issue of the *AdvanceSheet* notes, Betty was dedicated to promoting other women in law and politics and always willing to help her fellow women lawyers navigate the challenges of practicing law, both personal and professional.

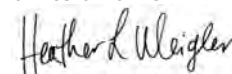
I will never forget the first time I called Betty for guidance. It took me a few days to get up the gumption to do it, as I was sure she'd have no idea who I was and would be too busy to help me. Although the former was probably true, the latter wasn't. I soon found myself in her apartment brainstorming how to get

OWLS' Political Leadership Series off the ground.

Betty was gracious, kind, funny, and wise, and I was lucky to have the opportunity to get to know her. For those OWLS members who didn't have that opportunity, I hope you take the time to read her memoir, *With Grit and By Grace*. It's a book every Oregonian, and every woman, should read. Betty's story helps us appreciate how far women have come. Because of Betty and women like her, I have the luxury of figuring out how to balance motherhood and a legal career. We owe it to them to remember how far we've come and to continue the fight toward gender equality.

I hope that someday Ruby will live in a world in which equal numbers of women and men serve in elective office; in which women are paid as much as men for the same work; in which women of all races, ethnicities, and sexual orientations have the same opportunities and rights as their straight white male counterparts. And I hope that someday both Betty and Ruby will be proud of me for doing all I can to make that world a reality.

I've started by trying to make it to the office on time.



Heather L. Weigler  
President, Oregon Women Lawyers

## Nominations Due Nov. 9 for Roberts, Deiz Awards

OWLS invites nominations for the 20th Annual Justice Betty Roberts and Judge Mercedes Deiz Awards. The awards recognize and celebrate the accomplishments of individuals in promoting women and minorities in the legal profession and community in Oregon. The recipients will be honored at the annual awards dinner on Friday, March 9, 2012, at the Nines Hotel in Portland.

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

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

Nominations must be received by 5 p.m. Wednesday, November 9, 2011. Nominations must include the following:

- the appropriate nomination form (available on the OWLS website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org));
- at least three letters of recommendation; and
- detailed information about the



Judge Mercedes Deiz (left) and Justice Betty Roberts on Feb. 8, 1982

nominee explaining how that person fulfills the award's criteria.

Please direct questions and send nominations (email preferred) to Amber Hollister at [aahollister@gmail.com](mailto:aahollister@gmail.com); fax: 971.204.0261; PO Box 231935, Tigard OR 97281.

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

# OWLS Workplace Leader Award Goes to Buchanan Angeli Altschul & Sullivan

By Kendra Matthews and Dana Forman

On October 14, OWLS awarded the sixth annual Workplace Leader Award to the Portland law firm Buchanan Angeli Altschul & Sullivan.

With this award, OWLS recognizes a legal employer who is making an innovative and effective effort to promote one or more of the following values:

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

Thinking outside the traditional law firm model, Buchanan Angeli Altschul & Sullivan (BAAS) has structured a firm that provides outstanding legal representation to clients while allowing its attorneys—partners, of counsel, and associates—to each maintain the work/life balance that works best for him or her. Partner Andrew Altschul noted at the reception, “The idea that these policies are the best for women does a disservice to women. They are not policies for women, they are policies for everyone.”

BAAS has two female partners—Courtney Angeli and Dana Sullivan—and two male partners—Paul Buchanan and Andrew Altschul. Rather than focusing on how much a partner could “bill” annually, the firm is premised on the notion that after meeting a baseline obligation to the firm, each attorney should be able to structure his or her own work/life balance. Thus, each partner is committed to meeting his share of the overhead—which includes expenses, an investment in the firm itself, and a commitment that BAAS will be an active corporate citizen—but, beyond that, is free to tailor his or her practice as the partner sees fit. There is no penalty, explicit or implicit, for the partner who may choose to work less than another partner. By controlling its overhead and actively incorporating a focus on individualized practice plans, the partners at BAAS are able to achieve a healthy work/life balance without compromising client representation or the firm’s success.

Recognizing that there are outstanding lawyers in the community who do not want to practice in a traditionally struc-

tured firm, BAAS has created a business plan that allows it to tap into that talent pool. BAAS employs four non-partner attorneys. All are offered total flexibility in their work schedules and all currently work on a reduced-hour schedule, largely from home. Their compensation, when compared on an hour-to-hour basis, is competitive with large law firms, as are the benefits they receive. Each attorney has the flexibility to take on a greater workload throughout the year based on his or her desire to earn more money or grow professionally.

The firm’s priority is not that the non-partners meet a preset “billable hour” target but, instead, that each attorney meets the expectations of the clients for whom he or she has agreed to work. Redefining the expectations of non-partners in this manner allows them to have successful law practices without forcing them to compromise their personal priorities.

In accepting the award, Courtney Angeli said that the firm had established its structure because “we were fierce



Photo by Anna M. Campbell

Courtney Angeli and Andrew Altschul

lawyers who were deeply committed to our clients, and also to achieving a work/life balance.”

By restructuring the traditional law firm model to focus on revenue rather than “billable hours,” BAAS attorneys are truly able to maintain a healthy work/life balance, contribute meaningfully to the community, and provide their clients with outstanding representation. For that reason, OWLS is honored to provide it with the 2011 Workplace Leader Award.

**Kendra Matthews** is a partner at Ransom Blackman LLP in Portland. **Dana Forman** is an attorney at the Oregon Department of Justice. Both are OWLS board members.

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## Suzanne Bonamici Is Running for Congress

State Senator Suzanne Bonamici, an OWLS member, is on this November's ballot, running in the Democratic primary for a seat in the US House of Representatives. The winners of the Democratic and Republican primaries will run against each other in January to replace former Rep. David Wu, who resigned in August. The district includes all or part of five counties in northwest Oregon.

Suzanne grew up in a small town in Michigan and moved to Oregon with friends after graduating from high school. She earned a BA in journalism and a JD from the University of Oregon and then worked as a consumer protection attorney for the Federal Trade Commission in Washington, DC. After returning to Oregon, she worked in private practice, representing small businesses and entrepreneurs, and then she took a career break to raise her children. During that time, she volunteered for several nonprofit organizations, including the Beaverton Education Foundation and the Classroom Law Project.

Suzanne was elected to the Oregon House in 2006, appointed and elected to the Oregon Senate in 2008, and re-elected to the Senate 2010. In the 2011 legislative session, she served as assistant majority leader, chaired the Senate Committee on Redistricting, and served on the Senate Judiciary Committee, among others.

In an interview with Emily's List, which has endorsed her, Suzanne said this: "The challenge to make ends meet is real for too many families . . . This is the most significant moral and economic challenge of our time. Too many people in Oregon, as in the rest of the country, are losing their jobs as well as their homes. I'm running for Congress to stand up for middle class families and to work hard to rebuild our state and the nation in a way that will create and grow jobs. Working together, we can restore our infrastructure, strengthen small businesses, and improve our system of public education."

You can find out more about Suzanne at [www.bonamiciforcongress.com](http://www.bonamiciforcongress.com).



*Sen. Suzanne Bonamici*

## Leadership Forum: LGBT Clients

By Violet Nazari

On July 21, the OWLS Leadership Forum sponsored an event in Portland featuring an honest discussion about the roles of attorneys as community members and leaders with respect to lesbian, gay, bisexual, and transgender (LGBT) individuals. The event was titled "They're LGBT, You're Not, Now What?" and the speakers were Percy Wise, Tash Shatz, Sasha Burchert, and Lake Perriguet. Each discussed a facet of the language and issues that LGBT clients commonly face. Our host was Bullivant Houser Bailey.

When encountering someone different from themselves, many people get uncomfortable, shut down, or become inappropriately curious. Language can reveal a person's discomfort, so Percy Wise addressed the use of pronouns and appropriate language. Tash Shatz's grid exercise showed that even the most well-meaning people can offend or hurt others.

Sasha Burchert summarized the legal progress that has been made in Oregon, including passage of the Oregon Equality Act and the Oregon Family Fairness Act. Those laws, however, fail to address barriers that transgender people face daily. According to the National Center for Transgender Equality, for example, transgender individuals report being refused health care (19%), having to educate their medical provider about transgender care (50%), and postponing medical care due to discrimination (28%).

As lawyers, we are in a position to assist transgender people in becoming empowered. As our clients, they deserve our respect. Lake Perriguet pointed out that an attorney can make a difference simply by using the appropriate name or pronoun when communicating with other attorneys. He told of one opposing attorney who refused to use a transgender person's post-transition name in communication regarding the case, despite many corrections and reminders. It is, he explained, unnecessarily disrespectful to use the pre-transition name when all parties have a clear understanding of the situation. If dignity is an element of justice, then, as attorneys, the least we can do to further justice is to preserve a person's dignity.

*Violet Nazari is a sole practitioner in Portland focusing on small businesses, estate planning, and unemployment benefits.*

# Meet Oregon Court of Appeals Judge Erika Hadlock

By Gloria Trainor

In July 2011, Governor Kitzhaber appointed Erika Hadlock to the Oregon Court of Appeals, and she took the bench that month. A seasoned attorney with a breadth of experience, Judge Hadlock brings to the bench a sharp analytical mind and a longstanding commitment to the rule of law. In late August, I interviewed Judge Hadlock in her new office at the Justice Building in Salem, where she extended a warm welcome and told me about her path to the court.

A Florida native, Judge Hadlock moved to eastern Washington at a young age. As a teenager, she set her sights on Reed College. Reed was the only school to which she applied, an indicator of the tenacity that is clearly central to her character. During her freshman year at Reed, Judge Hadlock met her husband, Jan, and began working toward a degree in chemistry.

After graduating from Reed, Judge Hadlock worked as a chemist. She traveled internationally, installing equipment used for water analysis. She enjoyed the research aspect of the job, but thought she was more suited to spending time in a library than a laboratory. Although there were no lawyers in her family, she considered going to law school, and so she asked the Reed alumni office for the name of a graduate who practiced law. After chatting with that attorney over lunch, Judge Hadlock decided to apply to law school.

Shortly thereafter, she enrolled at Cornell Law School, and she and Jan moved to New York. Judge Hadlock graduated from Cornell in 1991 with a concentration in public law, reflecting her early interest in public service. She and Jan missed the Pacific Northwest so much that they headed back to Portland three days after Cornell's graduation ceremony, and Judge Hadlock began practicing commercial and environmental litigation at Bogle & Gates later that year.

During her four years in private practice, Judge Hadlock developed an interest in the firm's appellate work, which was handled by Rex Armstrong, who was elected to the Oregon Court of Appeals in 1994. After Judge Armstrong took the bench, Judge Hadlock became more involved in Bogle & Gates's appellate practice. She was attracted to public service, though, and when she spotted an advertisement in the newspaper for

an appellate lawyer with the Oregon Department of Justice in 1995, she seized the opportunity. Appellate practice at DOJ afforded Judge Hadlock a wider variety of cases to work on than did private practice, and she was energized by the opportunity to research and write about new areas of law.

After a few years, however, Judge Hadlock decided to explore what it would be like to work as a neutral arbiter, rather than as an advocate (and she also wanted a break from the commute between Portland and Salem), so she left DOJ and became an administrative law judge for the Oregon Bureau of Labor and Industries. During the two years she worked as an ALJ, Judge Hadlock developed a comprehensive knowledge of employment law.

Nonetheless, as a self-described "appellate geek," she missed her work at DOJ. While she waited for an opening there, Judge Hadlock clerked for the Honorable Anna Brown of the United States District Court for just under a year. There she became familiar with federal practice and learned a great deal about jurisprudence from both Judge Brown and her career law clerk, Sandra Dixon.

In 2001, Judge Hadlock returned to DOJ as an assistant attorney general, where she remained until her appointment to the Court of Appeals this year. During those ten years, she fed her desire to broaden and diversify her experience by completing an 18-month rotation in the DOJ's Trial Division. She sensed that trial experience in the courtroom would make her a better appellate lawyer and would also strengthen her efficacy as a judge if she ever had that opportunity. Though gratifying, trial work reminded Judge Hadlock that she still preferred the quiet, in-depth research and writing required by appellate practice. She returned to her position in the Appellate Division, where she served as both a line attorney and a manager.

Judge Hadlock is well equipped for the exciting journey that awaits her on the Oregon Court of Appeals. When I asked her what she looks forward to most, she spoke of her longstanding respect for the court, the judges who are now her colleagues, and the support staffers who are so integral to handling the court's large caseload. She said she is humbled by the opportunity that her appointment gives

her to serve the public. The paper on her desk, she explained, will always represent real-world problems that affect real lives, and she looks forward to being part of the solution.

When I asked her for advice, Judge Hadlock gave me a valuable suggestion so simple it is often overlooked: "Be really good at what you do." She said that it may take several years to discover your passion and find a good fit, but once you do, trust yourself to do your job well. Judge Hadlock has taken her own advice to heart, clearly, and OWLS congratulates her on her appointment to the bench. We are certain that she will be really good at what she does.

*Gloria Trainor, an OWLS board member, is a personal injury attorney at Johnson, Johnson, Larson & Schaller in Eugene.*



Judge Erika Hadlock

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## Congratulations, OWLS Members

OWLS congratulates Amanda Marshall on her appointment as US Attorney for the District of Oregon. An OWLS member, Amanda served most recently as head of the Child Advocacy Section of the Oregon Department of Justice. OWLS also congratulates her predecessor, OWLS member Dwight Holton, on a job well done.



Amanda Marshall

Laura Caldera Taylor, a former OWLS president, has recently joined the board of the National Conference of Women's Bar Associations. Noreen McGraw, a former OWLS board member, has written a piece included in a book recently published by the American Bar Association, *The Road to Independence: 101 Women's Journeys to Starting Their Own Law Firms*. The book is available at [www.ababooks.org](http://www.ababooks.org). Congratulations, all!

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## OWLSNet Offers Networking Events

By Megan Livermore and Gina Hagedorn

OWLSNet hosted two inter-professional networking events this summer. A great group gathered in Newport on August 26, sponsored by Miller Nash, and another well-attended event was held in Eugene on September 22, sponsored by Kernutt Stokes and Lane County Women Lawyers.

The Newport Chamber of Commerce and the WeNet coastal women's networking group met with OWLS members at the Best Western Agate Beach Inn for a networking happy hour on a beautiful Friday evening. With the ocean as a delightful backdrop, the venue was breathtaking. Nearly 30 women, and a few men, from the business and legal communities in Portland, Newport, and cities in between gathered to make new acquaintances and reconnect with old. Many attendees expressed the desire to hold similar events in the future. OWLS hopes that this is the start of more frequent events on the Oregon coast.

Attendees in Eugene were eager for the annual networking event and enjoyed the opportunity to make connections for future business opportunities. Also attending the Eugene event were several law students from the University of Oregon, who were getting to work early on their networking skills.

OWLSNet brings together women lawyers and other professional women for networking and referral opportunities. OWLSNet expects to hold the next event on November 15 in Portland. Save the date!

**Megan Livermore** is OWLS' president-elect and an associate with Gaydos, Churnside & Balthrop in Eugene. **Gina Hagedorn** is an OWLS board member and an associate with Perkins Coie in Portland.



At the Eugene OWLSNet event (left to right): Cass SkinnerLopata, Bonnie Williams, Patricia Gonzalez

### It's OWLS Membership Renewal Season

We value your membership! If you have not yet renewed and need a paper copy of your renewal form, contact us at [oregonwomenlawyers@oregon-womenlawyers.org](mailto:oregonwomenlawyers@oregon-womenlawyers.org) or 503.595.7826. Or renew online at [www.oregonwomenlawyers.org/membership](http://www.oregonwomenlawyers.org/membership). Please renew no later than November 11 to be included in the 2012 online directory and to ensure uninterrupted listserve access.

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



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# OWLS Leadership Forum: The Budget and the Courts

By Sarah Villanueva

On August 4, the OWLS leadership committee sponsored a panel discussion on the state budget and how it affects the state courts. Panelists were Chief Judge of the Oregon Court of Appeals David Brewer, Multnomah County Chief Family Court Judge Nan Waller, and Oregon State Bar Director of Legislative and Public Affairs Susan Grabe. The event was hosted by Harrang Long Gary Rudnick in Portland.

Judges Brewer and Waller pointed out that the courts were in dire straits even before the 2011 legislative session began. As Judge Waller explained, the last round of budget cuts in the 2009–2011 biennium was devastating to the courts, but because the courts did everything possible to stay open during regular business hours, the cuts' effects were not obvious to the public. Staff took mandatory, unpaid furlough days; telephone queues grew to 30 minutes; and wait times for service at public counters are now measured in hours for some services.

In the 2011–2013 biennium, the reduction of resources continues. In Multnomah County, for example, 34.3 permanent positions were abolished, including three management and 3.5 referee positions. The referees had served as judges pro tem, hearing preliminary criminal matters. The remaining judges have picked up the extra criminal appearance workload, so fewer are available to hear civil and criminal trials.

The picture is not much better at the appellate court level. Because of its huge caseload, the Oregon Court of Appeals affirms without opinion about 70% of its cases, and delays from filing to oral argument are long.

Susan Grabe discussed several aspects of the 2011 legislative session, including a bill that changed the way revenue from filing fees is distributed.

As a result of the session, state courts took what amounted to an 11.4% across-the-board reduction in the operations budget. Right now, the courts are using 54% of the current budget in the hopes that by February the state's economic forecasts will have improved and more money will be available. If things are not better by February 2012, however, the courts may have to absorb an additional cut of up to 19% of the remaining resources.

The panel explained that although the 2011 legislative session has ended, the

job of restructuring the courts and building political support for a system that can offer justice swiftly and effectively continues. The courts have a two-track plan: (1) explain to the legislature and Oregonians what the economic return will be when the courts have enough judges to handle the thousands of cases brought to them annually, and (2) figure out how the courts can reinvent themselves and fix what is not working.

As an example, Chief Judge Brewer discussed how land use cases are dealt with in the Court of Appeals. Land use cases—cases appealed to the court from the Land Use Board of Appeals or the Department of Land Conservation and Development—make up only 2–3% of the court's case volume. But because these are complicated cases with a statutorily required 90-day turn around, they take up 9% of the court's time. The bench and bar must examine whether these cases really need three levels of appellate review, Judge Brewer said. This is an opportunity for the courts and attorneys to examine why certain procedures are in place and what changes can be made.

Another aspect of the changes being made is the development of eCourt. As Judge Waller explained, eight feet of paper enter the Multnomah County Courthouse every day. eCourt will help streamline the process by implementing the electronic filing of court documents and converting conventionally filed paper documents to digital images. This change alone will allow judges to have better and more complete information in the courtroom.

What can we do as attorneys and judges in Oregon? We can start explaining to people exactly what our courts do on a day-to-day basis and why it is so important to keep them functioning at high levels. As Judge Waller noted, most Oregonians never go to the courthouse and do not have fundamental information about what the courts do. So talk to your friends and acquaintances and explain to them why it is imperative to adequately fund our courts.

And, as Judge Waller warned the audience, "Stay tuned for February."


*Sarah Villanueva is an attorney at Davis Wright Tremaine in Portland.*

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Pictured clockwise from upper-left: Cashauna Hill, Tex Clark, Linda Tomassi, Suzanne Piluso, Lydia Godfrey.

ANNA M CAMPBELL

PHOTOGRAPHY

# Oregon Women Lawyers

## October 2010–S

### From the Executive Director's Desk

Oregon Women Lawyers' 22nd year was a busy one. Your volunteerism and ideas continue to expand programming that supports your colleagues in their professional and personal growth. It is a pleasure to watch ideas spark into standing-room-only events, thanks to the hard work of OWLS members.

Volunteers from all ten OWLS chapters provide countless hours on top of their busy professional and personal lives to offer excellent programs and events for women and minorities in the legal community.

OWLS' programs strive to support professionals in their journey toward leadership and public service and are supported by the generosity of law firms and businesses from around the state.

OWLS' staff looks forward to another eventful year working with you and our colleagues in minority bars and community organizations to support the OWLS mission and values.

Warmly,



Linda Tomassi  
OWLS Executive Director

### Networking Opportunities and Leadership Initiatives

#### Inter-professional Networking Events

The OWLSNet committee, in its fifth year of collaborating with other professional women's organizations, held events in Newport, Eugene, and Portland. These unique career development events bring OWLS members and friends together to network with accountants, bankers, mortgage brokers, real estate agents, and other professionals.

#### Leadership Forums

Leadership Forums, formerly called Leadership Empowerment Gatherings (LEG-Ups) were coordinated throughout the year by OWLS' leadership committee volunteers. These educational and networking events featured speakers who shared their experiences and expertise regarding professional and personal development. Topics included "Over-Zealous Advocacy"; "Starting Your Family, Keeping Your Career," in conjunction with the Multnomah Bar Association's Young Lawyers Section; "They're LGBT, You're Not, Now What?" to address legal and advocacy issues for lesbian, gay, bisexual, and transgender clients; and practical style, presented in a workshop to help with professional and personal attire.

#### Mentoring Circles

The OWLS leadership committee organized, promoted, and participated in two

successful mentoring circles. Markowitz, Herbold, Glade & Mehlhaf led a rainmaking mentoring circle in cooperation with Buchanan Angeli Altschul & Sullivan and OAPABA member Carol McCoog of K & L Gates. A family law mentoring circle took place over the course of the year at Gervurtz Menashe, which offered valuable, no-cost CLE credit for the first time.

#### Political Leadership Lecture Series

For the third year, this nonpartisan series offered lectures designed to equip OWLS members to take on leadership roles in the political arena. Panelists coached participants on the judicial election process and the machinations of the state budget and how it affects Oregon's courts.

#### The Road to the Bench

OWLS' "Road to the Bench" presentation, now in its fourth year, was held this year in Bend. These discussions are part of an ongoing effort by OWLS to encourage women and minorities to seriously consider judicial careers. Speakers discussed the importance of increasing diversity in the judiciary—to reflect the communities served and provide a full range of viewpoints on the bench. Speakers also offered advice on how to prepare to apply for judicial openings.

#### At the Courthouse

OWLS co-sponsored the popular April Courthouse Connection with the Multnomah County Circuit Court, celebrating

Take Your Kids to Work Day, which was coordinated by Judge Julie Frantz. The children held mock trials, taking different roles in the courtroom, and they learned about the importance of jury trials. The annual Federal Courthouse Connection and ice cream social was hosted again in June by Chief Judge Ann Aiken.

Judges You and Tennyson started a "first-generation professionals group" to foster conversation about the experiences of those who are the first in their families to go to college, get a professional degree, or become a lawyer.

#### Contract Lawyers Listserve and Lunches

OWLS supports contract lawyers and sole practitioners through a listserve and monthly brown-bag lunch gatherings in downtown Portland. Lawyers in solo practice discuss issues and acquire practice skills from similarly situated professionals.

#### OWLS Listserve

Serving as a resource for the majority of OWLS members, the members-only listserve is one of our most-utilized membership services. OWLS members use this tool



Left to right: Top photos: Adrian Tom Perez, Mike Williams, Justa Lauren Charles, Erin Olson, Andrea Aiken, 2011 Roberts-Deiz Dinner Committee, Cass SkinnerLopata, Lisa Hunt, Jodie A. Kristin Sterling, Angela Franco. Photos by Jodee Jackson



# Lawyers Annual Report

## September 2011



Anna Brown, Chief Judge Ann Aiken, Judge Rives Kistler; Middle photos: Christy Doornink, Amber Hollister, Emily Edling; Bottom photo: Stephanie Corey, Rose Alappatt, Judge Lucero, Hon. Julia Philbrook, and Linda Tomassi.

as a unique resource for a wide variety of professional and nonprofessional issues, including legal referrals, advice, service recommendations, job postings, and discussions.

### Additional Activities

OWLS partnered with the US Attorney's Office twice during the year—first for a social at the Brasserie in downtown Portland and second, in partnership with the Federal Bar Association and the Oregon Hispanic Bar, to welcome Assistant Attorney General Tom Perez to Oregon.

Mr. Perez leads the Civil Rights Division at the United States Department of Justice, and he discussed the division's critical work around the country. OWLS also co-sponsored the MBA Diversity Social at Ater Wynne in June.

**Play Groups in Portland and Salem are active again**, thanks to OWLS volunteers who brought attorney parents and their kids together for regular play and social time in homes and parks.

### Conferences and Continuing Legal Education

OWLS' 2010 Fall CLE, entitled "Women at Work: What Is the Measure of Our Success?" featured keynote speaker Patricia

Ireland, who then served on a panel with Judge Anna Brown moderated by OWLS President Concetta Schwesinger.

### OWLS and the Community

OWLS members raised money and volunteered for Habitat for Humanity Women Build, collected books for the Coffee Creek Correctional Facility library, raised funds and professional clothing and accessories for Dress for Success, contributed generously to the Campaign for Equal Justice, and worked to alleviate hunger in Marion County. OWLS co-sponsored the Oregon Attorney Assistance Program's fourth annual Women's Wellness Retreat at the Oregon Garden Resort in April, and donated to the OMLA, the OWLS Foundation, and law school silent auctions.

### Awards

#### Roberts-Deiz Awards Dinner

In March, 450 guests attended another sold-out dinner, honoring Oregon Court of Appeals Judge Darleen Ortega as the recipient of the Judge Mercedes Deiz Award and Oregon Secretary of State Kate Brown as the recipient of the Justice Betty Roberts Award.

#### Workplace Leader Award

The OWLS Workplace Leader Award recognizes innovative legal employers with programs that work to maximize opportunities for women and minorities to succeed in the workplace and advance to positions of influence and leadership. OWLS presented the fifth annual award to Disability Rights Oregon.

### OWLS Chapters

OWLS' ten chapters throughout the state continued to offer members and friends events that tie together professional enrichment and networking. These events, coordinated by local volunteers committed to the OWLS mission, included new-admittee lunches, CLEs, networking and holiday socials, summer picnics, and an evening at Mahonia Hall with Oregon's first lady. Please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org) to see a calendar of upcoming events.

The OWLS chapters are Cascade Women Lawyers (Bend), Clackamas Women Lawyers, Josephine County Women Lawyers, Lane County Women

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Lawyers, Linn-Benton Women Lawyers, the Mary Leonard Law Society (Salem), Queen's Bench (Portland), the Rebecca J. Bloom Chapter (Umatilla and Morrow Counties), Rogue Women Lawyers (Ashland/Medford), and Washington County Women Lawyers.

### The Dragonflies

The OWLS dragon boat team, the Dragonflies, enjoyed a challenging season this year, competing in four races, two in Portland and the others in Tacoma and Kent, WA. The team is recruiting new members. For more information, please see the back page of this newsletter and [www.owlsdragonflies.org](http://www.owlsdragonflies.org).



## How to Be a Helpful Mentor

Faced with the happy coincidence of being asked to speak at the Willamette fall mentorship program kickoff and to write a Judges' Forum column for the OWLS newsletter, I've chosen to write my column about mentorship. OWLS was behind the founding of the very successful mentorship programs at all three Oregon law schools, and continues to play a vital role in keeping those programs alive.

I am "of a certain age," which is to say, I went to law school before formal mentorship programs existed. (We also had real books and searched using things called *indexes* instead of *natural language* or *Boolean*, but that's a tale for another day.) Consequently, I can't say much about being a mentee except that I can't imagine why any law student wouldn't want a mentor. So I'd like to speak to OWLS members about serving as mentors.

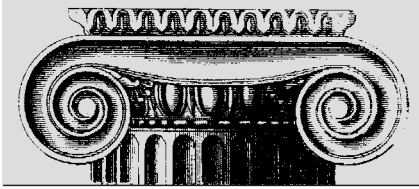
Why would you want to be a mentor? Well, there is the plain old truism that it feels good to help other people. None of us got where we are today without somebody (or lots of somebodies) giving us a helping hand somewhere along the line, and it's very gratifying to be able to do the same for someone else.

But if that doesn't do it for you, consider plain old enlightened self-interest. The new lawyers coming into the profession will be working with you for the rest of your career. We in Oregon have the incredible good fortune of a highly collegial bar statewide. Believe me, it's not like that everywhere (I practiced in California!), and it doesn't happen by accident. The level of collegiality that we enjoy here improves our lives by making the practice of law considerably less stressful, and better serves our clients by reducing litigation costs. If we want that to continue, each of us needs to do our part to pass that culture on to the next generation of lawyers. Serving as a mentor is a great way to do that.

Now that I've gotten you over the hump and you've decided to sign up, here are some thoughts on how to be a helpful mentor.

First, start early. You may be a freshly minted lawyer, but everyone who has survived law school and the bar exam has something to offer a student who is starting the journey. Maybe you don't have trial experience or a wide network

## THE JUDGES' FORUM



By The Honorable Claudia M. Burton  
Marion County Circuit Court

of contacts, but you probably have a better recollection of the Rule Against Perpetuities or what Professor X is looking for in a paper than a lawyer who has been practicing for 15 years.

Second, you must truly commit to spend time with your mentee. That may be a regular standing meeting for lunch or coffee or whatever else works for you and the student, but there needs to be regular contact. Email, phone calls, and text messages are great, but they cannot and should not replace personal contact.

What worked really well with my most recent mentee was that pretty much every week she would just stop in for an hour or so. If I had a trial going or status conferences in my chambers, she would sit in and watch. If not, we would spend some time talking about how things were going for her. That's more difficult, of course, if you have a practice in which you are traveling to different locations for depositions and trials, but think about your calendar and whether there is a way to schedule a standing meeting.

To spend time with your mentee, you must also be realistic about what you can do. There is always a need for mentors, and I've often been asked to mentor more than one student. I limit my commitment to one student at a time because I don't feel I can really devote the time to more students than that. If you can take on more than one student, the law schools will love you, but be sure that you can really follow through.

Third, work to find the right balance between what your mentee needs and what you can offer. Nobody can be all things to all people. Some mentees really want someone to review the paper they've written or their torts outline. Others want help making professional contacts, and others simply want a sounding board for advice about getting through school. Be sure to ask your mentee what she needs or wants help with, and see where you can assist.

Fourth, don't hesitate to ask your colleagues for help. As I said earlier, the

Oregon bar is highly collegial. I have had many occasions to call a lawyer I didn't know and ask for help, dating back to when I was a new

Oregon lawyer using the lawyer-to-lawyer program, and rarely have I encountered a colleague who did not offer more than I could have expected. If your mentee is interested in real estate law and you know nothing about it, call someone who practices in that area and ask if they'd be willing to meet your mentee for lunch or coffee. That may mean calling someone you don't really know. Take the plunge and do it. In all likelihood that lawyer will be graceful and helpful, and if not, just move on and ask someone else. And of course, be willing to do the same for your colleagues' mentees.

Fifth, buy your mentee lunch or coffee! I often ask my mentees to meet me for lunch because that's usually the best time for me to take a break from the workday. I am not a breakfast person, and I usually have family/household things I need to do at the end of the day. Judges do not make big money, but I can afford to buy a lunch. It's a little shocking to learn what law school costs these days and how much students are going into debt to complete their educations. So I figure that if my student can manage to meet me at a time that helps me out, then I can certainly spring for a sandwich or a salad.

Finally, I have been speaking about the law student mentorship program, but keep in mind that the bar is starting a mentorship program for new lawyers. Your help will be needed there as well, and you may find for whatever reason that mentoring a new lawyer is a better fit for you than mentoring a student.



Judge Claudia Burton

OWLS congratulates Judge Janelle F. Wipper on her recent appointment to the Washington County Circuit Court. Judge Wipper, a member of OWLS, the Oregon Minority Lawyers Association, and the Oregon Asian Pacific American Bar Association, is the first Filipino-American on Oregon's bench.

## In Defense of Women: Memoirs of an Unrepentant Advocate

By Nancy Gertner (Beacon Press, 2011)

Book Review by Yael Livny

*Practice your arguments . . . Lower the register of your voice. . . Put your hands in your pockets. Wear red. Breathe.*

That was the mantra of a young trial lawyer, Nancy Gertner, in 1976. Just a few years out of law school, Gertner stood before a Massachusetts jury defending radical antiwar activist Susan Saxe, who was accused of murdering a police officer during a bank heist. In a fit of idealistic passion, Gertner threw herself into Saxe's defense like a fanatic, working around the clock to perfect examinations and arguments, while fending off a hostile press and demeaning prosecutor. In the end, Gertner won a remarkably light sentence for Saxe and walked out of court a legal superstar.

For the next 20 years, Gertner deployed her legendary wits and grit to feminist civil rights causes and criminal defense work. In 1994, she was appointed a federal district court judge, aided by longtime friends Hillary and Bill Clinton. Gertner clinched Senator Ted Kennedy's nomination after she cheekily dared him to "propose a civil rights lawyer as a judge, to validate this career path."

*In Defense of Women* is an engrossing memoir of a strong-hearted trial lawyer who refused to be constrained by a male-dominated world. After the Susan Saxe trial catapulted her to fame, Gertner took up the cause of women's access to abortions, sued psychiatrists for sexually abusing their female patients, defended a battered woman accused of having her husband assassinated, and took a series of well-known companies and universities to court for sex discrimination.

Despite its focus on Gertner's crusade against sexism and abuse of women in its myriad forms, the book is a wonderfully easy read, never strident or shrill. Gertner is very funny, almost folksy, and revels in self-deprecation. She hilariously describes being swept up in the foibles and fashions of the 1970s, opting to carry a paper bag to court in lieu of an "elitist" briefcase, wearing flowing hair and miniskirts to hearings, and maintaining a "Sexist Tidbits" file in which she collected misogynist comments by other lawyers. Yet even as she gently teases herself for some radical tendencies, she reveals ways

in which her practice was truly and lastingly progressive.

Her take on the attorney-client relationship was particularly interesting. Beginning with Saxe, Gertner sought to "empower" clients through representation. This involved enlisting clients as co-strategists in their cases and seeking to heal clients through the "law cure"—a process whereby the advocacy, rather than the result itself, imparts justice.

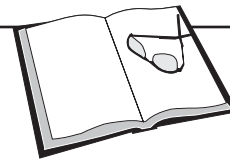
It was Saxe who first forced this approach: She insisted that her entire defense team be staffed and led by women. Moreover, "[b]ecause Susan saw herself as part of a political movement—the antiwar movement, the women's movement, the gay rights movement—the trial also had to reflect the input of those groups." Saxe often placed her own defense second to the political event she wished to create through the trial. Gertner struggled with this approach, but ultimately acquiesced to it.

Gertner's take on the attorney-client

relationship maintained a certain unorthodoxy after Saxe. Most of us are taught to maintain a "healthy distance" in advocacy. We are trained to repress the emotions and ideology we might share with our clients, so that we can better defend their positions. Gertner, by contrast, freely admits to profound empathy with clients, as well as personal and political identification with them. The text highlights the stunning closing arguments that brought her clients to life before the jury. Indeed, it is difficult to imagine such arguments coming from the traditional position of distance.

More practically, her "love" for her clients regularly fueled all-night work sessions, causing opponents to fear Gertner's "legendary preparation." Her approach helps make *In Defense of Women* not only an enjoyable account of a progressive super-lawyer's rise, but also an inspiring read.

**Yael Livny** is an associate in Ball Janik's Portland office.



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## Remembering Betty Roberts

continued from page 1

of alternative dispute resolution, Betty Roberts proved it could be done. Every bit as important, though, was her quiet work

behind the scenes, offering wise counsel, whether cautionary or encouraging, to Oregon Women Lawyers and the Oregon Women Lawyers Foundation, as well as her absolute embrace of all women lawyers and law students who hoped to work "for good."

Of the hundreds of people who attended her memorial service and the thousands more who couldn't be there but wanted to be, a great percentage counted her as a friend. Her genuine interest in the lives of others quickly transcended any barriers. Although she always had advice, she also readily sought the ideas of others. Her almost boundless energy and her desire to keep learning and growing kept her connected with a wide and varied circle of friends.

One of the areas in which she had the greatest influence was in getting more women on the bench, then encouraging and supporting them once they were there. Her help was hands-on and personal, whether it was public or behind the scenes: walking door to door with Marilyn Litzenberger to talk with voters in her successful 2002 campaign for the Multnomah County Circuit Court, asking former Gov. Mark Hatfield to keynote the Oregon Women Lawyers Foundation's 2001 celebration of 40 consecutive years of women judges on the Oregon circuit court bench, or spending hours on the phone answering questions from attorneys interested in becoming judges. Portland attorney Kathryn Root recalls working with Betty Roberts and Multnomah County Circuit Court Judge Mercedes Deiz in 1989 to organize OWLS' first-ever "How to Become a Judge" seminar, thereby helping to demystify a process that was then not widely understood.

Up until Betty's death, every woman who followed her on the Oregon appellate bench, from Susan Graber to Lynn Nakamoto, benefited from her practical and personal assistance. Ellen Rosenblum, senior judge of the Oregon Court



Photo © by Diane Inskeep

Among the women judges for whom Justice Betty Roberts (at far right) paved the way (from left): Justice Martha Walters, Judge Ellen Rosenblum, Judge Susan Graber, Chief Judge Mary Deits, Justice Virginia Linder, Judge Darleen Ortega, Justice Susan Leeson

of Appeals, has called her "the mother of Oregon women lawyers and judges and our mentor-in-chief." Former Chief Judge of the Oregon Court of Appeals Mary Deits said that arguing cases before Judge Roberts showed her that a woman could be an appellate judge. When Mary Deits went on the bench herself, Betty Roberts was the first person to call to offer candid, blunt, humorous, and very useful advice.

According to Oregon Court of Appeals Judge Darleen Ortega, "Her example of courage and grace under tremendous pressure literally kept me from giving up early in my career—and her guidance and encouragement has cheered and fortified me in the years since I have been a judge."

In 2002, when Justice Susan Leeson worried that leaving the Oregon Supreme Court for health reasons might be seen as a betrayal to women, as she was the only woman on the court, just as Betty Roberts had been, she said that the question was always "WWBRD?—What Would Betty Roberts Do?" She phoned her and was told, "Quit, get well, and don't ever look back!"

The very first woman lawyer whom Oregon Supreme Court Justice Virginia Linder ever met was Betty Roberts, then a gubernatorial candidate campaigning at Southern Oregon College. Later, when she was in law school, seeing Betty on the bench gave her an ecstatic moment of recognition: "It gave me my sense of place in the courtroom. I knew I could belong there."

When Virginia Linder began doing appellate work for the Oregon Department of Justice, she didn't have much money for an extensive wardrobe. She spent \$20 (a large sum for her at that time) on a green dress to wear for oral argument. Later, she attended a "Women in the Courtroom" conference, and one of the sessions discussed "proper dress" for women litigators. The advice offered

did not sit well with Betty, so when she gave the luncheon keynote, she threw out her prepared remarks and spoke about attitudes about women in the courtroom. "Now take Gini Linder's green dress. That's perfectly appropriate court wear." It was the first time she realized that Betty had noticed her.

Virginia Linder later asked Betty for her support when she put her name in for the Oregon Court of Appeals, telling her she was a lesbian at the same time. Justice Linder says that when she decided to run for the Oregon Supreme Court, "Betty grabbed my hand and jumped out with me."

Betty Roberts lived her life with purpose. She taught us how to live, and she taught us how to die. She acknowledged that pulmonary fibrosis was a fatal disease, but she was engaged in life until the very end. Whether we knew her as a symbol of women's achievement, a role model, an inspiring speaker, a teacher, a friend, or a treasured confidante, each member of Oregon Women Lawyers can say, "Because I knew you I have been changed for good."\*

For more on the life of Betty Roberts, read her memoir, *With Grit and By Grace: Breaking Trails in Politics and Law* (Oregon State University Press, 2008) and her 2005 oral history, taken by OWLS' founding president, Katherine O'Neil, available at [www.americanbar.org/groups/senior\\_lawyers/pages/roberts.html](http://www.americanbar.org/groups/senior_lawyers/pages/roberts.html). A video of her memorial service is at <http://echo360.pdx.edu/ess/echo/presentation/4c31ae1b-9a02-45ec-a06b-4d460e6850ae>.

\* This quotation is from the song "For Good" from the musical *Wicked*, music and lyrics by Stephen Schwartz.

**Diane Rynerson** is the executive director of the National Conference of Women's Bar Associations. **Norma Freitas** is the associate director of career and professional development at Willamette University College of Law.

Two Oregonians, both OWLS members, are currently serving on the American Bar Association's Commission on Mental and Physical Disability Law.



Hon. Adrienne Nelson

Katherine O'Neil is serving a second term as commission chair, and Judge Adrienne Nelson is serving a three-year term as a commission member. The commission spearheads the ABA's efforts to promote full access and participation in all aspects of the legal system by people with physical and mental disabilities.



The OWLS Leadership Forum presented "A Practical Style Workshop" featuring stylist Gina Crowder at a boutique in Portland's Pearl District on September 15. Serving as models were (left to right) Iayesha Smith, Holly Johnston, and Violet Nazari.

## Meet Board Member Shannon Reel

By Mavel Morales

Shannon Reel, née Terry, has been an active OWLS member since she was a student at Willamette University. She first served as the student liaison to the Mary Leonard Law Society (MLLS), the OWLS chapter in Salem, and then became, sequentially, its programs co-coordinator, newsletter editor, president, treasurer, and OWLS liaison. She has served on the OWLS Board of Directors for the past three years.



Shannon Reel

Shannon was born in Montana. Right before she and her twin sister entered high school, the family moved to Enterprise, Oregon. There her mother worked for the district attorney's office, piquing Shannon's interest in the law—she wanted to seek justice for victims. Prior to law school, Shannon taught English in Japan and worked for a dot.com in Atlanta.

After earning her law degree at Willamette, Shannon clerked for Judge Walt Edmonds at the Oregon Court of Appeals and then for Chief Justice Paul De Muniz at the Oregon Supreme Court. She says that clerking serves as a great foundation for legal practice, given the wide variety of cases that come before the courts.

After clerking for five years, Shannon joined the Oregon Department of Justice's Appellate Division, where she works primarily on the defense of criminal convictions, post-conviction cases, termination of parental rights, civil commitments, and appeals of cases against state agencies. She gets to do exactly what she loves: research and persuasive writing while advancing justice for victims.

Shannon's advice to law students and new attorneys? Stay focused, keep working (because it does get easier), consider clerkship opportunities, and admit to your mistakes as soon as they happen, so they don't get worse. Thank you, Shannon, for your dedication to OWLS.

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

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## OWLS Fall CLE

long-term volunteer service to promote women in the legal profession.

OWLS President Heather Weigler then introduced Professor Hill, who walked onto the stage to a standing ovation. The CLE was titled "Diverse Perspectives: Bringing the Legal Profession into the 21st Century." Professor Hill spoke about the role of diverse perspectives in the judiciary and the judicial confirmation process. She discussed the confirmation hearings of Justice Elena Kagan and Justice Sonia Sotomayor and the role that gender and ethnicity played in those hearings.

Professor Hill argued that when the perspectives of some people are marginalized during the confirmation process, a clear message is sent: those perspectives do not matter. In contrast, the perspectives of Samuel Alito "and . . . I forgot his name . . . Clarence Thomas" (which brought laughter and applause) were embraced at their hearings, demonstrating that their backgrounds mattered and their attitudes and perspectives were important.

But the perspectives of Justices Kagan and Sotomayor were marginalized during their hearings. They represented women, people of color, sexual minorities, and women who favor "choice." "Do not think . . . that . . . the debate that goes on for judicial nominees is not critical to what is happening in your world," Hill stated. These debates "are important in symbolic ways. They are important in very practical and real ways. When a person comes before the judiciary, or any place in the judicial system, they receive a message. . . . [T]he message we want them to receive is that they will receive a fair hearing. . . . We want a system that embodies the democracy that it represents. That is why the work that you are doing is so important."

Professor Hill concluded by urging us to use our perspectives to change the institutions in which we work and cautioned that if we don't, we won't move forward. "We need friendlier practices, and to challenge some foregone conclusions of what it takes to be a quality profes-



Terri Kraemer

Photo by Anna M. Campbell

sional in our workplace." She asked the audience to consider what constitutes value. "We have the numbers. We need to put our energy into challenging" the traditional models.

After the keynote address, OWLS members were treated to a discussion featuring Professor Hill, the Honorable Adrienne Nelson of the Multnomah County Circuit Court, and Diane Schwartz Sykes, a senior assistant attorney general with the Oregon Department of Justice. OWLS President Heather Weigler moderated the discussion.



Professor Anita Hill

Photo by Anna M. Campbell

The panelists discussed bias in the legal system and offered suggestions on how to combat it. Professor Hill said that we need to shift the burden away from those who are most vulnerable to those who can more easily take action.

The discussion also focused on how to support women and minorities who are considering attending, or are currently attending, law school. The panelists agreed that mentoring was valuable not only for the mentee but also for the mentor. Judge Nelson and Ms. Sykes recommended several local resources aimed at supporting women and minorities in the law, including the Explore the Law program at Portland State University and the Minority Law Student Association at Lewis & Clark Law School.

During the question-and-answer sessions, OWLS members asked questions on topics ranging from work/life balance to the use of majority-centric language in the law.

At a reception after the CLE, the Portland law firm Buchanan Angeli Altschul & Sullivan was presented with the sixth annual OWLS Workplace Leader Award. [Please see story on page 3.]

Several generous sponsors made the CLE and reception possible, including Naegeli Reporting, which streamed the event live on its website. To access the Fall CLE video, visit [www.naegeliereporting.com/about-us/live-stream](http://www.naegeliereporting.com/about-us/live-stream) and enter the case-sensitive password: owls.

**Ellen Klem** is the general counsel for Smarsh, Inc., a Portland-based company.



# Around Oregon

By Hon. Jill Tanner

**Cascade Women Lawyers.** Cascade Women Lawyers held a summer networking social the evening of July 12 at Anthony's in Bend, on the patio overlooking the Deschutes River. The well-attended event offered an opportunity for lawyers who have scheduling conflicts with the regular networking lunches to participate. Officers were elected for 2011–2012. They are Lorie Harris Hancock, president; Linda Ratcliffe, vice president; Danielle Lordi, secretary; and Laura Cooper, treasurer.

On Sept. 27, Cascade Women Lawyers hosted a discussion with Secretary of State Kate Brown, who spoke about her career, her election, and her experiences in elected office. Chapter contact: Lorie Harris Hancock, [lorie@harrishancock.com](mailto:lorie@harrishancock.com).

**Clackamas Women Lawyers.** On July 16, the chapter's summer picnic took place at Upper George Rogers Park in Lake Oswego. Unfortunately, it was one of those rainy summer days, so there was not a large turn-out; that, however, enabled everyone who was there to spend some quality time together. The chapter hosted an ethics CLE on Sept. 13 at the Clackamas County Courthouse. Paul Neese, assistant general counsel at the Oregon State Bar, was the presenter. Chapter contact: Sue Lain, [sue@hohbachlawfirm.com](mailto:sue@hohbachlawfirm.com).

**Josephine County Women Lawyers.** JCWL continues to meet on the first Thursday of the month for lunch and conversation at the Bistro in Grants Pass. Chapter contact: Victory Walker, [victory@grants.sopd.net](mailto:victory@grants.sopd.net).

**Lane County Women Lawyers.** The chapter co-sponsored an OWLSNet event on Sept. 22 [see story on page 6]. LCWL will sponsor an all-day access-to-justice/ethics/child abuse reporting CLE on Nov. 18. Chapter contact: Kamala Shugar, [kamala.h.shugar@doj.state.or.us](mailto:kamala.h.shugar@doj.state.or.us).

**Linn-Benton Women Lawyers.** In June, LBWL members attended and participated in the Linn-Benton Bar Association softball game and barbecue. Linn County won 12–7. In July, LBWL met for its regular dinner social at Sybaris Restaurant in Albany. Members expressed interest in connecting with students from Oregon State University's Pre-Law Society for mentorship and job shadowing. In August, LBWL held its regular luncheon at Block 15 in Corvallis. Chapter contact: Fay Stetz-Waters, [faystetzwaters@gmail.com](mailto:faystetzwaters@gmail.com).

For more information on OWLS chapters and chapter events, visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

**Mary Leonard Law Society (Salem).** In May, MLLS elected new officers: Allison Boomer, magistrate pro tem, Oregon Tax Court, is president; Kate Lozano, Oregon Department of Justice, is secretary; Erin Dawson, Oregon Tax Court, is program chair; and Vanessa Nordyke, Oregon Department of Justice, is treasurer.

On August 3, MLLS sponsored its annual summer CLE, featuring another outstanding presentation by Ron Silver entitled "A Celebration of the Freedom Riders: The 50th Anniversary." Ron, the chief of the Civil Division of the US Attorney's Office for Oregon, discussed the Freedom Rides of 1961, a series of bus and train rides taken by courageous individuals into the Deep South to bring national attention to state-enforced segregation and hatred. The Freedom Riders, who helped create the momentum that culminated in the enactment of the civil rights statutes of the 1960s, were celebrated this year in Chicago and Mississippi.

On Sept. 20, Shannon Raye Martinez, the first female shareholder of Saalfeld Griggs, spoke about her experience transitioning from associate to shareholder. She offered tips on navigating client networking situations and collaborating with colleagues. Chapter contact: Erin Dawson, [erinndawson@gmail.com](mailto:erinndawson@gmail.com).

**Queen's Bench (Portland).** The Queen's Bench annual summer picnic was held on August 28 at Sellwood Park. There were games for kids, a face painter, and prizes—great fun for the entire family!

Laura Coyle, executive director of Emerge Oregon, spoke at the chapter's monthly luncheon on Sept. 13. The speaker at the Oct. 11 luncheon was former

Assistant  
US Attorney  
Ron Silver  
presented  
the  
MLLS CLE on  
August 3.



Photo by Cathryn Bowie

state Senator Avel Gordly, whose memoir, *Remembering the Power of Words: The Life of an Oregon Activist, Legislator, and Community Leader*, was published earlier this year (and reviewed in the Summer issue of our newsletter).

The Queen's Bench Annual Holiday Luncheon honoring women judges will take place on Dec. 13 in downtown Portland. You can buy tickets and RSVP online at [www.owlsqueensbench.org/holiday-luncheon.html](http://www.owlsqueensbench.org/holiday-luncheon.html). Chapter contact: Christine Coers-Mitchell, [coers@comcast.net](mailto:coers@comcast.net).

**Rebecca J. Bloom Chapter (Umatilla and Morrow Counties).** The chapter meets monthly for lunch at El Charrito in Pendleton. Chapter contact: Sally Anderson-Hansell, [sally@andersonhansell.com](mailto:sally@andersonhansell.com).

**Rogue Women Lawyers.** Rogue Women Lawyers met in June for a barbeque at chapter member Debbie Vincent's gorgeous home. Chapter officers are Jamie Hazlett, president; Staci Palin, president-elect; and Lisa Greif, treasurer. Chapter contact: Jamie Hazlett, [jamiehzlattesq@gmail.com](mailto:jamiehzlattesq@gmail.com).

**Washington County Women Lawyers.** Although the chapter is on hiatus, OWLS Executive Director Linda Tomassi has recently talked with OWLS members about efforts to offer programs and events to women lawyers in Washington County. Stay tuned for developments.

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

## Breast Friends is Helping Women Survive the Trauma of Cancer...



Breast Friends is hosting an  
Open House  
Nov 10, 2011 3pm-7pm

RSVP by Nov 5th so  
we have enough food  
& beverage for all



All are welcome  
503-598-8048  
[www.breastfriends.org](http://www.breastfriends.org)

*Fall 2011*

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Photo by Cathryn Bowie

Two all-women panels of the Oregon Court of Appeals heard oral arguments in July. All-women panels have been rare on the court. Pictured here is the panel on July 20, comprising, from left, Judge Rebecca Duncan, Judge Darleen Ortega, and Senior Judge Ellen Rosenblum. The other panel, which included Judge Lynn Nakamoto rather than Judge Duncan, heard arguments on July 14.

## OWLS Dragonflies Enjoy a Spirited Season

By Nancy Mensch

**T**he OWLS Dragonflies dragon boat team wrapped up its season on October 2. With co-Captains Valerie Athena Tomassi and Eleanor DuBay leading us, Coach Laura Ricker paddling us (if you'll pardon the pun) into shape, and tiller Ali Greene always steering us true, we had a great run on the water this year.

The Dragonflies competed in four races in 2011. Our first competition took place on May 14 at the Rainier Dragon Boat Festival in Tacoma, Washington. Paddling on rough water against 17 other women's teams, we finished in an impressive fourth place.

We competed next at the Kent Cornucopia Days Dragon Boat Races on Lake Meridian in Washington on July 9. Beautiful weather, smooth water, and great paddling as a team made for a memorable race. We had a depleted roster of 18 paddlers (normally we have 20 paddlers for a race) and collided with another boat during our second heat of the day, but we nearly made it to the finals, finishing fifth out of 23 women's teams.

Our race season continued with the 2011 Portland Dragon Boat Race on September 10 and 11. The Portland Race is one of the largest dragon boat competitions in the Northwest, with 75 teams participating, including 30 women's teams. We faced our fiercest competition of the season in the Portland Race, paddling through the choppy and windswept waters of the Willamette River during some of the hottest weather of the year. After two days in the boats, we placed 14th, a very respectable finish.

We finished our season at the 20th Annual Komen Portland Race for the Cure on October 2. Although technically a competition, the Komen Race is primarily a way for the local dragon boat teams to raise funds and awareness for the fight against breast cancer. We came in third out of five women's teams, losing to the winner by less than one minute and improving our best time by nearly ten seconds over last year. For us, the Komen Race was a great finish to another successful season.

Although we're done competing for the year, the Dragonflies will continue to paddle together through the winter to prepare for next season. We are also actively recruiting new members. If you are looking for a great way to exercise, expand your social and professional network, or create some new lifelong friendships and memories, please join us! For more information, please contact the author or our new co-captains, Eleanor DuBay and Holly Martin, or visit our website, [www.owlsdragonflies.org](http://www.owlsdragonflies.org).

Of course, this season would not have been possible without the generosity of our corporate sponsors: Cable Huston Benedict Haagensen & Lloyd; Farleigh Wada Witt; Yates, Matthews & Eaton; Weber Gunn; Wyse Kadish; Beth Allen Law; Oregon Private Investigators Consortium; and of course, Oregon Women Lawyers. We thank them all for their support and hope they will continue to support us next season.

*Nancy Mensch is an associate at Wyse Kadish in Portland.*