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OWLS Honors Two Leaders at Dinner

By Lisa P. Shevlin

Oregon Women Lawyers presented the Honorable Jill Tanner with the Justice Betty Roberts Award and Kellie Johnson with the Judge Mercedes Deiz Award on Friday, March 11. The awards dinner was held at the Portland Art Museum and attended by over 500 guests, most from the legal community. Keating Jones Hughes served as title sponsor for the second consecutive year.

Guests enjoyed a cocktail reception in a sunken gallery, which was decorated with large posters of archived newspaper articles about Justice Roberts and Judge Deiz from early in their careers. The OWLS Foundation, OWLS' 501(c)(3) sister organization, held fundraisers during the evening for four grants that support women and minorities in the legal profession. [See story on page 4.]

The elegance of the venue contributed to the grandeur of the evening, but it was the inspiring speeches by the award recipients that awed the packed ballroom. Judge Pierre Van Rysselberghe presented Kellie Johnson with the Judge Mercedes Deiz Award, and he shared his memory of her as a young attorney who wasn't intimidated by a strenuous interview panel. Fearlessness is a trait that Kellie has certainly carried with her throughout her career as a deputy district attorney for both Lane and Multnomah Counties, and now as assistant disciplinary counsel for the Oregon State Bar.

Kellie is known in the community as a leader, mentor, and devoted volunteer. She is an inspiration to many and works to promote women and minorities through a variety of outlets, actively participating in organizations such as Emerge Oregon, the Oregon Chapter of the National Bar Association, and the Coffee Creek Correctional Facility Prison Advisory Committee, to name just a few. Kellie captivated the audience at the dinner with her passion and energy, and she encouraged everyone in attendance to actively create opportunities for young people in the legal profession.

The Justice Betty Roberts Award was presented by Heather Weigler to the Honorable Jill Tanner. Heather identified herself as one of Jill's countless mentees, and she emphasized Jill's profound contributions to many through the Mary Leonard Law Society. Jill began her career as an accountant, and she served as the presiding magistrate at the Oregon Tax Court from 2002 until she retired in December 2015.

Jill is renowned for encouraging and mentoring young lawyers, law students, and even teenagers who are contemplating careers in the law. She is dedicated to empowering women and committed to finding new ways to actively involve women in the legal community. In her remarks, Jill described Mary Leonard's colorful background and emphasized Mary's and Justice Roberts's contributions for women in the law. "Mary," Jill noted, "fought to allow women to practice law in Oregon. Today, we're working hard to keep women in the legal profession." Jill has broken barriers for women and worked tirelessly to help usher others in along with her.



Hon. Jill Tanner, OWLS President Elizabeth Tedesco Milesnick, Kellie Johnson

Photo: Mike Reynolds, Dreams in Bloom Photography

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President's Message



Elizabeth T. Milesnick

My final President's Message comes at a particularly interesting time for women and women's leadership. Over the past many months, I have been fortunate to

learn much more about the concept of implicit bias, first at the Implicit Bias CLE & Reception featuring ABA President Paulette Brown in October 2015, co-sponsored by OWLS and the Multnomah Bar Association, and then at an all-day Implicit Bias CLE presented by Diamond Law Training in January 2016, co-sponsored by OWLS and the state's other specialty bar organizations, among others.

The reception with President Brown was an excellent and thought-provoking introduction to the concept of implicit bias. Unlike explicit bias (which reflects the attitudes or beliefs that one endorses at a conscious level), implicit bias is the bias in judgment or behavior that results from subtle cognitive processes that operate at a level below conscious awareness. So these are biases that affect our decision making without our even realizing that it is happening.

The all-day CLE was a deeper dive, addressing the science behind implicit bias and exploring the ways in which such bias leads to quantifiable—and shocking—disadvantages in opportunities such as hiring, promotion, pursuing legal remedies, and avoiding police violence. Please see the story on page 7 for more information presented at the CLE.

The subject of implicit bias is fascinating from the standpoint of human behavior, but more importantly, it necessarily requires that we examine our own perspectives and attitudes and take time to check what might otherwise be automatic associations. To learn more, I encourage you to attend the next local CLE on implicit bias. Facebook also make available a series of video modules, at <https://managingbias.fb.com/>, a great place to start.

Not surprisingly, strong implicit associations between women and “family” vs. men and “career” have a profound effect on women in the workplace. The “Gender-Career IAT” test, available online through Harvard’s Project Implicit, is worth taking, just to see how deeply these biases run, even among ourselves as woman professionals. On the whole, 76% of people taking the test more readily associate men with careers and women with family. A study involving nearly identical resumes—the only difference was that one set of resumes listed “membership in the PTA”—showed that the PTA members were 79% less likely to be hired, half as likely to be promoted, and offered an average of \$11,000 less in salary.

The implicit bias research indicates that women often face a tradeoff between competence and likeability. To come across as competent, one must be assertive and action-oriented. But many see these same traits as unexpected or unappealing in women, thus reducing their likeability. Yet both competence and likeability are critical to success in one’s career. The Facebook training suggests that to counteract the effects of such implicit bias, we should watch our use of words like *aggressive*, *pushy*, *abrasive*, *demanding*, *self-promoting*, and *ambitious* to describe women.

It strikes me as interesting, and unsurprising, that so many of these words are used to describe presidential candidate Hillary Clinton. Many pundits and voters express dislike for her because she has the very qualities they appreciate or at least take for granted in male politicians. A writer for *Time* magazine observed, “When Bernie yells, it shows his dedication to the cause. When [Hillary] yells, it’s interpreted in a very different way: She’s yelling at you.” The *Time* writer notes, “When women raise their voices, people tend to get their hackles up. People I talk to at Clinton events put her in a maternal role: Why is she screaming at me? Am I in trouble?”

A panel of experts assembled by the *Washington Post* emphasized that Clinton must be firm (“don’t ignore name-calling, sexism and other out-of-bounds, overt and dog-whistled slights”) but not too firm (“women . . . have to exhibit some

Continued on next page

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

Clackamas Women Lawyers Evening with an Author Event

Thursday, April 21, 6–8 p.m., \$45 or \$50
Featuring Danuta Pfeiffer
Oswego Lake Country Club

Danuta Pfeiffer is the author of the novel *Chiseled: A Memoir of Identity, Duplicity, and Divine Wine*. Cost includes a copy of the book and refreshments.

Take Your Kids to Work Day

Thursday, April 28, noon
Multnomah County Courthouse
1021 SW 4th Ave., Portland
No cost. No RSVP required.

Learn about the courts; mock trials.

Small Group Leadership Lunch and Learn with Jim Yocom

April 29, May 13, May 27, 11 a.m. to 1 p.m.
OWLS Office, 121 SW Morrison, 11th
floor (in Garvey Schubert Barer), Portland

Contract Lawyers Group

May 3, June 1, 1–2 p.m.
Garvey Schubert Barer, 121 SW Morrison
11th floor, Portland

[Please see page 13 for details.]

Queen's Bench Luncheons

Queen's Bench luncheons usually take place at the Mark O. Hatfield U.S. Courthouse, 1000 SW Third Ave., Courtroom 9B, in Portland. You will need photo ID for courthouse security, and remember to leave your pepper spray at the office.

Bag lunches will be catered by New City Kitchen, a local nonprofit organization offering employment opportunities to those seeking a second chance. The cost of lunch is \$12 (\$5 for students). Buy a single ticket or an annual pass online, at www.owlsqueensbench.org. Upcoming luncheons will address these topics:

May 10: We Can Do More to Help Bridge the Racial Divide. "Looking Back in Order to Move Forward: The Experience of Blacks in Oregon and How the Law Affected the Pursuit of the American Dream." Featuring Hon. Adrienne Nelson.

June 14: We Can Do More to Help Domestic Violence Survivors. A one-hour training with the LASO DV project.

July 12: We Can Do More to Help Low-Income Women. Featuring high school senior Nadya Okamoto, founder and executive director of Camions of Care.

Lawyers' Association of Washington County

Meet with the Washington County Bar Association New Lawyers Division on the third Wednesday of each month, from 8 to 9:30 a.m., at Manaia Coffee House and Island Grill in Hillsboro. The next meetings are on **May 16, June 20, and July 18**.

OWLS 2016 Fall CLE

Friday, Sept. 23
Featuring Sari de la Motte and Rachel Beohm of FORTE
Courtyard Marriott
SW Fifth and Oak, Portland

Rothauge & Kaner Women's Trial Academy

Friday–Saturday, Oct. 7–8
Salem
For information, contact
karie@markowitzherbold.com.

OWLS Dress for Success Fundraiser and Fashion Show

Thursday, October 13, 5–8 p.m.
Mark O. Hatfield U.S. Courthouse
1000 SW 3rd Ave., Portland

President's Message

continued from page 2

evidence of a kind of compassionate or caring leadership"), and she must be careful of her tone ("try to stay on the low end of your natural range and avoid upward arcs and the like") while still showing "some pizzazz."

This tightrope walk is familiar to many of us, though perhaps not to the same extent. It is easy to be discouraged by the burden of the careful choreography of workplace behavior. Still, the fact that implicit bias is being studied and used as a way to unpack our expectations and find critical moments to check the way we make judgments (and the judgments being made about us) gives me hope that we can move toward a workplace that allows—dare I say, embraces—diversity of expression and values the unique perspectives of colleagues from traditionally disadvantaged groups.

Elizabeth Tedesco Milesnick
President, Oregon Women Lawyers



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OWLS Members on May Ballot

While dozens of OWLS members are on the primary ballot in May, most are in uncontested judicial elections. Three OWLS members are incumbents with opponents, and one is currently running for office for the first time.



Marisha Childs

Marisha Childs is running for Multnomah County Commission, District 1, with six opponents. This is her first time running for elected office.

Congresswoman Suzanne Bonamici has four opponents in her bid for re-election in Oregon's District 1. Governor Kate Brown has 12 opponents, and Attorney General Ellen Rosenblum has one opponent.

To find out if you're registered to vote in Oregon, click [here](#).

OWLS Fall CLE on Sept. 23

This year, the OWLS Fall CLE will feature Sari de la Motte and Rachel Beohme from FORTE.

Titled "Turn Up the Volume: Be Bold, Be Real, Be a Communication Rock Star," the CLE will take place on Friday, September 23, from 1 p.m. to 5 p.m. at the Courtyard Marriott, 550 SW Oak St., in Portland.

Sari and Rachel will show you how to go beyond the limiting beliefs and communication difficulties that are holding you back, and give you concrete practical skills you can use today to present yourself as the rock star that you are.

OWLF Raises Valuable Grant Support at Awards Dinner

By Traci Ray

The Oregon Women Lawyers Foundation (OWLF), in conjunction with the 2016 Oregon Women Lawyers Roberts & Deiz Awards Dinner, raised much-needed support for its four Foundation grants, including the Vernellia R. Randall Bar Exam Grant, the Armonica Law Student Grant, the Justice Betty Roberts Leadership Conference Grant, and the Janis Hardman Medical Support Grant. The OWLF mission is to educate and support women and minorities in accessing and participating in the justice system, and one way to work toward this goal is to provide the four grants to law students and lawyers in our community.

At the dinner, Beatrice Grace, a recent recipient of the Bar Exam Grant, shared her story:

At the end of my last year of law school, the ability to study for the bar presented an impossible hurdle. I had no way to pay my bills, my rent. There would be no more financial aid. I was looking at having to work 12-hour shifts in the ER, while trying to study and raise two children. I thought I was going to have to uproot my children from the place they finally felt like was home, and move in with my mother, sister and niece, who had been our major support system throughout law school.

We had all worked so hard to get me to this point. I am the first person in my family to go to law school. I am the first person in my family to get an advanced degree, and it took all of us working to get me there. Now, this last mile seemed for all practical purposes, impossible. For the first time, I doubted my plan. I doubted my dream. I doubted myself for putting my family in this position.

Although I had little hope of winning, I applied for an OWLS grant, pouring my dreams out in an essay



Beatrice Grace

in one last cry for help. When I was awarded the grant, I felt like I had won the lottery, but better, because it wasn't just chance. Strong, smart, successful women had heard my call and supported me. My dreams, and my strengths, had value. They believed in my potential.

OWLS members and the Foundation put their money where their mouth was. My heart was reinvigorated, my belief in my ability restored. I studied so hard, every day, for the bar exam because I knew how lucky I was to have the support of an amazing and generous community, who believed in dreams, and had thrown me one last lifeline. But this is what women do: we give and we sacrifice, to build community, and create a better environment for those around us—environments of opportunity.

Through the amazing support of our legal profession, the OWLF raised over \$40,000 during the evening via a special appeal and a raffle for an Italian getaway, money that will continue to fund the grants that Beatrice described as being belief in her potential. To learn more about the Oregon Women Lawyers Foundation and to support the grants, please visit our website.

Traci Ray, an OWLF board member, is the executive director of Barran Liebman, in Portland.

OWLS Honors Two Leaders

continued from page 1

The awards are presented annually to individuals who have made outstanding contributions to promoting women and minorities in the legal profession and the community. OWLS was honored to celebrate former Presiding Magistrate

Jill Tanner and Kellie Johnson, two OWLS members who represent the very essence of leadership and mentorship.

Lisa P. Shevlin practices insurance defense at Liberty Mutual and is a Roberts & Deiz Awards Dinner Committee member.



Enjoying the reception before the Roberts & Deiz Awards Dinner on March 11
(from left): Left: Jan Starnes, Jonathan Patterson; Above: Haley Bury, Sam Rayburn,
Lindsay Hughes, Jim Hughes; Below: Willamette law students

A special thank-you to the sponsors of our Roberts & Deiz Awards Dinner

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Photos: Mike Reynolds, Dreams in Bloom Photography

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Why a New Logo?

By Laura Craska Cooper

A good logo needs to look great in black and white because color won't always be available. A good logo has more than just letters because people remember graphics and pictures. A good logo can stand out on a square or rectangular background, because it might appear in either at any time. A good logo evokes the organization or product it represents on an emotional level.

A good logo stands apart. With all due respect to the logo that has served us well for more than 25 years, OWLS' original logo with columns no longer stands apart. Although lofty in aspiration and inspiration (it's modeled after the columns on the Supreme Court building), the original logo nonetheless still resembles the logo of at least 20 other law-related organizations.

With the leadership of the OWLS Public Relations Committee, OWLS has redesigned our logo to relaunch, modernize, and define our organization's image. Gone are the staid pillars, replaced by a bold graphic that projects strength without intimidation and that is distinct without being cutesy.



OWLS' new look is the product of collaboration and consultation—and months and months of scrutiny and consideration by PR Committee members and board members, and with the input of leadership from all OWLS chapters.

Wise and watchful, the new logo captivates and draws the viewer in with its piercing gaze that tolerates no disrespect. The seamless wholeness of the final design conceals the diversity of the many interlocking and distinct parts. Clean, crisp lines, bold shapes, and an unadorned typeface emphasize through design the straightforwardness and simplicity of the organization's aims and mission.

The task of putting together all those thoughts into a single graphic representation was monumental and challenging. We were fortunate to be guided by the talented designer Matt Moore and the indefatigable leadership of OWLS board member Kristin Sterling and PR Committee chair Mary Dougherty. With the new logo, OWLS' unique and important purpose is represented elegantly and succinctly. The logo projects both strength and finesse, a fitting representation of how OWLS strives to achieve its mission and serve its members.

We hope—and expect—that this new logo will, as the original one before it, serve us well for the next 25-plus years.

Laura Craska Cooper is OWLS' president-elect and a founding partner of Brix Law in Bend, where she practices real estate and land use law.

Cascade Women Lawyers Meet

By Emily A. Feenstra

The investiture ceremony of Judge Bethany Flint, a member of Cascade Women Lawyers (CWL), was held at the Deschutes County Courthouse on February 26. At least 10 CWL members attended this full-house event, including Presiding Judge Alta Brady and Judge Beth Bagley.

Cascade Women Lawyers had an excellent turnout—20+ members—at its meeting on March 9. Members brought book donations for the Coffee Creek Book Drive and discussed the recent MUSE Women's Conference held in Bend. The chapter meets every other month; our next lunch meeting will be Wednesday, May 4, noon to 1 p.m. at Taj Palace in Bend. For more information, please contact Emily Feenstra, at emaislinn@gmail.com.

Emily A. Feenstra, the secretary of Cascade Women Lawyers, is a criminal defense attorney in Bend. In April, she will make the transition from her current position at DeKalb & Associates to Crabtree & Rahmsdorff Defense Services.

Lane County Chapter Presents Salary Negotiation Panel

By Nancy Olson



Photos: Nancy Olson

From left: Top: Bonnie Williams, Yumi O'Neil, Darci Van Duzer Heroy; Bottom: Debra Velure, Berit Everhart

On February 19, Lane County Women Lawyers presented a one-hour panel discussion at the Shedd Institute in Eugene titled "Getting What You're Worth: What Every Attorney Should Know About Salary Negotiations." Debra Velure, a past president of OWLS, moderated the panel, which consisted of attorneys Yumi O'Neil of Cambia Health Solutions; Darci Van Duzer Heroy of Amitrius Coaching & Consulting; and Bonnie Williams of the Ford Family Foundation.

The panel discussed the finer points of what every attorney should consider when negotiating salary, including why, when, and how to negotiate. Panelists discussed what components can make up a complete compensation package, and they shared valuable insights about all stages of the salary planning and negotiating process. Attendees said the event provided meaningful advice that would be helpful when applied to their own careers.

Nancy Olson is an assistant U. S. attorney in Eugene and serves as the Lane County Women Lawyers liaison to OWLS.

Oregon's First All-Day Implicit Bias CLE

By Jonathan Patterson

“Recognize it. Learn from it. STOP it!” If any phrase can sum up the vast lessons learned during Oregon's first all-day CLE focused on implicit bias and microaggressions, this plea from presenter Banefsheh Violet Nazari would serve nicely. The brainchild of Barbara Diamond of Diamond Law Training, the CLE brought together a diverse mix of lawyers, judges, students, professors, and community members willing to grow together in understanding the perils of implicit bias and the effects those biases have on society. Held on January 22 in Portland and co-sponsored by OWLS and many other organizations, the CLE engaged the audience with speakers, science, art, food, and energy around the ways that our unconscious biases manifest in our actions.

According to the Kirwan Institute for Race and Ethnicity at Ohio State University, implicit bias “refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.”

Microaggressions, according to Dr. Derald Wing Sue, “are the brief and everyday slights, insults, indignities and denigrating messages sent . . . by well-intentioned people who are unaware of the hidden messages being communicated.” Dr. Wing Sue says that microaggressions include microinsults (“verbal, nonverbal, and environmental communications that subtly convey rudeness and insensitivity that demean a person's racial heritage or identity”) and microinvalidations (“communications that subtly exclude, negate, or nullify the thoughts, feelings or experiential reality of a person”).

The CLE began with a presentation about the science of bias by Professor Erik Girvan of the University of Oregon School of Law. Challenging the audience to observe the subtle ways the brain manipulates the world around us, he laid the foundation for a dialogue about these very complex, difficult issues.

One particularly notable study referenced by Professor Girvan looked at unconscious racism in law firm culture. The study used a standard memorandum and asked firm partners to evaluate the analytical writing capability of the hypothetical associate. Because each partner

was given the exact same memo, one would expect the grades and comments to be similar. The study found, however, that when the alleged race of the associate was disclosed, comments skewed positive for the imaginary white associate and negative for the African American associate. Indeed, scores for the African American associate were markedly lower than the white associate's scores. While it would be easy to assume that the difference was a manifestation of racism in law firm culture, Professor Girvan challenged the room to look deeper and see this as unconscious bias at play.

CLE organizer Barbara Diamond is not only an attorney but also a documentary filmmaker, and her films on microaggressions and race, sexual orientation, and disability provided an important perspective. The videos prompted table discussions led by luminaries from across the state, including leaders from Oregon's specialty bar organizations and members of the judiciary. Excerpts from Intisar Abioto's “Black Portlanders” photography project provided an artistic backdrop.

We are fortunate that implicit bias has been a recent discussion topic in

our Oregon legal community, including a panel presentation organized by Judge Adrienne Nelson during a visit to Portland last October by American Bar Association President Paulette Brown. These discussions must continue, and we all must reflect on how we commit microaggressions and allow our implicit biases to guide our actions and practices.

Recognizing that you have implicit biases does not make you a bad person. Learn how those biases affect how you perceive others, and how your microaggressions affect listeners and observers. Finally, STOP committing those offenses in the future. Diversity in our legal community can increase only when we recognize the different barriers preventing diverse attorneys from considering a career in Oregon.

There is power in having difficult conversations about bias. I challenge us all to step out of our comfort zones and continue them.

Jonathan Patterson is a staff attorney at Compassion & Choices in Portland. He is the president of the Oregon Chapter of the National Bar Association.



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Congratulations to Four New Women Judges—and to Judge You

By Trudy Allen

OWLS congratulates the four women who have newly been appointed as judges in Oregon: Andrea Janney, Bethany Flint, Jolie Russo, and Leslie Bottomly. All have assumed the bench, and thus we now have had 134 women serve as judges in Oregon. OWLS also congratulates the Honorable Youlee Yim You (#76) on her appointment as a U.S. magistrate judge.

On January 19, Gov. Kate Brown announced her appointment of Andrea M. Janney to the Klamath County Circuit Court. Judge Janney, a Klamath County native, was an attorney in private practice in Klamath Falls at the time of her appointment, primarily representing accused juveniles under a contract with Klamath Defender Services. She began her career as a prosecutor in the Klamath County District Attorney's Office.

On February 12, Gov. Brown announced her appointment of Bethany P. Flint to the Deschutes County Circuit Court. Judge Flint, an OWLS member, had been practicing family law in Deschutes County since 2003, primarily as an arbitrator and mediator. She has also served as a juvenile court referee for the Deschutes County Circuit Court and as a judge on the City of Bend Municipal Court.

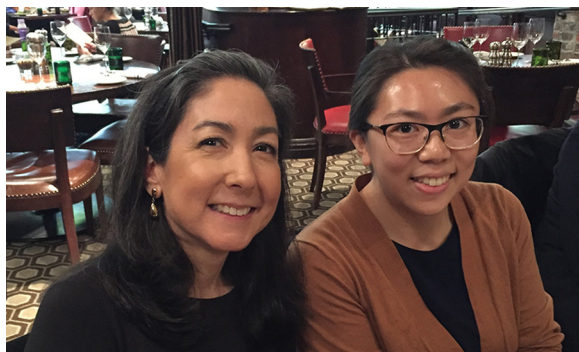
On February 25, Jolie A. Russo, an OWLS member, was appointed a U.S. magistrate judge in Eugene. She served as a staff attorney and senior staff attorney for the District of Oregon from 1988 until her appointment. Since 2004, U.S. Magistrate Judge Russo has also been an adjunct faculty member at both the University of Oregon School of Law and Lewis & Clark Law School. She served on the OWLS board from 1991 to 1993.

On March 1, Hon. Youlee Yim You was appointed a U.S. magistrate judge in Portland, following the retirement of Hon. Janice M. Stewart. U.S. Magistrate Judge You, an OWLS member and a recent OWLS board member, served on the Multnomah County Circuit Court from 2007 until her appointment. Previously she had worked at the Oregon Department of Justice, the U.S. District Court for the Central District of California, and elsewhere.

On March 1, Gov. Brown announced her appointment of Leslie G. Bottomly to the Multnomah County Circuit Court, to fill the vacancy created by Judge You's move



Counterclockwise, from right: U.S. Magistrate Judge Youlee Yim You with Mei Tsai, her mentee under the OWLS Foundation's Armonica Grant; U.S. Magistrate Judge Jolie Russo; Judge Leslie Bottomly; Judge Bethany Flint; Judge Andrea Janney



to the federal bench. Judge Bottomly, also an OWLS member, practiced law at Ater Wynne in Portland, where she spent virtually her entire legal career. She advised clients on employment and healthcare compliance, and she served as an arbitrator and mediator to resolve business disputes.

The Oregon Women Judges project (OWJ), which is co-sponsored by OWLS and the U.S. District Court of Oregon Historical Society, has been compiling information about all the women who have become judges in Oregon and is preparing to develop a website that will make the pertinent information accessible to the public. In order to make this valuable resource come to fruition,

OWJ is seeking funding. You can assist with this project by sending a donation to the U.S. District Court of Oregon Historical Society, a 501(c)(3) organization; its website is at usdchs.org. Please mail your check (payable to the U.S. District Court Historical Society) with a note designating it for the "Oregon Women Judges Website Project" to: U.S. District Court of Oregon Historical Society, 740 U.S. Courthouse, 1000 SW Third Ave., Portland, OR 97204-2902. If you have questions, please contact Kathryn Roberts at kathryn.roberts@ogletreedeakins.com.

Trudy Allen has retired from the practice of law. She is the historian and secretary of the OWLS Foundation, and she serves on the OWJ.

Seeking Nominations for OWLS Workplace Leader Award

Nomination Deadline Is June 1, 2016

We believe that law as traditionally practiced has included barriers to the advancement of women and minorities and has not always been a friend to those seeking a healthy, balanced life. We seek to encourage and celebrate change that will eliminate those barriers and imbalances, and we expect the profession will be stronger as a result.

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

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

We are not looking for an employer to exemplify all of these virtues. Rather, the award will recognize a specific program, policy, or project that is successfully addressing one or more of the concerns outlined above. We particularly want to encourage applications from in-house legal departments, government employers, and employers who are making strides in recruiting and retaining women and minority lawyers and equipping them for leadership.

The Workplace Leader Award recognizes an Oregon legal employer making innovative and effective efforts to promote one or more of the following values:

- A healthy balance between work and personal life
- Acquiring and maintaining a diverse workforce with diverse leadership

- Maximizing opportunities for women and minorities to succeed in the workplace and advance to positions of influence and leadership

The 2016 award recipient will be honored during OWLS' Fall CLE on Friday, September 23, at the Courtyard Marriott in Portland.

Nomination Information

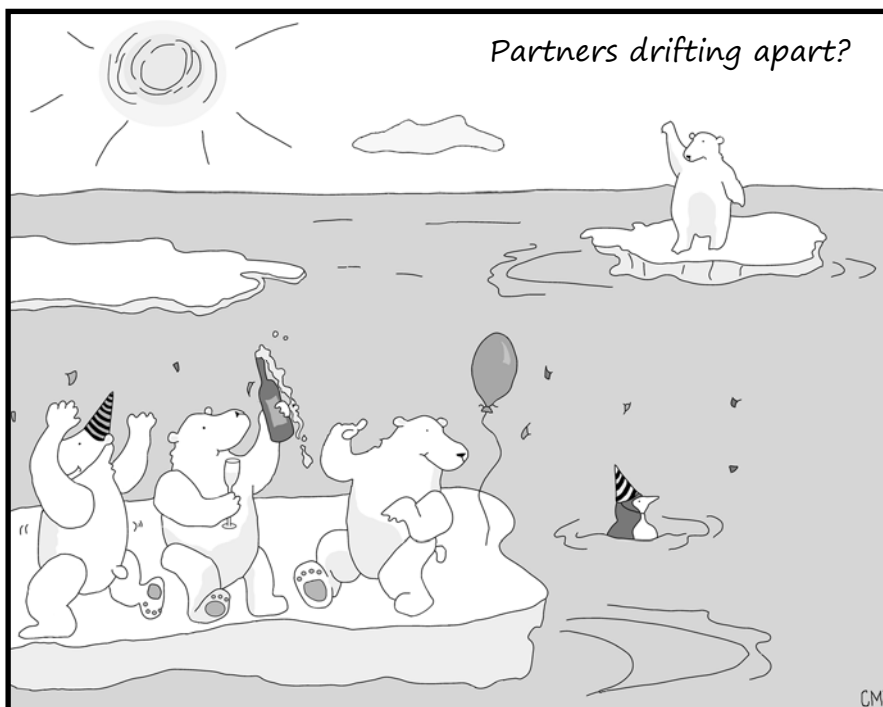
Nominations should include: information that will help the award committee evaluate the specific program, policy, or project of the employer; the markers of success for that program, policy, or project; and names of people who can be contacted for further information.

Nominations must be received via email by 5 p.m. Wednesday, June 1, 2016. Please send them to Val Tomasi, OWLS Transformation Committee chair.

For more information about OWLS chapters and activities, please visit www.oregonwomenlawyers.org.

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I will have served as one of Columbia County's three circuit judges for nine years this June, since my appointment in 2007 by Governor Kulongoski. Over that time, I have come to understand that my ability to be a good judge arises from my integrity, which in turn comes from knowing who I am, my strengths and wants, and how they shape my interaction with the world.

From the time I was a child reading the zodiac placemats in a Chinese restaurant, I believed myself to be an ox, based on my birth year, 1961. Oxen-people are described as honest, patient, and hard-working, qualities I hoped fit my own characteristics. But during my first year on the bench, after reading a more detailed description of how to determine one's Chinese zodiac sign, I learned (to my initial horror) that I was born six days before the Year of the Ox began, and I am in fact a rat. People born under this sign are said to be charming, clever, and opportunistic, none of which are qualities I associate with the Buddhist teachings by which I try to live. On the other hand, a central teaching is acceptance, so I have learned to embrace and appreciate my rat-ness since then.

First, it turned out that being a rat during my contested election campaign in 2008 (which was, incidentally, the Year of the Rat) was very helpful. Being from Oregon, and living and working here most of my life, I have accumulated (yes, like a rat) many connections and friends-of-friends. One particularly fortunate connection turned out to be my best friend from eighth grade, who is married to David Markowitz; they were tremendous supporters during the campaign, both emotionally and financially. Another friend of mine is a granddaughter of Betty Roberts, who was also very helpful—although, obviously, Betty's renowned generosity extended well beyond her circle of friends and family. (And I enjoyed enormous support from OWLS, which I will never forget.)

Maybe being "clever" is just one way to describe being good at motivating people. Listening well, learning what is important to a litigant, and then using that understanding to help the person arrive at a settlement in court, are big parts of my everyday skill set, for which I may also owe a debt to my inner rat.

"Opportunistic" is not a warm, fuzzy character trait—but again, it can be used to benefit others. I think my creativity in approaching problems at work often

THE JUDGES' FORUM



By Judge Jenefer S. Grant
Presiding Judge
Columbia County Circuit Court

results in good outcomes for the people I serve.

Other aspects of my rat nature have perhaps also been sources of good fortune in my own life. In 2005, my husband and I went to Hunan, China, to adopt our first and only daughter, when she was not quite ten months old. She is a monkey by birth—witty, curious, and mischievous—a perfect complement to the rat's temperament, according to Chinese zodiac lore. In fact, she and I could not be more compatible if I had given birth to her; she is a great joy to me.

We are traveling in China again as I write this, because my daughter is graduating this year from a Mandarin language immersion elementary school, and her fifth-grade class is on a two-week trip they call "capstone," as the culmination of what they have been learning since pre-kindergarten. For five days and nights, the children lived with Chinese host families and attended a Chinese school in Suzhou.

Unlike the other children in her class, who ended up in fairly affluent homes, our daughter lived with a family of very modest means (no toilet or shower; she shared a bed with the 11-year-old daughter). Despite this unexpected level of deprivation, she weathered her time there with equanimity. And I swelled with maternal pride when she told me that on her final evening there, when the family was making pork-filled pot-stickers for dinner, she actually taught them how to properly pleat the dumplings closed before frying, a skill she picked up from her clever mother rat.

All pride and zodiac mysticism aside, my work on the bench has been heavily influenced by my teachers at Great Vow Zen Monastery, which is located in Quincy, in the comparative wilderness of north Columbia County. By learning to still the mind, I have become a much better listener, which I believe lays the foundation for good judging.



Judge Jenefer Grant and her daughter, Daphne, at the Great Wall of China

And I have learned to find wisdom in the body. When making a difficult decision to revoke someone's probation and send him to prison, or grant him a last chance to mend his ways, there are no legal principles to guide me. Instead, I literally go with my gut, feeling the discomfort or calm in the "hara," until I know which way to rule. And while I have sometimes drawn media criticism as a result, I have erred on the side of compassion in sentencing when I have felt that I could do so without risking the safety of the community.

More generally, I have learned that the connections I make with others are more important to me than anything else. On this trip to China, amidst all the fabulous scenery and interesting new foods, my greatest pleasure has been in the friendships I have forged with others—the parents of my daughter's classmates, our superb Chinese tour guide, and a Tibetan monk whose acquaintance we made outside the Lama Temple in Beijing (after we arrived too late to get inside).

Likewise, my work on the bench depends entirely on the relationships I have built over time with my co-workers and judicial colleagues, our community partners, and the lawyers and litigants I meet on a daily basis. Some of these encounters are very brief, but it can take only a few minutes to communicate an openness and willingness to help solve problems, which I hope to convey.

Ultimately, happiness depends on accepting and embracing who we are and what we have been given with which to build our lives. While I never imagined as a child that I would be a lawyer, nor as a lawyer did I expect to become a judge, my life is as rich and happy as I ever dreamed it would be, in all of the ways that really matter. And who is to say whether I would be where I am, but for the qualities bestowed on me by the rat?

Meet Circuit Court Judge Karen Ostrye

By Rachel Lynn Hull

Judge Karen Ostrye ("awe-stree"), a circuit court judge for Oregon's Seventh District, shares responsibility for the circuit courts of Gilliam, Hood River, Sherman, Wasco, and Wheeler Counties. Judge Ostrye is based in Hood River, her longtime home. Her journey to the bench started with one question. After Judge Paul Crowley retired from the Seventh District in 2014, she said, "there was all kinds of buzz and speculation about who should and who would apply for the job. At some point I started asking myself, 'Why not me?'"

There was much work to be done. "The appointment process was slow, and I had to think deeply about my motivations for wanting the job and put those into words—many times." Her appointment came in August 2014, giving her just a few months to campaign for the November judicial election. "It required an enormous amount of cognitive energy to do the job well, and then I turned around and spent evenings and weekends campaigning."

Almost two years in, the job is still a challenge, but an exciting one. "I enjoy it when something shows up on my calendar and I have no experience with that topic. It's a little scary, but in a good way." Right now all the Seventh District judges are relatively new to the bench, adding to a collegial, interactive workplace where ideas flow freely. This exchange of learning is essential because the judges are not specialized; they all hear all kinds of cases, both civil and criminal. This interaction with her fellow judges is one of Judge Ostrye's favorite parts of the job. She also enjoys the variety. "Some days I'm rushing from hearing to hearing, and other days I expect to be busy, but my calendar clears and I end up spending the day catching up on new case law."

Judge Ostrye's inspiration for pursuing a law degree came from a familiar Thursday night staple: *The Cosby Show*. "Claire Huxtable was so put together. She had a great family and a great career. I know that she's a fictional character—but when I was ten, it all seemed very real and attainable." As she grew up, and later attained a bachelor's degree in business/finance, it became clear that this was the

right path. "I knew that I wanted to do something exciting and ever-changing, and representing clients—being an advocate—was very appealing to me."

With two young children at home when she started law school in 2000, "it was a juggling act between family, school, my homework and theirs. I commuted from Hood River to Portland every day, and it's kind of a blur now." After graduating from Lewis & Clark Law School, Judge Ostrye entered private practice as an associate and later became a partner at the Hood River firm Jaques, Sharp, Sherrard, FitzSimons and Ostrye. She handled a wide variety of cases in family, juvenile, and employment law.

In Jaques Sharp, she found a firm that supported her desire to be an advocate and to take cases she was passionate about. This is something she urges all attorneys to do, even if the cases are factually tough to win. "I had the opportunity to try a three-week jury trial by myself. We did a great job—but we lost. There were times during that case that I was terrified. But ultimately it gave me more professional confidence than anything else ever had. I was passionate about my client's case, and I have no regrets."

Though life has changed now that she is a judge and her children have left home, Judge Ostrye has continued her long-standing practice of contributing to the community of Hood River through volunteerism. After stints on the school board and the boards of several local nonprofits, she turned her attention to Big Brothers Big Sisters. "Once my younger son left for college, I wanted a volunteer experience with more human interaction. As both a parent and a juvenile law attorney, I understood that the more positive adult relationships a child has, the more likely she is to be a successful adult. I've been a 'big sister' to the same person for five years. It can be awkward at first—even for the first year. You have to expect that, and be patient with yourself and your little sister or brother. Keep going. It will get better, and then it will get great."

Besides volunteering, Judge Ostrye plays tennis, goes hiking, and loves to



Judge Karen Ostrye

cook "a really great meal." She hopes to have a little condo in Portland and teach a juvenile law class when she retires, and she has one very important piece of advice to share: "Don't underestimate the value of time off. Take every day of paid time off that is available to you. It keeps you energized."

Rachel Lynn Hull is an attorney at the Bonneville Power Administration.



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2016 Short Session Scorecard

The 2016 Oregon legislative session started off at a breakneck pace, which has become the new normal for short sessions. The legislature operates on a compressed timeline during these short, even-year sessions. Unlike in odd-year sessions, when bills may receive multiple hearings over several months, during the short session many important pieces of legislation are heard and often voted upon during the first week of session. This makes it difficult for interested parties to weigh in.

This year's short session was dominated by increased partisan politics and a disconnect between the Senate and House Chambers. Issues at the forefront included the minimum wage, affordable housing, clean fuels, and wolves.

The Oregon State Bar's priorities heading into the 2016 session were to fund the courts (including eCourt, court facilities, and judicial salaries), indigent defense, and low-income legal services. The legislature modified the overall budget in response to a number of unforeseen events, including the armed occupation of the Malheur National Wildlife Refuge, the identification of the source of air pollution in SE Portland, and the cost of fighting wildfires. In addition, new or additional funding was provided by the legislature for judicial compensation, Oregon eCourt, courthouse construction, legal aid, and the creation of an elder abuse prosecutor.

Senate Bill 5701, the budget reconciliation bill, included a \$5,000 increase per judge, for judicial compensation through the end of the biennium. The bill also included an additional \$5.3 million to the State Court Technology Fund for the costs of maintaining and supporting the state court electronic systems and providing electronic service and filing services. This was in recognition of the increased use of the eFiling system in those judicial districts where it has been fully implemented and is now mandatory. The State Court Technology Fund is not expected to have sufficient resources to cover costs in future years without an increase in revenues or a reduction in ongoing operating costs.

The budget reconciliation bill, in acknowledgement of the growing need to construct or renovate courthouses around the state, released \$2.8 million for the design of the Lane County Courthouse,



By Susan Evans Grabe

as well as an additional \$45,000 to issue bonds for the project. In addition, a budget note requested that the chief justice rank projects by priority and projected courthouse capital construction costs for the next 12 years.

In addressing the affordable housing crisis, the legislature provided the Oregon State Bar Legal Services Program additional funding to provide low-income legal assistance in housing-related matters. The legislature also funded the creation of an elder abuse prevention program within the Department of Justice, with one full-time senior assistant attorney general and two criminal investigators.

Bills of Interest

Although the OSB submitted only one bill this session, the Public Affairs Department closely followed several proposed bills that directly applied to either the practice of law or a particular area of law of interest to many practitioners.

HB 4009, Minoru Yasui Day. Supported by the ACLU, the advocacy commissions, the bar, specialty bars and others, the bill designates March 28 of each year as Minoru Yasui Day. In 1939, Minoru Yasui became the first Japanese American to graduate from the University of Oregon School of Law and to be admitted to the Oregon State Bar. He challenged the constitutionality of the incarceration of Japanese Americans during World War II all the way up to the U.S. Supreme Court. His efforts ultimately led to the passage of the Civil Liberties Act of 1988, two years after his death, which granted a redress of \$20,000 and a formal apology to every person of Japanese ancestry incarcerated during World War II, as well as the establishment of the Civil Liberties Public Education Fund. Gov. Kate Brown signed the bill on March 28.

HB 4067, Whistleblowers. Rep. Knute Buehler and Sen. Sara Gelser teamed up to ensure passage of HB 4067, which provides an affirmative defense for

whistleblowers in state agencies and nonprofits that receive public dollars in Oregon. The bill, as introduced, included language that would have been at odds with the attorney-client privilege and an attorney's duty to maintain confidential communications. The bill was amended in both chambers to address these and other concerns, and it ultimately passed and was signed by the governor.

HB 4093, Courthouse Surcharges. Multnomah County proposed HB 4093, which would have allowed some counties to institute up to a 15% surcharge on court filing fees and up to a \$5 surcharge on some fines and violations to raise funds for courthouse construction and renovation. HB 4093 was amended to remove the surcharge on filing fees so only a \$5 surcharge on traffic fines and violations remained. The bill passed and has been signed by the governor. Filing fees are expected to be a topic of discussion and legislation in the 2017 legislative session as a result of the full implementation of Oregon eCourt.

HB 4128, Notario Fraud. This bill was the result of a 2015 task force created to address the growing problem of notario fraud. An immigration consultant is someone who gives advice on an immigration matter. Oregon prohibits a person from acting as an immigration consultant without a bar license. There has been a growing problem of fraud or extortion occurring when someone seeks immigration or tax advice. The bill expands the crime of obstructing governmental or judicial administration to include acting as notary public or immigration consultant without authorization and renames *theft by extortion* to *extortion*. Gov. Brown signed the bill on March 14.

SB 1554, Digital Assets. This bill provides a process to access electronic or digital records of the deceased. Signed by Gov. Brown on March 3, the bill enacts the Uniform Fiduciary Access to Digital Assets Act of the Uniform Law Commission. Oregon is the first state to pass this model act.

SJR 4, Referral to Voters on Repeal of Mandatory Retirement Age for Judges. Senate Joint Resolution 4 (SJR 4) sends to the voters a repeal of the mandatory retirement age for judges. Currently, the Oregon Constitution requires judges to retire at the end of the year in which the judge turns 75 years of age. SJR 4 will be voted on in the 2016 general election.

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

Salem Working Parents: A New Resource Network

By Rebecca S. Kueny

On February 22, the Mary Leonard Law Society (MLLS), which is the OWLS chapter in Marion County, hosted a brown-bag luncheon at Willamette University to support the formation of a new group, Salem Working Parents. A dozen men and women attended, including judges, lawyers, and law students. The goal of the luncheon was to discuss what resources are available to parents in Salem who are law professionals or law students and to identify needs not currently being met.



Upcoming Contract Lawyers Meetings

The OWLS Contract Lawyers group meets monthly (with a summer break) in downtown Portland to discuss topics of particular interest to contract lawyers. If you'd prefer to attend a session by phone, contact Diane Rynerson, diane@oregonwomenlawyers.org, in advance. There is no cost to attend.

The next two sessions will be held at Garvey Schubert Barer, 121 SW Morrison, 11th floor, Portland.

Tuesday, May 3, 1–2 p.m.

Lisa C. Brown of Bullard Law will discuss employment issues facing contract attorneys, including the independent contractor/employee distinction. This program will be useful for both contract attorneys and the attorneys who hire them.

Wednesday, June 1, 1–2 p.m.

Traci Ray, executive director of Barran Liebman, will present practical tips on marketing your contract lawyer services. The information in this program will also be relevant to solo practitioners.

If you have suggestions regarding discussion topics for contract attorneys, please contact Deborah Zitrin, debzitrin@yahoo.com.

Early in the group's discussion, it became abundantly clear that there is a strong need for communication and a supportive network in Salem. Hot topics included these:

- Transportation of children when work or trials run late
- Childcare when meetings, depositions, or trials cannot be postponed
- Working with institutions to increase the ability of parents to navigate family leave
- Working with institutions to make it easier for women to breastfeed or pump

Everyone at the luncheon learned about at least one resource available to legal professionals or law students across the state. Kyra Hazilla of the Oregon Attorney Assistance Program (OAAP) described the abundant services that OAAP offers attorneys, law students, and their families. The discussion also revealed the courthouses that offer pumping stations, the schools that offer before- and after-school programs, and

the need for information like this to be publicized on a website.

MLLS and Salem Working Parents have agreed to compile as many resources as possible and keep the information on the MLLS website, www.maryleonardlawsociety.org. Additionally, Salem Working Parents will create a listserv for Salem community members to reach out to others for assistance, obtain answers to questions, and promote parenting resources within the community.

Salem Working Parents now meets on the second Monday of every month at noon at Goudy Commons, on the campus of Willamette University. Bring your own lunch or purchase it there, and look for our Salem Working Parents sign. If you have questions or would like to know more, please contact Rebecca Kueny at rebecca@kuenylaw.com.

Rebecca S. Kueny, the founding attorney at Kueny Law in Salem, focuses on elder law, long-term care planning, and estate planning. She is an MLLS board member.



Jessica McConnell: From bright associate to rising star to our newest partner.

As an outstanding member of our Tax Controversy Group, Jessica McConnell has earned respect among federal, state and local taxing authorities, as well as Oregon's legal community. As her practice has thrived, she has given back with an impressive amount of pro bono work and volunteer activities. Well done, Jessica! We could see this coming and are proud to name you our new partner.



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Queen's Bench 2016: We Can Do More

By U.S. Magistrate Judge Stacie Beckerman

Queen's Bench, the Multnomah County chapter of OWLS, has been hosting monthly luncheons for more than a half century. This year, the Queen's Bench Board of Directors decided to shake things up, with a new focus, a new venue, and a lower price point.

New Focus

Many women lawyers told us that they are looking for a more authentic way to "network," an opportunity to serve their community within the constraints of their busy lives, and a short midday break from the office to get a breath of fresh air.

With these goals in mind, our new focus aims to bring lawyers together to learn more about those who are struggling in our community and about what we can do to help. January lunch attendees learned about the sex trafficking epidemic in Portland and how lawyers can help young people affected by sex trafficking. February lunch attendees cried along with mothers who have lost their sons to gang violence, and were inspired to pay more attention to the sad fact that young people in our community are shooting each other.

Future lunch speakers include a local high school woman who founded a non-profit organization to collect feminine hygiene items for homeless women, and a local breast cancer survivor who founded a medical research crowd-funding platform. In May, Judge Adrienne Nelson will educate us about the lasting impact of Oregon's (shocking) black exclusion laws.

Two of our monthly luncheons will be held in the community, to give us an up-close and behind-the-scenes view of those who are struggling outside our doors. In April, we will tour the Multnomah County

Detention Center, with a focus on women inmates and their experience in prison. In August, we will tour Outside In, to see firsthand how that organization is helping our homeless youth and learn what more we can do to help.

Two luncheons will offer practical nuts-and-bolts training to help those in need. In June, we will learn how to help domestic violence survivors, with a one-hour training from Legal Aid Services of Oregon. In October, we will host a panel discussion to educate and inspire lawyers to sign up for the U.S. District Court, Ninth Circuit, and Oregon appellate pro bono programs.

We took time in March to celebrate women's history month by honoring some extraordinary women lawyers and judges who paved the way for all of us. In November, we will host our annual "new admittee" luncheon, to welcome our newest lawyers while hearing about the experiences of women lawyers turned FBI agents.

To cap off the year, our annual holiday luncheon honoring women judges, on December 13, will celebrate five heroic women in our community who have overcome adversity in their lives. "HOPEx for the Holidays" is not to be missed.

Queen's Bench has also shaken up our annual "networking" events. In place of our annual summer picnic this year, we will host a gorgeous weekend hike with a naturalist at the Arboretum, and a family berry-picking day on Sauvie Island. In place of our annual law school mixer, we will be volunteering alongside law students this fall to prepare and serve food to the homeless community, at Potluck in the Park. For women lawyer runners, or for those looking for a fun new goal

this year, we are forming Team Queen to run the Bridge of the Goddess half marathon and 10k together in September (because nothing says networking like a post-13.1 mile toga party!).



Antoinette Edwards, director of the Portland Office of Youth Violence Prevention, spoke at the lunch in February.

New Venue

The Sentinel has been a terrific venue over the years, but we decided to move our monthly luncheons to the federal courthouse, to bring the price point down and to encourage more lawyers and students to attend. It worked! We have hosted terrific crowds during our first three months in Courtroom 9A.

New Price Point

We are now partnering with New City Kitchen to provide tasty and healthy bag lunches at our monthly luncheons. The cost of lunch is \$12, or just \$5 for students, and there are several lunch options from which to choose. In addition, everyone is welcome to attend any of our luncheons for free without ordering a lunch.

The most exciting part of our partnership is that New City Kitchen is a nonprofit organization that trains men and women in our community who need a second chance, to work in the food service industry. New City Kitchen pays its trainees, and then helps place them in restaurant jobs. Their motto is "taste the hope," and you are serving your community just by showing up each month to eat lunch.

Our lunches are held on the second Tuesday of each month, from 11:45 a.m. to 1 p.m. For a schedule and list of speakers, visit www.owlsqueensbench.org.

The goal of Queen's Bench in 2016 is to advance our longstanding mission of promoting professional advancement, camaraderie, and good fellowship among women in the law, but in a 2016 sort of way. Together, we can do more. Please join us.

U.S. Magistrate Judge Stacie Beckerman, president of Queen's Bench, serves on the U.S. District Court for the District of Oregon.

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Thanks to Outgoing Board Members

By Hon. Allison R. Boomer

The OWLS Board of Directors extends its gratitude and good wishes to three outgoing board members: OWLS President Elizabeth Tedesco Milesnick, Susan Bradley Krant, and Kristina Holm.

Elizabeth joined the OWLS board in 2010. She has also served as OWLS historian, secretary, and vice president and has spent countless hours leading several OWLS committees. She chaired the former OWLSNet Committee, co-chaired the 2015 Fall CLE Committee, and served on the Oregon Women Judges Committee. Elizabeth currently co-chairs the Advocacy Subcommittee of the Working Parents Committee and co-chairs the Policies and Practices Subcommittee of the Transformation Committee.

Elizabeth is an advocate for working parents and focused on issues affecting working parents throughout her presidency. For the OWLS 2015 Fall CLE, entitled "Make It Work: From Frenzied to Fulfilled," she brought speakers Brigid Schulte and Pat Gillette to Oregon to discuss recent changes in the workplace and strategies for working in more productive and fulfilling ways. In addition to volunteering for OWLS, Elizabeth maintains a law practice specializing in intellectual property as a partner with Miller Nash Graham & Dunn. She was recognized by the *Portland Business Journal* with a "Forty Under 40" award and has been selected for inclusion as a "rising star" in *Oregon Super Lawyers* magazine.

Susan Bradley Krant and Kristina Holm have each served on the OWLS board since 2013. Susan volunteered for the Judicial Work Group, the Membership Committee, and the Transformation Committee. She currently co-chairs the Public Relations Committee. Susan is active with the Rogue Women Lawyers chapter of OWLS, based in Ashland and Medford, and she is a member of the Ashland Chamber of Commerce. She is an experienced litigator and co-owner of the



Susan Bradley Krant

Continued on page 16

MLLS Presents Volunteer Opportunities

By Derek Dizney

To take advantage of New Year's resolutions, the Mary Leonard Law Society (MLLS) hosted on January 26 a lunchtime presentation at the Marion County Law Library titled "Lawyers Lending a Hand." Recognizing that not all lawyers are able to provide direct legal services on a pro bono basis, but many still want to give to their community, the presenters focused on non-legal volunteer activities.

To kick-start their community service for the year, local lawyers lent a hand by stuffing Liberty House envelopes as they listened and learned about five organizations seeking community volunteers: Court Appointed Special Advocates (CASA) of Marion County; Girls on the Run, Willamette Valley, an organization that inspires girls to be joyful, healthy, and confident; Liberty House, a child abuse assessment center serving Marion and Polk Counties; Oregon's Office of the Long-Term Care Ombudsman; and the Center for Hope and Safety, which provides Marion and Polk County victims of domestic violence, sexual assault, and human trafficking with a safe refuge and support.

These organizations are seeking volunteer board members, trained special advocates, mentors, coaches, fundraisers, and all-around helpers. They are just a few of the many organizations that have a local, statewide, or national presence and offer non-legal (and some legal) volunteer opportunities.

In 1989 the Oregon State Bar adopted an aspirational standard of 80 hours of pro bono services annually, with 40 hours of direct legal services to the poor. The OSB encourages the reporting of pro bono hours, both legal and non-legal, to showcase the good work lawyers do in their communities and to build support for legislative funding of organizations like legal aid. So, if you volunteer in your community, remember to report your hours to the OSB.

Derek Dizney is a contracts officer at the University of Oregon and a board member of MLLS, the Marion County chapter of OWLS.



Lene Garrett talked about CASA



DONNA LEE: PROOF GOOD TEACHERS MAKE GREAT PARTNERS.

After building a highly successful law practice on healthcare malpractice defense for doctors, nurses, physician assistants and other healthcare professionals, our former university professor and respected musicologist has been named a partner. We couldn't be more pleased that Donna opted for a new career in law, but not more than her many clients. Congratulations, Donna!

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Thanks, Board Members

continued from page 16

boutique law firm Anderson Bradley Krant in Ashland.

Kristina served on the OWLS 2014 and 2015 Fall CLE committees, the Oregon Women Judges Committee, and the OWLS 25th Anniversary Planning Committee, and she currently chairs the OWLS IN Committee. Kristina is a counsel with Perkins Coie's litigation practice, focusing on business litigation in federal and state courts and in alternative dispute resolution venues. She maintains an active pro bono practice and was recognized by the National Crime Victim Law Institute as a co-recipient of its Pro Bono Attorney of the Year award in 2013.

The OWLS Board of Directors extends its sincere gratitude and appreciation to these three talented women for their time, insight, and leadership on the board.

Hon. Allison R. Boomer, a tax magistrate of the Oregon Tax Court, serves as OWLS secretary and an MLLS board member.



Kristina Holm

Carolyn Buan Has Died

From left: Carolyn Buan, Trudy Allen, Katherine O'Neil, Diane Rynerson, and Ardis Schroder at the Oregon State Bar Center in August 2015



Photo: Paul Nickell

Carolyn Buan, former *AdvanceSheet* editor and long-time friend of OWLS, died unexpectedly at her Portland home on February 24. She was 76. Carolyn served as *AdvanceSheet* editor from the very first issue in Fall 1989 through the Summer 2002 issue. She was the author or editor of numerous newsletters, books, and articles, many with historical themes. She edited two books of particular importance for Oregon lawyers: *The First Duty: A History of the U.S. District Court for Oregon* (1993) and *Serving Justice: The History of the Oregon State Bar* (2005).

Notes of condolence may be sent to her son, Robert Buan, and daughter, Sigfrid Garman. A memorial service is planned for July 1 in Portland. For details, email Diane Rynerson, diane@oregonwomenlawyers.org.

Clackamas Women Lawyers Events

Clackamas Women Lawyers (CWLS) began its monthly roundtable discussions this year on February 23 in Lake Oswego. Shari Gregory, assistant director of the Oregon Attorney Assistance Program, led a discussion about dealing with stress and practicing mindfulness. Naegeli Deposition & Trial provided cookies.

CWLS will hold a roundtable discussion on the last Tuesday of each month, from noon to 1 p.m., alternating between conference rooms in Lake Oswego and Oregon City. In April, we'll discuss marketing and branding your law practice.

This year's annual author event, on April 21, will feature Danuta Pfeiffer. [Details on page 3.]



At the Feb. 23 event, from left: Back: Shari Gregory, Ericka Langone, Bonnie Cafferky Carter, Patricia Chor; Front: Elyn Stier, Anne Creasey

OWLS Offers Public Speaking Skills Series

By Joanna Robinson

The 2016 OWLS Public Speaking Skills Series, created by the OWLS Leadership Committee, was designed to develop skills and self-confidence in the art of public speaking. Judge Darleen Ortega opened the six-part series on February 3 with remarks on the importance of preparation. Another key piece of advice she gave that evening was that public speakers should always ensure that the audience includes a few people whom they can trust.

For many, public speaking has become synonymous with crippling fear, and lawyers are not immune from the tendency to want to either hide away or run for dear life at the thought of giving a speech to strangers. It is no wonder, then, that a major aim of the series was to create a comfortable space for experimentation, self-reflection, and constructive feedback.

The main tool for creating such a space was a 2006 law review article by Professor Beryl Blaustone that sets forth

a six-step feedback model. In step one, the speaker identifies the strengths of his or her performance. Step two allows peers to respond solely to the strengths mentioned by the speaker before identifying other strengths of the speaker's performance, which is part of step three. Steps four, five, and six repeat the format of the first three steps, but with an emphasis on identifying difficulties, or areas for improvement.

As participants separated into small groups to begin making speeches and using the feedback model, it quickly became clear that we would not have much time to prepare our speeches. The time constraint for preparing and presenting seemed not to affect the quality of some participants' speeches, but it was a persistent limitation for others (including yours truly). Overall, participants braved the conditions, made the best of the situation, and delivered impressive and inspiring speeches.

As the series progressed over the next several weeks, additional topics such as timing, organization, and presentation were covered. One surprising result of all the practice and feedback was just how much peer evaluators benefited from each other. It is one thing to say a speech was good, and a completely different thing to provide specific feedback for a speaker.

As participants grew in expressing their opinions and suggesting improvements using the feedback model, we learned the value of having a positive environment. There never seemed to be any anxiety about receiving unfair criticism or dishonest praise, and that made all the difference. The series highlighted the importance of constant fine-tuning, dedication to detail, and practice.

Joanna Robinson is a law clerk at the Multnomah County Circuit Court in Portland.

Meet OWLS Board Member Val Tomasi

By Teresa Statler

Val Tomasi, an OWLS board member since 2013, is a partner at Tomasi Salyer Baroway, a firm in Portland that “since Day One,” Val says, has been majority-women owned. Her law practice emphasizes finance and commercial real estate, and she loves practicing in a supportive, small firm environment.



Val Tomasi

Val graduated from Lewis & Clark Law School in 1984, having received her undergraduate degree in sociology from the University of Rhode Island. She was a social worker for two years before starting law school, working in a group home for troubled teens.

Before starting her own firm in June 2012, Val was a shareholder at Farleigh Wada Witt for 25 years, and the firm's president for seven years. In the past, she has also taught a commercial real estate seminar at Lewis & Clark Law School.

Val serves on OWLS' Finance Committee and Leadership Committee, working on programming in the areas of rainmaking and pay equity. She also chairs OWLS' Transformation Committee, which helps to implement the “transformation” element of the OWLS mission statement and assists in the selection of OWLS' annual Workplace Leader Award.

Val's favorite pastimes are traveling and hiking. Last September, she and her daughter hiked for two weeks around Mont Blanc, in Switzerland. In 2014, they hiked 500 miles on the Camino de Santiago, in Spain. This September, she and her “forever fiancé,” Van, will hike Scotland's West Highland Way, joined by her daughter and son. Other favorite trips have included Machu Picchu and the Great Barrier Reef.

Val also enjoys cooking, riding her bike around Portland, and reading.

Thanks, Val, for your dedication and service to OWLS.

Teresa Statler has a solo immigration law practice in Portland. She is also chair of OWLS' Advance Sheet Committee.

The Secret of Magic

By Deborah Johnson (2014)

Book Review by Megan Lemire

The *Secret of Magic*, by Deborah Johnson, traces Regina Robichard, a strong, young black female lawyer, as she investigates the murder of a black war hero, Joe Howard. The novel is set shortly after World War II, with Regina working for the NAACP Legal Defense Fund as a law school graduate (but not an admitted attorney). She persuades Thurgood Marshall of the Fund to let her travel to Mississippi alone to see if she can find an avenue of justice for Joe Howard through the legal system.

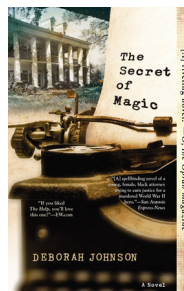
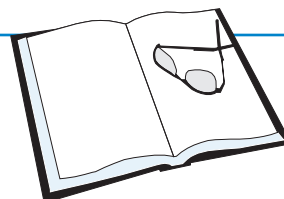
The murder—and the lack of a thorough investigation or indictment by local authorities—comes on Regina's radar through a mysterious letter from an author in Joe Howard's hometown. The missive spurs the plot into action and introduces an unusual literary device: *The Secret of Magic* is not just the title of Ms. Johnson's book but also the title of the book in the story. Although slightly distracting at first, this “sub-book” adds

depth to the novel.

The plot line is captivating, and the story is peppered with enchanting characters. The novel is not only a “whodunit”—it is very much about Regina's journey to uncover the truth. While that journey seemed to progress somewhat slowly at times, solving the mystery surrounding Joe Howard's murder provided me with sufficient motivation to keep turning the pages.

Where Ms. Johnson's book truly succeeds is in refusing to shy away from race and its intersection with local politics and law enforcement. Although *The Secret of Magic* is fictional, it is easy to draw parallels with the current crisis of the killing of young black men (mostly men) by police and vigilantes. For this reason, I would recommend *The Secret of Magic*.

Megan Lemire, at Lemire & Hirano in Portland, focuses on plaintiff-side employment and civil rights litigation.



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The Oregon Women Lawyers Foundation, the 501(c)(3) sister organization to OWLS, is proud to focus on educating and supporting women and minorities in order to further their access to and participation in the justice system.

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