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PUBLISHED QUARTERLY BY OREGON WOMEN LAWYERS

VOLUME 23, No. 4 FALL 2012



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## Bonamici: First OWLS Member in Congress

By Megan Lemire

Congresswoman Suzanne Bonamici represents Oregon's First Congressional District, which comprises Clatsop, Columbia, Washington, and Yamhill Counties and part of Multnomah County—one-fifth of Oregon's population. Sworn in on February 7, she is the first OWLS member to serve in Congress. Representative Bonamici took a break from her busy schedule—and the more than 2,000 email messages she receives each week—to sit down with this *AdvanceSheet* reporter on a recent autumn afternoon and discuss her career.

When I met Rep. Bonamici, she was immediately friendly and approachable. Her thoughtful, down-to-earth persona permeated our conversation. Her most noticeable attribute, perhaps, was her drive. Her clear goal as a congresswoman is to get things done, which has been challenging. Indeed, Rep. Bonamici recalled hearing that a historian has labeled this Congress the least productive Congress ever.

Despite the partisan politics that come with working in Congress, Rep. Bonamici has been grateful for the opportunity to advocate at the federal level, where she feels she can have a

bigger impact than at the state level on education, consumer protection, and middle class families. She developed a passion for these issues while working for Legal Aid in Lane County during college and law school. After obtaining her JD from the University of Oregon, she worked at the Federal Trade Commission in Washington, DC, on policy matters regarding predatory and discriminatory lending practices. Upon returning to Oregon, she entered private practice, representing small businesses.

Rep. Bonamici took a break in her career to raise her two children, during which time she volunteered extensively in the community

*Continued on page 4*



*Congresswoman  
Suzanne Bonamici*

## OWLS Rainmaking Dinner Serves Good Advice

By Karie Trujillo

More than 50 young attorneys, hungry for mentorship and guidance, attended the third annual OWLS Career Development and Rainmaking Dinner on Thursday, October 4, at the Red Star Tavern in Portland.

Each year OWLS hosts the event, which is designed to give young lawyers and lawyers in transition a chance to learn from successful rainmakers how to build their careers and develop robust law practices. This year's mentors were Matt Donohue, Nancy Erfle, Susan Ford, Heather Guthrie, Julia Hagan, Margaret Hoffman, Heather Kmetz, Linda Love, Sheila Fox Morrison, Karen O'Kasey, Jane Paulson, Val Tomasi, and Richard Vangelisti.

Chris Kitchel, a partner at Stoel Rives, was a participating mentor as well as the evening's keynote speaker. Chris shared her "20 Tips That Work for Me." Her tips included these: build relationships, be confident and make the "ask," focus on what you can do and not what you can't, be a problem solver, and don't be afraid to stand out.

OWLS thanks dinner sponsors Proctor Law, Tomasi Salyer Baroway, and Markowitz, Herbold, Glade & Mehlhaf and organizing committee members Stacy Owen (chair), Val Tomasi, Kathy Proctor, and Karie Trujillo.

**Karie Trujillo** is the director of marketing and client relations at Markowitz, Herbold, Glade & Mehlhaf.



*Chris Kitchel*

## President's Message



Megan Livermore

In my last President's Message, I said, "I have begun efforts to work more closely with our fellow specialty bar associations—to reach out and make meaningful

connections with these organizations to better serve our various, and often overlapping, members." To further these efforts, and due to a couple of recent (legal) events that have caught my attention, I've been thinking a lot about intersectionality and identity politics and how they affect our efforts to make meaningful change in our profession.

Intersectionality is a theory developed by critical legal theorist Kimberlé Williams Crenshaw, a professor at UCLA School of Law and Columbia Law School. It explores the complex systems of oppression that work together where our personal social categories—gender, race, sexual orientation, etc.—intersect. It is a theory used to explore why laws and policies designed to eliminate inequality and discrimination fail, among other things. The theory surmises that these laws and policies fail because they treat social identities as distinct, and they treat the "solution" to the discrimination faced by people identifying with each particular category as unique.

Problem is, many people fall into multiple social categories, and as a result often face more—and more complex—systems of oppression. Singular solutions are unlikely to work for people whose social categories intersect. This is a fascinating topic that can fill hours of your "free time" and lead to many heated discussions. If you'd like to learn more,

I recommend you start with Professor Crenshaw's seminal article "Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color," *Stanford Law Review* 43 (July 1991): 1241. The article is posted on the OWLS website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

Thinking about recent events on a practical level, I have considered why it is important that minoritized bar groups seeking diversity and inclusion in our profession work together. In fact, I am often asked this question. I think it is precisely because of the real effects of intersectionality that we need to work together. If we seek only to advance singular agendas, we essentially erase the voices of members of our profession—and our organizations—who are at the intersections of minoritized social categories or groups. Recognizing and embracing intersectionality is empowering. Playing identity politics only serves to divide us further and weaken our efforts to create change.

I applaud the efforts of the Oregon State Bar and specialty bar leaders who recognize this issue and continue to work to expand efforts toward working together. This isn't an easy road. Our identities and diverse backgrounds come with much history and emotion. As we honor and respect this history, we need to move forward—because we still have much to accomplish. The recently released OSB economic survey is a stark reminder of that fact. Nevertheless, I am proud to be part of a bar that is taking diversity and inclusion seriously. I believe doing so has the power to transform our profession.

Megan Livermore  
President, Oregon Women Lawyers

### OWLSNet Inter-professional Networking Event Nov. 14, 5–7 p.m.

Red Star Tavern & Roast House, 503 SW Alder, Portland

Join your colleagues, the Women's Council of Realtors, and Commercial Real Estate Women for this fun professional networking event. No charge. Bring your business cards and a friend! Door prizes. For information, call OWLS at 503.595.7826. Thank you to our sponsor, Davis Wright Tremaine.

OWLS congratulates Judge Michael J. McShane, who has been nominated by President Obama for appointment to the U.S. District Court for the District of Oregon. Judge McShane, an OWLS member, currently sits on the Multnomah County Circuit Court.

## OWLS Seeks Nominees for Roberts, Deiz Awards by Nov. 7

OWLS invites nominations for the 21st 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 8, 2013, at the Nines Hotel Ballroom 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 recipient of this award 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 end of business Wednesday, November 7, 2012**. 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 nominee, explaining how that person fulfills the award's criteria.

Please send nominations (preferably by email) to Stephanie Corey, at [scorey@wilsonconst.com](mailto:scorey@wilsonconst.com) or 1190 SW 3rd Ave., Canby, OR 97013.

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

## OWLS' First-Gen Group Wins Award



OWLS Executive Director Linda Tomassi (left) and NCWBA Executive Director S. Diane Rynerson

OWLS' first-generation professionals discussion group was awarded the National Conference of Women's Bar Associations' Outstanding Member Program Award on August 3 at the annual Women's Bar Leader Summit in Chicago. The award was accepted by OWLS Executive Director Linda Tomassi.

The Outstanding Member Program Award was created to recognize innovative training programs and services that women's bar associations offer to their members. This OWLS program is a discussion group founded by Multnomah County Circuit Court Judges Katherine Tennyson, Youlee You, and Angel Lopez. The group meets every other month at the Multnomah County Courthouse and includes a mix of age and experience, ranging from law students to attorneys who have been practicing for several decades. The next meeting will be held on Nov. 2 in Judge Tennyson's courtroom.

Also recognized this year with the Outstanding Member Program Award was the Georgia Association of Black Women Attorneys, for its Judicial and Public Office Academy.

## Renew Your OWLS Membership Today

We value and appreciate your membership! If you have not yet renewed for the 2012–2013 membership year, you can go online to [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org), or contact [celene@oregonwomenlawyers.org](mailto:celene@oregonwomenlawyers.org) for a paper copy of your renewal form. Call the OWLS office at 503.595.7826 if you have questions.

OWLS depends 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. Will you please take a moment and renew your membership today?

## OWLS Chapter in Washington County

On September 19, over 40 lawyers and judges attended the first meeting of the Lawyers' Association of Washington County, the rebooted OWLS chapter in the county, formerly known as Washington County Women Lawyers. Sandra Naranjo, Sarah Freeman, and Judge Oscar Garcia welcomed attendees, and U.S. District Court Judge Marco Hernandez gave the keynote address.



Judge Marco Hernandez

In his introduction of Judge Hernandez, Judge Garcia said that Washington County "has really changed in the last five to six years" in that lawyers are no longer using the county as a "pit stop" on the way to Portland, but coming to the county to practice, and staying. He said that the chapter is looking forward to partnering with the Washington County Bar Association and other bar organizations to bring CLEs and networking events to the county.

During his remarks, Judge Hernandez quipped that the first Hernandez to become a member of Oregon's bar became a judge, the first Lopez to become a member of Oregon's bar became a judge, and while the first Garcia became a law professor, the second became a judge. Judge Hernandez, a gifted and amusing storyteller, talked about living in Hillsboro in the mid-1970s and his memories of practicing in the county.

The event concluded with attendees introducing themselves, which highlighted the diversity of the bar in Washington County and the expansiveness of the county's geography.

The chapter will host three CLEs this fall at noon in Hillsboro: October 16—Child Abuse Reporting; November 20—Professionalism; December 18—Access to Justice: Serving the Legal Needs of the Poor in Oregon. For more information, please contact Sandra Naranjo, at [sandra@naranjolawfirm.com](mailto:sandra@naranjolawfirm.com), or Sarah Freeman, at [sarahfree001@gmail.com](mailto:sarahfree001@gmail.com).



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# OWLS Members Offer Tips on Running a Campaign

By Terri Kraemer

We asked OWLS members for some tips on running a campaign and were fortunate that four offered to share their stories. Anna Braun ran two campaigns—one for Salem City Council, which she won, and one for Marion County Board of Commissioners, which she lost, although she had won the Democratic primary. Judge Janet Stauffer also ran two campaigns—one for Dufur School Board, which she won, and one for a seat on the Circuit Court, Seventh Judicial District, which she also won. Judge Suzanne Upton ran for and was elected to the Washington County Circuit Court. This spring, Beth Heckert ran for Jackson County district attorney in a contested race against two opponents; she was elected and takes office in January.

So why run for office? These women did so for somewhat different reasons. Anna wanted to be able to effect change rather than simply criticizing it, and she also wanted to be involved in something in a substantial way without working

full-time while her kids were young. Beth had worked as a prosecutor for 24 years and as the chief deputy district attorney for the last 12 years. She knew that if the circumstances were right, she wanted to finish her career as the district attorney. When her boss decided to retire, she decided the time was right.

Judge Stauffer heard Supreme Court Justice Virginia Linder tell a story about her decision to run for the Supreme Court. The question “If you don’t run, who will?” struck a chord, and so she ran for judge. Judge Upton was encouraged to run for the bench, believed she could do a good job, and jumped in!

Running for office is not easy. One of the more difficult parts is reading negative articles about yourself or negative letters to the editor, especially ones that are untrue. Other challenges include getting volunteers organized to help, raising money, and dealing with the stress of simply being in an election. Then there is the issue of time. If you are working while also campaigning, you’ll feel like you

are working two full-time jobs—probably because you are! Be prepared for the time commitment.

One common tip these women offered was this: keep your list of contacts current—not just names and addresses, but also how you know the person, so you can personalize your requests for donations. Maintain an up-to-date contacts list even before you decide to run for office, because you never know when an opportunity might strike. When you do start raising money, don’t hesitate to ask for help—ask lawyers and others in your community or jurisdiction to seek out donations to your campaign from other lawyers or businesses.

*Continued on page 5*



*Judge Janet Stauffer*

## Congresswoman Suzanne Bonamici

and worked on several campaigns. She worked as a legislative assistant in the Oregon House in 2001, was elected to the Oregon House in 2006, and was appointed and then elected to the Oregon Senate in 2008 and re-elected in 2010. She won the Congressional seat in a special election on January 31, 2012.

In the U.S. House of Representatives, Rep. Bonamici serves on the Committee on the Budget and on the Committee on Science, Space, and Technology, and she has enjoyed working on a wide range of issues. She has focused on rebuilding the economy, improving education, balancing the budget while preserving the safety net of social services, and protecting the middle class. One bill she has introduced in the House is the Stopping Abuse and Fraud in Electronic Lending Act, which would increase protections for people who take payday loans electronically. These loans, she noted, disproportionately affect low-income families, who are often left in “financial quicksand.”

Rep. Bonamici voted against repealing the Affordable Care Act, which guarantees some preventive healthcare for women. She also accompanied Lilly Ledbetter in a symbolic walk from the

House to the Senate to voice support for the Paycheck Fairness Act, which, unfortunately, was defeated in the Senate.

Rep. Bonamici said that her female colleagues on the Hill want to get things done and, therefore, work collaboratively. She noted, for example, that she worked with a Republican congresswoman to pass an amendment to the defense appropriations bill that requires the National Guard to determine whether its ambulances are properly equipped.

While emphasizing that she has never wanted to win votes based on her gender, Rep. Bonamici noted the discrepancy between the makeup of elected representatives and the general population. Only 17% of the members of Congress are women, yet women constitute more than 50% of the population. In comparison, half of Rep. Bonamici’s staff are women, many in leadership positions. “We need more women around the table,” stated the congresswoman.

In reminiscing about her career path, Rep. Bonamici expressed gratitude for several female mentors. She worked as a legislative assistant for Diane Rosenbaum (then a state representative)—a position she could accept only because Rosen-

baum allowed her to maintain a flexible schedule to accommodate her young children—and found her availability quite helpful as she began her political career. Rep. Bonamici also appreciates guidance offered by state Representative Mary Nolan, former state Senator Jane Cease, and former Governor Barbara Roberts, among others.

When asked what advice she had for women and minorities interested in going into politics, Rep. Bonamici emphatically replied, “Do it!” Find someone to talk to, she advised, and reach out to one of the organizations designed to help women get involved in politics, such as the Women’s Campaign School, Emerge Oregon, or Running Start.

Rep. Bonamici noted that OWLS can help advance women in politics by continuing to show that women can serve in leadership roles and make a difference, as well as by celebrating their accomplishments. “Women can and should be leaders,” Rep. Bonamici said, adding that she would be happy to talk with anyone interested in running for office.

**Megan Lemire** is looking for a position in elder law or estate planning in the Portland metro area.

## Tips on Running a Campaign

Another common tip: if you're thinking that you might run for office some day, get involved in your community sooner rather than later. Join Rotary or other groups, network, and get to know people and local organizations.

Anna said she was fortunate that her first campaign was a small race in Salem, which doesn't have a TV station, so television ads were not an option. She found that raising money was easy using her contacts and the organizations in which she was involved. She never had to dial strangers for dollars. Beth said she was successful raising funds at house parties.

Another tip: play to your strengths. For example, Anna likes people, so for her running for office was fun. Judge Stauffer found that she loved knocking on doors. She knocked on doors for four months and got great reception from people. A good friend organized maps for her, and many



Anna Braun

friends helped her knock on doors on weekends, as did some OWLS members. She has since encountered several people in court and on juries who have told her that they met her at their homes. Beth also enjoyed knocking on doors and found it to be surprisingly easy—and most people were willing to talk with her.

Each election cycle, both the Republicans and the Democrats have workshops or classes on how to run a campaign. Take advantage of them, these women advised. You'll get great information and meet other people who may be helpful on your campaign.

Also, don't be afraid to talk to the press and send out press releases. Signs can also be effective. Beth put her picture on her large field signs, allowing people to connect her name with her face. People approached her during the campaign because they recognized her from the signs.

When it comes to messaging, have a compelling message and repeat it at every opportunity. Anna and Beth both developed messaging on why they should be elected and why they were the better candidates. A consistent message works well, and sometimes using different

words while staying consistent with the message also works. Sometimes nontraditional campaigning works too—Judge Stauffer organized a "community law school" with a variety of speakers over six weeks, which turned out to be great ongoing advertising. Judge Upton liked public speaking, so that was easy for her.

All four women had a campaign manager, and Judge Stauffer had two campaign managers. One was a good friend, well liked in the community. Judge Stauffer ran issues by him, found him a great help, and listed him in her literature as the campaign manager. She also hired a consultant, not a local person, who basically ran the campaign behind the scenes. Some OWLS members had strongly suggested that she hire a consultant, and she said they were right.

Beth had a campaign manager and a strategy person and found both essential. Her campaign manager was able to handle many of the routine tasks (making phone calls, answering email, etc.) when she was at work or otherwise unavailable. Her strategy person helped target voters, decide where she should spend her time, work on her message, and develop ads, and helped with many other more techni-

cal aspects of the campaign.

When you select a campaign manager, the women advised, be sure to seek recommendations, interview a few people, and choose someone you trust and with whom you won't mind spending a lot of time.

Lastly, we asked, with the benefit of hindsight, what would you have done differently? Anna said she would get organized earlier and hire help. Judge Stauffer and Judge Upton said they would not have done anything differently. Beth said, "Start sooner!" The better you are known in the community, they agreed, the easier it will be.

One last tip from Judge Stauffer: keep your signs and files, so you are ready to go if you ever need them again!

**Terri Kraemer**, a director at Deloitte & Touche, chairs the OWLS AdvanceSheet committee.



Beth Heckert

**"When an attorney called me from New York after the close of business one Thursday to ask if I could get him a reporter in New York for the next morning, I had only two words for him.**

**"Of course."**

**—Catherine Teach**



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# OWLS Leadership Forum: Same Words, Different Language

By Banafsheh Violet Nazari

On August 30, the OWLS Leadership Forum sponsored a presentation and interactive discussion on cross-cultural communication for attorneys. The event was titled "Same Words, Different Language: How to Make Cross-Cultural Differences Work in Your Client's Favor," and the speaker was Melissa Ngaruri Kenney. Melissa presented this CLE last year at a Social Security disability law conference in San Antonio sponsored by the National Organization of Social Security Claimants' Representatives. Melissa, partner and owner of KP Law, draws from her many years of experience as a therapist, Peace Corp organizer and teacher, and lawyer representing families and individuals with disabilities. Our event was graciously hosted by Stoel Rives in Portland.

Melissa opened the event by demonstrating, with clips from the TV show *Outsourced*, how easily miscommunication and assumption create resentment and frustration. The clips helped illustrate how much culture is injected into seemingly simple conversation. Failure to recognize the culturally significant subtext

will prevent an attorney from obtaining the nuggets of information required for effective advocacy.

Melissa recommended three rules to incorporate into one's daily law practice. First, cultivate cultural self-awareness by identifying your own cultural identity (for example, your race, gender, and socio-economic background). Second, learn general and specific cultural norms. Whether you use this information as way to converse with your client or as an opportunity to expand your understanding of your client's reality, it's important to recognize that you may not have a complete picture without this information.

Those present then paired off to practice self-identification and formulating a judgment of our partner. The conversations that followed revealed how much information we miss when we simply rely on our prejudice.

Third, know thyself—without self-condemnation. To be effective, Melissa said, we must "notice how and when bias causes us to make incorrect factual assumptions

about a client." Awareness of our own judgments and assumptions can help us change our focus to uncovering our client's facts.

Melissa recommends reading an essay by Sue Bryant and Jean Koh Peters titled "Five Habits for Cross-Cultural Lawyering," found in *Race, Culture, Psychology and Law*, edited by Kim Barrett and William George (Sage Publications 2005). Cultivating those five habits, she says, can help attorneys become more culturally sensitive, enabling them to be more effective despite cultural differences.

OWLS board member **Banafsheh Violet Nazari** has a solo practice dedicated to advocacy of employees and small business.



Melissa Ngaruri Kenney

## Mary Leonard Law Society Co-hosts CLEs

By Maureen McGee and Erin Dawson

Mary Leonard Law Society (MLLS) programs in August treated attendees to a discussion of the 2011–2012 U.S. Supreme Court term and a lecture on French Captain Alfred Dreyfus's infamous 19th-century trial.

On August 15, a Courthouse Connections CLE entitled "The USSC: The Term in Review," drew a full jury room at the Marion County Courthouse. Co-hosted by MLLS and the Marion County Bar Association, the event featured Justice Rives Kistler and Judges Rebecca Duncan and Claudia Burton. The panelists presented detailed summaries of notable U.S. Supreme Court decisions from the 2011–2012 term.

In a discussion ranging from immigration (*Arizona v. U.S.*) and health care (*National Federation of Independent Business v. Sebelius*) to mandatory life sentencing for juveniles (*Miller v. Alabama*), federal habeas petitions (*Martinez v. Ryan*), and the right to representation during plea negotiations (*Missouri v. Frye*), the three honorable panelists nimbly covered the Court's lengthy opinions.

On August 23, MLLS partnered with the Willamette University College of Law Career & Professional Development Center to host a lecture on the "Dreyfus Affair," a 19th-century "trial of the century," by Assistant U.S. Attorney Ron Silver. The talk served as this year's installment of the MLLS annual summer CLE series. Ron engaged those present in a lively discussion of how the Dreyfus trial, and the 12-year civil rights scandal it caused, can provide lessons in understanding military tribunals today.

CLE credit was offered for both events. The Courthouse Connections series will continue with monthly installments aimed at providing attorneys access to local judges in an informal and educational forum. For more information on all MLLS-sponsored events, visit the MLLS blog, at <http://maryleonardlawsociety.blogspot.com>, or contact MLLS by emailing [maryleonardlawsociety@gmail.com](mailto:maryleonardlawsociety@gmail.com).

**Maureen McGee** is a law clerk to Judge Erika Hadlock at the Oregon Court of Appeals. **Erin Dawson** works at the Oregon Tax Court and is president-elect of the Mary Leonard Law Society, the OWLS chapter in Salem.



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# Celebrating the Centennial of Woman Suffrage in Oregon

By Gloria Trainor

Before celebrating success in 1912, tireless suffragists put the question of voting rights for women on the ballot in Oregon six times, more than in any other state in the Union. Two generations of women and their supporters tried and tried again to convince the populace of gender equality at the polls. Their fortitude, tenacity, and willingness to adjust campaign tactics to fit changing times paved the way for women to vote in Oregon eight years before the 19th Amendment to the U.S. Constitution was ratified in 1920.

Abigail Scott Duniway, an Oregon suffragist whose methods were both effective and controversial, started the region's first women's rights newspaper, *The New Northwest*, in 1871. That fall, Susan B. Anthony toured the Pacific Northwest as part of the national suffrage campaign. Duniway took the opportunity to travel with Anthony as her tour manager, learning how to manage a suffrage campaign on the fly. That same year, Duniway returned to Oregon and founded the Oregon State Woman Suffrage Association.

Although Duniway used *The New Northwest* as an outlet to herald the cause, she developed a stealthy approach to convince male voters to support woman suffrage. She called her strategy the "still hunt," and advocated a systematic, non-confrontational campaign to persuade influential men without alerting the public to the suffragists' controversial agenda. Distaste for Duniway ensued for those suffragists who believed that she discounted the importance of local suffrage groups, coalition building, and grassroots demonstrations. Duniway also developed a reputation of being argumentative and uncooperative, and soon found herself at odds with several pro-suffrage groups, including the National American Woman Suffrage Association (NAWSA) and the Women's Christian Temperance Union.

The Oregon legislature debated woman suffrage several times in the late 1800s, and on two occasions the measure was approved by both houses during two successive sessions before being presented to voters, as was required by Oregon law. But voters defeated the measure at the polls both times, and the future of woman suffrage in Oregon looked bleak. With the adoption of the initiative and referendum system in 1902, however,

suffragists gained the right to put the issue of suffrage directly on the ballot. This helped them convince the NAWSA to hold its 1905 campaign in Portland.

The NAWSA campaign fueled local suffrage efforts and taught Oregon supporters to use modern tactics. Coalition building, speeches, public demonstrations, local meetings, and advertising were implemented to boost support. But powerful business interests opposed the campaign, conflict between Duniway and national leaders persisted, and the 1906 and 1908 measures ultimately failed, with 44% and 39% voter support, respectively. During the 1910 campaign, Duniway further alienated wage earners and progressives by putting forth an initiative that stated that "no citizen who is a taxpayer should be denied the right to vote on account of sex." Voter support dropped to 37%.

A combination of Duniway's ailing health and fall from popularity allowed other key suffragists, such as Dr. Esther Pohl Lovejoy, to lead the 1912 campaign. Since the last unsuccessful ballot measure, Washington and California had granted

suffrage to women. Oregon was squarely in the middle of forward progression, and suffragists appealed to state pride. In addition, successful coalition building was gaining momentum across the state. Approximately 70 groups statewide supported the 1912 ballot measure, including 23 groups in Portland. Suffragists used advertising, literature, meetings, and presentations to promote the cause.

These highly organized, modernized efforts proved effective. In November 1912, after a 42-year struggle, woman suffrage passed in Oregon by 52%, and at the request of Governor Oswald West, Abigail Scott Duniway wrote and signed Oregon's Equal Suffrage Proclamation.

OWLS encourages you to celebrate 100 years of woman suffrage in Oregon by casting your ballot in the current election.

*OWLS board member Gloria Trainor is a personal injury attorney at Johnson, Johnson, Larson & Schaller in Eugene. She thanks Kimberly Jensen, professor of history and gender studies at Western Oregon University, for the wealth of knowledge and enthusiasm she shared on the topic of Oregon woman suffrage.*

# Oregon Women Lawyers

## October 2011–S

### From the Executive Director's Desk

Oregon Women Lawyers has enjoyed 23 years of supporting women and minorities in the law. Through OWLS' statewide chapters and committees, volunteers organized CLEs, networking events and socials, leadership and career development opportunities, law school mixers, charitable fundraising activities, candidate forums, Road to the Bench panels, picnics, playgroups, and other events that put members and colleagues together.

I am proud of the culture of support that OWLS members provide to one another through countless hours of volunteerism. Members participated in the tenth anniversary of the Convocation on Equality, and continue to work toward increasing diversity and inclusion in the profession through programming and outreach.

OWLS is fortunate to enjoy the support and sponsorship of firms of all sizes, including sole practitioners, who provide the space, sustenance, and legwork for the many opportunities that membership provides.

I hope you will join me this year in continuing to share your ideas and time to promote women and minorities in the law. My door is always open.

Warmly,



Linda Tomassi  
OWLS Executive Director

### Networking Opportunities and Leadership Initiatives

#### Inter-professional Networking Events

The OWLSNet committee is in its sixth year of working in partnership with other professional women's organizations. This year in Portland, OWLSNet brought together lawyers, accountants, bankers, mortgage brokers, real estate agents, female executives, and in-house counsel.

#### Leadership Forums

Leadership Forums were coordinated 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 managing your online reputation, marketing tips for sole practitioners and contract lawyers, stress management, and cultural competency.

#### Mentoring

The OWLS leadership committee organized and promoted two successful mentoring circles this year. A family law mentoring circle took place over the course of the year at Gevurtz Menashe, which again offered no-cost CLE credit. This program was designed for new lawyers and lawyers in transition. The rainmaking mentoring circle, hosted by Marger Johnson & McCollom and Markowitz, Herbold, Glade & Mehlhaf,

provided mentoring for over two dozen attorneys from some of the community's leading rainmakers. In addition, OWLS hosted its second Career Development and Rainmaking Dinner in Portland.

Judges at the Multnomah County Circuit Court continued the first-generation professionals discussion group, recognized in August by the National Conference of Women's Bar Associations as an Outstanding Member Program. This group brings together lawyers, judges, and law students six times per year to discuss the challenges of being the first in their families to go to college or attain a professional degree.

#### Political Leadership Lecture Series

For the fourth year, this nonpartisan series offered lectures designed to equip OWLS members to take on leadership roles in the political arena. This year, OWLS focused on providing information about effecting change at a local level.

#### The Road to the Bench

OWLS' Road to the Bench presentations, now in their fifth year, were held in Salem in conjunction with OWLS' judicial work group and the local OWLS chapter, the Mary Leonard Law Society. These discussions are part of an ongoing effort by OWLS to encourage women and minorities to consider judicial careers, as the profession moves toward reflecting the communities served, and provide a full range of viewpoints on the bench.

### 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 has been coordinated by Judge Julie Frantz for many years. Over 100 children learned about the importance of jury trials and the role of the legal system in the community. The well-attended annual Federal Courthouse Connection was hosted again in June by Chief Judge Ann Aiken.



These are just a few of the OWLS membership events throughout the year. (Left to right) Trudy Allen, Professor Anita Hill. Bottom: Elisa Dozono, Nac...

### Contract Lawyers Listserve and Lunches

OWLS supported contract lawyers and sole practitioners with a listserv and by partnering with the OSB Sole and Small Firm Practitioners Section for programming.

#### OWLS Listserve

Serving as a resource for the majority of OWLS members, the members-only listserv is our most-utilized membership service. OWLS members use this tool as a unique resource for a wide variety of professional and nonprofessional issues, including legal referrals, advice, service recommendations, job postings, and discussions.

#### Parents and Children

Playgroups in Bend, Portland, and Salem are active, thanks to OWLS volunteers who brought attorney-parents and their kids together for regular play and social time in homes and parks.



# OWLS Annual Report

## September 2012



Members and friends who enjoyed our event (from left to right) Top: Judge Paula Kurshner, Bottom: Paul Martinez, Karen Nashiwa, Ami Levelle-Haslitt.

### CLEs

OWLS' 2011 Fall CLE, entitled "Diverse Perspectives: Bringing the Legal Profession into the 21st Century" featured as keynote speaker Professor Anita Hill, who then served on a panel with Judge Adrienne Nelson and Diane Schwartz Sykes, moderated by OWLS President Heather L. Weigler. Also this year,

the membership committee started a noontime CLE-by-phone series.

### OWLS and the Community

OWLS members raised money and volunteered for organizations including Girls, Inc., the Imprint Program, Classroom Law Project, Liberty House, Mid-Valley Women's Crisis Center, and "Santa Central." Again this year, members collected books for the Coffee Creek Correctional Facility library, raised funds and professional clothing for Dress for Success, and contributed generously to the Campaign for Equal Justice. OWLS co-sponsored the Oregon Attorney Assistance Program's fifth annual Women's Wellness Retreat at the Resort at the Mountain, and donated to the OMLA, the OWLS Foundation, and law school silent auctions, as well as co-sponsored the Convocation on Equality, OLIO, and the Multnomah Bar Association diversity mixer.

### Awards

#### Roberts-Deiz Awards Dinner

In March, 500 guests attended the 20th annual dinner, honoring Justice Virginia Linder as the recipient of the Justice Betty

Roberts Award and Multnomah County Circuit Court Judge Angel Lopez as the recipient of the Judge Mercedes Deiz Award. A special Betty Roberts Tribute Video was included in the event this year in honor of the late Justice Roberts.

### 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. In 2011, OWLS presented the award to Buchanan Angeli Altschul & Sullivan of Portland.

### OWLS Chapters

OWLS' eleven 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, legal and inter-professional networking, holiday socials, wine tasting, summer picnics, lectures, and meet-the-author book readings. To learn how to get involved in your local chapter, or to see the events calendar, please go to our website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

The OWLS chapters are the Carol E. Jones Chapter of Yamhill County, Cascade Women Lawyers (Bend), Clackamas Women Lawyers, Josephine County Women Lawyers, Lane County Women Lawyers, Lawyers' Association of Washington County (re-energized this year), Linn-Benton Women Lawyers, the Mary Leonard Law Society (Salem), Queen's Bench (Portland), the Rebecca J. Bloom Chapter (Umatilla and Morrow Counties), and Rogue Women Lawyers (Grants Pass/Ashland/Medford).

### The Dragonflies

The OWLS dragon boat team, the Dragonflies, enjoyed another exciting season, competing in five races, two in Portland and the others in Tacoma, WA; Victoria, BC; and Kent, WA. The 'Flies did very well, bringing home a silver medal and two bronze medals. The team is now recruiting new members. For more information, please see the back page and go to [www.owlsdragonflies.org](http://www.owlsdragonflies.org).

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## More Questions Than Answers

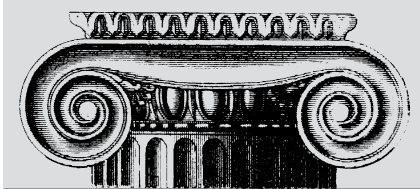
Having served for over two decades as an OWLS mentor, I get frequent requests for career advice from law students, recent graduates, new lawyers, and even seasoned attorneys: Where should I apply? What kind of practice should I engage in? How can I get a job? What can I do to position myself for legal opportunities? What can you tell me about firm X, Y & Z? How do I assess what I am best suited to do? Is “happy lawyer” an oxymoron? What do you think I would be good at? Is there an area of the law that allows me to have a life? a wife? a family? I have all this debt—should I just take whatever I can find and suck it up? Can I make a change? Can I leave this job if I don’t have something else? I love the law but I hate the people—help! Why so happy, Judge? What is your secret?

I don’t have a crystal ball, and I don’t read palms, tea leaves, or tarot cards. So why do they or I believe I have anything to offer these mentees, children of friends, nieces and nephews, fellow professionals, and colleagues? It is not temerity, but empathy that permits me to listen, question, and discuss experiences, ideas, and dreams about the possibilities invited by our shared legal training. In some 30 years since law school, I too have embarked on many journeys toward new destinations. Some were clearly laid out, others far less definitive; a few were completely spontaneous.

Early on, I was drawn by vocational zeal, relationships, or the romance of geography. Later I was driven by the need to meet financial obligations, attraction to the work or the challenges, promises of rapid advancement, the urging of respected colleagues, and even spiritual direction. At first, caught in the recession of 1981–1982, I hitched a ride with whatever driver slowed down and opened the door; luckily or through grace, I soon saw fit to decline seemingly generous offers that in hindsight could have ended in a train wreck.

The excursions were instructive—albeit not pain free—and led me to reassess and reposition priorities and plans in a positive direction throughout my career to date. I hung out my shingle as a sole practitioner, government advisor, litigator, small-firm practitioner, multi-state firm partner and shareholder, mediator, and judge. As Carlotta Campion in

## THE JUDGES’ FORUM



By Judge Mary James  
Marion County Circuit Court

Stephen Sondheim’s *Follies* aptly put it, “Good times and bum times, I’ve seen them all and, my dear, I’m still here.”

Humbled by the gifts and gaffes of personal history, and with the wisdom experience imparts if we permit it, I welcome conversations with people about their careers. I want most of all to say something useful, encouraging, and provocative in the sense that our encounter prods the other person to take steps forward, toward whatever will make them happiest, healthy, and whole. I don’t always have answers. In fact, I am not convinced that I should.

“Should.” If ever a judgmental phrase exists, it starts with that word. You should apply here. You should be a (trial/family/elder/tax/transactional/criminal) lawyer. You should network; you should use social media; you shouldn’t “friend” anyone. Try out of state; stay in state. Get a clerkship; extern for someone; don’t worry about the money; you should think about how you will pay your bills. You shouldn’t let the law suck the life out of you or rob you of your principles. Practice with friends; don’t bring your personal life to work. You should count on not having a life for several years. You don’t have to like your clients; just love what you do for them. Is it any wonder that we sometimes struggle mightily to find what we are called to do?

It seems to me that the role of mentor-moral supporter is not to be the one with the answers, but to be the one with the questions. This is no easy task, given that we are trained to solve complex problems, to be the person with the answer—and not just any answer, but the correct answer! This dilemma was underscored for me when I welcomed a new class of law student-mentees and received a pamphlet entitled “Being an Effective Mentor—101 Practical Strategies for Success” by Ida O. Abbott, Esq. 101? Really? Perhaps, like me, you feel inadequate to the task because you haven’t had much experience yourself, or you’ve had a bumpy ride, or you’re still asking the same questions and searching for answers.



Judge Mary James and  
her mother, Mona Mertens

I suggest a different tack. When the questions come, how about starting from the premise that we are all on this earth to have the time of our lives? What if, as lawyers, we are permitted to fill our days being happy, generous, and loving, allowing time only for work that sustains our spirits and our planet and satisfies our needs? What if, indeed!

Toward that goal, when the questions come, I suggest asking these questions in return: Do you like people? Do you enjoy challenges? Are you able to look beyond what distinguishes you from others and be respectful? Do you mind a commute? How would you change the status quo? What does your family need/want/say? Will you relocate? What makes your heart sing? Will you be lonely without others to talk to? Do you avoid conflict? Do you want to work more hours early in your career? What commitments to others need to be incorporated into your career options?

Do you want to call the shots? Can you follow institutional directions? Do you want to dress up? Is working from home optimal? How important is the money? What are you good at? Will you do anything to say you are practicing law? Do you value existing relationships most? Do you have goals aside from the practice of law? What are your druthers? Are you an advocate or neutral by nature? Are you able to protect yourself from the emotional trauma you may witness? Can you handle politically charged environments? Are you averse to change?

I confess that I enjoy conversations about careers mostly because they permit me to continue to ask these questions of myself, and to take the next leap of faith. The list is not exhaustive—modify it based on your own experiences. Hopefully, your next conversation will encourage someone to leap, to live by deliberate design, to dream and do. It might just happen to you!

# Meet Circuit Court Judge Annette C. Hillman

By Mary Anne Anderson

A decidedly inverse relationship exists between the size of the city Annette Hillman has lived in and the amount of responsibility her job has entailed. She traded the bright lights and traffic of San Francisco for the relative quiet of Madras, finding her way from jobs as a law school research assistant, correctional facility law library supervisor and program manager, then deputy district attorney, to her current position as the first female circuit court judge in Oregon's 22nd Judicial District, covering Jefferson and Crook Counties.

Judge Hillman was fortunate to have the enthusiastic mentoring of close relatives at a young age. Her grandmother instilled an early love of reading and learning, immersed her in the arts, and taught her to be "fearless," encouraging her to try anything she found interesting and to be curious about people and life. She also spent time with her grandfathers, one a carpenter and businessman, the other a rear admiral in the United States Navy. Both were "incredibly hardworking men," who encouraged her to work hard and embrace her inner strength. She grew up globally, moving with her family to Japan, Germany, Switzerland, and finally back to California.

Her initial college venture into a pre-med program soon revealed an innate aversion to science and math, resulting in a detour out of college and into the hospitality industry. She worked successively as a dishwasher, waitperson, bartender, and restaurant manager. Despite working in fine dining establishments, rubbing elbows with celebrities, and garnering a sommelier-provided on-the-job wine list education, she realized she wanted to do something else. Returning to San Francisco State University and pursuing an undergraduate degree in sociology and criminal justice, she never considered law school until she participated in an internship at the San Francisco District Attorney's Office. One visit inside a courtroom and she was "hooked."

After graduating from Gonzaga University School of Law in 1999, Judge Hillman continued working for the correctional facility in Washington where she had started as a law student intern. In 2004, however, she changed course, deciding to pursue her original goal of practicing law. She hired on as a deputy district attorney in Jefferson County,

rapidly gaining valuable trial experience. When Judge George Neilson retired after 31 years on the bench, she hesitated to apply but was spurred on by OWLS members and her husband. She credits OWLS members with setting up mock interviews, giving her advice, and providing her with the *Road to the Bench* handbook, all of which were invaluable. Governor Kulongoski appointed her in October 2010, and she took her seat on January 1, 2011.

Judge Hillman enjoys the variety in her work and the diverse perspectives of the people who appear before her. She works out of two courthouses and hears cases ranging from "traffic arraignments to felony jury trials, landlord tenant disputes to civil motions, dependency to dissolution hearings." She also serves on the board of directors for the Juniper Junction Community Council, a group dedicated to providing and promoting services to children and families in need. Their primary project is the Relief Nursery, which provides counseling and support services to strengthen high-risk families.

When not caught up in her work,

Judge Hillman enjoys time with family, getaways to the coast, and cooking. She collects cookbooks, and she likes to try new recipes, remembering time spent with several great chefs during those years she worked in San Francisco's restaurants.

Judge Hillman advises new lawyers to pick an area of the law or a job they find inspirational. She also encourages others to be "fearless" and "try something you have always wanted to try." Her advice is summed up well by Henry David Thoreau in one of her favorite quotes: "Go confidently in the direction of your dreams. Live the life you have imagined."


*Mary Anne Anderson is a judicial chambers staff attorney at the U.S. District Court for the District of Oregon.*



Judge Annette Hillman

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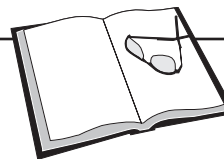
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# "Why Women Still Can't Have It All"

By Anne-Marie Slaughter (Published in *The Atlantic* magazine, July/August 2012)

Article Review by Teresa Statler



International lawyer and political scientist Anne-Marie Slaughter has written a provocative and much-discussed article, "Why Women Still Can't Have It All," published in the July/August issue of *The Atlantic* magazine. Wikipedia reports that in the first four days after its publication, Slaughter's article attracted 725,000 unique readers, making it by far the most popular article ever published in *The Atlantic*. In short, Slaughter contends that highly educated professional women cannot have it all, at least "not today, with the way America's economy and society are currently structured."

Slaughter, who is now 53, was the first woman director of policy planning at the U.S. State Department, from 2009 to 2011. She took a leave of absence from Princeton, where she was a professor of politics and international affairs, and commuted home to New Jersey from Washington, DC, on the weekends. Even with a very supportive husband, she states that she was becoming "increasingly aware that the feminist beliefs on which I had built my entire career were shifting under my feet. . . . [M]y conclusion [was] that juggling high-level government work with the needs of two teenage boys was not possible." Thus, in January 2011, she left a job she loved to return to her family and academia.

Slaughter says that the reactions she got from other professional women her age or older "ranged from disappointed to condescending."

Even though she had an understanding boss in Hillary Clinton, Slaughter states that for two years she never left the office early enough to go to any stores that weren't open 24 hours. She found that the rigidity of government service,

at least at the high level at which she worked, was not possible for very long. Slaughter says that the extreme difficulty of creating a work-life balance cannot change unless "top women speak out."

She began that process by speaking frankly to younger women, explaining that it was "unexpectedly hard to do the job I wanted to do as a high government official and be the kind of parent I wanted to be at a demanding time for my children," even with a helpful husband. Slaughter thinks that younger women understand this reality and assume and accept that they will have to make compromises that the men in their lives will be less likely to have to make. But "[w]omen of my generation have clung to the feminist credo we were raised with, even as our ranks have been steadily thinned by unresolvable tensions between family and career." Slaughter says that only recently has she "begun to appreciate the extent to which many young professional women feel under assault by women my age and older."

Slaughter believes that the best hope for improving the lot of all women (not just highly educated, well-off women) is for the country "to close the leadership gap: to elect a woman president and 50 women senators; to ensure that women are equally represented in the ranks of corporate executives and judicial leaders."

Slaughter also thinks that we must examine and then set aside various half-truths women have told themselves, such as it's possible to have it all "if you are just committed enough," when things like extensive business travel, conflicts between work schedules and children's school schedules, and insistence that work be done "in the office" all impede

women's ability to reach the top. These "mundane battles," Slaughter says, require much more than speeches. Serious changes must be made in workplaces, legislatures, and the media.

Another "half truth" Slaughter discusses is the claim that "it's possible, if you marry the right person." Having a supportive husband certainly helps, Slaughter says, but even today, "[m]en are still socialized to believe their primary family obligation is to be the breadwinner; women . . . to be the caregiver." She discusses the innate personal "maternal responsibility" that women have and notes that society does not (yet) value that responsibility as much as it does a professional career.

Slaughter also believes that the culture of "time macho" must change—the "relentless competition to work harder, stay later, pull more all-nighters, travel around the world and bill the extra hours that the international date line affords you." In that regard, she faults law firms at which "the cult of billable hours" provides "exactly the wrong incentives for employees who hope to integrate work and family."

We need to redefine the arc of the successful career, Slaughter contends, and "women should think about the climb to leadership not in terms of a straight upward slope, but as irregular stair steps with periodic plateaus (and even dips) when they turn down promotions to remain in a job that works for their family situation" at a given time. She calls these plateaus "investment intervals." We also need to "pin down the relationship between family friendly policies [in the workplace] and economic performance." Slaughter believes that references to family, made by both men and women, should be "routine and normal in professional life."

Slaughter is hopeful about the future. She thinks that men are "joining the cause," especially young men who have been raised by full-time working mothers. "Let us presume, as I do with my sons, that they will understand 'supporting their families' to mean more than just earning money." The article, a must-read for all working women, is on *The Atlantic's* website, [www.theatlantic.com](http://www.theatlantic.com).

**Teresa Statler** practices immigration law in Portland.

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# Miss Representation: The Portrayal of Women in Media

By Kathleen Rastetter

What do Oprah, Hillary Clinton, Condoleezza Rice, Madeleine Albright, Nancy Pelosi, and Sarah Palin have in common? They have all been negatively portrayed in the media. One example is the widespread publication of a photograph of Hillary Clinton without makeup—the documentary *Miss Representation* poses the question “why is this news?” The purpose of this 90-minute film, released last year, is to make the empowerment of girls and women a priority.

Media shape our society. Over one billion people access the Internet each day. Girls are given the message early on that their value is based on how they look. The film notes that 54% of 13-year-old girls are unhappy with their bodies; that figure reaches 78% by age 17. And 65% of teenage girls have an eating disorder. From 2000 to 2010, the rate of depression in women doubled.

Digitally altered photographs present an impossible standard of beauty, which has a subconscious effect on us. Advertising makes women anxious and insecure—with good reason, given that U.S. women spend an average of \$12,000 to \$15,000 annually on beauty products. Through the media’s portrayal of women, girls learn to see themselves as objects. The movie notes that there are proven links between on-screen violence and violent behavior, yet no policy changes have been enacted. Seeing a person as an object, the film states, is the first step to accepting violence “against it.”

The film discusses the toll this message takes on women: Women make up only 17% of Congress. Only 34 women have

served as governor in this country; 2319 men have served. By contrast, 67 countries have female prime ministers.

Condoleezza Rice opines that the United States needs two things to happen: (1) women need to become candidates, and (2) the country needs to have a psychological breakthrough regarding women, since politics and leadership are considered masculine pursuits. We need women in leadership to serve as role models.

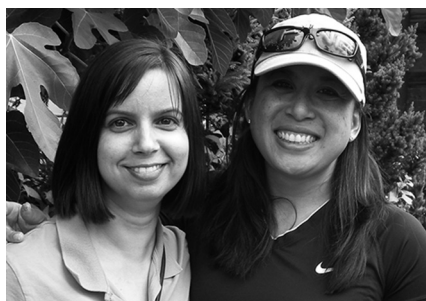
The more powerful the woman, the stronger the backlash is in the media, which is shown by how the media evaluates and judges women. When women raise an issue, they are “complaining,” while men making a point are said to have “stated” their concerns. The film suggests that the worst aspects of power are attributed to those women seeking power, noting that Sarah Palin was hyper-feminized in the press. These messages discourage young girls from putting up with the abuses long enough to obtain power.

The film also examines specific stereotypes perpetuated by Hollywood:

the woman who needs to be rescued or provided for; the “bitchy” boss or other female who needs to be brought “down a peg”; and women as a sex objects. Likewise, female journalists are objectified—the movie notes that the primary feedback received about female journalists relates to their appearance. The lack of female journalists means that we receive only the male perspective on the news, and less than 20% of news items relate to females. Moreover, television targets men ages 18 to 34, which accounts for the focus on women in advertising.


To combat misrepresentation in the media, women need to step forward as leaders and mentors. Consumers’ decisions can also be a powerful voice for change. The misrepresentation of women affects all of us who are women, work with women, or have daughters. Creating an atmosphere that enables our daughters to succeed in this world is a goal we can all support.


*Kathleen Rastetter, senior counsel for Clackamas County, is OWLS’ president-elect.*



*The OWLS Foundation and the Multnomah Bar Association raised funds for the Volunteer Lawyers Project of Legal Aid at a family-friendly golf tournament held on July 20 at Edgefield. OWLS Foundation board members Aruna Masih (left) and Kim Sugawa-Fujinaga enjoyed the day.*

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# How Title IX Affected Four Oregon Women Lawyers

By Bonnie Palka

Forty years ago, Title IX, prohibiting sex discrimination in educational programs receiving federal funds, became law. Four OWLS members who played college sports post-Title IX reflected on their experience playing sports and its enduring influence in their lives.

**Jona Maukonen** is an attorney at Harrang Long Gary Rudnick, in the firm's appellate and litigation practice groups.

Jona started playing soccer when she was five years old. By fifth or sixth grade, she was playing on a competitive soccer team and was among the first group of girls from southern Oregon to play in the statewide competitive club league. Jona decided to play soccer at Oregon State University because of its soccer and engineering programs. She studied law at the University of Oregon School of Law.

Soccer provided Jona with the opportunity to be physically fit and travel. She believes that playing soccer helped her be successful in school and life. She attributes playing team sports to her learning to get along with all different types of people. Serving as captain of her soccer team in high school and in college provided her with opportunities to take on leadership roles.

Today Jona continues to play both indoor and outdoor soccer, and her three-year-old son is completely absorbed in an indoor soccer class.

**Nena Cook**, a partner at Sussman Shank and a candidate for the Oregon Supreme Court, is a trial and appellate law attorney.

During high school, Nena lettered in basketball, volleyball, cross country, and track and field. She started competing in triathlons as a high school sophomore and continued until law school. Nena played basketball for the University of Gonzaga purely for the love of the sport. She also played in a league while a law student at Willamette University College of Law. Nena continues to be physically fit and active today, although she has switched to water sports and biking.

Nena believes that playing competitive team sports fed her spirit and competitive nature. She learned how to perform her best in pressure situations, and she learned that sometimes you succeed and sometimes you don't.

Nena notes that by the time she began playing sports, boys could see girls competing at a very high level and con-

sequently came out to cheer for female players. Nena believes that this early respect for a girl's playing skills moves us closer to gender parity and a fundamental respect for each other.

Nena has passed on her enthusiasm for sports to her two sons.

**Robin Runstein** is an attorney with Kell, Alterman & Runstein. Her practice areas include family law and criminal defense.

Robin grew up playing baseball with boys at her neighborhood park, before being told when she was about nine years old that she would have to play softball with the girls. She refused, and was the only kid in the neighborhood who was put on a team several miles away. After standing her ground, with her attorney-father's assistance, she was permitted to play, but was demoted from the "majors" to the "minors." Robin played on basketball, soccer, tennis, track, softball, and ski teams in high school.

The University of Massachusetts was ranked No. 2 in the nation in women's soccer when Robin graduated from high school, and so she chose to play soccer there. She played in the NCAA Division 1 finals her freshman year. Robin played soccer all four years of college and was rewarded with partial scholarships.

Robin believes that playing competitive sports helped define who she is. She compares competitive soccer to trial practice. Both require lots of preparation, sustained energy, and the ability to constantly adapt to changing conditions.

Robin continues to play both indoor

and outdoor soccer today, and her sons play competitive soccer.

**Lauren Sommers** is an attorney with the local government law group at Speer Hoyt.

She took up competitive team sports in high school, running track her senior year. Before that, she danced ballet from age 7 to 17.

Lauren attended OSU and received a rowing scholarship. She rowed all three years available to her under the NCAA eligibility clock, and she enjoyed the great team atmosphere and competition.

Lauren reports that although ballet taught her control over her body, she learned conditioning as a member of OSU's Division 1 team. Today Lauren keeps fit hiking, swimming, and running.

Lauren reports that rowing gave her confidence in her physical abilities and in her ability to pursue a goal. Lauren also observes that the idea of everyone being in the same boat and succeeding or failing as a team still resonates with her in the collaborative practice employed at her law firm.

*Bonnie Palka is admitted to the practice of law in Oregon, California, and Massachusetts. She enjoys recreational sports.*



Jona Maukonen

## Clackamas Women Lawyers Events

By Christine Furrer

On August 14, Amber Hollister of the OSB General Counsel's Office presented a CLE for Clackamas Women Lawyers (CWL) titled "Top 10 Ways to Avoid Discipline in 2012." Amber provided a wonderful refresher about why it is imperative that we communicate often with our clients, be honest about any lack of communication, and keep our client's confidences. Most complaints made by clients, she said, involve sole practitioners (70.48%), criminal matters (32.19%), and communication (10.11%).

Amber offered many valuable tips and urged attorneys to contact the OSB's Client Services Office or General Counsel's Office for assistance before a "sticky"

situation arises. Other resources include the ethics information provided at [www.osbar.org/ethics](http://www.osbar.org/ethics) and the OSB Professional Liability Fund's Practice Management Advisor program, accessible at [www.osbplf.org](http://www.osbplf.org) and 800.452.1639.

Upcoming CWL events include a CLE on reporting child abuse, presented by Judge Eve Miller at noon on Nov. 13; an author event with former Gov. Barbara Roberts on Nov. 27 at 6 p.m.; and a holiday party on Dec. 8. Please see the OWLS online events calendar for details.

*Christine Furrer, secretary for Clackamas Women Lawyers, practices law in Lake Oswego.*



# OWLS Mentoring Circles: A Great Investment

By Edie Rogoway Van Ness

When I received an email last spring about the OWLS rainmaking mentoring circle, I jumped at the chance to participate as a mentee. It's proved to be a very smart decision.

Two and a half years ago, I took a leap of faith and left the security of employment with a large firm to start my own practice. I did so as a means to have a better work-life balance (I am the mother of a young child) and to have more control over my career.

While I knew it would take some time to build my practice, in retrospect I was naïve about just how long it would take. As a third-generation Portland native with significant community ties, I figured that my book of business would just sort of happen and happen quickly. It didn't.

Prior to starting my firm, I had never needed to market: I was a public defender for many years and then worked as an associate with an insurance defense firm where the expectations were that I would provide excellent client service, while the partners brought in the business.

When the mentoring program started, I was feeling discouraged about my own firm's progress and, for the first time, had allowed myself to contemplate the possibility of failure—that perhaps I didn't have what it took to get clients in the door.

What I know now is that there is no secret fix; it just takes time. And just when you're starting to feel like the phone will never ring, you find yourself thinking, "Now my biggest problem is being too busy!"

My mentoring group met with our mentor, Steve English, for three sessions over the spring. For those of you who have not had the privilege of meeting Steve, you must make a point to do so. He "brings the rain" like no other and, in addition to being a very successful trial lawyer with a huge book of business, Steve is also a kind, charming, supportive mensch. It was clear from the start that Steve's goal as a mentor was to help all of us achieve professional success.

The most important thing I learned from Steve is that I can NEVER stop marketing: that everything I do in my life is an opportunity to make connections and bring in business. Now, for example, I let the parents of my daughter's soccer team know what I do (and I always have busi-

ness cards). Steve taught me that when I'm at the gym, a children's dance recital, a concert, the gas station, or the grocery store, there are always opportunities to retain my next client.

While Steve's guidance played a huge part in our group's success, I would be remiss if I didn't mention my amazing co-mentees and the role they played in making this experience so valuable. These women (and Ben Eder, whom WE LOVE), are smart, talented, interesting, funny and, most importantly, supportive of each other. When the program ended, we decided to continue meeting informally as an opportunity to socialize and to continue helping each other achieve our personal marketing and rainmaking goals.

In the past few months, my firm has seen great case results, and we have brought in a ton of new business. My current worry is how busy the next few months will be for me (a good problem to have).

Some of my new cases came from referrals from people in my mentoring group.

Regardless of where OWLS members are in their career path, I strongly encourage everyone to participate in an OWLS rainmaking circle. The experience has been invaluable to me, and I am extremely thankful to OWLS, the program's mentors, my co-mentees, and everyone who helped create and facilitate the program.

*Edie Rogoway Van Ness is a partner with Rogoway Green, a litigation firm with a focus on plaintiff-side employment discrimination, personal injury, and criminal defense.*



Edie Rogoway Van Ness

For more info about OWLS, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

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## OWLS Dragonflies Enjoy Stellar Race Season

By Nancy L. Mensch

This year the OWLS Dragonflies dragon boat team enjoyed one of its most successful race seasons. Under the leadership of our co-captains, Eleanor DuBay and Holly Martin; our coach, Laura Ricker; our tiller, Ali Greene; and our guest caller, Dan Auerbach, the 'Flies proved beyond a reasonable doubt that they can compete with any team in the Pacific Northwest.

The 'Flies began the season on May 12 at the Rainier Dragon Boat Festival in Tacoma, Washington. On the choppy waters of the Thea Foss Waterway, the 'Flies paddled down a slew of rivals, including four Wasabi teams, the Sirens, and the Bridge City Velocity, and won the silver medal in the women's division.

The 'Flies next competed in the PKSCA Rose Festival Dragon Boat Race on the Willamette River on June 9 and 10. After two intense days of paddling against women's teams from Oregon, Washington, and Canada, the 'Flies—and our flag-catcher Cameron Henderson—took the bronze medal in the top women's division.

Feeling confident and strong, the 'Flies continued their season at the Kent Cornucopia Dragon Boat Races on Lake Meridian in Kent, Washington, on July 14. Paddling against teams from Oregon, Washington, Canada, and even Australia, the 'Flies dominated the early races to earn a spot in the top women's division final race. In a very close race, the 'Flies came in third, winning the bronze medal, our third medal of the season.

Next, the 'Flies competed in their first international race in two years at the Victoria Dragon Boat Festival in Victoria, BC, on August 18 and 19. Facing the fiercest competition that the Pacific Northwest has to offer and the busy waters of Victoria's Inner Harbor, the 'Flies again dominated the early competition to advance to the top women's division final race. In what turned out to be the closest race of the festival, the 'Flies placed a competitive fifth overall, finishing behind the winning team by 1.52 seconds.

The 'Flies finished the season over the weekend of September 8 and 9 at the Portland Dragon Boat Race, one of the

largest dragon boat competitions in the Pacific Northwest. Racing against 25 women's teams on the challenging waters of the Willamette River, the 'Flies again paddled their way to a spot in the top women's division final race and finished fifth overall, a great ending to a stellar season.

Despite all our success, the 'Flies know that this season would not have been possible without our generous sponsors: Oregon Women Lawyers; Stoel Rives; Roe & Greene; Yates, Matthews & Eaton; Tomasi Salyer Baroway; Beovich Walter & Friend; Lehner & Rodrigues; Lewis & Clark Law School; Oregon Private Investigators Consortium; Perkins Coie; Beth Allen Law; Bodyfelt Mount; Debbie L. Fong-Urbe; Law Office of Lisa T. Hunt; Kell, Alterman & Runstein; and Wyse Kadish. We thank them for all their support this season and hope they will continue to support us as we prepare for the 2013 race season.

*Nancy L. Mensch is an estate planning attorney in Portland.*