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Disability Rights Oregon Receives OWLS Workplace Leader Award

On October 22, at the OWLS Fall Reception and Awards Presentation, Disability Rights Oregon was presented with the fifth annual OWLS Workplace Leader Award. The award recognizes legal employers who actively promote a healthy work/life balance, maintain a diverse workforce, and maximize opportunities for women and minorities to succeed in the workplace and advance to positions of influence and leadership.

With staff located in Ashland, Salem, and Portland, Disability Rights Oregon (DRO) is a legal employer that "walks its talk" and, while managing the pressure of meeting overwhelming legal needs with scarce resources, still respects



DRO attorneys (from left) Chris Shank, Neisha Saxena, Kathy Wilde, and Julia Greenfield and Executive Director Bob Joondeph on October 22

differences among its employees and equips them to do great work.

Accepting the award on behalf of DRO, Executive Director Bob Joondeph said he was especially pleased to be receiving this recognition from Oregon Women Lawyers. He emphasized that DRO works to protect the most vulnerable among us. "DRO hires people with a passion, who then carry the passion forward in their work," said Joondeph.

DRO is the first public interest employer to receive the Workplace Leader Award. In serving mostly low-income, disabled Oregonians, DRO investigates and addresses reports of abuse or neglect; pursues policy changes that benefit many people with disabilities; and educates and empowers individuals to advocate on their own behalf. DRO is also involved in significant litigation, including class action lawsuits and wrongful death actions.

Over a period of years, DRO has worked hard to listen to its lawyers and other staff, shifting from a traditional approach involving more uniform expectations to a model that seeks to address each employee's contributions and personal situation in a more nuanced way. DRO focuses on teamwork and avoiding hierarchy, and responds to what each staff member needs to be productive. The leadership at DRO recognizes dedication and trusts the employees to complete their work capably and effectively, regardless of

OWLS Hosts Successful Fall CLE

By Cashauna Hill

On October 22, OWLS hosted its annual Fall CLE at the Embassy Suites Hotel in downtown Portland. Approximately 130 OWLS members heard an inspirational keynote address by Patricia Ireland and a panel discussion featuring Ms. Ireland and Judge Anna J. Brown.



Judge Anna J. Brown (left) and Patricia Ireland

Ms. Ireland—a lawyer, feminist activist, author, and former president of the National

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President's Message



Concetta Schwesinger

I hope your family had a terrific holiday season! Like many people, I often reflect during the season on my life and the many joys and challenges I've experienced throughout

the year. This year I've reflected on the many great role models, male and female, that I've been lucky to have, one of which was my grandfather. One reason I've always admired my grandfather, "Poppy," is that he had a unique vision that resulted in a solid and successful career.

Poppy began his career as a journeyman shipbuilder during World War II. He later used those skills to build homes on a large piece of property he inherited overlooking the harbor in Tacoma, Washington. Under Poppy's unique vision, acreage previously used by my great grandmother to grow tulips soon became a beautiful neighborhood.

From my grandfather, I've learned that having a vision, or a strong idea of where I want to go and a plan for how to get there, is critical. This applies to all aspects of my life, including my career choices. Here are some suggestions, based on what I've learned about vision, planning, and building a future:

Be a "good boss." Business consultant Seth Godin notes that people tend to be "bad bosses" to themselves through negative self-talk, procrastination, and poor self-development. Learn to treat yourself like a "good boss" would.

Clearly define your long- and short-term goals. As attorney Jane Leslie Dalton notes in the Fall 2009 issue of *The Woman Advocate* (published by the American Bar Association), without

specific goals, you won't have a way to measure whether you're making progress and you won't be able to prioritize your choices.

Be strategic. In setting goals, consider both the skills you already have and the skills you will need to develop to further your vision. Create a plan to obtain the additional necessary skills.

Understand what's truly needed to meet your goals. For instance, if you want to be a partner in a law firm, you may need to commit to spending long hours developing a practice you love.

Develop a supportive personal network. I've been lucky to have a supportive family and a lot of wonderful friends who've cheered for me in the good times and coached and comforted me in the challenging times.

Periodically re-evaluate your goals. As you mature into your career and life, where you want to go may change. Periodically reviewing where you're at and where you want to be will help you keep on track.

Keep moving forward. As is sometimes said, "Don't get mad, don't get even, just get ahead." We all have disappointments and losses. While it's important to recognize our disappointments and losses, both can provide critical lessons to help us move ourselves forward.

As OWLS continues to move forward with our vision and goals, we'd like to include you in the discussion. Please let us know your thoughts and what we can do to better help you progress in your profession and personally.

Concetta Schwesinger
President, Oregon Women Lawyers

OWLS Board Adopts Values Statement

The OWLS Board of Directors has adopted a new values statement for the organization to compliment our long-standing mission statement.

OWLS Mission Statement: To transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

OWLS Values Statement: Oregon Women Lawyers is committed to the advancement of women and all minorities in the practice of law, including racial and ethnic minorities and members of the LGBT community. To achieve this goal we provide and support programming that includes attention to issues of gender, race, ethnicity, sexual orientation, and ability. We strive to make meaningful connections with other minority bar associations in Oregon and to partner with them to provide support for all underrepresented groups in our profession.

OWLS Member Ann Lininger Elected

OWLS member Ann Lininger was elected to the Clackamas County Board of Commissioners, the county's governing body, on November 2 and was sworn in on January 3. She has served on the board since January 2009.

Congratulations, Ann.

OWLS Members Receive OSB Awards

Six OWLS members were honored by the Oregon State Bar at its awards dinner on December 2. Gerry Gaydos received the OSB Award of Merit; Linda Meng received the OSB President's Affirmative Action Award; Ann Fisher and Mitzi Naucner received the OSB President's Special Award of Appreciation; and Albert A. Menashe received the Edwin J. Peterson Professionalism Award. The OSB Oregon New Lawyers Division presented its Public Service Award to Maya Crawford.

Congratulations, all.

OWLS Members Appointed to Circuit Courts

Governor Ted Kulongoski appointed three OWLS members to circuit courts shortly before he left office. Annette Hillman, appointed in October, has taken a seat on the Crook and Jefferson County Circuit Court. In December, Kathryn Villa-Smith was appointed to the Multnomah County Circuit Court and Eva J. Temple was appointed to the Morrow and Umatilla County Circuit Court. Congratulations, all.

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

The Oregon Women Lawyers Workplace Leader Award

Nomination Deadline Is June 1, 2011

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 of these virtues. Rather, the award will recognize a specific program, policy, or project that is successfully addressing one or more of the concerns outlined above. We particularly want to encourage applications from in-house legal departments, government employers, and employers who are making

strides in recruiting and retaining ethnic minority lawyers and equipping them for leadership.

In 2010, the award was presented to Disability Rights Oregon, for focusing on teamwork, avoiding hierarchy, and responding to what each staff member needs to be productive.

The 2011 award recipient will be honored at OWLS' Fall CLE reception.

Nomination Information

Nominations should include the following: information that will help the Transformation 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, 2011, and should be sent to Cashauna Hill, chill@oregonlawcenter.org, Oregon Women Lawyers, c/o Oregon Law Center, 921 SW Washington, Suite 516, Portland, OR 97205.

The next **OWLS Networking event** is **Feb. 3, 5:30 to 7:30 p.m.**, at the Red Star Tavern, 503 SW Alder St., in Portland. No cost, and no RSVP necessary. Join us!

Auction Items Needed

You are cordially invited to attend, and make a donation to, the annual Oregon Women Lawyers Foundation Auction, which will take place on March 11, 2011, immediately preceding the OWLS Roberts-Deiz Awards Dinner.

Auction proceeds are used to foster diversity, awareness, and understanding in the legal profession by providing scholarships, grants, and loan forgiveness for law students, lawyers, and organizations who embrace that mission.

Donation suggestions include vacation lodging, specialty baskets, restaurant certificates, sporting equipment, jewelry, spa services, and specially prepared dinners. For additional information or to make a donation, please contact auction co-chair Jill Brittle at jill@brittle-law.com or 503.445.1575.

For information on the OWLS Foundation, visit www.owlsfoundation.org.

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For more information about
OWLS events, please visit
www.oregonwomenlawyers.org.

OWLS Fall CLE

Organization for Women (NOW)—addressed the topic “Women at Work: What Is the Measure of Our Success?”

Kate Brown, Oregon’s secretary of state and a longtime OWLS member, introduced Ms. Ireland. In preparing the crowd to hear Ms. Ireland’s message, Secretary Brown described a situation in which a young woman did not recognize the name of renowned feminist Gloria Steinem. At the end of her introduction, Secretary Brown reminded those present that “Patricia Ireland broke down doors so that we could walk through them.”

Over the course of an hour, Ms. Ireland addressed issues ranging from her own fight with cancer and her struggles to continue balancing work and her other activities and interests, to a comprehensive and engaging overview of how women’s issues have been treated by the American legal system. OWLS members could certainly relate to many of the themes in the keynote address.

Ms. Ireland noted that a presumption of intelligence and credibility comes with having a law degree. With a message that encouraged unity and empowerment for women, combined with a charge to those in attendance that we continue to fight against injustice wherever we encounter it, and by including examples from her own life and from the American experience, Ms. Ireland reminded attendees of the power that women and those supporting us have at our disposal.

After the keynote address, OWLS members were treated to an interactive discussion featuring Ms. Ireland and Judge Anna J. Brown of the United States District Court for the District of Oregon. OWLS President Concetta Schwesinger moderated the discussion.

Judge Brown began by sharing a list she called “The Top 10 Reasons Why I’ve Been Lucky in My Career.” After mentioning the jobs she held before her legal career (which included working as a dishwasher and dogcatcher), Judge Brown explained that “good luck and hard work” are what prepare one to be ready when the opportunity for advancement arrives. Highlights of her remarks included the description of her experiences as a student at St. Mary’s Academy (she says she would not have attended college but for the encouragement of her teachers), as well as her noting that Barbara Roberts’s historic election as the first woman governor of Oregon presented

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Patricia Ireland and Hon. Betty Roberts

a great opportunity for women lawyers to ascend to the bench.

Ms. Ireland also appreciated Judge Brown’s list, and both panelists stressed the importance of hard work, preparation, and the willingness to take risks. For over an hour, attendees were treated to hearing personal stories, advice, and insights from these two successful and inspirational women.

During the question-and-answer session, OWLS members asked questions on topics ranging from work/life balance to appropriate courtroom dress for female litigators.

OWLS thanks its generous sponsors for their support of the 2010 Fall CLE. OWLS Fall CLE attendees are eligible to receive 2.25 Access to Justice MCLE Credits.

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

Workplace Leader

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individual differences in work settings or work hours. The employees thrive on that trust and, in turn, operate with a deep commitment to do their work well and to support each other in that effort.

The theme that arises again and again when talking to DRO lawyers and other staff is a commitment to relating to each other as human beings with lives outside of work who, sometimes with a bit of accommodation, are nevertheless very dedicated to getting the work done. Mutual trust and respect, reflected in their efforts to make those accommodations for each other, reinforce their already high level of commitment to serve their clients. DRO leads by example, demonstrating a flexible approach to equipping legal and nonlegal staff to be productive and successful.

Kate Brown and the Honorable Darleen Ortega to Be Honored at Roberts-Deiz Awards Dinner on March 11

By Christy Doornink and Cassandra SkinnerLopata

Oregon Secretary of State Kate Brown has been selected to receive the Justice Betty Roberts Award for the promotion of women in the law and the community. Oregon Court of Appeals Judge Darleen Ortega has been selected to receive the Judge Mercedes Deiz Award for the promotion of minorities in the law and the community. The award recipients will be honored at the 19th Annual Roberts-Deiz Awards Dinner on March 11 in Portland.

Secretary of State Kate Brown is a respected role model, effective leader, skilled lawyer, caring mentor, and friend to many of Oregon's women lawyers and advocates.



Secretary Kate Brown

Secretary Brown began supporting and promoting women while she was a student at Lewis & Clark Law School. As one of the founding leaders of the Women's Law Caucus, she was instrumental in hosting its annual law conference. In 1985, she graduated from Lewis & Clark and began practicing family law at the Portland firm Gevurtz Menashe.

Secretary Brown was appointed to the Oregon House of Representatives in 1991. She was elected to serve two terms in the House before being elected to the Oregon Senate in 1996. Throughout her legislative career, she had a strong reputation as an effective leader and bridge builder. In 1998 she was elected Senate Democratic leader, and in 2004 was elected to serve as Oregon's first woman Senate majority leader. During the legislative interims from 2004 to 2006, Secretary Brown practiced law with the Juvenile Rights Project. In 2008 she became Oregon's 24th secretary of state and the third woman to hold the post.

Through her work with the Oregon Women's Health and Wellness Alliance, Secretary Brown has helped to address inequalities in health care, violence against women, and equality in pay and workplace conditions. She has also been the steadfast and sometimes lone voice

advocating for the rights of gay/lesbian/bisexual/transgendered individuals to work and live as full members of the community. She has served as a role model to other women legislators, women in the legal community, and society at large.

People who have worked closely with Secretary Brown will tell you that she greets every challenge and opportunity with boundless energy, dogged perseverance, and a mind toward a more equitable future with, as Mayor Sam Adams stated, "an especially effective combination of passion, tenacity, and consensus-building." With her strong record of public service, integrity, and fairness, Secretary Brown has received many awards and distinctions, including the Woman of Achievement Award from the Oregon Commission for Women.

Secretary Brown has served as a mentor and supportive colleague to women law students and lawyers, and goes out of her way to provide to aspiring leaders advice, perspective, and links to her professional network. Due to her unrelenting commitment to the promotion of women within the law and within our community, OWLS is pleased to award the 2011 Justice Betty Roberts Award to Secretary of State Kate Brown.

Judge Darleen Ortega wholeheartedly embodies the spirit and purpose of the Judge Mercedes Deiz Award. She has been described as a "fearless advocate" for minority law students. She serves as an inspiration and role model by generously dedicating herself to helping ethnic and minority students and attorneys.

Judge Ortega formed and holds weekly debriefing sessions for minority law students in Oregon, so they can seek advice and discuss their feelings and experiences as minority law students. Judge Ortega positively influences these students throughout law school and encourages them to take leadership roles. She is approachable and supportive, and she gives generously of herself. As one nominator stated, Judge Ortega's "warmth and generosity as a person has provided a generation of minority law students with a compassionate and brilliant mentor." Judge Ortega's passion to support, provide opportunities to, and open doors for minority law students is evident in everything she does.

She leads by example with her participation and devotion to many groups and positions that promote minorities in the legal profession and community.



Judge Darleen Ortega

Judge Ortega assisted in creating an externship position at the Oregon Court of Appeals for a Public Honors Fellowship recipient and actively participates in activities hosted by the Oregon State Bar's Affirmative Action Program. She has served as a chair of the OSB Affirmative Action Committee, is a staunch supporter of Opportunities for Law in Oregon (an orientation program designed to recruit and maintain minority law students in Oregon), and is a member of the OSB Diversity Section Executive Committee, the Oregon Judicial Department Access to Justice for All Committee, and the Multnomah Bar Association Equality Committee.

Judge Ortega has served on the OWLS Board of Directors, was a co-chair and founding member of the OWLS Judicial Endorsement Committee, and serves on the Oregon Supreme Court/OSB Task Force on Access to State Courts for Persons with Disabilities. She has made it her mission to ensure that everyone's voice is heard and that difference does not result in exclusion from full participation.

Judge Ortega speaks from the heart and advocates for the promotion of diversity for all minorities in the legal profession and community. Furthermore, she practices what she teaches, by often hiring diverse law clerks and externs.

Judge Ortega exemplifies the commitment to diversity, mentoring, professionalism, and the community that the Judge Mercedes Deiz Award honors. OWLS is pleased to award the 2011 Judge Mercedes Deiz Award to the Honorable Darleen Ortega.

Christy Doornink is worker's compensation litigator with Reinisch Mackenzie in Portland. Cassandra SkinnerLopata is an OWLS board member and partner with SkinnerLopata Harris in Eugene.

OWLS Political Leadership Series: Judicial Elections

By Heather L. Weigler

The OWLS Leadership Committee held the final session of the 2010 Political Leadership Series on October 28 in Portland. Williams Kastner generously hosted the event, which focused on judicial elections. Moderated by Jona Maukonen, the panel featured Oregon Supreme Court Justice Virginia Linder and her 2006 campaign manager, Nicole DeFever, along with Multnomah County Circuit Court Judge Katherine Tennyson.

Both Justice Linder and Judge Tennyson were elected, rather than appointed, to their current positions. Justice Linder holds the distinction of being the first woman to have attained a seat on the Oregon Supreme Court through election rather than appointment.

In describing their individual paths to the bench, both judges emphasized the importance of support from colleagues and mentors. Judge Tennyson had not considered becoming a judge before a Multnomah County judge suggested the idea to her. As an Oregon Court of Appeals judge, Justice Linder had not considered running a contested race for

the Supreme Court until other judges urged her to throw her hat in the ring. "I realized that if I didn't do it, no woman in the state was going to run . . . it was an all-male bench at that time, and it was unthinkable not to have a woman in the race." Their shared experience underscores how important it is that individuals and groups like the OWLS Judicial Working Group encourage women and minorities to consider judgeships in order to ensure diversity on the bench.

After deciding to run for the Supreme Court, Justice Linder hired Nicole DeFever, an attorney and a former OWLS board member, as her campaign coordinator. Nicole discussed the nuts and bolts of running a campaign, from endorsements and letters to the editor to fundraising and visibility. "A campaign coordinator's job is to figure out where you need votes and how to get them," she explained.



Justice Virginia Linder (right) talks about her successful run for the contested seat on the Oregon Supreme Court, while her partner, Coleen Sealock, and Judge Katherine Tennyson (left) listen.

The jurists also offered advice on what to expect to those considering running for judicial office. "Figure out early on what your limits are going to be, and decide what it is worth to you in the long run. It's easy to lose perspective when you're in it," Justice Linder said. Judge Tennyson noted that it's hard to predict what challenges you might face. "The scrutiny candidates get is real, and it's a fascinating and challenging experience to be the subject of that. You need a thick skin."

The panelists agreed that a solid foundation as a lawyer was critical to their success. Justice Linder had served as a Court of Appeals judge for nine years when she decided to run for the Supreme Court, and Judge Tennyson had been in private practice for 16 years before she decided to run. "It's important to have a career in which you've been competent and ethical," Judge Tennyson explained. But it's also not just about having the "right" credentials. "If you're on a committee, do it because you care about it, not just to build your resumé. That's the way to make genuine connections that will help you in a campaign," she advised.

Led by co-chairs Jona Maukonen and Sarah Villanueva, the OWLS Political Leadership Series will resume in 2011. For more information about seeking a judicial position, contact the OWLS Judicial Working Group through oregonwomenlawyers@oregonwomenlawyers.org.

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

Lynn Nakamoto Joins Oregon Court of Appeals

By Terri Kraemer

OWLS declares January 7, 2011, a great day for Oregonians. Why? Because on that day Judge Lynn Nakamoto was sworn in as the first Asian American to serve as a judge on any state or federal appellate court in Oregon. It's also a great day for OWLS and for the Oregon Minority Lawyers Association (OMLA), two organizations that have benefited immensely from Judge Nakamoto's involvement.

Judge Nakamoto grew up in Orange, California. She says that her parents, who did not attend college, both had a strong work ethic and high expectations for their four children, and they were very influential in ensuring that their children had the opportunities for advancement that came with education. So off to college the four children went. Judge Nakamoto went to Wellesley.

As luck or fate would have it, Wellesley turned out to be an excellent fit for her. It provided her a whole new world, which included travel, being part of the "Seven Sisters" (seven historically women's colleges in the Northeast), and meeting her partner of 31 years.

Philosophy was her first love in college, but she quickly realized that it was probably not the most practical career path. While studying in California during her junior year, she took a class on public interest law. The professor, a woman, was extremely engaging and inspiring. The seed was planted. Judge Nakamoto took pre-law classes and decided to go to law school.

With a strategy to stay close to Boston while her partner finished college, and then to go to law school in a city that also had good medical schools, Judge Nakamoto ended up at New York University School of Law. After graduating, she stayed in New York, working as a staff attorney for Bronx Legal Services, while her partner completed medical school at New York University. Then they both moved to Portland. Judge Nakamoto worked first at Marion-Polk Legal Aid Services, then clerked for US District Court Judge Helen Frye, and then, in 1989, joined Markowitz Herbold Glade & Mehlhaf, in Portland.

It's a long way from NYU to the bench in Oregon. We wanted to know what her master plan was. Alas, she says, she had none. No grand design, no burning desire to be a judge. Others had encouraged her

to consider becoming a judge at various times over the years, but the time never seemed quite right until recently. Judge Nakamoto had been busy with other activities, not the least of which was her family and her law practice.

Judge Nakamoto has a 12-year-old daughter, Ellie. Balancing a law practice and family is challenging, she says, but she makes weekends with family a priority. As a family, they enjoy playing games, reading, and exercising. They particularly enjoy "book parties" (lounging around reading, especially mysteries)—all three are voracious readers.

Having practiced law for 26 years, Judge Nakamoto is well respected in the legal community. She has concentrated her practice on business and employment law and civil appeals. She counsels employees and employers and frequently handles civil rights claims. She has been the managing shareholder at her firm for the past four years. She has been active in OWLS, was a founding member of OMLA, and is a past board member for the Q Center. She will join the Oregon Law Institute board this winter.

We think she is in the perfect position to pass on a few words of wisdom to new lawyers and aspiring judges. First, she believes that it is important to understand your clients' problems and goals, and to help them understand what is achievable and what is appropriate. Be honest with them and avoid setting unrealistic expectations. Also, be professional and work with opposing counsel in a professional manner.

Lastly, remember that law is a business, so it's important to develop an understanding of how a business works and what makes you valuable and important to the firm. The more you can build your own book of business, the more you will be able to do the type of work you love and work with clients with whom you enjoy working. Having your own book of business will give you more leverage in your firm.

When it comes to planning a path to the bench, Judge Nakamoto recommends reading OWLS' *Road to the Bench* handbook. [To obtain a copy, send email to linda@oregonwomenlawyers.org.] Also, listen to those who are encouraging you, meet with them, learn from them, and then make your move when you're ready.

Judge Nakamoto says that she realized the time was right for her for a variety of reasons: she is not getting any younger, the bench needs more diversity, her law practice

was at a point at which it made sense to make a change, her family was supportive, and she had a lot of encouragement from OWLS, OAPABA, and other lawyers, including former Justice Betty Roberts. It's important, Judge Nakamoto says, to be part of a legal community—whether that's OWLS, OMLA, OAPABA, or other organizations—in which people will challenge you, support you, and encourage you. Oregonians are fortunate that the time was right for Judge Nakamoto.

Terri Kraemer, an OWLS past-president, chairs the AdvanceSheet Committee and is a director at Deloitte and Touche.



Judge Lynn Nakamoto



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OWLS Annual Benefit Supports Dress for Success

By Katie Riggs

On October 14, OWLS held our annual Dress for Success benefit and fashion show, hosted for the second time by Dr. Martens in Portland, at its downtown retail location. OWLS members and friends modeled business, casual, evening, and professional attire to the delight of a standing-room-only crowd. Following the fashion show, Dr. Martens hosted a private event in the store, providing Huber's famous Spanish coffees, Typhoon appetizers, and desserts from Saint Cupcake.

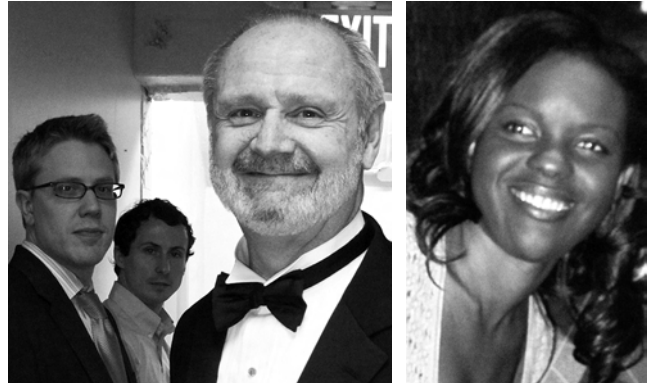
This annual event attracts more people every year, and attendees and models range from law students to longtime members. Star attractions included models Dave Markowitz, a founding partner of Markowitz Herbold Glade & Mehlhaf, and Karen O'Connor, a partner at Barran Liebman. Models had personalized hair styles created by Kelsie Britton and her fellow stylists from New Vintage Beauty Lounge. Layla Bauder, from Mary Kay Cosmetics, provided makeup. The fashions were provided by Mink Boutique, Mabel & Zora, Catherine's, and Brooks Brothers.

The mission of Dress for Success is to promote the economic independence of disadvantaged women by providing professional attire, a network of support, and career development tools to help the women thrive in work and in life. The organization is supported solely by private donations. At this year's fashion show, OWLS members donated dozens of professional outfits to the organization and raised \$900, including a \$100 donation from Karen O'Connor, nearly doubling the amount raised in 2009.

OWLS salutes all who participated in the fashion show, with special thanks to Dr. Martens for hosting the event again this year. This event, like all OWLS events, was successful because of the work put in by our active volunteers. A special thanks to OWLS President Concetta Schwesinger, who served as emcee, and volunteers Iayesha Smith, Marisa Moneyhun, Ember Kauth, and Shannon Vincent of the OWLS Leadership Committee. Iayesha not only lined up a new vendor this year, Mabel & Zora, and coordinated with Dress for Success just days before the due date of her first child, but attended the event as well.

We look forward to seeing you at the fashion show this fall. Mark your calendars for October 13, 2011!

Katie Riggs is an associate at Schneider Law Offices in Portland.



Models wait backstage (left to right): Chad Colton, Michael Mangan, OWLS member Dave Markowitz, law student Brittany Murphy



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OWLSNet in Eugene

By Laura Horton

OWLS members, law students, and other area professionals enjoyed an evening of networking and delicious food on November 17 at Ambrosia Restaurant in downtown Eugene.

Megan Livermore, OWLS treasurer, hosted this OWLSNet event, which was generously sponsored by Kernutt Stokes Brandt & Co. and Lane County Women Lawyers.

Participants wasted no time networking, swapping business cards, and making connections for future business opportunities. A group of students from the University of Oregon Law School Women's Law Forum enjoyed the opportunity to talk with Justice Martha Walters about their favorite classes and life after law school. The business-card drawing for a gift certificate to Mazzi's was won by a clerk at the Lane County Circuit Court.

The OWLSNet Committee plans and coordinates events that provide opportunities to generate contacts in the greater business community.

Laura Horton is a student at the University of Oregon School of Law.

Meet Yamhill County Circuit Judge Cynthia Easterday

By Mavel Morales

Judge Cynthia Easterday's ancestry can be traced back to Milton Hershey of the Hershey chocolate company. (Although she prefers popcorn, her eight-year-old daughter did inherit the chocolate-loving gene.)

Judge Easterday's father was a physician stationed at Fort Lewis, Washington, before he was sent to Vietnam to serve at a MASH unit for a year. Born in Lancaster, Pennsylvania, Judge Easterday moved with her family to Oregon when she was in the first grade, after her father returned from Vietnam. He had fallen in love with salmon fishing and wanted to return to the Pacific Northwest.

Judge Easterday decided to become a lawyer despite the results of an aptitude test taken while she was a student at Lincoln High School in Portland, which indicated that the law was not a good choice for her because she was shy and quiet. She says she felt an initial calling to the law after witnessing injustice and poverty while traveling abroad to the University of London during junior college. After earning a BA in politics and government at the University of Puget Sound, she joined the Mennonite Voluntary Service for two years in Denver, Colorado, and then went on to become the office manager and intern mediator for a private nonprofit mediation firm. Her Mennonite ancestry may have something to do with the fact that she has a very strong preference for non-adversarial approaches to dispute resolution.

After graduating from the University of Oregon School of Law in 1989, Judge Easterday clerked for Judge Stephen Herrell at the Multnomah County Circuit Court. There she was exposed to many different types of litigation and found that, in the end, the only lawyers who appeared to be excited about their jobs were prosecutors. So she decided to become one. Although she did not set out to become a long-term prosecutor, she developed a strong commitment to child abuse cases and served as a criminal prosecutor for over 15 years in Yamhill County, primarily handling felony child physical- and sexual-abuse cases. She was the chief deputy district attorney for 12 years.

During her time as a prosecutor, Judge Easterday garnered great acclaim. She was awarded several professional awards for her dedication, including the

Early Childhood Award for Outstanding Advocacy in Child Abuse Prosecution, presented by the Yamhill County Early Childhood Coordinating Council; the Attorney General's Child Abuse Prosecutor of the Year; and Arson Prosecutor of the Year, presented by the Oregon Council Against Arson.

In 2004 she considered a judicial appointment but then reconsidered, given that her twins had just turned two. She had already made plans to work part-time for two years. In 2006 she accepted a position as assistant general counsel at the Oregon State Bar, where she investigated ethics complaints and provided ethics advice to attorneys. In 2008 she joined Haugeberg Rueter, a business law firm in McMinnville, where her practice included domestic relations matters and criminal defense.

In 2008 she revisited the idea of a judicial appointment—she enjoyed being in the courtroom, helping people deal with conflict, and assisting them in resolving their disputes in different areas of law. In June 2009 Governor Kulongoski appointed her to the Yamhill County Circuit

Court, filling the vacancy created by the passing of Hon. Carol Jones. Judge Easterday ran for election in May 2010 unopposed and was elected for a six-year term.



Judge Cynthia Easterday

When she is not in her courtroom, you can find her riding bikes and having fun with her husband and eight-year-old twins. Her favorite place in Oregon is the Wallowa Mountains, where she worked in the summer of 1987.

Judge Easterday's advice to women hoping to join the bench: "Have confidence in yourself and good self-esteem, treat people with respect, and be knowledgeable and competent in the law."

OWLS wishes Judge Easterday the best in her judicial career.

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

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

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Kathryn Root: An OWLS Founding Mother

By Hon. Jill Tanner

In the late 1980s, Kathryn ("Kathy") Smith Root, formerly Kathryn Smith Augustson, was one of many women who shared the same vision: to transform the practice of law and ensure justice and equality by advancing women and minorities in the law profession. Kathy's involvement in the Multnomah Bar Association's Committee on the Status of Women in the Practice of Law convinced her that women lawyers were facing certain challenges and obstacles, including balancing family and career, advancing to leadership and management positions within law firms, and serving as members of the judiciary. She therefore volunteered her time and talents to join others in creating, in 1989, Oregon Women Lawyers.

Kathy served as OWLS vice president in 1990–1991 and as a board member from 1989 to 1992. She described being a woman lawyer in the early 1990s as a time when few women held leadership positions in law firms, the Oregon State Bar, local bar association committees, or the judiciary. She believes that "most

women lawyers felt they needed to work harder/smarter than their male colleagues to get ahead."

Today more women are in leadership positions, and Kathy says she is also pleased by how OWLS has evolved. Now, for example, there is "greater diversity within the membership of OWLS on different levels, there are many active chapters throughout the state, and many younger or recently admitted lawyers have taken on leadership roles or become active participants in the organization." She is inspired by women and men who support OWLS, fueled by their energy and cooperative spirit.

Kathy became interested in a legal career while she was in high school, when she participated in a program similar to Oregon's highly respected Classroom Law Project mock trial program. She was "inspired by a young attorney who was our team's mentor and coach" and who encouraged her to become a lawyer. Kathy enrolled in the four-year evening program at Lewis & Clark Law School, graduating in 1984.

After 26 years of practicing law, Kathy still enjoys her work. She is recognized as a powerful litigator and tireless advocate for families and children. She is described by her peers and clients as compassionate, resourceful, and ethical. Kathy focuses her family law practice on divorce involving complex property and financial issues, and on interstate and international child-custody issues, and she has litigated more than 100 contested interstate custody cases.

On January 1, Kathy, who was formerly a named partner at Johnston, Root & Leibenguth, joined McKinley Irvin as the partner in charge of the firm's Portland office. McKinley Irvin is the largest family law firm in the Pacific Northwest.

Kathy served on the OWLS Foundation Board of Directors from 2003 to 2008. She is committed to the Foundation's goals to create and build an endowment that will fund scholarship assistance for law students and provide financial support for lawyers who are inspired to undertake special projects or perform work that is consistent with the OWLS mission. After serving for two years as the Foundation's Investment Committee chair, Kathy is very proud of the substantial growth in the endowment fund—but it is not, she notes, enough for what can be achieved with a larger endowment!

Kathy believes that legal and community service "intersect" with the OWLS mission. For many years, she was an active member of the Portland Jaycees, an organization she describes as dedicated to leadership training through community service. She was also a longtime volunteer at St. Andrew Legal Clinic, an organization offering low-cost legal services in the Portland metro area.

Kathy has found fulfillment in the law, and she encourages newer lawyers who are seeking employment during the current economic downturn to be as "broad-minded as possible" and explore all types of employment arrangements, including full-time, part-time, contract, internships, and pro bono, as well public service and serving on bar organization committees and boards. Make "as many connections as possible with other lawyers, as well as affiliated professionals," she says, and "network, network, network!"

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

McKINLEY IRVIN

We are pleased to announce that ***Kathryn Smith Root*** has joined our firm as Partner in Charge of our Portland office.

Kathy Root is a 26-year veteran family law attorney, founding member of Oregon Women Lawyers, and Advisory Board member for OWLS Foundation.

Kathy's experience and dedication embody the high standard of family law representation and unique personal service that McKinley Irvin is known for.

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When the 2011 Oregon legislature convened on January 10 for its three-day organizational session, it differed significantly from the 2009 version. Although Republicans failed to pick up any of Oregon's congressional seats, they made impressive gains in the Oregon legislature, erasing Democratic super-majorities in both chambers. The Oregon Senate now has 16 Democrats and 14 Republicans; the House of Representatives is split equally: 30 Republicans and 30 Democrats. The legislators will focus on balancing the state budget in light of a \$3.5 billion shortfall and dealing with the redistricting process.

The Senate president will once again be Peter Courtney (D), for the fifth consecutive term. Ginny Burdick (D) will serve as Senate president pro tem, Diane Rosenbaum (D) as majority leader, and Ted Ferrioli (R) as Republican leader. The House will be governed by co-speakers: Bruce Hanna (R) and Arnie Roblan (D). Tina Koteck (D) and Andy Olson (R) will serve as co-speakers pro tem, Kevin Cameron as House Republican leader, and Dave Hunt as Democratic leader. Fifteen legislators have law degrees.

Annual Sessions. In November 2010, voters approved Measure 71, which limits the length of legislative sessions and requires the legislature to meet annually. The legislature met to organize itself on January 10, but will not consider new bills until February 1. After that date, the legislature is limited to meeting 160 days (through July 12, at the latest) unless, by a two-thirds vote, it agrees to a five-day extension. Legislative leaders have expressed the intention to adjourn by June 30. The time constraints will be noticeable; the last two sessions ended by June 30, but bill consideration began in January.

Budget. The primary focus in 2011 will be on balancing the state budget in light of substantial revenue shortfalls, which are estimated to total roughly \$3.5 billion. This figure represents the difference between available revenues and the amount required to maintain services at the level budgeted before Governor Kulongoski made across-the-board reductions in 2010. Governor Kitzhaber must submit a balanced budget that addresses this shortfall by February 1, 2011. It seems unlikely that the legislature will pass tax increases in 2011. The budget will likely have to be balanced through cuts and perhaps the reduction or elimination of various tax credits.

Although the legislature may show



By Susan Evans Grabe

some deference to the courts as a separate branch and a core function of government, substantial cuts to the judicial branch budget seem inevitable—even though the court system first sustained a cut of more than 7% to its essential budget for 2009–2011 and then took more cuts, resulting in a nearly 12% reduction in service-level operations. Reductions to the court budget will adversely affect the Oregon Judicial Department's eCourt project and make further court closures and furlough days likely.

Budget reductions will also have a ripple effect on other components of the public safety system, including indigent defense, prosecution of certain crimes, the Department of Corrections, and the Oregon Youth Authority. Nonetheless, Chief Justice De Muniz is moving forward with an ambitious legislative agenda for 2011 that includes funding for eCourt, administrative streamlining of court operations, and regionalization of court administrative functions.

In 2009, the legislature increased court fees and fines in an effort to reduce projected cuts to the judicial branch. The legislature later created an interim committee to recommend an overhaul in the court fee and fine structure, resulting in three bills, one of which would set up a permanent review committee of fees and fines. The current fees and fines will sunset on June 30, 2011.

Complicating public safety budgets, the 2009 legislature also halted implementation of the mandatory sentencing for certain property and drug crimes contained in Ballot Measure 57, passed in 2008. Advocates for the delayed Measure 57 and Ballot Measure 73 (increasing penalties for certain repeat sex offenses and repeat intoxicated driving offenses), passed by voters in the 2010 election with a hefty fiscal impact on the state budget, will likely insist on immediate implementation.

Redistricting. One of the biggest challenges for the legislature, as an overlay to all the other political issues, will be redistricting state legislative districts.

Redistricting is the process of redrawing legislative and congressional district lines following the US Census each decade. The legislature must draft redistricting plans during the 2011 session, upon receipt of the 2010 Census data. The lines are redrawn so that districts are of roughly equal population, as required by the Oregon Constitution and the US Constitution.

If the legislature fails to enact a legislative redistricting plan by July 1, the governor vetoes the plan, or the plan is successfully challenged in court, the responsibility for drawing legislative districts lines will fall to Secretary of State Kate Brown, a Democrat. If the legislature and governor can't agree on congressional redistricting, however, the job falls to the federal courts.

Conclusion. Given the virtually equal strength of the parties, the 2011 session will be a search for common ground. Every bill that passes will need at least some bipartisan support. The state budget, political power-sharing, redistricting, and health care will dominate the discussions. Neither party will be able to enact a strongly partisan agenda.

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

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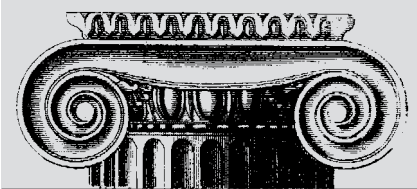
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A Call for Mutual Adaptation—or, No More “Pygmalion Projects”

I’ve noticed a trend in discussions about diversity that has me concerned. It involves a significant imbalance in the amount of adaptation we expect from “diverse” attorneys compared to how much adaptation attorneys from the majority culture expect to make. If you’ll indulge me, I’ll try to explain what I mean, and why I think that, ultimately, we are not doing the work of diversity unless we spend at least as much energy working to make our organizations and the legal community more accepting of differences as we do working to help attorneys from underrepresented cultures conform to the way things already are.

One of the more helpful things one can do for a new attorney, particularly one who comes from a culture that is underrepresented in law, is to fill him or her in on the unwritten “code” that governs how we assess value, how competence is determined, and how and when to ask for help—in short, all the rules that people who are part of the majority culture seem to just know, but which are rarely articulated. Taking the time to do this for people who otherwise might be

THE JUDGES’ FORUM



By The Honorable Darleen Ortega
Oregon Court of Appeals

quite lost may make a crucial difference in their ability to present themselves in the most positive and faithful light, without unwittingly violating standards that were never explained and were not obvious. A willingness to offer this kind of help also may (though it does not always) reflect a very appropriate recognition that the dominant culture’s assessment of competence is not inherently obvious or inevitable.

I’ve recently noticed increasing enthusiasm for this type of work in diversity workshops and discussions, and am glad to see it. But sometimes that enthusiasm takes on a flavor that concerns me, as though our job in doing diversity work is to mold people from underrepresented cultures so that they will walk, talk, dress, and think just like those who have already been admitted into our private club of law. I’ve also had a number of law students and new lawyers recount to me stories of being advised to change their haircuts and their speech patterns and the way they dress, so much so that it feels like they are being turned into what I call “Pygmalion projects”—a literary reference to the George Bernard Shaw play about the bedraggled cockney flower girl, Eliza Doolittle, who must be trained by Professor Henry Higgins to use proper diction and dress like a lady. (You might know this story from the Audrey Hepburn film *My Fair Lady*.)

The message embedded in such efforts—not missed by any of the students and lawyers I’ve talked to—is that there is something wrong with them that must be fixed. That message gets reinforced in other ways, too. When cutting one’s hair makes the difference in whether people in the office will even greet you in the hallway, or when, instead of a call-back interview, you get referred for coaching on proper diction, it’s natural to conclude that you have become a Pygmalion project.

In most of the instances that I have seen, the advice on how to conform was arguably appropriate and warranted. If people are getting distracted by some-

thing about me that can be easily changed, like how I dress or whether I wear make-up, it’s possible that I would want to know that so I can decide what to do about it.



Hon. Darleen Ortega

However, in my experience, such advice is rarely delivered as though one has the option of rejecting it, nor is it delivered with an awareness that it is perhaps the perceptions of the majority culture that need coaching. Least evident of all is any sense that being someone’s Pygmalion project might chip away at one’s confidence or sense of belonging and make it harder to project one’s best self (or even know who that is).

If working for diversity has any value, it is to expand our ideas of competence to include different ways of seeing and being and presenting oneself and to open ourselves to ideas and solutions that we might otherwise have missed. If we spend all our energy on trying to squeeze those who are different into the mold that already exists, without devoting commensurate energy to understanding and appreciating difference and questioning the limits of our dominant-culture perspective, we are not doing the work of diversity. We are working to eliminate differences rather than to celebrate and understand them.

My challenge to any of you who want to do good work in this area is to spend at least as much energy on helping your organizations become more accepting as you do on working to help attorneys from underrepresented cultures conform. In other words, don’t just *teach* the unwritten code; *question and change* it. How to do that will inevitably be much more challenging than it is to notice all the things you would change about someone who is different to make him or her more like everyone else. But you can start by doing at least these two things.

First, do some work to actively question your environment’s assumptions about what indicates competence or value. If, for example, it’s important that people dress or speak in a certain way, what is that based on? What does it really indicate? What would it cost the organization to let some of that go? How would you go about loosening up some of the norms

Continued on page 13

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OWLS Contract Lawyers Group

By Janice Hazel

For the past several years, OWLS has held monthly noon-hour brown bag events for contract lawyers and sole practitioners. These events take place on the third Wednesday of each month in the Multnomah Law Library Branch conference room, which is located on the concourse level of the Standard Insurance Building in downtown Portland.

The program format is typically informal, with guest speakers addressing, and encouraging discussion of, a range of subjects of interest to contract and solo attorneys. OWLS member Mary Egan has organized, hosted, and moderated this informational and networking program for many years.

Thanks to Mary, the slate of speakers for 2010 included CPA Elaine Teague, marketing expert Michael Thompson, attorney Heidi Strauch, the Professional Liability Fund's Shari Gregory, growth strategist Karen O'Keefe, attorney Dady Kathryn Blake, and Multnomah County law librarian Jacque Jurkins. Attorney Ellyn Stier concluded the year's speaker series on November 17 with a discussion of her transition to solo practice, along with words of wisdom, insights, and special tips for making a solo practice a success.

Mary is passing the leadership of these valuable events over to another OWLS member for 2011, and a calendar of events and other information will soon be available. OWLS is grateful to Mary for her years of dedicated service to contract lawyers and sole practitioners.

Janice Hazel is a Portland sole practitioner and mediator.

Judges' Forum

continued from page 12

so that the competence of people who don't easily fit in can shine through?

Second, be interested in who your "diverse" attorneys are as people. How do they experience life in the office? What drove them to a career in law? What aspects of the dominant legal culture do they find baffling? What accomplishments are they most proud of? What do they most want to learn? Genuine interest in who they are will lead you to the right questions and help you to become invested in making the legal community a more welcoming place.

Meet Board Member Linda Meng

By Kathleen Rastetter

In May, Linda Meng concludes her three-year term on the OWLS Board of Directors. She says the best part of serving on the board has been working with excellent women, and she wants OWLS members to know that the board is made up of hard-working and dedicated volunteers.

Linda is the 2010 recipient of the OSB President's Affirmative Action Award, recognition that is well deserved. She chaired the Multnomah Bar Association's Equality Committee in 2007–2009. The committee drafted the MBA's statement of diversity principles, and provides information on best practices for achieving diversity in hiring decisions. Linda is the 2011 chair of the OSB Affirmative Action Committee, which provides orientation and connections for minority law students. She also serves on the steering committee of the Convocation on Equality's tenth anniversary celebration, in 2011. This group was formed by the OSB, OWLS, the MBA, and the Oregon Minority Lawyers Association in 2001 to develop an action plan for increasing racial and ethnic diversity in the profession. Linda says the Convocation was instrumental in creating the Diversity Section of the Oregon State Bar.

How did Linda start down her path of public service and diversity work? She was raised in Des Moines, Iowa, and earned a political science degree from Towson State in Maryland. She then worked for a while, but after going to school in the late 1960s, everything seemed political, and she viewed a law degree as a tool to achieve social change. So she enrolled in the University of Maryland School of Law. She had her daughter while in her second year, graduated, and then the family moved to Portland.

Linda worked as a law clerk for Judge Herbert Schwab, chief judge of the Oregon Court of Appeals, and also as a staff attorney at the court. After doing commercial litigation for a few years at the Lindsay Hart law firm, Linda went to the Portland City Attorney's Office, where she has been for 20 years. She has served as the Portland city attorney for seven years. She says it's the best legal job around.

Linda promotes diversity in Portland because she believes that it is crucial for the future of our bar and the justice system. The diversity of Portland's population is expected to increase substantially

in the coming years. Linda believes that attracting and supporting diverse law students and lawyers is vital to meet the needs of this changing population.

In her spare time, Linda likes to kayak and whitewater raft, as well as hike, knit, read, and do yoga.

Linda advises new lawyers and law students to think broadly and be open to opportunities as they arise. She joined OWLS to be a part of a supportive group, and she says she has met wonderful women in all varieties of practice. OWLS thanks Linda for her many years of dedicated service to OWLS, and congratulates her on receiving the 2010 OSB President's Affirmative Action Award.

Kathleen Rastetter is senior county counsel for Clackamas County.



Linda Meng

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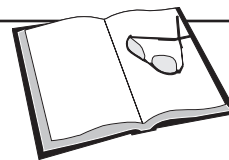
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Justice Older Than the Law: The Life of Dovey Johnson Roundtree

By Katie McCabe and Dovey Johnson Roundtree (University of Mississippi Press, 2009)

Book Review by Teresa Statler



I had never heard of Dovey Johnson Roundtree, but upon finishing this book, which tells her incredible and inspiring life story, I wonder why she is not better known, especially in the legal world. Roundtree, a legendary figure in the African American legal community of Washington, DC, was born in 1914 in North Carolina. She was raised in the Jim Crow South by her mother and grandparents. With financial help from a favorite professor, Roundtree was able to attend prestigious Spelman College. After her graduation, in the mid-1930s, she became a protégé of civil rights leader and educator Mary McLeod Bethune, and worked for Bethune as a researcher and organizer.

Spurred on by Bethune, Roundtree became one of the first women to break both the gender and color barriers in the United States military, by becoming a commissioned officer in the Women's Army Auxiliary Corps (WAAC) during World War II. Her main military assignment was to recruit other black women for the WAAC. While doing so, she endured harsh discrimination and harassment from her military superiors and from the public; many people could not stomach the fact that a black woman was an Army officer.

After the war and the end of her brief marriage, Roundtree enrolled in Howard University Law School on her GI tuition benefits. She wryly notes that the Howard registrar's office could not believe that she herself was the veteran. Instead, the office thought that she was registering for her husband or brother: "That a woman should have attained the rank of captain in the army seemed to confound [them] entirely."

Roundtree was one of five women admitted to Howard Law School in the fall of 1947, and she and the other women were taken under the wing of the dean's executive secretary. She recalls being told that "networking" was of vital importance in the practice of law, especially given that "a black woman with a law degree was indeed a rarity." Roundtree also was inspired by her professors, who were the leading lights of the black legal world. Through these connections, Roundtree was fortunate to be one of

the few people in the courtroom at the United States Supreme Court the day Thurgood Marshall argued *Brown v. Board of Education*.

After obtaining her law degree and passing the DC bar exam, Roundtree made legal history by winning a 1955 bus desegregation case, *Keys v. Carolina Coach Company*. That decision did away with the "separate but equal" fiction that remained alive in the realm of interstate transportation, even after *Brown v. Board*.

The chapter entitled "Peer of the Most Powerful" was riveting. Roundtree recounts her representation of Raymond Crump, a mentally challenged black man who was charged, without an indictment or preliminary hearing, with the 1964 murder of a white Washington socialite, Mary Pinchot Meyer. Roundtree's belief in her client's innocence led to her dogged perseverance in investigating the facts and interviewing witnesses, some of whom appeared to have been pressured

by authorities. After a long and difficult trial, Crump was acquitted, thanks to Roundtree's excellent advocacy.

As if a thriving law practice and the respect of attorneys, black and white, were not enough, Roundtree was ordained as a minister in the African Methodist Episcopal Church in 1961. She then merged her law practice with her ministry to fight for families and children being destroyed by the urban violence in Washington, DC, in the 1960s.

Still alive and alert at the time this book was published in 2009, Roundtree provides insight into, and a front row seat at, major events in the struggle for justice and civil rights for black Americans. Roundtree's dedication to her clients and to justice should be emulated by all lawyers. Her life should be an inspiration to all Americans.

Teresa Statler, a sole practitioner in Portland, practices immigration law and serves on the AdvanceSheet Committee.

Queen's Bench Honors Women Judges at Luncheon

By Teresa Statler



At the luncheon (from left): Hon. Kelly Skye, Deanna Wray, Beth Allen, Phylis Myles, Molly Jo Mullen, Hon. Julia Philbrook

Queen's Bench chapter members gathered on December 14 at the Embassy Suites Hotel in Portland for the organization's 20th annual Holiday Luncheon honoring women judges. Presided over by the 2010 chapter president, Kristin Sterling, 150 attendees enjoyed a delicious buffet lunch with decadent holiday desserts. OWLS President Concetta Schwesinger announced the recipients of the 2011 Justice Betty Roberts and Judge Mercedes Deiz Awards. [Please see page 5.]

Before passing the Queen's Bench president's crown pin to the 2011 president, Susan O'Toole, Kristin recognized the 2010 Queen's Bench board members, listed the organization's accomplishments during the past year, and presented a \$500 contribution from Queen's Bench to a representative of CourtCare.

Kristin then introduced the luncheon's keynote speaker, Multnomah County Circuit Judge Kelly Skye. Judge Skye, the newest woman judge to take the bench in Multnomah County, reflected on her first year on the bench and said she was grateful to serve in Multnomah County, where women judges now outnumber men, and where, from her first day practicing law as a public defender, she had many women attorneys and judges as mentors and role models.

Photos by Teresa Statler

Around Oregon

By Gloria Trainor

Cascade Women Lawyers. On November 10, Cascade Women Lawyers hosted a networking social at a luncheon at Anthony's in Bend. In January, the chapter will collect professional clothing to donate to the Gateway Boutique, a program in connection with Families Forward and Housing Works of Redmond that provides workforce-appropriate clothing for men and women interviewing for jobs. Chapter contact: Lorie Harris Hancock, lorie@harrishancock.com.

Clackamas Women Lawyers. On November 4, Clackamas Women Lawyers held a drop-in evening social in Lake Oswego at the offices of member Jaye Taylor's firm, Buckley LeChevallier.

On November 16, the chapter held a lunch-hour child abuse reporting CLE at the Clackamas County Courthouse, featuring attorney Timothy Travis.

On December 4, chapter members enjoyed appetizers, drinks, and holiday treats at a holiday social held at the home of Judge Thomas and Kathleen Rastetter. Donations benefited the Fill-a-Stocking-Fill-a-Heart program. Chapter contact: Lisa Almasy Miller, lisa@millerarbitration.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. OWLS staff Shawn Alford and Linda Tomassi joined JCWL members for their November 4 luncheon. Chapter contact: Victory Walker, tjepwalk@budget.net.

Lane County Women Lawyers. On November 17, LCWL members joined other women professionals in the Eugene area for an OWLSNet inter-professional networking event at Ambrosia Restaurant.

On November 19, LCWL held its third annual Fall CLE in collaboration with the University of Oregon School of Law's Child and Family Law Association. The CLE provided a day of fun in a relaxed environment, with several networking breaks. Speakers included Lane County Circuit Court Judge Mustafa Kasubhai, Dr. Gary Young, and attorneys Bradley Litchfield, Kellie F. Johnson, Amanda Walkup, and Kim Covington. The majority of the proceeds from the CLE benefited Womenspace and the Child and Family Law Association.

Chapter contact: Kamala Shugar, kamala.h.shugar@doj.state.or.us.

Linn-Benton Women Lawyers. LBWL meets every other month for dinner at Sybaris Restaurant in Albany, and every other month for lunch in Corvallis. Meeting dates can be found on the OWLS events page online. Chapter contacts: Fay Stetz-Waters, faystetzwaters@gmail.com, and Chris Smith, big5komm@comcast.net.

Mary Leonard Law Society. An informal group of judges, attorneys, MLLS members, and law clerks met at the Marion County Circuit Court on October 12 to discuss the practice of law. The event was hosted by Judge Dale W. Penn.

On October 14, MLLS, Willamette University College of Law, and the Oregon Minority Lawyers Association held a farewell social for First Lady Mary Oberst at Mahonia Hall in Salem.

On October 26, the chapter held a luncheon at Alessandro's Ristorante & Galleria to celebrate the 2010 admittees to the Oregon State Bar. Oregon Court of Appeals Judge Rebecca Duncan was the speaker.

On December 6, MLLS sponsored a child abuse reporting CLE. Proceeds benefited Liberty House, a neutral child-abuse assessment center. The speaker was Helen M. Hirschbiel, general counsel to the Oregon State Bar.

A Holiday Courthouse Connection event sponsored by MLLS and the Marion County Bar Association was held on December 10. Sherman, Sherman, Johnnie & Hoyt provided refreshments, and attendees brought donations for Toys for Kids. Chapter contact: Shannon Terry, shannonaterry@gmail.com.

Queen's Bench. On October 7, Queen's Bench members joined with the Multnomah County Bar Association for the YLS Leadership Committee Fall Happy Hour at On Deck Sports Bar & Grill.

Queen's Bench members meet for lunch the second Tuesday of the month at

For information about each OWLS chapter and chapter events, please see the events page on the OWLS website, www.oregonwomenlawyers.org.

Tree's Restaurant in downtown Portland. On October 12, to recognize Domestic Violence Awareness Month, the speaker was Samantha Nalifboff, from Volunteers of America. On November 9, Melanie Billings Yum discussed her book, *Beyond Dealmaking*, pointing out how different cultures approach business relationships, and keys to being successful in different business environments.

December 6 marked the Queen's Bench annual meeting, held at Stoel Rives. Officers for the coming year were announced.

The Queen's Bench Holiday Luncheon honoring women judges was held on December 14 at the Embassy Suites Hotel. [See page 14.] The recipients of the 2011 Justice Betty Roberts and Judge Mercedes Deiz Awards were announced for the first time at this luncheon. Chapter contact: Susan O'Toole, shaynes021@aol.com.

Rebecca J. Bloom Chapter (Umatilla and Morrow Counties). The Rebecca J. Bloom Chapter meets on the third Thursday of each month for lunch at El Charrito in Pendleton. On November 18, OWLS staff Shawn Alford and Linda Tomassi joined the group for lunch. Chapter contact: Sally Anderson-Hansell, sally@andersonhansell.com.

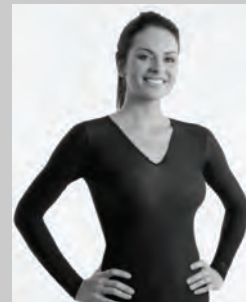
Rogue Women Lawyers. Chapter contact: Jamie Hazlett, at jamiehazlettessq@gmail.com.

Washington County Women Lawyers. The chapter contact is Mary Bruington, mbruington@mpdlaw.com.

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

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Jovita Wang (left) and Linda Scher
at the Nov. 16 OWLSNet event

OWLSNet Real Estate Event & Fundraiser in Portland

By Raven Nocar

On November 16 at the Red Star Tavern in downtown Portland, OWLS members met with members of the Women's Council of Realtors, the National Association of Professional Mortgage Women (NAPMW), and Commercial Real Estate Women (CREW) for a fun, professional networking event benefiting Habitat for Humanity's Women Build. Davis Wright Tremaine sponsored this wonderful social event, which brought together over 75 land-use and real estate industry professionals. OWLSNet events are free and open to all. The next one is on February 3, at the Red Star Tavern in Portland. Please see page 3 for details.

Raven Nocar is an associate in the Portland office of Davis Wright Tremaine.

Thank You

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

\$500 Annual Membership

Alice Bartelt

\$275 Annual Membership

Linda Eyerman

\$200+ Annual Membership

Carmen Calzacorta
Sara Gabin
Stephanie Harper
Monique Hawthorne
Gwyneth McAlpine
Molly Jo Mullen
Karen O'Keefe
Leslie O'Leary
Candice Stayer
Heather Van Meter
Deanna Wray

\$150 Annual Membership

Laura Althouse	Debbie Menashe
Jennifer Becker	Linda Meng
Susan Bigcraft	Kevin Myles
Susan G. Bischoff	Marsha J. Naegeli
Engred Kulland Chai	Allie O'Connor
Catherine Ciarlo	Lynn Partin
Coleen S. Clemente	Susan Elizabeth Reese
Christine Coers-Mitchell	Shouka Rezvani
Jenny Cooke	Helle Rode
Hon. Patricia Crain	Kathryn Smith Root
Lori E. Deveny	Krystin Rose
JanMarie Dielschneider	Concetta Schwesinger
Christy Doornink	Anne Senters
Cassandra Forbess	Candyce Steward
Jamie Hazlett	Karen Stolzberg
Amber Hollister	Hon. Jill Tanner
Meg Kieran	Laura Caldera Taylor
Karen Knauerhase	Catherine Teach
Sara Kobak	Hon. Katherine Tennyson
Terri Kraemer	Hon. Kirsten Thompson
Hon. Marilyn Litzenberger	Stephanie Thompson
Megan Livermore	Hon. Nan Waller
Julia E. Markley	Heather Weigler
Kendra Matthews	Kate Wilkinson