

# AdvanceSheet™

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**Executive Director**

Linda Tomassi, 503.595.7831

[linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org)

**AdvanceSheet Editor**

Elise Gautier, 503.292.2893

[elise.gautier@comcast.net](mailto:elise.gautier@comcast.net)

[www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org)

## OWLS Hosts Second Rainmaking Dinner

By Karie Trujillo

More than 50 people gathered on October 27 for the second annual OWLS Rainmaking/Career Development Dinner at the Red Star Tavern in Portland.

The purpose of the event was to give young lawyers a chance to learn from successful rainmakers how to build their careers and develop flourishing law practices. Mentors included Beth Allen, Courtney Angeli, David Angeli, Danielle Benderly, Lori E. Deveny, Gwen Griffith, Ed Harnden, Chris Kitchel, David Markowitz, Laura Caldera Taylor, and Mark Wada.

Renée Rothauge, a shareholder at Markowitz, Herbold, Glade & Mehlhaf, was a participating mentor as well as the evening's keynote speaker. Renée shared valuable advice that she was given as a young attorney and explained that one must overcome the fear of rejection to be a successful rainmaker. She read highlights from some well-known (and humorous) rejection letters. Learn from the masters, Renée advised, and also learn to "embrace rejection."

If you weren't able to attend this rainmaking dinner, you'll soon have an opportunity to attend another. The rainmaking dinner committee is planning the next OWLS Rainmaking/Career Development Dinner for the spring of 2012.

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



*Renée Rothauge encouraged attendees to "embrace rejection."*

## Convocation on Equality Celebrates, Inspires

By Megan Lemire

With great gusto, the 2011 Convocation on Equality, held on November 4 at the Oregon Convention Center in Portland, marked the ten-year anniversary of the Oregon legal community's original Convocation on Equality. The 2011 event broadened the focus of the original convocation from racial and ethnic minorities to also include women, the LGBT community, and people with disabilities.

The convocation celebrated the progress of the bar and bench in advancing diversity in the legal profession, yet challenged participants to persevere in the struggle for substantive equality. More than 250 people—including many OWLS members—were recognized as diversity champions for their exemplary efforts to promote diversity over the past decade.

Buzzing with excitement, the event began with Diane Schwartz Sykes, chair of the Oregon State Bar Diversity Section, welcoming the audience of more than 400 people. Former Chief Justice Edwin Peterson then urged everyone to think

critically, beyond numbers. With a powerful rendition of Langston Hughes's poem "Let America Be America Again," Kellie Johnson introduced a short film, *A Decade of Diversity*, made for this event. She also commended the work of organizations such as OWLS in promoting diversity.

Judge Adrienne Nelson introduced the morning's keynote speaker, Paula Boggs, executive vice president, general counsel, and secretary of Starbucks. Judge Nelson described her as working toward a world where people are seen as individuals rather than members of categorized groups. To enrich the day's conversation, Ms. Boggs outlined a history of Oregon tarnished with culture clash, winners and losers, and discrimination. While continuing her own diversity journey, Ms. Boggs remains confident about creating a more inclusive world.

The bulk of the convocation was divided among three tracks: "Cross-Fertilization," for attorneys seeking to increase their knowledge about diversity and inclusion; "Tending the

*Continued on page 15*

## President's Message



Heather L. Weigler

One hundred years ago this year, Oregon women won the right to vote. Although OWLS does not endorse political candidates, I want to encourage each of you to think about celebrating the centennial of Oregon women's suffrage by making a political contribution to a candidate you believe in.

Money matters in politics, and women are continually and significantly outspent by men when it comes to political giving. That isn't because women don't have money to give; our income has risen more than 60% in the last 30 years. It's also not because women aren't used to giving; women donate more money on average to charity than men. According to researchers at the Women's Campaign Forum Foundation, the reason is that women don't associ-

ate political contributions with social change.

That's a mistake. Not only does money matter—elections matter. It's easy to become frustrated with politics and politicians, especially in the divisive political climate we're currently experiencing. But when you start to think that it doesn't matter who is elected, ask yourself whether Justice Sonia Sotomayor's presence on the United States Supreme Court makes a difference, both to Supreme Court jurisprudence and to whether young Latina women can imagine themselves as lawyers. Ask yourself whether having paid family leave would make a difference to attorneys struggling with work/life balance. Ask yourself whether it would make a difference to be able to discharge student loans in bankruptcy for new lawyers who can't find legal jobs.

Political giving is a civic responsibility, just like voting or giving to charity. By making a political contribution, you are helping to pay the campaign's rent, utilities, payroll, employee benefits, and all of the other expenses it takes to win an election. And if you're not motivated by civic duty, you can also claim the Oregon Political Tax Credit for the first \$50 you donate to the political campaign of your choice.

Don't get me wrong, voting is important. Volunteering your time helps. But one of the most significant things you can do this election cycle is make a campaign contribution. Unless we celebrate how far we've come in the past 100 years by voting with our purses, it may be another 100 before women exercise equal influence over who ends up holding public office.

Heather L. Weigler  
President, Oregon Women Lawyers

## Save the Date: March 9

The 20th annual OWLS Roberts-Deiz Awards Dinner will be held on March 9 at the Nines Hotel in downtown Portland. We will present the Justice Betty Roberts Award to Justice Virginia Linder and the Judge Mercedes Deiz Award to Judge Angel Lopez. Please see the story on page 4.

For ticket information, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org) or call 503.595.7826. We hope to see you there!

## OWLS Foundation Needs Auction Items

Give well. Feel good. Donations are needed for the annual OWLS Foundation Auction, to be held immediately before the OWLS Roberts-Deiz Awards Dinner on March 9 at the Nines Hotel Ballroom, an evening of celebration and friendship.

Your donations will help advance the Foundation's mission to support women and minorities in accessing and participating in the justice system. To donate, please contact Karen Nashiwa at [knashiwa@gmail.com](mailto:knashiwa@gmail.com) or 503.517.8200. Thank you.

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

## Upcoming OWLS Events

### OWLS Leadership Forum Presents: Kick Stress!

Thursday, January 26

Networking: 5:00–5:30 p.m.

Speaker: 5:30–6:30 p.m.

Harrang Long Gary Rudnick

1001 SW Fifth Ave., Suite 150, Portland

Join us for some guidance on how to reduce your stress through simple breathing and stretches. Jaya Kurpp, a certified personal trainer ([http://jayakrupp.com/Jaya\\_Krupp/home.html](http://jayakrupp.com/Jaya_Krupp/home.html)), will offer tips on keeping stress at bay and lead us in breathing exercises and stretching. Bring a yoga mat and dress to stretch. Space is limited; please RSVP with Violet Nazari, at [banafsheh.violet.nazari@gmail.com](mailto:banafsheh.violet.nazari@gmail.com).

### OWLSNet Networking with Lawyers, Bankers, Accountants, and Mortgage Brokers

Wednesday, February 1

Registration: 4:00 p.m.

Speaker: 4:30–5:30 p.m.

Networking: 5:30–7:30

Red Star Tavern

503 SW Alder St.

Portland

The speaker will be

Sari de la Motte, a nonverbal communications expert and founder of Nonverbal Solutions (<http://nonverbal-solutions.com>). Free registration. Light appetizers provided. Bring your business cards. Sponsored by Tonkon Torp.



### OWLS Political Leadership Lecture Series: Occupy Alternatives—Effecting Change at the Local Level

Thursday, February 2, 5:30–7:30 p.m.

White Stag Building

70 NW Couch St., Portland

Speakers: Tara Gallagher, with Surfrider;

Susan Anderson, with the city of

Portland; and Linda Nettekoven, with

HAND Neighborhood and Portland

Plan Citizen Involvement Committee.

Co-sponsors: UO's Wayne Morse Center

for Law and Politics and Davis Wright

Tremaine. To register, contact Sarah

Villanueva at [sarahvillanueva@dwt.com](mailto:sarahvillanueva@dwt.com).

# A Short Trip Down Memory Lane

By Terri Kraemer

Lately I have been thinking about the status of women lawyers. Some who know me know that I have been part of OWLS since 1990. I first got involved when I was in law school, and then I participated at the committee level. I joined the board in 1995 and have been involved ever since.

I have been on the *AdvanceSheet* committee for, I think, about 16 years. I know that we write a lot about the “glass ceiling” and issues related to retaining women in the law and climbing the law firm ladder. But lately I have wondered whether we have made much progress, so I decided to cull through about 80 issues of the *AdvanceSheet* in search of data that would, hopefully, show that yes, we have made significant progress.

In 1992 the *AdvanceSheet* reported on remarks made at OWLS’ fourth annual conference, including these: only 8% of law school deans were women, only 25% of full-time law school faculty members were women, and women accounted for 11% of partners at large firms.

Ten years later, in 2002, the *AdvanceSheet* asked the dreaded question, how far have we come? It was reported that 10% of law school deans were women (up 2% from 1992), 15% of law firm partners were women (up 4% from 1992), 18% of federal district and appel-

late judges were women, 10% of general counsels were women, 5% of managing partners of law firms were women. And, on average, women lawyers made about \$20,000 less than equally situated male lawyers.

In 2004 the *AdvanceSheet* reported that although the average percentage of women partners in large firms in 2003 was 16.8 nationwide and 17.8 in Portland, in some Portland law firms the percentage was over 22. Also, while women made up 50% of law school students, only 30% of active Oregon State Bar members were women.

In 2008 the *AdvanceSheet* reported that after years of a steady increases in the percentage of first-year law students who were women, law schools were seeing a decline in female enrollment. The percentage of women in the first-year class dropped from 49.4% in 2001 to 46.3% in 2006.

In 2011 the *AdvanceSheet* reported that women made up less than 16% of equity partners in law firms, and these equity partners made about \$66,000 less than their male counterparts. In addition,

women made up 46% of associates and 36% of of-counsel positions.

This trip down memory lane is simply a recap of data that we have reported in the *AdvanceSheet* over the years. Unfortunately we don’t have studies that report an “apples to apples” comparison of our progress.

So, you may be asking, what’s the point? I think it’s this: We must continue to shine the light on how we are doing, by continuing to look back and at the present. We must decide if we’re satisfied with where we are and, if we’re not, figure out what to do about it. And we must continue to ask ourselves, are law firms where we would want our daughters or nieces or any other young women to aspire to work?

I don’t have answers. I only know that in the law and in other historically male-dominated professions, how far we’ve come is clearly not far enough.

*Terri Kraemer, chair of the AdvanceSheet committee, is a director at Deloitte & Touche. She received OWLS’ 2011 Katherine H. O’Neil Volunteer Service Award.*

## Rogue Women Lawyers Active

In November, the role of president of Rogue Women Lawyers (RWL) passed from Jamie Hazlett to Staci Palin. RWL reports that Jamie did a wonderful job during her two-year term, including planning a casino-night fundraiser for a local nonprofit, the Maslow Project, which provides outreach to homeless youth. The fundraiser was so successful that RWL hopes to make it an annual event.

In December, RWL held its annual holiday party, kindly hosted by Judge Patricia Crain—everyone had a great time.

RWL plans to host a social event on January 11 at a restaurant in Medford, with Oregon Secretary of State Kate Brown as the guest speaker.

For more information about Rogue Women Lawyers, contact Staci L. Palin at [slp@roguelaw.com](mailto:slp@roguelaw.com).

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# Justice Virginia Linder and Judge Angel Lopez to Be Honored at Roberts-Deiz Awards Dinner on March 9

By Michelle Rudd

Oregon Supreme Court Justice Virginia Linder will receive the 2012 Justice Betty Roberts Award for the promotion of women in the law, and Multnomah County Circuit Court Judge Angel Lopez will receive this year's Judge Mercedes Deiz Award for promotion of minorities in the law. The award recipients will be honored at the 20th annual Roberts-Deiz Awards Dinner, to be held on March 9 at the Nines Hotel in Portland.

Like Betty Roberts, **Justice Virginia Linder** is a pioneer among women lawyers. Justice Linder graduated from Southern Oregon University and Willamette University College of Law. While at Willamette, she worked as a law clerk in the Appellate Division of the Oregon Department of Justice, and after graduating, she took a job there as an assistant attorney general. Four years later, she became assistant solicitor general, and by age 33, she was the first woman to serve as Oregon's solicitor general. She was also the first woman in Oregon's history to represent the state before the United States Supreme Court.

As solicitor general, she worked to create an inclusive workplace where employees knew that they were welcome, valued, and respected.

Virginia Linder left her role as solicitor general when she accepted an appointment to the Oregon Court of Appeals by Governor John Kitzhaber in 1997. In 2006, with the retirement of Justice Wallace Carson, Judge Linder took on the challenges of a statewide campaign and won in a runoff election. She became the first woman in the history of the state of Oregon to attain a seat on the Oregon Supreme Court through a contested election, rather than appointment by the governor. She is also the first openly lesbian judge to serve on a state supreme court anywhere in the United States.

Throughout her career, Justice Linder has served as a valuable resource for women and minorities. She has been a speaker and facilitator for the Oregon State Bar's Opportunities for Law in Oregon (OLIO) program, a mentor through Willamette law school's mentorship program, a judge for high school constitutional-law competitions, an executive committee member of the

Willamette Valley American Inn of Court, and a member of the OSB's Leadership College Advisory Board. A longtime member of the Oregon Gay and Lesbian Law Association (OGALLA) and of OWLS, Justice Linder has served as a panelist and speaker at many OWLS events and is a former OWLS board member.

Other organizations have also recognized Justice Linder's outstanding leadership and contributions. She has received the Women's Leadership Award from the Portland State University Center for Women, Politics & Policy; the OGALLA Merit Award; a local YWCA Tribute to Outstanding Women award; and the Southern Oregon University Outstanding Alumni Award.

Many lawyers who have benefited from her guidance and wisdom have noted Justice Linder's rare combination of keen intellect, humor, and warmth. As one lawyer explained, because of Justice Linder, "we all do more."

OWLS is pleased to recognize Justice Virginia Linder's considerable contributions to the promotion of women in our profession and the community at large by awarding her the 2012 Justice Betty Roberts Award.

Like Mercedes Deiz, **Judge Angel Lopez** is a trailblazer who time and time again has taken a leadership role in promoting minorities in the law. Judge Lopez graduated from Occidental College and received his law degree from Willamette University College of Law. He was appointed to the Multnomah County Circuit Court by Governor Ted Kulongoski in 2009.

Before joining the court, Judge Lopez worked at Metropolitan Public Defender and Community Law Office before leaving to help found the criminal defense firm Squires & Lopez. While in private practice, Judge Lopez tailored his practice with the explicit goal of serving underrepresented Spanish-speaking communities.

For decades, Judge Lopez has worked to make institutional changes that promote inclusivity in the legal community and increase diversity on the bench. Starting 30 years ago, Judge Lopez served as one of the Oregon State Bar Affirmative



Photo by Nancy Mensch

Judge Angel Lopez and Justice Virginia Linder

Action Program's first directors; to this day he continues to be actively involved in the program's efforts. He has served on the Oregon Supreme Court Task Force on Racial Issues in the Judicial System, and he drafted an influential report on court interpreter certification. He was later elected a member of the Oregon State Bar Board of Governors and culminated his service as the board's president.

Judge Lopez was the first person of color to serve as president of the Oregon State Bar. Under his leadership, the Oregon State Bar formed the OSB Diversity Section. Judge Lopez is also a stalwart supporter of the OLIO program, and is currently serving his third term on the OSB Affirmative Action Committee. Recently, he served on the steering committee for the 2011 Convocation on Equality.

Judge Lopez has also been active in the community at large, co-chairing the Oregon Commission on Hispanic Affairs and serving as a member and chairman of the Multnomah County Library board.

In addition to seeking institutional change, Judge Lopez has consistently reached out to mentor individual minority lawyers, both formally and informally. Judge Lopez was raised by his widowed mother in the Los Angeles barrio, where he witnessed the 1965 Watts riots firsthand. His willingness to share his personal story has inspired and motivated others to overcome barriers and pursue careers in the law.

*Continued on page 5*

# Queen's Bench Honors Women Judges at Luncheon

By Teresa Statler

On December 13, Queen's Bench members gathered at the Benson Hotel in Portland to honor and celebrate women judges at the 21st annual Queen's Bench Holiday Luncheon. Forty Oregon women judges attended, from federal and state courts. Chief Judge Ann Aiken of the US District Court for the District of Oregon was the keynote speaker.

Presided over by the 2011 chapter president, Susan O'Toole, a sell-out crowd enjoyed a delicious buffet lunch. Before Judge Aiken's presentation, OWLS President Heather L. Weigler announced the recipients of the 2012 Justice Betty Roberts and Judge Mercedes Deiz Awards. [Please see page 4.]

Before passing the Queen's Bench president's crown pin to the 2012 president, Christine Coers-Mitchell, Susan recognized and thanked the 2011 Queen's Bench board members, listed the organization's accomplishments over the past year, and presented a \$500 contribution from Queen's Bench to a representative of Multnomah County CourtCare.

Susan then introduced Judge Aiken, who spoke about the importance of



At the luncheon on December 13 (left to right): Top row: Diane Henkels, Judge Diana I. Stuart, Chief Judge Ann Aiken; Middle row: Judge Kathryn Villa-Smith, Barbara Smythe, Camille Tourje; Bottom: Nancy Chafin, Shannon Beutel

Photos by Nancy Mensch, Teresa Statler, and Linda Tomassi

## Roberts, Deiz Awards

*continued from page 4*

Judge Lopez generously gives his time to organizations promoting the advancement of minority students and aspiring lawyers and is a frequent speaker at Oregon CLEs and events, as well as at American Bar Association diversity seminars. In recognition of his leadership, mentoring, and excellence, Judge Lopez has been the recipient of the Occidental College Alumni of the Year Award, the Willamette College of Law Spirit of Excellence Award, and the Oregon Hispanic Bar Association's Justice Paul De Muniz Professionalism Award.

OWLS is pleased to recognize Judge Angel Lopez's considerable contributions to the promotion of minorities in our profession and the community at large by awarding him the 2012 Judge Mercedes Deiz Award.

Information about tickets for the Roberts-Deiz Awards Dinner can be found at the OWLS website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org), or by calling 503.595.7826.

**Michelle Rudd** is a partner at Stoel Rives.

relationships, both professional and personal, which help us all through life's challenges. She told attendees that reading inspirational books helps her through tough times, which she experienced this past year after the death of her son. Some of those books were listed on a bookmark she presented to attendees as a small gift. They included *Man's Search for Meaning*, by Viktor E. Frankl; *Millennial Momentum*, by Morley Winograd and Michael D. Hais; *Drive: The Surprising Truth About What Motivates Us*, by Daniel H. Pink; and Betty Roberts's book, *With Grit and By Grace*.

Judge Aiken paid tribute to her friend and mentor the late Betty Roberts, chal-

lenging attendees to "pay it forward," as Betty would. She urged us, as attorneys and judges, to help those who are struggling, to ensure access to justice for all Oregonians, and to work to alleviate problems in our nation and in Oregon, such as the high rate of hunger. "Justice is love in calculation," she said, quoting the Rev. Martin Luther King, Jr.

Judge Aiken concluded by reminding us of the importance of family, work, and community and that without having strong roots and relationships in all three, it is difficult to survive when "the tsunami of life hits you."

**Teresa Statler** has a solo immigration law practice in Portland.

## Queen's Bench Hosts Monthly Luncheons

Queen's Bench, the Portland OWLS chapter, meets for lunch on the second Tuesday of the month, in a new location this year.

On November 8, the guest speaker was author and NPR contributor Naseem Rakha, who discussed her experiences covering death penalty cases as a reporter and how they led to her helping crime victims. She also talked about her award-winning novel, *The Crying Tree*, which delves into those experiences.

On January 10, Shari Lane of Northwest Employment Law spoke about hiring practices and the consideration of social media.

In 2012, the Queen's Bench luncheons will take place from 11:45 a.m. to 1 p.m. in the Standard Center auditorium, 900 SW Fifth Ave., Portland. The cost is \$14. For more information, please visit [www.owlsqueensbench.org](http://www.owlsqueensbench.org) or contact Julie Lohuis at [julie@oregonelderlaw.com](mailto:julie@oregonelderlaw.com).

## Farewell, Ladies

**T**he OWLS Board of Directors extends gratitude and good wishes to two outgoing board members, Cashauna Hill and Bonnie Cafferky Carter, who both left Oregon in December.

Cashauna joined OWLS in 2006 at the encouragement of OWLS Past President Kellie Johnson, and immediately became active. She joined the board in 2007 and served as secretary starting in 2010. Cashauna energetically served on the *AdvanceSheet*, transformation, and CLE committees; co-chaired the judicial work group; and served as a Roberts Deiz Awards deliberator for the past two years. She was the OWLS board liaison to the OSB's Diversity Section and was active in planning the 2011 Convocation on Equality.

Cashauna generously volunteered her time to many organizations, both in and outside the legal profession. She served as a mentor for high school and law students, as well as for young lawyers. She loved her work as the fair housing attorney for the Oregon Law Center. She left that job for a position at the Greater New Orleans Fair Housing Action Center, which she called her "dream job."

"Cashauna's contributions to OWLS and the Oregon legal community are inestimable," said OWLS President Heather Weigler. "Although we feel a deep sense of loss from her departure, we know she is bound for great things."

Bonnie also joined OWLS in 2006, and she helped found Clackamas Women Lawyers in 2008. She remained very active with the chapter, and joined the OWLS board in 2010.

When the OWLS board determined that the OSB Rules of Professional Conduct regarding harassment needed a closer look, Bonnie stepped up to chair an ad hoc task force. When contracts needed review at the OWLS office, Bonnie was the first to volunteer. She served on the awards and public relations committee as well as the judicial work group. She served as a mentor to young lawyers, and brought a great sense of humor to everything she did.

Bonnie practiced law in California before moving to Oregon. She maintained a busy, part-time solo practice in Lake Oswego while raising her young children. "Bonnie brought energy and vibrancy to everything she did," said Kathi Rastetter, OWLS' treasurer. Bonnie returns to California with her family, and she will be missed in Oregon.

## OWLSNet Networking Event Benefits Girls Inc.

By Haley Bjerk and Benna Gottfried

**O**n November 15, OWLSNet co-hosted an inspiring networking event with Portland Female Executives and the Oregon chapter of the Association of Corporate Counsel to raise money for and awareness of Girls Inc. of NW Oregon. Girls Inc. is a nonprofit organization dedicated to inspiring young girls to be strong, smart, and bold through after-school Girls Groups and enrichment activities. The networking event was held at the Governor Hotel in downtown Portland and was generously sponsored by Perkins Coie.

Attendees enjoyed a motivating speech by Elizabeth Nye, executive director of Girls Inc. of NW Oregon. Her speech, entitled "Represent the Real Me," focused on the media's representation of women and included some startling facts about women in corporate governance and political positions. Did you realize that women make up only 17% of the US Senate and 3.2% of Fortune 500 CEOs?

Girls Inc. of NW Oregon is concerned that the media is leading yet another generation to believe that a woman's primary value lies in her youth, beauty, and sexuality—not in her capacity as a leader—making it difficult for women to obtain leadership positions and for girls to reach their full potential. In an effort to draw attention to the problem and engage the community in developing a solution, Girls Inc. of NW Oregon has embarked on a new campaign, "Represent the Real Me," which includes media literacy programming and outreach and advocacy efforts.

Girls Inc. of NW Oregon kicked off the campaign last fall by hosting the Oregon



At the OWLSNet event (from left): Emily Christiansen, Rima Ghandour, Dawn Winalski

premiere of the award-winning documentary film *Miss Representation*. It also hosted a SPARK Summit, with over 100 girls from the greater Portland area participating in an afternoon of media literacy and media-creation workshops.

OWLSNet brings together women lawyers and other professional women for networking and referral opportunities. This OWLSNet event was another fantastic opportunity for OWLS members to make connections with other female professionals and to support a cause near to all of our hearts—inspiring young girls to become strong, smart, bold women.

The next OWLSNet event will be held on Wednesday, February 1, at the Red Star Tavern in Portland, sponsored by Tonkon Torp. Save the date!

**Haley Bjerk** is an associate with Tonkon Torp in Portland. **Benna Gottfried** is the development director for Girls Inc. of NW Oregon.



Elizabeth Nye



Perkins Coie hosted OWLS' annual Dress for Success fundraiser and fashion show on October 13. OWLS members and friends modeled clothing and accessories from Mink; Mabel and Zora; Catherine's; and Brooks Brothers, while raising funds and professional clothing for Dress for Success. At the event (from left): Steve English, Audrey Baker, Judge Kathy Weber, Kristin Sterling, and Megan Livermore.



# Lane County Women Lawyers Presents Fourth Annual CLE Conference

By Gloria Trainor

On November 18, Lane County Women Lawyers (LCWL) and the Eugene-based CPA firm Kernutt Stokes co-hosted a full-day CLE at the University of Oregon School of Law. Over 25 people attended, receiving six hours of CLE credit in ethics, access to justice, and child abuse reporting.

The morning began with an ethics discussion. Hon. Thomas Coffin, United States magistrate judge, and Don Corson, a Eugene-based personal injury attorney, were the panelists. Megan Livermore, OWLS' vice president and an associate at the Eugene firm Gaydos, Churnside & Balthrop, facilitated the discussion.

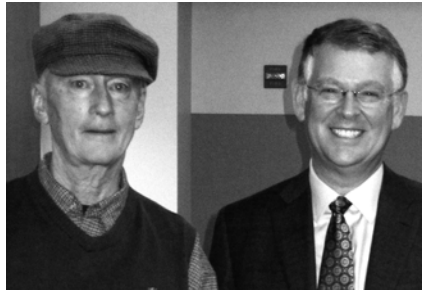
Mr. Corson spoke about the importance of managing client expectations as one of the central tenets of an ethical legal practice. Judge Coffin explored the potential impact of co-counsel agreements—particularly those involving out-of-state and local counsel—on settlement conferences in light of the local rule that attorneys be “meaningfully involved” when they undertake representation of a client.

The second half of the morning ethics session focused on the question whether to settle or litigate. The presenters were Pat Vellerand, director of the Domestic Violence Clinic and Survivors Justice Center, housed at Lane County Legal Aid and Advocacy Center, and Mark Williams, of counsel at Gaydos, Churnside & Balthrop.

Ms. Vellerand discussed the allocation of authority and the sometimes-delicate balance between client-centered representation and the role of attorneys as counsel. Mr. Williams provided guidance regarding advocacy for clients who have been deemed incompetent or incapacitated and the many considerations that factor into handling each client's diverse needs.

The afternoon began with a catered lunch and a presentation by Elizabeth Heskett, MD, on mandatory reporting statutes and child abuse prevention. Dr. Heskett is a pediatrician at Sacred Heart RiverBend Hospital in Springfield. Specially trained to assess children's injuries for potential child abuse, Dr. Heskett spoke about recognizing signs of abuse that are often hidden.

Also on the topic of keeping kids safe, Laura Montgomery, a partner at



From left: Hon. Thomas Coffin, Don Corson, Mark Williams, Pat Vallerand



the Eugene firm Gleaves Swearingen Potter & Scott and a court appointed special advocate (CASA), spoke about her experience as a CASA and the positive difference the organization makes in the lives of local foster children. Ms. Montgomery brought a CASA volunteer to tell a poignant success story.

The CLE adjourned after a presentation by Chip Coker of Community Mediation Services. Mr. Coker discussed affordable local mediation services and encouraged attendees to consider this alternative form of dispute resolution in both the

civil and criminal contexts.

Many thanks to the speakers who prepared, presented, and attended the 2011 LCWL CLE. The LCWL steering committee donated more than 10% of the proceeds to the UO Child and Family Law Association for its assistance in making the event a success. LCWL used most of the proceeds (\$1,000) to sponsor a local family for the holidays through Womenspace.

*Gloria Trainor, a personal injury attorney at Johnson, Johnson, Larson & Schaller in Eugene, serves on the LCWL steering committee and the OWLS board.*

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**—Catherine Teach**



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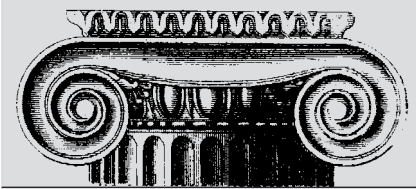
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## Making the Case for Diversity

The argument for diversity in our legal system is often presented in terms of fairness and appropriate representation. That argument goes something like this: As a matter of basic fairness, our bench and bar should be open to all people, regardless of race, ethnicity, gender, sexual orientation, disability, or other distinguishing characteristics, and our commitment to that fairness should be reflected by having a diverse group of lawyers and judges in our legal system. These are laudable and appropriate goals, which we should promote, and promote zealously. But when we make the case for diversity, let's remember that in addition to the argument for basic fairness, there are pragmatic reasons for having a diverse bench and bar.

The first of these reasons is that diversity is an access-to-justice issue. We have a large immigrant population, many of whom aren't able to fully access legal services because of the languages they speak, or because they aren't familiar with our culture, our laws, or the rights we have as residents of this country. Having a diverse bar with lawyers who are familiar with these cultural and language

### THE JUDGES' FORUM



By Judge Thomas J. Rastetter  
Clackamas County Circuit Court

issues can be a big step in addressing hurdles that can impede access to our legal system. In other words, a diverse bar promotes access to legal services and promotes access to justice.

While having a diverse bench and bar is a laudable goal, it has been difficult to achieve in Oregon. One way to address this problem is through recruiting an ethnically diverse group of law students and encouraging them to stay in Oregon to practice law. Because of this, the Oregon Judicial Department, in partnership with Opportunities for Law in Oregon (OLIO) (which is the Oregon State Bar's minority law student recruitment and retention program) has implemented a mentorship program in which judges are paired with minority law students for one year. This year we recruited 35 student mentees, representing all three of Oregon's law schools.

The aim of the program is two-fold. First, we hope that the opportunity for law students to mentor with Oregon judges will be a powerful recruiting tool for our law schools. Second, we hope that these judge-student relationships will foster the students' ties to Oregon, show them what Oregon has to offer, and give them an inside contact with someone who is already an integral part of our legal system. Through that contact, it's my hope that these students will get to know other judges, other lawyers, and participants in the system, and in short, become part of our legal community before they ever become lawyers. This, I hope, will encourage them to stay in Oregon to practice law, promote diversity in our bar and bench, and help provide legal services to some underserved populations.

Another pragmatic benefit of having a diverse bench and bar is the effect they can have on litigants' respect for the legal system. An African American judge once told me about the time an African American man appeared before her and remarked that he thought he would never see an African American judge in his lifetime. He also said that he was proud

to see and appear before her despite the circumstances, and that she would never again see him in court for doing wrong. It is clear that this gentleman's respect for and perception of the system was positively affected by diversity on our bench.



Judge Thomas Rastetter

I once held a hearing in which an attorney for a Spanish-speaking gentleman filed a motion to change venue because, it was argued, a Hispanic person with his background was so different from the dominant culture in my county that he could not be treated fairly. After I denied the motion, I surprised both the attorney and defendant by speaking to the defendant in Spanish. I told him that I was sorry he felt that way and assured him that some of us in our county feel we have a fairly good understanding of Hispanic culture. While I'll never know for sure, I suspect he left the courtroom with a very different feeling about our legal system.

On another occasion in my county, a minority gentleman was being arraigned on a criminal charge and asked for a court-appointed attorney. More specifically, he asked that an attorney from his own ethnic background be appointed because he believed that such an attorney would be better able to understand and relate to what he perceived as injustices regarding the charges.

If we had been able to accommodate the request, consider what effect that might have had on this man's perception of the legal system. I would submit that this gentleman's perception of the system in general, and his perception of how that system handled his case and how he was treated, would probably have been better if he had had the kind of representation he requested. Having a diverse bar increases the chances that minority litigants will see the legal system in a positive way, and that, in the long run, benefits us all.

When making the case for diversity, it isn't just about fairness. Having a diverse bench and bar also has the very real and tangible benefit of providing access to justice for thousands of Oregonians and enhancing respect for the legal system.

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# OWLS Presents “Road to the Bench” in Salem

By Allison R. Boomer

On November 2, judges, practitioners, and law students gathered at Willamette University College of Law in Salem for a “Road to the Bench” event presented by OWLS. The four featured panelists were Justice Virginia Linder, Oregon Supreme Court; Judge Rebecca Duncan, Oregon Court of Appeals; and Judges Mary James and Tracy Prall of the Marion County Circuit Court. Their discussion focused on the appointment and election processes for Oregon state court judges, advice for judicial candidates, and judicial temperament.

Liani Reeves, general counsel to Governor Kitzhaber, then gave a brief presentation on the judicial appointment process. Danny Santos, associate dean for student affairs and administration at Willamette University College of Law, served as the panel moderator. He has worked for four past Oregon governors, and noted that the office of the governor’s general counsel plays an important role in filling judicial vacancies.

Each panelist described her “road to the bench,” showcasing the depth of diversity in the Oregon courts and their room for people with different backgrounds and experiences. Justice Linder described her extensive experience with the Oregon Department of Justice, primarily in the Appellate Division, including service as Oregon’s solicitor general.

Judge Duncan, a self-described “Midwest transplant,” developed an extensive background in public defense prior to joining the bench. She worked for Metropolitan Public Defender in both Washington and Multnomah Counties, and then for the Office of Public Defense Services, which handles all criminal indigent appeals and some juvenile appeals.

Judge James graduated from law school during the “last great recession” in the 1980s. Subsequently, she worked as a clerk and then established her own practice with the help of several “angel attorneys” who shared office space and gave her some work. Before joining the bench, Judge James also worked at the Oregon Department of Justice (for 11 years), during which she tried cases throughout the state; a boutique Portland firm specializing in employment law; and Harrang Long Gary Rudnick in Salem.

Judge Prall’s prior experience was primarily with the Marion County Dis-

trict Attorney’s Office. On the advice of Presiding Judge James Rhoades, she gained general litigation experience with Garrett Hemann Robertson before seeking appointment to the bench. She also served pro tem for the Marion County Circuit Court for three years prior to her appointment.

Every potential judicial candidate for an Oregon state court must consider the inevitable election process. Justice Linder introduced her distinction between “running for election” and “standing for election,” observing that in an unopposed race, she sees the candidate as standing for election, but in an opposed race, the candidate truly runs for election.

Justice Linder entered the race for a seat on the Oregon Supreme Court following Justice Carson’s retirement. She knew it would likely be a three-way race and very expensive, and she described the experience as “jumping out of a plane and then thinking about a parachute!” Following the primary election was a run-off election, which she won. Justice Linder said that election was the

most expensive race in Oregon judicial history, but that was nothing compared to the money spent in state judicial races elsewhere in the nation.

Judge Duncan and Judge James both reported having had the good fortune of “standing” for their first elections. Judge Duncan, appointed in January 2010, attributes her uncontested race in November 2010 in part to her efforts to make it clear that she was ready for the job and well supported—“a little sprint up front,” to keep up the running metaphor.

Although Judge James’s first election was uncontested, she subsequently faced a recall effort following her decision in a very contentious land-use case. Some lawyers formed a corporation to raise funds to oppose the recall effort if an election were held. Fortunately, the petitioners did not gather sufficient signatures for an election. Through the experience, Judge James found that voters and lawyers do not support recalling judges due to unpopular opinions.

*Continued on page 11*

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# Meet Jackson County Circuit Judge Lorenzo A. Mejia

By Terri Kraemer and Bonnie Palka

**T**he Honorable Lorenzo Mejia was appointed to Oregon's Jackson County Circuit Court by Governor Kitzhaber in June 2002. He won a contested election for the seat in November 2002 and an uncontested election in May 2008. Last month Judge Mejia was appointed Jackson County's presiding judge for 2012–2013. His path to the bench was not an easy one.

Judge Mejia was born in Chihuahua, Chihuahua, Mexico in 1953. He moved to the United States with his parents and siblings when he was three years old. Sadly, his father died when he was in second grade. At the time, Judge Mejia's mother had limited English, no job, and eight children under age 11 to care for. Concerned that the family would not be able to survive on its own, relatives encouraged his mother to return to Mexico, where she would have had the support of extended family.

Judge Mejia's mother, however, wanted her children to benefit from opportunities that she believed only the United States could offer. She therefore resolved to stay. For the first couple of months, the family subsisted on welfare, until Ms. Mejia was able to obtain Social Security benefits and the first of a series of jobs in seafood processing plants. Ms. Mejia modeled what Judge Mejia observed was an incredible work ethic. Although her work in the seafood processing plants was cold, wet, difficult, and paid very little, Ms. Mejia rarely missed a day of work, even when ill.

Judge Mejia says that he is eternally grateful to his mother for her sacrifice and her constant support. His mother always believed in him and was always there with unconditional love to pick him up when he stumbled and fell. Judge Mejia's mother passed away just over two years ago, and he says she will always be the most influential person in his life.

Judge Mejia grew up in North Bend, Oregon, where he attended public schools. His teachers' encouragement influenced him throughout his school years, and early on he set his sights on becoming an attorney. In eighth grade, in fact, he wrote a paper in English class describing his desire to become a crusading district attorney and clean up the streets!

Growing up in the 1960s, Judge Mejia was an avid viewer of television news shows and was particularly influenced by

watching news of the civil rights movement. Witnessing the role of the Constitution and the courts in this historic struggle also greatly influenced his path toward the law. He has always considered himself an advocate for equal opportunity and racial, ethnic, and gender rights.

At the age of 18, however, he went from being a "goodie two-shoes" to being an excessive drinker. As a consequence, his undergraduate studies at the University of Oregon were spread over eight years, as he struggled with his drinking problem. During the few years that he was not enrolled at the university, he worked in lumber mills in Oregon.

Judge Mejia eventually realized that his hopes and dreams were slipping away and that he needed to make a change, so he checked into an inpatient treatment facility. At the end of his stay there, his sister and mother expressed their concerns that he would relapse and they would get a call some day with bad news. He realized that he did not want them to be hurt or to worry about him. Judge Mejia took his last drink of alcohol in December 1980. He graduated from the University of Oregon with a bachelor's degree in history in 1981. His sister also graduated from college and is a teacher.

In 1983 Judge Mejia started law school at the University of Oregon. Yes, he is a Double Duck! At school he joined the Minority Law Students Association, which provided great support, encouragement, and study groups. He also remembers the dean of students, Peggy Nagae, as being incredibly inspiring because she was an effective vocal advocate for gender, racial, and ethnic diversity.

He was also very impressed with the dean of the law school, Derrick Bell. Dean Bell was a black attorney who had supervised school desegregation cases in Mississippi during the early 1960s and was the originator of "critical race theory." Judge Mejia recalls that although Dean Bell's insistence on the examination of race relations in society, in the law, and in the law school itself was the source of creative tension, in the long run it was beneficial to all concerned. Judge Mejia graduated from the University of Oregon School of Law in 1986.

After law school, Judge Mejia clerked for Lane County Judge James Hargreaves and did contract compliance work for the Oregon Department of Transportation

before joining the Southern Oregon Public Defenders (SOPD). After 14 years of trial work at SOPD, Judge Mejia's boss, Bert Putney, told him that he thought he would make a



Judge Lorenzo A. Mejia

good judge and suggested that he seek appointment to the bench. Judge Mejia, a longtime OWLS member and supporter, credits his appointment to the bench to the crucial support and recommendation from OWLS.

Judge Mejia reports that within a week of being sworn in, he felt very much at home. He takes his responsibility as an impartial judge very seriously and notes that each case must be decided based not on personal opinion but on the law's requirements. Judge Mejia advises those aspiring to become judges to be strong advocates for your clients and your positions and never be disingenuousness or abusive of your opponents.

Currently, Judge Mejia hears criminal cases and cases in the Jackson County Community Family Court (CFC), a family drug court program for parents who admit to substance abuse and whose children are wards of the state and in the custody of the Oregon Department of Human Services. In that court Judge Mejia sometimes talks about his own experiences and past alcohol problems. This, he finds, is often an effective way to break down barriers between the judge and CFC clients.

Judge Mejia served two terms on the state's Uniform Trial Court Rules Committee and was one of 22 people on the leadership team tasked with developing the Oregon Judicial Department 2009–2013 Strategic Plan.

He has a long history of community service. He is a member of the Jackson County Public Safety Coordinating Committee, serves on the board of Southern Oregon Goodwill, and for the past 12 years has served on the board of La Clinica del Valle, a Rogue Valley community health clinic. He is also a member of the Medford Rogue Rotary Club.

*Continued on page 11*

## Road to the Bench

continued from page 9



From left: Judge Rebecca Duncan, Justice Virginia Linder, Judge Mary James, Judge Tracy Prall

A common theme implicit in each panelist's depiction of her road to the bench was the importance of support from one's colleagues and from the legal community in general. Judge Prall reported that the best advice she ever received was to get very involved in the local bar association, an Inn of Court, and other legal organizations. It is important to get your face and name out there, she said, so that people know who you are.

Judge James noted the importance of talking to other judges to find out what they do and whether they like it, although she cautioned that potential candidates should seek *advice* rather than *support* unless a close relationship already exists. Judge Duncan agreed that it is important for a judicial candidate to really understand what a judge's job entails. A good lawyer does not necessarily make a good judge, and some skills developed as a lawyer are not used by a judge.

Judge Duncan also encouraged potential candidates to consider the fact that being a judge carries over into your personal life. As a small-town judge once observed, "You are a judge 24/7—you are always on." It is important to think

about the personal consequences for you and your family.

Following the panel's presentation, Liani Reeves described the appointment process. Once a vacancy is announced, she makes a series of contacts: first, to the secretary of state to determine whether the filing deadline allows enough time for an appointment process; second, to the presiding judge of the court with the vacancy to find out if there are any special needs or concerns to be addressed; third, to the chief justice to determine how long the position should be open; and, fourth, to the local bar association for assistance with the screening process. The local bar association is usually given some time to screen applicants; the more information provided, the better, especially qualitative information about applicants.

Next, the governor assembles a panel of 14 people, including Liani Reeves, her deputy counsel, and other lawyers. All panelists are provided with a list of questions for the applicants. About seven to ten applicants are selected for an interview with the panel, and three or four of those are selected to interview with the governor. Before the interview with the governor, the Oregon State Police conducts a very extensive background check, and candidates should be aware of and prepared for that process.

OWLS' judicial work group (JWG) encourages women and minorities to seek judicial positions and is available to review members' application materials, conduct mock interviews, and offer guidance. OWLS members who would like a copy of OWLS' *Road to the Bench* handbook should contact [oregonwomenlawyers@oregonwomenlawyers.org](mailto:oregonwomenlawyers@oregonwomenlawyers.org). For assistance with application materials or mock interviews, contact JWG co-chair Heather Van Meter at [hjvanmeter@gmail.com](mailto:hjvanmeter@gmail.com). A list of judicial vacancies is provided on the OSB webpage at [www.osbar.org/judicial/judicialvacancy.html](http://www.osbar.org/judicial/judicialvacancy.html).

**Allison Boomer**, president of the Mary Leonard Law Society, is a magistrate pro tem at the Oregon Tax Court.

## Judge Mejia

continued from page 10

Judge Mejia married his wife, Cristina Sanz, in 1991. They met in law school. Cristina serves on the board of the OWLS Foundation and is a former OWLS board member. Their 16-year-old daughter is a junior at South Medford High School.

When not working, Judge Mejia enjoys spending time with his family, riding his bike, and indulging his "news junkie" passion.

**Terri Kraemer**, chair of the AdvanceSheet committee, is a director at Deloitte & Touche in Portland. **Bonnie Palka**, a trained mediator and OSB member, has worked primarily in the field of public construction law and is currently seeking employment in the Portland area.

## MLLS Offers Insights

On October 17, the Mary Leonard Law Society (MLLS), the OWLS chapter in Salem, hosted its annual luncheon for new admittees. Amanda Marshall, the new US attorney for Oregon, gave the keynote address. She spoke about true professionalism and the importance of treating others well, finding a passion, and making individualized priorities.

Judge Lynn Nakamoto and Judge Erika Hadlock, the newest appointments to the Oregon Court of Appeals, spoke at the November 15 MLLS meeting. They talked about their experiences before joining the bench and answered questions. Echoing Ms. Marshall's advice, they cautioned that while career paths may be guided by serendipity, one's manner of practice and the professional relationships one makes will either encourage or extinguish many opportunities.

The December 6 MLLS meeting featured a CLE on child abuse reporting; the speaker was Marion County Deputy District Attorney Jodie Bureta. MLLS donated a portion of the proceeds from the CLE to the Marion-Polk Food Share.

For information about MLLS, please contact Erin Dawson at [erinndawson@gmail.com](mailto:erinndawson@gmail.com).



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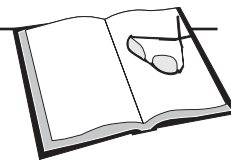
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# The Road to Independence: 101 Women's Journeys to Starting Their Own Law Firms

Edited by Karen Lockwood (ABA Commission on Women in the Profession, 2011)

Book Review by Diane Rynerson



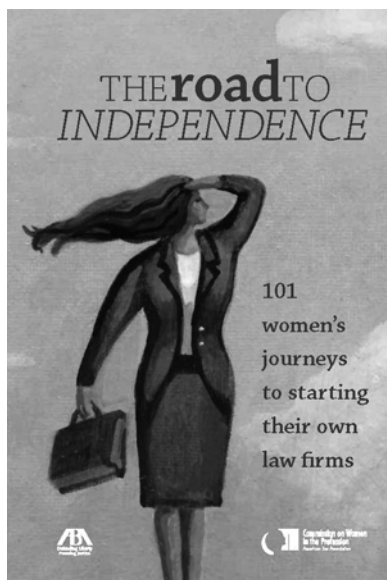
Even at a time when more women lawyers than ever are hanging out their own shingles, starting a practice of one's own is always a daunting and lonely prospect. In *The Road to Independence: 101 Women's Journeys to Starting Their Own Law Firms*, the American Bar Association's Commission on Women in the Profession has endeavored to provide practical advice, empathy, and inspiration in a collection of letters from women who have lived through the challenges and uncertainties of striking out on their own and who were generous enough to share their insights with others who might want to embark on a similar path.

Editor Karen Lockwood, herself the founder of the Lockwood Group, says of the collection: "The letters open a window onto the field of reasons why women left larger practices. It is not family pressure—these women are working harder than ever. It is ownership, control, ambition, success and challenge."

The letters are from women who opened their own practices between 1956 and 2011. Organized chronologically, the individual letters also illustrate broader themes such as the desire for work/life balance, the need to find the right practice fit, the value of mentoring, and the changing models of practice management.

Several OWLS members are contributors. One of the earliest to start her own firm was Noreen Saltveit McGraw, who graduated from the University of Oregon School of Law in 1955 and began practice with her father and brother in Medford. When she moved to Portland in the early 1960s, she found that firms were reluctant to hire women trial attorneys. After

working for the state trying worker's compensation cases, she struck out on her own. Eventually, along with Larry Aschenbrenner, Charley Merten, and Don Marmaduke, she formed Oregon's first public interest law firm, handling civil rights, environmental, and consumer protection cases.



Noreen continued to reshape her practice as circumstances changed. In her letter, she acknowledges the value of bar association work as a means of establishing one's name and developing referral resources. Noreen was a member of the OWLS board from 1992 to 1995, while simultaneously serving on the OSB Board of Governors at a time when the latter experienced gender parity for the first time. Recognizing an emerging trend in the early 1990s, Noreen added alternate dispute resolution to her practice, and today mediation is her primary focus.

Lana Traynor, a 1993 Lewis & Clark law graduate, describes how she found her practice niche advocating for special-needs children when she opened her law firm in 1999 to serve her first client, her toddler son. Her letter is both encouraging and extremely practical, including advice passed along from a PLF practice management advisor that the attorney, not the client, should choose which cases are pro bono.

Gretchen Mandekor, who opened her firm in 2007, successfully made the uncertain transition from employee to firm founder with employees of her own as a single mother of two young children. In her letter, she notes wryly that she is "fated always to be in 'parent' mode in one capacity or another."

Angela Franco Lucero attributes the success of her transition from law clerk to majority partner of her firm to the excellent mentoring she received from her law partner, Tom Kranovich. She believes that mentoring is especially critical for women and minority attorneys.

Whether you read the book from cover to cover or skim selected letters, you will find something to make you think, smile, and nod in agreement. And if you aren't already well on your own road to independence, perhaps you will find just the encouragement you need to embark on your own journey.

*The Road to Independence* is available for purchase from the American Bar Association, on line at [www.ababooks.org](http://www.ababooks.org) or by telephone at 1.800.285.2221.

**Diane Rynerson** is the executive director of the National Conference of Women's Bar Associations. She was OWLS' first executive director.

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# OWLS Members Receive OSB Awards

By Megan Lemire

OWLS members Judge Jill Tanner, Judge Thomas J. Rastetter, and Judge Janice Wilson received Oregon State Bar (OSB) awards at an OSB luncheon on November 9 in Portland. Stephen Pucci, then president of the Oregon State Bar, presented the awards. He also recognized OWLS members Allison Boomer and Jamie Hazlett for having recently received awards from the Oregon New Lawyers Division (ONLD).

For her contributions to the legal profession, **Judge Jill Tanner**, the presiding magistrate of the Oregon Tax Court, received the President's Membership Service Award. Judge Tanner has been an active member of OWLS and its

Salem chapter, the Mary Leonard Law Society, for many years. She currently serves on the boards of both organizations, and she is also a longtime member of the OWLS *AdvanceSheet* committee. Judge Tanner is serving her second three-year term on the OSB Board of Bar Examiners, which she chaired from 2008 to 2009. She served on the OSB Disciplinary Board from 2000 to 2007, chairing the board in her final year.

As OSB President Pucci noted, "Judge Tanner is also a champion for promoting diversity within the legal profession, having co-chaired CLEs on the topic for Oregon Women Lawyers and recently serving on the diversity directory committee for the Convocation on Equality." In addition, she is an active mentor at the Lewis & Clark and Willamette law schools.

Judge Tanner has always been known, as Mr. Pucci said, "for doing whatever needs to get done." He added, "Jon Benson, director of the bar's admissions

program, describes Judge Tanner this way: 'She is extremely reliable, competent, and thoughtful and always chips in without a thought for recognition, which is exactly why she deserves to be recognized.'"

**Judge Thomas J. Rastetter** of the Clackamas County Circuit Court received the President's Affirmative Action Award, which "recognizes members who have made significant contributions to the

goal of increasing minority representation in the legal profession." Mr. Pucci explained that, working with the Oregon Judicial Department and the OSB Affirmative Action Committee, Judge Rastetter spearheaded a pilot mentoring

program in 2010, partnering Oregon judges with ethnic minority law students. The program was reauthorized by Chief Justice De Muniz for the current academic year.

A member of the OSB Affirmative Action Committee, Judge Rastetter "continues to champion the Judicial Mentorship Program, applying lessons learned from the pilot project." According to Mr. Pucci, one judge who participated in the pilot project commented, "I was not sure I could do this well, or that the relationship that would develop would be good for us both. I am now a passionate convert to mentoring!" [For more on this mentoring program, please see page 8.]

In recognition of her significant contributions to the judicial system and her professionalism, integrity, and judicial independence, **Judge Janice Wilson** received the Wallace P. Carson, Jr., Award for Judicial Excellence. Her sustained record of outstanding service and professionalism has earned her numerous awards,

including the OSB President's Affirmative Action Award (twice!), the OSB President's Membership Service Award, the Multnomah Bar Association's Award of Merit, Oregon Women Lawyers' Judge Mercedes Deiz Award, and the Oregon Circuit Judges Association Recognition for Humanitarian Services.

Judge Wilson serves on the Multnomah County Circuit Court and currently chairs the Multnomah County Civil Case Management Committee, the county motion panel, and the Oregon Judges Charitable Foundation. She co-chairs the Presiding Court Task Force on Civil Jury Trial Practices; is a member of the American College of Trial Lawyers Trial Experience Committee as well as the county jury orientation panel; and served on the 2011 Convocation on Equality steering committee. "And yes, she's one of the mentors in Judge Rastetter's program too."

"In short," Mr. Pucci said, "Judge Wilson has devoted untold hours to improving the judicial system by serving on and chairing numerous committees and task forces concerning access-to-justice issues. She is also a frequent author and CLE speaker on a variety of issues. She has given a great deal of attention to improving the way the public experiences the court system, improving the jury orientation system, and advocating for Multnomah County CourtCare, which provides a safe environment for children while their caretakers conduct court business."

Two OWLS members were among the recipients of the Oregon New Lawyers Division awards who were recognized at the luncheon. Allison Boomer received the ONLD Member Service Award for her efforts in organizing new lawyer socials and engaging members in Portland and Salem. Jamie Hazlett, who organized an ONLD public service project in conjunction with the Maslow Project in Medford, received the ONLD Public Service Award.

*Megan Lemire is looking for an associate position in elder law or estate planning.*



Judge Jill Tanner (left) and Allison Boomer



Judge Janice Wilson

For more information about OWLS activities, chapters, and volunteer opportunities, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

# Meet OWLS Board Member Judge Julia Philbrook

By Mavel Morales

Judge Julia Philbrook grew up in New York's picturesque Mohawk Valley, in one of those villages where front doors were left unlocked, bicycles were left on the front lawn, and car keys were left in the ignition, where they could be easily located. Judge Philbrook grew up loving nature, and she planned to practice environmental law.

While attending the State University of New York at Plattsburgh, two internships further piqued her interest in environmental law and policy making. One was with the Adirondack Park Agency near Lake Placid, and the other was a semester-long residential program at the Miner Center for Man and the Environment in Chazy, New York, near the Canadian border.

After college, Judge Philbrook moved to Portland to attend Lewis & Clark Law School. She intended to focus on environmental law but found herself more interested in the criminal law work that other students were doing in the courtroom. So in her second year of law school, she worked at the Clark County Public Defender's Office, where she discovered that she enjoyed trial work and was drawn to the fast pace and intrigue

of the criminal justice system.

As a result, she worked for nine years at the Metropolitan Public Defender office in Portland before accepting a position with the Oregon Department of Justice and ultimately returning to Metropolitan Public Defender as director of its Clackamas County office.

Judge Philbrook obtained her first pro-tem position in 2000 at the Multnomah County Circuit Court, where she served for ten years. In April 2011 Judge Philbrook began serving as a pro-tem judge and referee in Marion County Circuit Court, handling primarily criminal and juvenile cases.

Judge Philbrook loves her work as a trial judge. She sees the courtroom as a microcosm of society, where the things that matter most to individuals are often played out for all to see. As the judge, she must ensure that the rule of law is applied evenly and equally to all. That is, she says, at once a humbling and empowering responsibility.

Judge Philbrook offers this advice to attorneys appearing before her: "Be early, and dress better than your client. If you have not yet met the judge, don't hesitate to ask the clerk for an introduction before

court starts. If you need assistance, the court staff will guide you through the proceedings if you get to court early and don't interrupt them while court is in session."



Judge Julia Philbrook

When Judge Philbrook isn't busy in her courtroom, you'll find her with her family, rafting Oregon's rivers in the summer and skiing on Mt. Hood in the winter. Her children have participated in ski racing, and she and her husband are ski race officials. Her family also enjoys producing pinot noir and chardonnay from grapes they pick in Canby. They have been bottling wine as a hobby for about ten years.

OWLS thanks Judge Philbrook for her commitment to working in the public sector and her service to OWLS.

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

## OWLS Leadership Forum: Protecting Your Online Reputation

By Banafsheh Violet Nazari

On November 16, the OWLS Leadership Forum sponsored a presentation and discussion about how to manage a lawyer's reputation when it is vulnerable to attack online. The event was titled "Managing Your Online Reputation," and the speaker was Dianne Danowski Smith, vice president of Publix Northwest, a public relations and public affairs firm. She shared the expertise she has gained from 20 years' experience in managing public relations, public affairs, strategic marketing, and corporate communications. Our event was graciously hosted in Portland by Miller Nash.

Ms. Danowski Smith used a clip from an episode of *The Bob Newhart Show* to illustrate how easily misinformation and exaggerations can damage one's credibility and smear one's reputation. Today professionals are finding that their reputations are more vulnerable than ever. The ease with which people can anonymously post comments online

and establish websites has dramatically increased the ability to harm someone's reputation.

To help us respond effectively to misinformation and smears, Ms. Danowski Smith has four pieces of advice. First, be vain and run an Internet search on yourself often. At least once a week, Google yourself and review the results. Second, when faced with misinformation or a smear, act quickly. Waiting even a day or two can allow a manageable issue to mushroom into a crisis.

Third, use the same platform as the initial smear. If the comment was made on your blog, respond there. If it was in an article in the newspaper, write a letter to the editor and ask to have it published in the next issue. Fourth, use Ms. Danowski Smith's *New York Times* front page test: choose your words carefully, as if they would be published on the front page of *The New York Times*.

Your Internet search may reveal a customer's concern. It is important to address this concern effectively. Generally, a successful response has four elements: an announcement outlining specific actions; the formation of a policy or procedure to fix the problem; continued communication with the public, while keeping legal implications in mind; and regularly issued updates on the status of the resolution.

Ms. Danowski Smith recommends three websites that can help with preparation and tactics: [www.onlinereputationedge.com](http://www.onlinereputationedge.com), [www.chillingeffects.org](http://www.chillingeffects.org), and [www.ripoffreport.com](http://www.ripoffreport.com).

OWLS thanks Ms. Danowski Smith for her suggestions.

*Violet Nazari serves on the OWLS Board of Directors and is a sole practitioner in Portland focusing on small businesses, estate planning, and unemployment benefits.*



## Convocation on Equality

Garden," for employers interested in promoting diversity; and "Planting the Seeds for Success," for attorneys seeking to improve their practical skills. Some of the discussions in the latter tracks are described below.

In the first "Tending the Garden" panel, William Patton of Lane Powell and Mariann Hyland, director of diversity and inclusion for the Oregon State Bar, reported on the diversity statistics available regarding Oregon attorneys. With respect to gender, the Oregon Department of Justice has progressed further than the large, self-reporting Oregon law firms—half its attorneys are women. In contrast, only 21% of partners at the large Oregon firms reporting the information are women, a 3% increase since 2001. Strikingly, Oregon does not have a single Native American judge on a non-tribal court.

The presenters noted that critical data about the diversity of OSB members is not available. The OSB asks only bar applicants for relevant data; its questions are narrowly focused (it does not ask, for example, about sexual orientation or disability); and 42% of the applicants decline to provide the data requested.



Mariann Hyland

Photo by Teresa Statler

Panelists next explored how to make diversity a priority. Diversity can affect a firm's bottom line by bringing in new or continued business from corporate clients that value diversity as well as by improving the workplace atmosphere. The approach to increasing diversity must be multifaceted and long-term. Salient features of a successful initiative include (1) developing and communicating the business case, (2) having senior partners take the lead, (3) mandating top-down diversity training, (4) establishing accountability, and (5) planning.

Mark Wada of Farleigh Wada Witt explained how engraining diversity in the firm's culture has reaped benefits, such as broadening the range of management styles among partners. Rob Aldisert noted that Perkins Coie's diversity work has included showing the film *The Color of Fear* for firm members.

Panelists also considered concrete steps employers can take to overcome some of the obstacles to diversity in the legal profession. From work allocation to the evaluation process, the panel led the audience in brainstorming ideas to foster meaningful inclusion. One participant suggested that a firm's managers attend a diversity-focused event or training to show the rest of the firm that they value diversity. Ideas such as these will be included in a "toolkit" for legal employers.

Focusing on the other side of the coin, a panel in the "Planting the Seeds for Success" track examined how members of the bar and bench have maintained authenticity in their practice. Panelists relayed some of their personal experiences. Afterwards, everyone divided into groups to discuss particular issues—and strategies to address them—arising in medium and large firms, small and solo firms, or non-firm employment settings.



Kellie Johnson

The "Planting the Seeds for Success" track also addressed intersectionality and how the law fails to account for multiple minority identities. Law professor Kimberle Crenshaw has coined the term "intersectionality" to encapsulate how people with multiple identities face multiple levels of discrimination. For instance, a black woman faces more than the sum of race discrimination and gender discrimination. Because it has "essentialized" human characteristics into boxes, panelist Caroline Forell explained, the law is ill equipped to redress minorities' grievances within the justice system and currently fails to recognize the harm.

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At the concluding plenary session, Judge Angel Lopez presented former Governor Ted Kulongoski with a certificate of appreciation for fostering diversity and inclusion within the Oregon State Bar. Akira Heshiki and Emilie Edling, co-chairs of the convocation planning subcommittee, offered closing comments, and Hon. Ellen Rosenblum wrapped up the day with a closing keynote address.

Judge Rosenblum said, "The sessions on mentoring today have convinced me that we have many lawyers and judges who do

'get it'—that mentoring is truly the key to the development of a successful style of lawyering, and also a key component of retention and advancement.

And . . . we can learn from one another, as co-mentors, no matter our years of experience."

Judge Rosenblum also talked about work being done across the country to increase diversity in the legal profession. She noted, in particular, the Center for Legal Inclusiveness, based in Denver, Colorado, and its step-by-step guide for legal organizations that want to create more diverse and inclusive workplaces.

After the plenary session, attendees and speakers mingled with each other at the evening reception.

The 2011 Convocation on Equality effectively portrayed how the Oregon bar and bench have advanced diversity in the past ten years yet must continue their efforts to achieve substantive equality—a task everyone seemed motivated to tackle.

*Megan Lemire is looking for an associate position in elder law or estate planning. She graduated from Lewis & Clark Law School in May 2010.*



Hon. Ellen Rosenblum

Photo by Kathryn Bowie

## Clackamas Women Lawyers' Events

On November 30, Clackamas Women Lawyers sponsored a CLE on child abuse reporting, presented by Judge Eve Miller at the Clackamas County Courthouse. Judge Miller hosted a holiday party for chapter members and their significant others at her home on December 3. Donations were collected for the Clackamas Women Services.

On January 26, the chapter will host its third annual "Meet the Author" event at Cypress Restaurant in Oregon City, from 5:30 to 7:30 p.m. Avel Gordly, one of Portland's most prominent African American leaders and the first African American woman elected to the Oregon State Senate, will be the guest speaker. Her memoir is *Remembering the Power of Words: The Life of an Oregon Activist, Legislator, and Community Leader*.

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