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A Conversation with Oregon Attorney General Ellen Rosenblum

In this historic election year, opportunities for women in elected office have been on our minds even more than usual. Motivated volunteers on the OWLS Leadership Committee felt compelled to organize programs in Portland so that OWLS members could hear directly from women about their experiences in politics and elected office, and how others can get involved.



Rep. Val Hoyle, AG Ellen Rosenblum, Judge Karin Immergut, Susan Pitchford

On Monday, June 6, the committee presented "Skills and Strategies for Emerging Political Leaders: A Conversation with Oregon Attorney General Ellen Rosenblum." The luncheon event was moderated by Judge Karin Immergut of the Multnomah County Circuit Court and hosted by Susan Pitchford, an

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OWLS Presents Series on Leading Small Groups

By Jim Yocom

Imagine that you chair a committee in your firm or organization. You're fed up. The committee meets regularly, but little gets done. Several committee members won't talk, others do nothing else, and even simple tasks seem to take forever to finish. After one year, 25 meetings have resulted in a work product that you alone could have polished off in a fraction of that time—with fewer errors. Your supervisors suggest that your leadership "style" needs polish. Some advise you to focus on presenting yourself as confident and influential. Others tell you to emphasize "buy-in" and deep value alignments. Still others tell you that the problem is insufficient team building. Welcome to the knotted world of leading small task groups.

In May the OWLS Leadership Committee wrapped up a three-part series in Portland on leading small task groups. The series drew from extensive empirical research on small group dynamics to explore how to run better task groups.



Jim Yocom

Session one focused on leadership. Though leadership formulas are popular ("Be inspiring!" "Develop a cohesive team!" "Show consideration!" "Cultivate strong participation norms!"), such formulas typically have only small, inconsistent effects on the quantity or quality of group performance. Some leader behaviors affect how much people like the leader, group, or task—all important outcomes. But "likings" often do not translate into noteworthy performance gains. Perhaps more troubling is that leader evaluation often boils down to applying stereotypes about what leaders are "supposed" to look like and do—stereotypes that often are unrealistic and riddled with cultural and sexist biases.

Session two examined group performance. Typical discussion dynamics improve performance on many tasks far less than people imagine. First,

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President's Message



Laura Craska Cooper

One of my most vivid law school memories had very little to do with me. And yet it has shaped my views about the law and about other lawyers ever since. I was walking across campus with a friend. As 1Ls, we had the same classes, but we were in different study groups. My friend asked me about a particularly difficult concept in constitutional law. I replied that my study group had struggled with that issue until one of our classmates had explained it to us. I shared that insight with my friend, who looked at me in astonishment and said, "X said that? That's brilliant. I always thought X was admitted on the affirmative action program."

It was my turn to be astonished. My sheltered Midwestern upbringing and undergraduate experience hadn't exposed me much to the challenges that minorities face. I chose UC Berkeley largely because of the diversity it offered, which was attributable in part to various affirmative action programs. I believed that those programs helped some disadvantaged people. I also believed that the diversity the programs facilitated, by bringing in students of varied backgrounds and experiences, would make my law school experience richer.

But until I was walking back from classes that sunny day, it had never occurred to me that the programs had a price—a price I didn't have to pay. In trying to level the playing field and create more equality in opportunity, the programs could stigmatize the very people they sought to help.

There is, it turns out, a significant price paid by those from non-dominant cultures. Affirmative action may have been a ticket in, but the ticket was often too dearly bought. Bright and capable

students who just happened to also be of a particular skin color or economic status or ethnic background were instantly marked down as less capable, regardless of whether they benefited from affirmation action programs. My classmate, brilliant as he was, had to prove himself in a way that I never did. No one assumed I was admitted to Berkeley solely because I was a woman.

I share this story because it illustrates the truth of what it's like to be a minority in the legal profession today. Many of us have never known what it is like to have others assume we're less capable, less intelligent, and less entitled, without regard for our bona fides. Some from the dominant culture don't even ask before casting aside an entire class of professionals. Based on uninformed judgment about ability and talent rooted in stereotypes, they relegate an entire group to second-tier status. For any woman who ever felt dismissed prematurely based solely on gender, that experience ought to resonate.

The OWLS mission statement is clear about our role in facing down injustice: "To transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession."

I think that sometimes our message gets lost in our name: Oregon Women Lawyers. We talk about it in board meetings—about the importance of remembering the dual nature of our mission: advancing women *and* minorities. I think we have done, and will continue to do, good work toward addressing both parts of our mission. But this board in particular seems to be especially committed to redoubling our efforts to address discrimination in the legal profession in whatever form we find it—among women and among all people who are unfairly discounted, marginalized, and prejudged based on a category in which they exist. I believe you will see the results of those efforts over the next year.

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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

Habitat for Humanity Build

Portland

Saturday, July 23

Space is limited, and the registration process must be completed beforehand. Start at this link.

Clackamas Women Lawyers Picnic

West Linn

Sunday, July 24, 12:30 p.m.

Luscher Farm Park
125 Rosemont Road

Bring a picnic for you and your family. After lunch, we'll walk up to Oswego Hills Vineyard and Winery, 450 S. Rosemont Road, for wine tasting. Come for one or both events. RSVP not required but appreciated; email ericka.langone@fptransitions.com.

Taxes for Parents

Portland or by phone

Tuesday, July 26, noon–1 p.m.

Featuring Shawna Parrish
of Perkins & Co.

805 SW Broadway, Suite 1900

Tax issues of special concern for lawyer-parents will be addressed in this round-

table seminar. For more info, click here. Thank you, Black Helterline, for hosting.

Sunshine for Seniors

Portland

Thursday, August 18

CLE 4–5 p.m. Social hour 5–6 p.m.

Featuring Mark Johnson Roberts
and Ellen Klem

Barran Liebman, 601 SW 2nd Ave.
Suite 2300

Join OWLS for a CLE on mandatory elder abuse reporting and a donation drive for the YWCA Senior Services Program. In lieu of a fee for the program and social hour, please bring a new item to donate. For more information, click here. Please register no later than August 12. Thank you, sponsors Barran Liebman and Farleigh Wada Witt.

Working Parents Discussion Group

Portland

Thursday, September 8, noon–1 p.m.

Featuring Kathy Foldes, author of
Family Meeting Handbook: Here for Each Other, Hearing Each Other

520 SW Yamhill, 4th Floor Conf. Room

OWLS Leadership Committee

Political Leadership Series

A Conversation with
Governor Kate Brown

Portland

Thursday, September 15, noon

Check the OWLS website for details. This event is pending final approval by the Governor's Office.

Bridge of the Goddess Half Marathon & 10K Run

Cascade Locks

Saturday, September 17

Join Queen's Bench for a half marathon and 10K run departing from the deck of the Bridge of the Gods and following the scenic Columbia River Highway, which is celebrating its 100th anniversary this year. Click here for more information.

OWLS 2016 Fall CLE

Portland

Friday, September 23

Featuring Sari de la Motte and
Rachel Boehm of FORTE

Courtyard Marriott, SW Fifth and Oak

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President's Message

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As an OWLS member, you are invited to help keep OWLS on track. First, I invite you to think back on your legal and educational career. When did you first encounter discrimination or prejudice, whether directed at you or someone you knew? What could you have done better or differently? What could you do now?

Second, realizing that you are one person and the strength of OWLS is all of us, what can we be doing collectively? Where do we need to take action? Where do we need to do something differently? Call a board member. Call me. Join a committee. Let us know. Make your voice heard. Remember, as a feminist and early civil rights leader once said, "Truth burns up error!"

Laura Craska Cooper

Laura Craska Cooper
President, Oregon Women Lawyers



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"OWLS is by far the best women lawyers (and judges) organization ever, and it has been a very important part of my life—from helping to found it in 1989 to writing the Judges Forum column of the AdvanceSheet for many years and all the opportunities for learning and mentoring that OWLS provides."

Ellen Rosenblum
Oregon Attorney General

AG Ellen Rosenblum

OWLS board member and a partner at Chernoff Vilhauer McClung & Stenzel in Portland.

Attendees were asked to provide questions that could be posed to Attorney General Rosenblum, and Judge Immergut directed the conversation based on those questions. Her first question was "What possessed you to run for attorney general?" After laughter in the room subsided, AG Rosenblum said that she had loved her entire career and that she felt lucky. She worked as a small-firm lawyer in Eugene and then as a prosecutor in the U.S. Attorney's Office before her judicial appointment at age 38. "Time flew" during her 22 years on the bench, 16 on the Multnomah County Circuit Court and then six on the Oregon Court of Appeals.

In October 2011, five months after she had retired, she learned that Attorney General John Kroger had decided not to run for re-election. She soon declared her candidacy, and in 2012, she was elected as Oregon's first female attorney general. She is running for a second term this year.

AG Rosenblum reminded those present that having a career in the law opens up many opportunities. If you are interested in public office, she said, get involved in your community, in activities outside your law firm. Also, apply for a gubernatorial appointment to a statewide task force or commission. Do things that demonstrate your public spirit.

When an opportunity to run for office arises, AG Rosenblum explained, you'll need to be ready with regard to your qualifications, and you'll also need to be ready to raise money for your campaign. You have to be willing to ask for money, she said, and fundraising is a skill that can be learned. You'll also need a campaign

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consultant, volunteers, mentors, and supportive family and friends.

When Judge Immergut pointed out that "women aren't as good about boasting about our qualifications," AG Rosenblum replied, "Find someone to help you." She said she loves seeing more young women running for office, and she encouraged women who have been active in their communities to run for state representative.

If you want to be attorney general someday, she noted, it's important to have experience as a prosecutor. She invited those interested to contact her—"I can help you customize your path."

The attorney general also discussed her involvement in public policy. She has a policy director and the right to initiate legislation, and she convenes policy-oriented events, from which legislative concepts are developed. She often works on legislation with Susan Grabe, public affairs director at the Oregon State Bar.

When AG Rosenblum invited Rep. Val Hoyle, also in attendance, to address the group, Rep. Hoyle said that running as a woman was fundamentally different than running as a man, and that women are underestimated. She cautioned that women who run would be criticized for being too assertive. She also noted that women don't give as much money as men do, so it's harder for women to raise money. "It's harder for minorities to raise money, too," she said.

Attorney General Rosenblum encouraged those thinking of running for office to consult women currently active in politics. She noted that "women do well in elections, and women judges do well."

As Rep. Hoyle said, "This is a good state for women who want to be political."

OWLS Fall CLE on Sept. 23

OWLS is continuing our work of bringing the best CLE of the fall season to our members, and this year is no exception. If you think you've heard it all before about how to improve your communication skills, think again. Spend the afternoon with us on September 23, and walk away with concrete, practical skills that will improve your career and your life.



Sari de la Motte (top)
Rachel Beohm

FORTE's nonverbal communication experts will spend the afternoon helping us learn to "Turn Up the Volume: Be Bold, Be Real, Be a Communication Rock Star." Starting with a keynote address, Sari de la Motte will explain why you have to think big to be big. Sari works with trial lawyers around the United States and is a sought-after national speaker and coach. She'll challenge you to be aware of the messages you are sending and whether they are landing.

Following the keynote, Sari and her partner at FORTE, Rachel Beohm, will each lead a breakout session. Rachel does the majority of FORTE's corporate coaching. She loves to see the transformation in her clients as they go "from arrogant to likable, from tentative to confident." Rachel's breakout session will focus on one-on-one communication, while Sari's will concentrate on presentations. Both sessions will be interactive, with the goal of helping all of us learn to use nonverbal communication to achieve our goals.

We expect the CLE to sell out, so be sure to grab a seat today. We are applying for Practical Skills MCLE credits with the OSB. To register online, click [here](#), and to pay by check, click [here](#). Email Linda at the OWLS office to inquire about OWLS Foundation scholarships for this CLE.

Upcoming OWLS Events

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OWLS Dress for Success Fundraiser and Fashion Show Portland

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

Working Parents Discussion Group Portland

Second Thursdays, noon
520 SW Yamhill, 4th Floor Conf. Room
Join other lawyer-parents on the second Thursday of each month for an informal facilitated discussion about parenting issues. No need to register in advance. No meeting in August.

Joan Seitz Law Society Roseburg

First Tuesdays, noon
Daily Grind Café

Join your colleagues for lunch on the first Tuesday of each month. No need to RSVP.

Josephine County Women Lawyers Grants Pass

First Wednesdays, noon
La Burrita

Meet for lunch and conversation on the first Wednesday of each month. Contact Victory Walker for more information.

Lawyers' Association of Washington County Hillsboro

Third Wednesdays, 8–9:30 a.m.
Manaia Coffee House and Island Grill
Meet with the Washington County Bar Association New Lawyers Division on the third Wednesday of each month.

Queen's Bench Portland

Second Tuesdays, 11:45 a.m.–1 p.m.
Mark O. Hatfield U.S. Courthouse
1000 SW 3rd Ave.

QB lunches are on the second Tuesday of each month. Sack lunches are catered by New City Kitchen, a local nonprofit offering employment opportunities to those looking for a second chance. The cost of lunch is \$12 (\$5 for students). Register in advance.



New OWLS Community Service Committee in Full Swing

The OWLS Community Service Committee, our newest committee, is charged with organizing OWLS members and friends for community-related philanthropic activities, including volunteering, fundraising, and donation acquisition. Committee co-chairs are Tonia Closson and Katie Riggs, and they're not messing around.

The committee is focused on four major projects this year: the annual Coffee Creek Book Drive, a Habitat for Humanity Build, an elder abuse CLE and donation drive in conjunction with the YWCA Senior Center, and the annual OWLS Dress for Success Fundraiser and Fashion Show.

This year's book drive yielded a record-breaking number of books, which were collected from around the state and are being delivered to the Coffee Creek Correctional Facility this summer. [Please see story on page 8.]

The **Habitat for Humanity Build**, the second OWLS build in the past decade, will take place on July 23 in Portland. Join OWLS in helping to build a house with and for people in need. Space is limited. Click here for more information

and registration.

New this year is **Sunshine for Seniors**, a donation drive and CLE on mandatory elder abuse reporting. The committee decided to conduct a donation drive during the summer rather than during the winter holidays. Since National Senior Citizens Day is August 21, the committee will hold the CLE on Thursday, August 18, at 4 p.m. at Barran Liebman in Portland, followed by a donation drive and social at 5 p.m. There is no cost to attend, but a donation to the YWCA Senior Program is requested. Click here to see what new items are needed for our vulnerable seniors. Thank you to Farleigh Wada Witt and Barran Liebman for sponsoring this new event.

Finally, if you have not yet treated yourself to an **OWLS Dress for Success Fundraiser and Fashion Show**, plan to attend this year—it is something to behold. Watching your colleagues walk the catwalk with their special lawyerly flair is worth a couple hours of your time on Thursday, October 13, at the Mark O. Hatfield U.S. Courthouse in Portland. Tickets will be on sale soon.

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Leading Small Groups

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groups by default process information poorly: People advocate for positions instead of searching for information; they select from alternatives instead of synthesizing them; they incorrectly assess or misrepresent their competencies; and they misinterpret, forget, or misremember information. It's not pretty. Second, task groups struggle with motivation losses: Groups tend to make people's contributions less unique, valuable, and identifiable, and people adjust their efforts accordingly. Though the session considered some possible remedies, the emphasis was on appreciating the magnitude of the challenges and the potential value of minimizing group interaction in some contexts. (For example, an internet search on "brain writing" will introduce a superior alternative to "brainstorming" for generating numerous high-quality ideas.)

Session three framed the leader's primary task in discussion-based task groups as leveraging the group's diversity of skills, opinions, backgrounds, and knowledge. Poorly leveraged diversity contributes to subpar performance and invites detrimental group dynamics (such as "groupthink," "group polarization," and the "escalation of commitment"). The session considered alternatives for "structuring" discussion, the vital role of minority dissent, the group's view of dissenters, and research on using discussion groups to disrupt recalcitrant social inequalities.

Leading small groups is hard to do well. While research provides insight into the challenges and some tools for improving matters, many remedies remain to be discovered. This invites us to innovate and change the status quo. Doing so might require discarding the customary rubrics for evaluating leaders and instead supplying followers and supervisors with alternatives based on goals we prioritize and how we choose to achieve them. If that isn't leadership, what is?

Jim Yocom is an Oregon transactional attorney in Beaverton helping small businesses and nonprofits. He regularly teaches classes on small business liability and advises groups on legal and practical issues associated with leading organizations. Jim has a PhD in sociology from the University of Wisconsin-Madison, presented the series discussed above, and serves on the OWLS Board of Directors.

OWLS Welcomes New Officers and Board Members



(Left to right) Front row: Aruna Masih, Yumi O'Neil, Jim Yocom, Angela Franco Lucero, Susan Pitchford. Second row: Violet Nazari, Adele Ridenour, Laura Craska Cooper, Kristin Sterling, Kate Lozano. Back row: Val Tomasi, Amanda Thorpe, Hon. Val Love, Hon. Allison Boomer, Megan Burgess, Jennifer Nicholls, Amber Hollister, Sara Kobak, Gloria Trainor.

OWLS welcomes our new officers and board members for 2016–2017. Laura Craska Cooper is our new president. She previously served as president-elect and treasurer. A founding partner of Brix Law, Laura practices real estate, land use, and general business law out of the firm's Bend office. Angela Franco Lucero is our president-elect, having served previously as treasurer, secretary, and historian. Angela is a partner at Kranovich & Lucero in Lake Oswego, practicing insurance defense and personal injury law.

Amber Hollister is our new treasurer, having served previously as historian. She is the general counsel for the Oregon State Bar, located in Tigard. Hon. Allison Boomer was re-elected as OWLS' secretary. She is a tax magistrate at the Oregon Tax Court in Salem. Joining the executive committee as historian is Megan Burgess, an attorney with Peterkin & Associates in Bend, where she practices real estate and construction law. All OWLS officers are also members of the board.

Our newly elected and re-elected board members are Maya Crawford (Portland), Sara Kobak (Portland), Katharine Lozano (Salem/Portland), Aruna Masih (Portland), Banafsheh Violet Nazari (Portland), Yumi O'Neil (Wilsonville/Portland), and Adele Ridenour (Portland).

OWLS board members continuing their service are Jacqueline Alarcón (Portland), Hon. Valeri Love (Eugene), Jennifer Nicholls (Medford), Susan Pitchford (Portland), Kristin Sterling (Portland), Amanda Thorpe (Grants Pass), Val Tomasi (Portland), Gloria Trainor (Portland), and Jim Yocom (Beaverton).

Thanks to all for agreeing to serve.



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Judge Nelson Speaks at Queen's Bench Lunch on the Experience of Blacks in Oregon

By Emily Baker

What can we do to help bridge the racial divide? Queen's Bench determined that we could start by understanding and recognizing the history of race and the law in Oregon. Thus, on May 10, in a courtroom at the Mark O. Hatfield U.S. Courthouse in Portland, Multnomah County Circuit Court Judge Adrienne Nelson presented a detailed timeline of that history to over 60 people from the local legal community.

Judge Nelson's talk was titled "Looking Back in Order to Look Forward: The Experience of Blacks in Oregon and How the Law Affected the Pursuit of the American Dream." She began with 1788 and Markus Lopus, the first documented black man in Oregon, who was a crew member on the ship of Captain Robert Gray, and she continued outlining events to the present day. What Judge Nelson had to say was not always pleasant to hear, but acknowledging our past is a necessary step.

We, as a legal community, cannot effectively move forward, or take positive steps toward true racial equality in our community, unless we are aware of what we are moving away from. And what we are moving away from is a history that many—who often hear the words "liberal" and "progressive" associated with Portland—may find surprising.

Being surprised is not always a bad thing. It can be a litmus test for how far we have come. The fact that slavery was

made illegal in Oregon in 1844 sounds like a positive step for the state, until one learns about the "lash laws" that made it clear who was, and was not, welcome in the state at that time. It may be surprising to some that it took until the year 2000 to remove explicitly racist language from the Oregon Constitution's Bill of Rights (though the exclusion clause, which prohibited blacks from owning property, making contracts, or even being present in the state, was rendered moot by the Fourteenth Amendment and repealed in 1926).

But that was then. What about now? Discussions addressing race are particularly relevant given the recent criticism of the effect of Measure 11 on the black community, as well as the gentrification of black neighborhoods in Portland. We need to acknowledge our history, learn from our mistakes, and move toward bridging the racial divide in our community.

We have a responsibility to try to right past wrongs. We have a responsibility to



U.S. Magistrate Judge Stacie Beckerman, president of Queen's Bench (left), and Judge Adrienne Nelson

be more inclusive. When asked how to accomplish that goal, Judge Nelson reminded those present that "we all have an individual responsibility in how we choose to navigate the world." Making sure we are educated about our state's history is an essential step toward doing more to bridge the racial divide.

Emily Baker is a Lewis & Clark Law School student, the law student liaison for the Queen's Bench chapter of OWLS, and an extern for Judge Marco A. Hernandez at the U.S. District Court in Portland.



Among the many who attended the Federal Courthouse Connection event on June 24 at the Mark O. Hatfield U.S. Courthouse in Portland were (clockwise from top left) Judge Katherine Tennyson, Judge Susan Graber, Danielle Hunsaker, Ben Willis, and Donna Maddux.



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Coffee Creek Book Drive Makes a Difference

By Danielle Hunsaker

Each year OWLS conducts a state-wide book drive to benefit the Coffee Creek Correctional Facility in Wilsonville. Coffee Creek is the only state women's prison in Oregon. It is also one of the few correctional institutions in the state that have a browsing library. Unlike facilities that have only a few shelves of books in each housing unit, the library at Coffee Creek is in a separate area, and inmates can search through the facility's entire library collection. Angela Wheeler, the library services coordinator at Coffee Creek and the staff person who works with OWLS in coordinating the book drive, explained: "[I]t's very different to be able to come into a different area to look for a book or two to read. It's peaceful here. It's a place to come 'be'."

The books donated by OWLS each year enrich the library collection, and the women at Coffee Creek have access to knowledge and reading material unavailable to most inmates. One Coffee Creek inmate stated, "The books that OWLS provides are a valuable resource. They enrich our lives with knowledge that wouldn't otherwise be available to us." Another inmate, who works as a library clerk, wrote, "I am absolutely amazed with the library we have here at Coffee Creek. I remember the first time I came in to check out books. I was stunned with the amount of books we have available to us—not only the number of books, but also the variety! We've got everything from romance novels to art books to history books and so much more! We are truly grateful to those that donate their books to us so that we can use this time to better ourselves by reading and expanding our minds rather than wasting away the time we have here."

Some inmates at Coffee Creek who were never readers before their incarceration have become regular patrons of the library. They read for entertainment and knowledge, and they often share book recommendations with each other and with staff. Officers also use the library to search for books that they believe would help a particular inmate with a problem or concern she is facing, and more often than not, the library has the book they want.

Ms. Wheeler continued: "There is not much that can top hearing the excited words and exclamations of 'Look at this one!' or 'I can't wait to read this!'



The Multnomah County Health Department collected the most books.



OWLS members and friends who sorted the books included (from left) Dannine Consoli, Britain Hunsaker, Tonia Closson, Susan Pitchford, Taunya Morris, Elisa Dozono, and Elizabeth Schmitt.

from the adults in custody here.... I appreciate OWLS for all that you do for the women of Coffee Creek. You enrich lives, broaden horizons, provide a temporary mental escape from their reality, and help our staff maintain a safe and secure environment. Thank you all so very much!"

This year, the level of participation in the drive was unprecedented, as was the number of books received. OWLS members in Ashland, Beaverton, Bend, Eugene, Hillsboro, Hood River, Portland, Salem, and Tigard hosted collection sites. And more than 200 boxes of books were donated! Thank you, OWLS!

The Multnomah County Health Department collected the most books. Nicole Rose is a young lawyer who works as a senior contract specialist for the health department's downtown office and from county health clinics all around Portland. Several employees who participated expressed appreciation for the opportunity to provide service to the women at Coffee Creek. We sincerely thank Nicole and her team. This type of enthusiasm and initiative is what makes the book drive successful.

Another notable accomplishment this year was the number of children's books that were donated. Reading together is one of the few activities that the women can do with the children who visit them at

Coffee Creek. Children's books are always appreciated by the library staff and the women. This year we nearly quadrupled the number of children's books compared to what was donated last year. The donations included beautiful picture books, early reader books, and graphic novels. We also received more young adult fiction than we have in prior years.

After all the donations were collected, volunteers helped sort through the books on May 24. The books have to be inspected before delivery to make sure that they comply with the prison's guidelines. It is fun to see the wide variety of titles donated and to pick up ideas for new books to read. It is also interesting to see what people leave inside their books. This year we found lots of cool bookmarks, family photos, ticket stubs, and even a dollar bill (which we assumed was a tip!).

Over the summer, the OWLS Community Service Committee and other volunteers will be working with the Coffee Creek library staff to get the books delivered to the prison. Deliveries will occur over a couple of months because the library needs to receive them in small batches. If you are willing to help with deliveries by picking up a load of books from downtown Portland and driving the books to Coffee Creek, please contact Danielle Hunsaker at dhunsaker@lvklaw.com or Susan Pitchford at sdp@chernofflaw.com.

Danielle Hunsaker, a partner at Larkins Vacura Kayser in Portland, specializes in real property, financial services, and business torts litigation. She was the coordinator of the 2016 Coffee Creek Book Drive.

OWLS and MBA Host CLE on Professionalism and Discriminatory Conduct

By Shaun Morgan

On April 1, OWLS and the Multnomah Bar Association hosted, as a free CLE, a panel discussion examining the roles that diversity, inclusion, and combatting discrimination play in attorney ethics and professional conduct.

The panel was moderated by Chris Ling, acting director of the Diversity & Inclusion Department of the Oregon State Bar. The panelists were Judge Darleen Ortega of the Oregon Court of Appeals; Oregon State Bar Deputy Counsel Mark Johnson Roberts; Portland business and real estate attorney Melvin Oden-Orr of Oden-Orr Law; and Portland wage-theft and discrimination attorney Banafsheh Violet Nazari of Nazari Law.

Mark began by explaining the recent changes to Rule 8.4(a) of the Oregon Rules of Professional Conduct (RPC), which became effective on February 19, 2015. RPC 8.4(a)(7) provides that it is professional misconduct for a lawyer to "in the course of representing a client, knowingly intimidate or harass a person because of that person's race, color, national origin, religion, age, sex, gender identity, gender expression, sexual orientation, marital status, or disability." Mark said that the American Bar Association is currently revising its own professional conduct rules regarding discrimination, and it has proposed language making it unethical to "harass or knowingly discriminate against persons" on the basis of race, gender, and other statuses.

The panelists discussed three hypothetical situations, interacting with the audience to assess whether the attorney conduct at issue qualified as knowing intimidation or harassment. In the first hypothetical, a visibly pregnant female attorney represented a client in a contentious custody battle with the mother of his children, represented by a male attorney. The male attorney and his receptionist made comments to the female attorney about her pregnancy, also winking and pointing at her abdomen. When the two attorneys were unable to amicably resolve the dispute, the male attorney told the female attorney that she should have had more sympathy for other women with children, especially since her own child was on the way.

The panelists and the audience

appeared mostly in agreement that the behavior was inappropriate, and the audience seemed particularly annoyed when it was noted in the hypothetical that the male attorney had forwarded an email in which an expert in the case had referred to the female attorney as "lady" and mocked her math skills. There was not definitive agreement, however, on whether all of the male attorney's conduct would rise to the level of an 8.4(a)(7) violation, because it was not clear that the conduct had been done to knowingly intimidate the woman.

Judge Ortega emphasized that minorities often have trouble finding legal representation, and that the rule changes could help people who have historically been marginalized gain access to the law. In one hypothetical, the panel appeared in agreement that seeking discovery on a person's immigration status in a personal injury case is probably an ethics violation, because the information is not germane to the case and is likely sought only to discourage undocumented workers

from bringing claims.

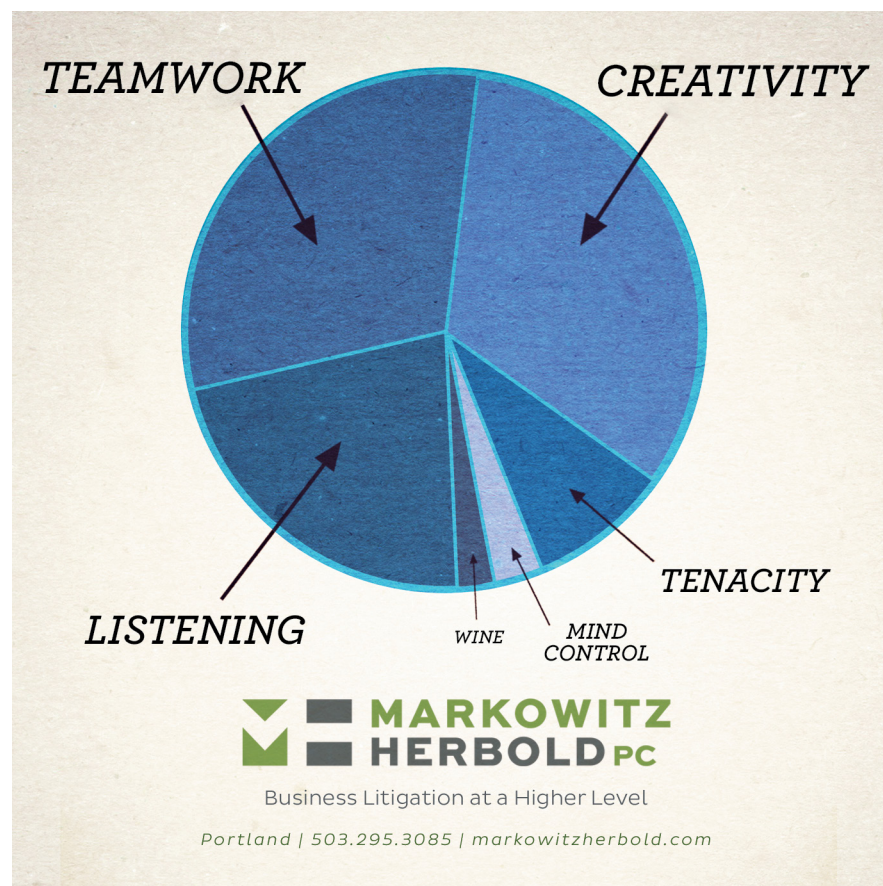
At the close of the discussion, Mark reminded attorneys that they do not need to engage in any discriminatory conduct at the behest

of a client, because while the client may control the litigation, the attorney controls the tactics. Thus, professionalism means more than simply representing a client—it also means conducting ourselves in a manner that respects the different experiences and backgrounds of those with whom we engage in this profession, whether they be clients, opposing counsel, or the other party.

Shaun Morgan is an attorney with Rizzo Mattingly Bosworth in Portland.



Mark Johnson Roberts



Of Optimism and Listening Well

I recently learned about an African parable that captures something important about the efforts of relatively privileged people to help the marginalized or those with less privilege—and specifically, about a dynamic that dooms many if not most diversity, inclusion, and equity efforts.

There once was a monkey who lived by a river and who survived a terrible monsoon. Many animals died in the flooding that happened when the river overflowed its banks, but the monkey survived by climbing up to the tallest tree and hanging on for dear life.

As the storm began to die down, the monkey noticed a small fish in the water that appeared to be struggling in the current. The monkey took pity on the fish and decided that he would save it. He reached down and gently lifted the fish onto dry land where it would be safe from the rough waters. The monkey watched with relief and a small measure of pride as the fish flopped around with gratitude for a few moments and then settled into a relieved and comfortable sleep.

There are so many things to admire about this monkey. The monkey had the best of intentions. The monkey noticed the fish. The monkey cared.

But the monkey failed to notice or even suspect that he and the fish occupied different social locations in the world. He failed to notice or even suspect that helping the fish might not really be possible without input from the fish. He failed to notice or even suspect that his social location allowed him agency that the fish lacked, or that his interpretation of the fish's response might be suspect.

Recently at a legal event, I ended up in a conversation about diversity efforts that were being undertaken by various bar organizations. You might think I entered the conversation because my input was being sought; after all, I identify as a member of some marginalized groups (Latina, woman), and have been deeply engaged in equity, diversity, and inclusion work for many years. As the work was discussed, I began to be concerned about the lack of input from members of the marginalized groups that the work purported to serve. Since my input actually

THE JUDGES' FORUM



By Judge Darleen Ortega
Oregon Court of Appeals

wasn't being sought, I inquired as to how members of those marginalized groups were being included in formulating and administering the efforts. The answer that I got back was that the white male speaker was only aware of other white and mostly male participants. But without missing a beat, he assured me that, given who was in charge, he was "optimistic."

I have these sorts of experiences quite regularly—which is especially interesting given that, as a judge, I enjoy a more privileged status than do most other minority women. It generally doesn't occur to well-meaning people who are part of a dominant culture to notice or even suspect that we occupy different social locations in the world, or that helping people who identify with groups outside the dominant culture might not really be possible without input from members of those groups—or, indeed, that efforts to help them might even hurt them. It also doesn't occur to such well-meaning privileged folks to question whether their optimism is the right measure of the prospects for efforts to help members of a marginalized group.

Leaders of the disability rights movement in the 1990s began making use of the exhortation "nothing about us without us" to draw attention to the importance of meaningfully involving people with disabilities in efforts to assist them or advocate on their behalf. The same principle applies to all efforts to advocate for or assist the marginalized. Without situating ourselves in a place that allows them to educate us about their perspective, their experience, and their concerns, we really don't have any reason to be optimistic about our efforts to help them.

Dr. Christena Cleveland, a social psychologist at Duke Divinity School, has written helpfully on the topic of "listening well"—that is, how people operating from a place of relative privilege who want to learn to be in solidarity with people who are relatively oppressed can learn to allow oppressed folks to actu-

ally educate them. (I commend her work to you. Though it is written from a Christian theological perspective, the principles she identifies, and especially her grounding in social psychology, have much broader application.) Dr. Cleveland makes a good case that unless we do the work of listening well, efforts we undertake to bring about a more equitable society that affords agency to folks who have historically been marginalized are likely instead to result in clumsy interactions that may well increase oppression rather than alleviating it.

I don't mean to exempt myself from that work, since I also am often in a position of relative privilege when I interact with people whom I would like to help. I, too, must regularly commit to the work of listening well to their experience before undertaking efforts to help them and even before engaging with them in any way. I must continually recognize that my relative privilege and my own need to feel good about myself will easily allow me to shield myself from feedback about what I'm doing that might make me feel bad.

I need to work to alter the dynamics of our relative social locations so that a marginalized person feels comfortable sharing his or her experience with me, and I need to be ready to learn some things about the experience of a marginalized person that may make me feel uncomfortable. I need to expect that in communicating with me, he or she might sound angry or might not communicate in the most helpful way, since marginalized people have rarely been truly asked for their opinion. I will need to resist the temptation to use my relative privilege to attempt to "fix" their situation, since they usually won't experience that as helpful.

If done well, this is hard, ongoing work. It's also very worth doing, when done well. In fact, I dare say, I have at least as much to gain from such work as anyone whom I undertake to help.

And, in the end, their optimism about my efforts is a lot more significant than mine.



Judge Darleen Ortega

Meet Marion County Circuit Judge Cheryl Pellegrini

By Rachele Selvig

Marion County Circuit Court Judge Cheryl Pellegrini has always made her own dynamic and purposeful path. She grew up in the small town of Cumberland, Rhode Island, in a family of first-generation American parents hailing from Scotland and Italy. She was strongly influenced by both of her grandmothers, with whom she spent a lot of time during her early youth, while her mother worked as a bookkeeper.

Judge Pellegrini obtained a BA in English literature from the University of Oregon, relishing the liberal arts major that allowed her to learn about history. She worked throughout college, and after graduating, she continued working in a variety of fields, including baking and floor refinishing. A few years after college, Judge Pellegrini began thinking about returning to school to obtain a master's degree in English and working in academia.

She was also intrigued, however, by the ways that society and law function, so she ultimately decided to attend the University of Oregon School of Law. Unlike many people who decide at an early age to become a lawyer, Judge Pellegrini did not intend to become a practicing lawyer until she graduated from law school. Her focus was always on contributing to the community in which she lived.

After passing the bar in 1987, she was hired by Judge Richard Beesley to clerk at the Klamath County Circuit Court. Five months into her clerkship, she was hired by the Klamath County District Attorney's Office. As one of only a few women attorneys working in Klamath Falls at the time, Judge Pellegrini felt that she had to work a little harder as a woman to earn respect as a lawyer, but once it was earned, that respect stayed with her.

After serving as a Klamath County deputy district attorney for over seven years, Judge Pellegrini decided to take a break from criminal prosecution and joined the Oregon Department of Justice (DOJ) in 1995. She worked in attorney and supervisory roles at the DOJ for the next 19 years, including serving as the attorney-in-charge of the Organized Crime Section, deputy chief counsel for the Civil Enforcement Division, and chief counsel of the Trial Division.

In 2013, Judge Pellegrini assessed her career again and decided she wanted to better integrate her life and work, and that she wanted her work to directly

benefit her community in Salem. Judge James Rhoades, who was the presiding judge in Marion County at the time, encouraged her to apply for a judge position opened by the unexpected death of Judge Albin Norblad in February 2014. Judge Pellegrini recognized this as a perfect fit for the next stage in her career, so she applied. Because of the expedited nature of the proceedings, she was chosen a mere 2 1/2 weeks later and began serving in March 2014. She was elected to the position in November 2014.

Judge Pellegrini handles a varied docket encompassing all areas of the law. She is most familiar with criminal cases because of her background, but she also enjoys learning new areas of law in civil cases, and guiding parties in domestic relations cases through unstable times so they can move on to a new part of their lives. Her favorite work, though, is jury trials; she would conduct a jury trial every day if she could.

When not in the courtroom, Judge Pellegrini is an avid cyclist and CrossFitter. She and her partner, Meg Rowe, get out of town whenever their schedules permit.

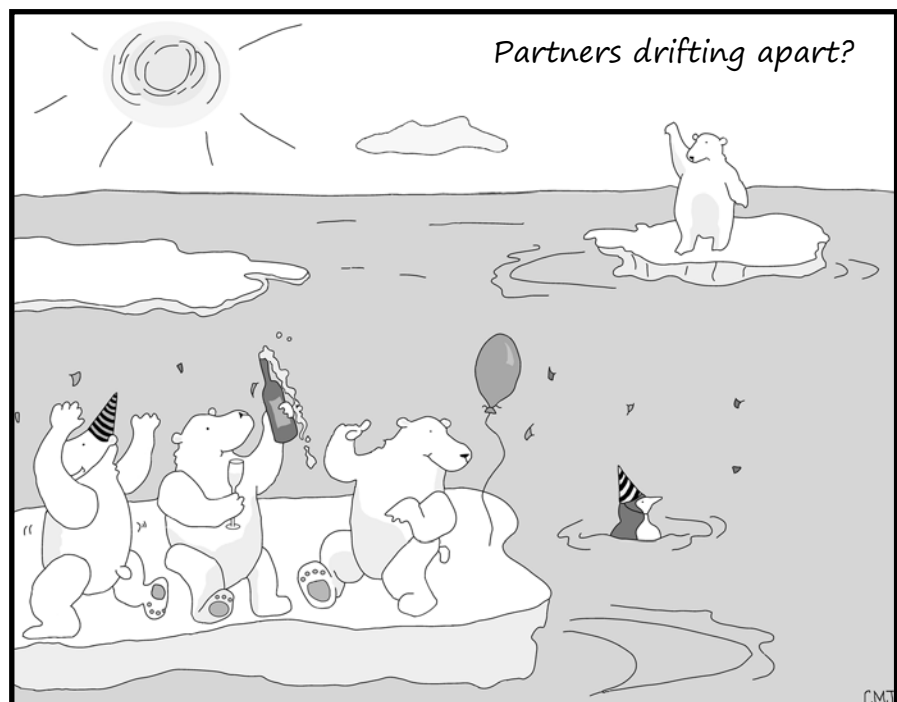
Judge Pellegrini appreciates the perspective that women lawyers bring to the law based on our acculturation and the variety of roles we play in society. She sees

this perspective engender broad thinking about legal issues, client understanding, and goals. She encourages women lawyers to not shy away from what is distinctive about each of us—because that is exactly what is distinguished about each of us. Judge Pellegrini's guiding principle, based on her 28 years in the legal profession, is "Be open, be bold, and be guided by grace."

Rachele Selvig is a partner at Cauble, Cauble & Selvig in Grants Pass focusing on civil litigation, guardianships and conservatorships, probate, and estate planning.



Judge Cheryl Pellegrini



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Celebrating the OWLS Foundation's 20th Anniversary

More than \$150,000 in Grants!

By Trudy Allen



Longtime OWLS supporters at an OWLS Foundation fundraiser celebrating Katherine O'Neil's 70th birthday in September 2008: (left to right) Front row: Katherine O'Neil, Marilyn Bishop, Agnes Sowle, Helle Rode, Kathy Root, Sue Pickgrobe, Nell Bonaparte, Kathleen Cushing, Betty Roberts, Marge Moore, Susana Alba. Second row: Sandy Hansberger, Agnes Petersen, Elizabeth Perry, Janice Schurman, Kathryn Ricciardelli, Nancy Cook, Mary Anne Anderson, Trudy Allen, Ruth Spetter, Diane Polsker, Phylis Myles.

The OWLS Foundation will turn 20 on September 9. It's a great time to reflect on all that the Foundation (also called OWLF) has accomplished and on how much it has grown. First and foremost, it's time to celebrate the many grants OWLF has made, in support of its mission to educate and support women and minorities in accessing and participating in the justice system.

Humble Beginnings of Giving

From the beginning, when the OWLS Board of Directors envisioned creating this sister nonprofit corporation, OWLS wanted to facilitate charitable giving that would benefit OWLS members, law students, and the community, particularly women and minorities. The Foundation picked up the baton and ran with it, starting by collaborating with the Mary Leonard Law Society (MLLS) to provide a pass-through of the funds that MLLS raised through its "Race Judicata" runs. Over the course of six years (1998 through 2003), MLLS raised \$18,477, which it earmarked for grants made by OWLF to the charities chosen by MLLS. This provided some "juice" for OWLF to give grants while it began its own fundraising.

By 1999, OWLF was able to start giving grants to OWLS, for scholarships to enable people to attend OWLS CLEs and for other educational purposes. In that first year, OWLF made grants to OWLS totaling \$777. Altogether, OWLF has made 13 grants to OWLS, totaling \$26,232. OWLS designates the use of the

funds for scholarships, sponsorships, and other activities that are consistent with the Foundation's 501(c)(3) status.

OWLF started giving grants to community organizations with its grant of \$500 to the Oregon Minority Lawyers Association in January 2001. Through 2013, OWLF gave 41 community grants totaling \$58,650. OWLF was one of the original sponsors of CourtCare in Multnomah County, and over the years has given \$17,600 to that project. OWLF has long hoped to see CourtCare established in Marion County and has pledged \$10,000 to help MLLS launch the program there.

The Foundation has supported various Court Appointed Special Advocates (CASA) groups across Oregon, which help children in the court system be placed in safe and permanent homes. Other community grants have provided assistance for a variety of causes and organizations, including the Spanish translation of a domestic violence pamphlet (an MLLS project for the Salem area), Clackamas Women Services, and the Eugene Survivor's Justice Center.

Today's Giving

The Foundation has always supported law students, especially women and minorities, as they navigate their way toward professional participation in the justice system. This has been a prolific area of grant giving, and is now a major focus for OWLF. Vernellia R. Randall, a vice president on the founding board of OWLS, conceived of a grant to assist

single parents with the costs of taking the bar exam. OWLF started making the grant, named for Vernellia, in 2003 and has given 31 Vernellia R. Randall Bar Exam Grants, totaling \$22,575. This grant has now been expanded so that any parent is eligible. OWLF considers the number and ages of the applicant's children, with special consideration given to students with children under the age of six and to single custodial parents. And the amount of the grant has increased from the original \$525 (for the OSB exam fee) to \$3,000 (to help with any bar review course, as well).

With a special desire to help minority law students, and as a memorial to Armonica Gilford, a former member of both the OWLF and OWLS boards and the first black woman assistant attorney general in Oregon, OWLF designed the Armonica Law Student Grant. Each year, this grant is offered to six third- or fourth-year students attending Oregon law schools. Each student receives a textbook grant in the amount of \$1,000 and is matched with a female judge, who serves as the student's mentor for the year. Ethnic minorities and women are especially encouraged to apply. Since 2007, OWLF has given 39 Armonica Law Student Grants, totaling \$22,500.

As a memorial to Justice Betty Roberts, the first woman on both of the appellate courts in Oregon and an inspiring role model for leadership, in 2013 OWLF

Continued on next page

OWLS Foundation

continued from page 12

created the Justice Betty Roberts Leadership Conference Grant. The grant is available to women and minority executive committee members of an Oregon legal association who want to attend a leadership conference but do not have sufficient conference funds available through the organization that they serve.

OWLF also offers the Janis Hardman Medical Support Grant, which honors longtime OWLS supporter Janis Hardman, who showed grace and poise in her battle with cancer and received tremendous support from the OWLS community. The grant is available to women and minority lawyers who need financial support because they are unable to work or can only work a reduced schedule during a time of medical need.

Of course, OWLF could not provide these grants without the generous support of Oregon's legal community. Over the last two decades so many of you have given, from the first silent auction in 1999 to the special appeal at this year's Roberts & Deiz Awards Dinner, which raised over \$40,000. Several OWLS members have made gifts to OWLF in memory of some of our deceased members, and some have made bequests to OWLF in their wills. We would be honored to have you remember the Foundation in your estate planning.

As of this summer, OWLF has made 133 grants, totaling \$152,284. OWLF started with \$199 in its checking account at the end of 1997. From that humble beginning, the Foundation has grown to approximately \$295,000 in assets. In 2014, OWLF invested \$200,000 in an Oregon Community Foundation (OCF) Endowment Partnership, taking advantage of OCF's large and diversified portfolio under high-quality investment management. OCF makes distributions back to OWLF every year, which will be used to help fund our grants.

OWLF is looking forward to a healthy and vibrant future, with even greater ability to give grants in support of our mission. The more funds we raise, the more we can give! To make your donation or learn how to incorporate the Foundation into your estate planning, visit us at owlsfoundation.org/how-to-help/donors/. Thanks again to all our donors!

Trudy Allen has been the historian of the Oregon Women Lawyers Foundation since 1999. She has retired from the practice of law.

The investiture of the Honorable Youlee Yim You was held on May 20 at the Mark O. Hatfield U.S. Courthouse in Portland. U.S. Magistrate Judge You is shown at right with Chief Judge Michael Mosman and below with the many members of the Oregon Asian Pacific American Bar Association who attended the ceremony.



OWLS marched with OGALLA in the Portland Pride Parade on June 19.

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Top 8 Tips for Nursing Mothers

By Suleima Garcia and Silvia Tanner

Are you a mother who's pumping breast milk after returning to work? If so, these tips may help:

1. Location, location, location. Whether you will be at the office, the courthouse, or a deposition, identify a place to pump in advance and learn how to access it. OWLS keeps a list of lactation rooms. When going somewhere not listed, call ahead to ask about a private area that you can use. (Please email Diane Ryerson with the new location; she'll add it to our list.) If all else fails, do what you must—as a last resort, OWLS members have pumped in their cars.

2. Guard your pumping breaks zealously. Bonnie Hutches, an international board certified lactation consultant (IBCLC) who works in Oregon, recommends that you know your rights and do the groundwork necessary to pump at work. "Go in with the idea that everything is very normal and [that] you are not asking for anything special," she advises. Also, be firm about your pumping breaks. Skipping a pumping break can lead to a slippery slope that may result in frustration, resentment, and a reduction of your milk supply. You are the best advocate for your baby and yourself.

3. Make the process as efficient as possible. Planning ahead can save you time and sanity. OWLS members suggest enlisting someone to clean pump parts, having two sets of parts, leaving the pump at work, refrigerating pump parts throughout the day instead of washing them after every session, getting a pumping bra, and mastering hands-on pumping. Whatever you do, pack your bag the night before.

For additional advice on how to streamline the process, see Salem attorney Katie

Krametbauer's tips for handling the transition back to work.

4. Find the bright side of pumping. Ms. Hutches advises that you "think of the time that you spend pumping as a time to be close to your baby. Relax, meditate, listen to music. Take the chore idea out of it—make it something that you look forward to."

5. Be flexible. According to Ms. Hutches, "babies become more efficient feeders." Therefore, if you are feeling stressed about your milk supply, look at your baby and ask, "Is she/he content and growing?" If you are not sure, Ms. Hutches advises contacting a lactation consultant. Some questions, she says, can be answered over the phone.

6. Learn from others' experiences. Talk to other women with similar experiences. Ms. Hutches advises pumping mothers to "connect with other mothers who are pumping for their babies. You can support each other." You may also learn best practices. There's no need to reinvent the wheel.

7. Coordinate with caregivers. Communication is key. When selecting a caregiver, make sure that you are both on the same page. Clarifying expectations on storing milk safely, paced feeding, milk temperature, baby's preferences, and the feeding schedule is key to ensuring a smooth transition.

8. When in doubt, seek resources. If you are unsure about something, reach out to an IBCLC or check well-respected resources like the Northwest Mothers Milk Bank and KellyMom.

Suleima Garcia is a Multnomah County deputy district attorney. Silvia Tanner is a staff attorney in the Portland office of Renewable Northwest.

Clackamas Chapter



Photo: Jenn Dalglish

Danuta Pfeiffer (left) was the featured author at the Clackamas Women Lawyers "Evening with an Author" event held on April 21. With her is Lisa Miller.

Cascade Chapter

On June 15, Cascade Women Lawyers and the Oregon Attorney Assistance Program hosted a one-hour CLE titled "Professionalism and Self Care," presented in Bend by Shari



Gregory, assistant director at the OAAP. Shari's wise words and a high degree of audience interaction left the crowd better prepared to reduce stress and increase focus.

Lane County Chapter Hosts Clothing Drive

By Nancy Olson

On April 7, Lane County Women Lawyers hosted its annual professional clothing drive to benefit WomenSpace, which works to prevent domestic violence in intimate partnership relationships in Lane County and to support survivors in claiming personal power.

About 25 people attended the lunchtime event, held at the Steelhead Brewery in Eugene. Carrie Wright, a development assistant for WomenSpace, spoke about the organization's mission. In total, Lane County Women Lawyers collected over 20 bags of professional clothing for WomenSpace, as well as several bags of books for the OWLS Coffee Creek Book Drive.

Nancy Olson is an assistant U. S. attorney in Eugene.

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Meet Crook County District Attorney Daina Vitolins

By Joanna Robinson

OWLS member Daina Vitolins was elected in May to her third term as district attorney for Crook County. Though running unopposed, she demonstrated that she was poised to continue improving the justice system throughout Prineville and the surrounding areas of Crook County.

In 2016, DA Vitolins also became president of the Oregon District Attorneys Association (ODAA). She is the first woman to hold the position since the organization was founded in 1952. It consists of the 36 district attorneys in Oregon, as well as deputy district attorneys, district attorney office managers, Oregon assistant attorneys general, and U.S. attorneys serving in the state.

In addition to championing the ODAA's general mission to uphold the laws and constitutions of Oregon and the United States, DA Vitolins hopes that under her presidency, the ODAA might also be able to operate as a "kinder, softer, and gentler organization."

Over the years, DA Vitolins has observed an increase in the number of women elected as district attorneys in Oregon, and although she sees this as an improvement, she holds fast to her conviction that there needs to be more diversity in district attorney offices across the state.

Born and raised in Idaho, DA Vitolins attended the College of Idaho, where she majored in political science and minored in French and Spanish, graduating in 1982. She began to call Oregon home after attending law school at Willamette University, from which she graduated in 1985. In 2008, after a successful career as an assistant attorney general and a deputy district attorney, DA Vitolins decided to run her first campaign for district attorney. Since then, she has continued to work with community members and heads of various departments to prioritize public safety in Crook County.

Her attachment to central Oregon is not limited to her work as chief prosecutor in Crook County; DA Vitolins also

invests heavily in the Prineville Music Theater Camp for children each summer. She assists with fundraising efforts and is a major supporter of the work the organization does to improve the lives of children in the community.

DA Vitolins resides in Prineville with her husband, and in her spare time, she enjoys playing piano, tennis, and upright bass and attending CrossFit workout sessions. She is also a proud member of her bell choir, "The Dingalings."

OWLS thanks Daina Vitolins for her public service.

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



DA Daina Vitolins

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

Specialty Bar Social



Kamron Graham (left), president of OGALLA, and Jon Patterson, president of the OC-NBA

Leaders of Oregon's specialty bar organizations were recently invited to socialize, to build relationships outside the office setting. Our first social hour was at Portland Prime on April 19, and representatives from all the specialty bars attended, as did the Oregon State Bar president-elect.

As an ice breaker, attendees had the name of a well-known person stuck on their backs. They went around the room asking yes or no questions until they figured out whose name they had, at which point they wore the sticker in front.



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.

We fund the **Armonica Law Student Book Grant**, the **Vernellia R. Randall Bar Exam Grant**, the **Justice Betty Roberts Leadership Conference Grant**, and the **Janis Hardman Medical Support Grant**.

To learn more about the Foundation, our grants, or to donate, please visit www.owlsfoundation.org.



Notorious RBG: The Life and Times of Ruth Bader Ginsburg

By Irin Carmon and Shana Knizhnik (2015)

Book Review by Joanna Robinson

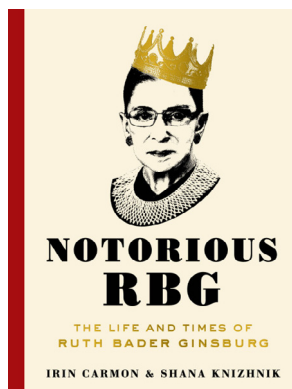
To hip-hop fans, the reference is obvious, but to many, a logical connection is not. *Notorious RBG: The Life and Times of Ruth Bader Ginsburg*, created by Irin Carmon and Shana Knizhnik, seamlessly blends the reputations of two very different cultural icons into one book.

Throughout this entertaining and insightful tribute to Justice Ginsburg, there are unmistakable references to Biggie Smalls, the famous Brooklyn-born rapper also known as the Notorious BIG, who left his mark on hip-hop culture with his wit and presence. A quick glance at the table of contents reveals as much: chapters 2, 8, and 9, respectively, are titled “Been in This Game for Years,” “Your Words Just Hypnotize Me,” and “I Just Love Your Flashy Ways.”

Celebrating her influential dissents from the 2012–2013 term, five of which she read from the bench, the authors offer a simple and sincere explanation for why their book is far from irreverent. In their own words, it makes perfect sense for the justice and the rapper to share the “Notorious” moniker because “like the swaggering lyricist [BIG], this tiny Jewish grandmother who demanded patience as she spoke could also pack a verbal punch.”

Building on what started as a Tumblr blog created by Ms. Knizhnik, *Notorious RBG* is a compilation of interesting facts and significant milestones reached during

the course of Justice Ginsburg’s career. Through quotes from present and former colleagues, along with quotes from the justice herself, the authors illuminate the impressive work ethic that drives her



legendary opinions, and through reflections offered by family members, the book reveals the woman behind those glamorous jabots.

Along the way, readers are informed of Justice Ginsburg’s love for MZ Wallace totes and her weakness for Ferragamo shoes, while we are also reminded of the conviction behind the justice’s powerful words.

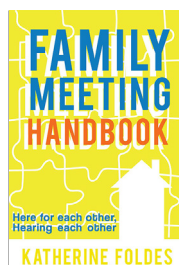
The Court’s opinion in *United States v. Virginia*, 518 U.S. 515 (1996), which was written by Justice Ginsburg, illustrates the significance of her role as a justice and a timeless icon. When the court struck down the Virginia Military Institute’s

male-only admission policy, it was Justice Ginsburg who articulated the reason for the majority’s decision: “Inherent differences between men and women, we have come to appreciate, remain cause for celebration, but not for denigration of the members of either sex or for artificial constraints on an individual’s opportunity.”

The portrait of the delicate-looking justice that is etched on the book’s cover is contrasted with the description of her vigorous workout sessions with her personal trainer. Her work ethic is illuminated in passages that reveal, for example, her habit of bringing a penlight to the movies to read her mail during previews. Her sense of adventure is captured in references to her parasailing, whitewater rafting, and waterskiing trips. She is the serious feminist who helped shape the legal fight for women’s rights, and she is the unapologetic jurist who promises us that she will continue to give voice to her dissent if, in her judgment, “the court veers in the wrong direction when important matters are at stake.”

Noting that “you can’t spell TRUTH without RUTH,” *Notorious RBG* pays homage to a living legend who has influenced a generation and will continue to influence generations to come.

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



A book by OWLS member Kathy Foldes, *Family Meeting Handbook: Here for Each Other, Hearing Each Other*, is now available. Based on her experiences organizing her own family meetings and family meeting work-

shops, the book is a step-by-step guide for parents on how to conduct family meetings that will prevent problems, give children a say, build the family unit, and improve communication.

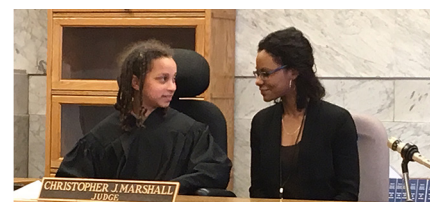
Kathy will talk about family meetings at the OWLS Working Parents Discussion Group on Thursday, September 8, from noon to 1 p.m. at 520 SW Yamhill, 4th floor conference room, in Portland.



OWLS member Bonnie Richardson has received the Multnomah Bar Association’s 2016 Professionalism Award, which “recognizes a member of the legal community for the highest ethical standards

and professional conduct in the practice of law.”

As the MBA’s announcement notes, “Bonnie played an important role in amending the Oregon Rules of Professional Conduct to ensure that discrimination or harassment of a protected class constitutes a violation of the rules.” She is managing partner of Folawn Alterman & Richardson in Portland.



OWLS celebrated Take Your Kids to Work Day on April 28 at the Multnomah County Courthouse in Portland.

Meet OWLS Board Member Kate Lozano

By Megan Lemire

OWLS board member Kate Lozano's path took a few turns before she landed permanently in Portland. Originally from Denver, Colorado, she attended college at the University of New Mexico. Before law school, she traveled to Greece and England and wound up working at the University of London Medical Examiner's Office. She also taught French to elementary school students and English as a second language to homebound refugees in Denver, the latter spurring her interest in immigration law. She attended Notre Dame Law School in Indiana, graduating in 1997.

After law school, Kate worked for the Archdiocese of Indianapolis in canon law and simultaneously maintained a solo immigration practice for asylees, refugees, and victims of domestic violence. "Immigration law was a fascinating and rewarding practice, but could also be scary because in an asylum case, for example, the client's life can actually be on the line," she said. She was appointed

to the appellate canonical bench at the archdiocese, no small feat for a female civil lawyer. From there, she moved to Portland and performed contract work until she joined the Oregon Department of Justice (DOJ) in 2008. At the DOJ, she represents professional licensing boards and is counsel to the Alcohol and Drug Policy Commission.

One of the first things Kate did when she moved to Portland was join OWLS. During her experiences "practicing as a woman in tribunals of the Roman Catholic Church and working with immigrants, who were often disempowered ethnic minorities," she saw the challenges that women and minorities face and decided that "it's important to support women and minorities who have chosen this profession." As a board member, Kate co-chairs the Awards Committee, which prepares nominations of OWLS members for legal, non-OWLS awards, and serves on the Membership Committee, helping to organize brownbag lunchtime CLEs.

Kate is enthusiastic about encouraging women to learn and practice leadership skills through OWLS programming, such as Road to the Bench and pay equity CLEs. It is also important for young women lawyers, Kate says, to "believe in yourself." She credits her mom with instilling this value in her. "Don't be afraid," Kate says, "to reach for career paths you think are interesting—regardless of whether they fit into a 'five-year plan.' Follow your inspiration, and your life will be richer for it."

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



Kate Lozano

Gambling on a Good Cause: Mary Leonard Law Society Helping to Bring CourtCare to Marion County

By Debra Cohen Maryanov and Tiffany Hamilton

"On a frequent basis, people with urgent business before the Court—often related to personal safety, housing, or other critical issues—arrive at the courthouse with children in tow, because they have no better option."

Judge David Leith
Marion County Circuit Court

Fifteen years ago, the Multnomah Bar Foundation responded to this problem in the Portland area by establishing Multnomah CourtCare, which provides free, quality childcare in a safe, licensed environment for children whose parents or guardians must attend proceedings in Multnomah County Circuit Court. CourtCare shields children from witnessing tense and disturbing court proceedings, permits caregivers to focus on court-related business, and reduces disruptions in the courtroom. Serving 80 to 100 children and their families each month, Multnomah CourtCare has served over 13,000 since opening in December 2001.

The same need for accessible childcare services exists in Marion County. As Salem family law attorney Katherine Denning

noted, "Our community desperately needs more cost-effective options for all families, but especially litigants, who are often facing additional financial and emotional challenges." Bringing CourtCare to Marion County would increase access to justice by enabling the most financially vulnerable people in our community to participate meaningfully in court proceedings.

In December 2015, a group of local lawyers and judges formed the Marion County CourtCare Steering Committee to bring CourtCare to Salem. With a goal of starting services by the end of 2016, Marion County CourtCare will be operated by the Salem Family YMCA, located one-half block from the Marion County Courthouse in downtown Salem. Children will receive care from full-time, licensed professionals in a dedicated CourtCare space within the YMCA.

The Mary Leonard Law Society (MLLS), which is the Marion County chapter of Oregon Women Lawyers, is a strong supporter of Marion County CourtCare. The chapter works to promote justice and equality in our community through

annual fundraisers to support vital organizations. This year, MLLS joined with Surety Solutions to host a Monte Carlo Casino Night fundraiser in support of Marion County CourtCare on Friday, June 10, at the Eola Viticulture Center in Salem.

Over 100 local lawyers, judges, community business partners, and friends gathered for a fun-filled night of gambling for a good cause. Guests enjoyed delicious Mediterranean-themed hors d'oeuvres, along with a selection of local wines and craft beers. The Eola Viticulture Center, with its breath-taking views, was a beautiful venue in which to spend time with friends and establish new contacts, while playing an array of casino and



Photo: Phil Hawkins

Judge David Leith

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Ninth Annual Women's Wellness Retreat a Success

By Teresa Statler

Forty-eight Oregon women attorneys and nine facilitators enjoyed a successful retreat at Cannon Beach on April 8 and 9. The retreat was jointly sponsored by OWLS and the Oregon Attorney Assistance Program (OAAP), and attendees stayed at the Hallmark Resort and Spa, with its lovely view of the ocean.

After a welcome by Shari Gregory, assistant director and attorney counselor at the OAAP, the program began on Friday afternoon, April 8, with a lunch buffet and get-to-know-you activity. Then Nancie Potter, JD, LMFT, gave a presentation titled "Planting the Seeds of Professionalism." Nancie broke down the various elements of professionalism and explained how they relate to legal ethics. She reminded us that although being an ethical lawyer is mandatory, professionalism is aspirational—yet it is still an excellent idea for every lawyer.

As Oregon State Bar membership has expanded in recent years, Nancie believes that there has been less opportunity for the mentoring and training of young lawyers, sometimes resulting in less professionalism. She said that professionalism "works" and that with professional collegiality, "things go better and clients

get better service." A lack of professionalism may stem from anxiety and a failure to empathize. Nancie provided excellent handout materials as well as strategies for lawyers who feel bullied, including talking to allies and other lawyers, not responding in kind, and being better prepared in court.

Later that afternoon, attendees had free time for relaxing or spa treatments. At dinner, table discussions addressed questions such as how women can show compassion to ourselves and what would allow us to celebrate joy more often in life. Dinner was followed by a calming and relaxing yoga session, led by attorney and yoga instructor Michelle Ryan, and a bonfire on the beach.

On Saturday, following yoga and a breakfast buffet, Jill Goldsmith of Workplace Solutions NW presented on the topic "Mindful Self-Compassion." Jill, an OSB member, told us that mindful self-compassion helps us understand behaviors and change them. This does not mean being self-critical; self-compassion means telling yourself that you are valid, even if you try and fail. Mindful self-compassion has three components: being kind to yourself, reminding yourself that

other people have the same worries and problems, and scanning to notice your toxic thoughts.

Jill also provided excellent written materials, including a summary of how the different parts of the brain react to stress. She also provided a chart that outlines how self-compassion interacts with our "emotional regulation

systems" when dealing with the stress responses of "fight, flight, or freeze."

Denise Gour, a licensed clinical social worker, followed up with exercises for practicing mindful self-compassion and exercises for including joy in your life. Denise recommended the book *How to Tame a Wild Elephant & Other Adventures in Mindfulness*, by Jan Chozen Bays, MD, for other exercises.

After lunch, the retreat concluded with attorney Anne Villella's presentation, "Finding Joy, Wonder & Awe." Anne gave us ideas for showing self-compassion, such as daily walks, taking a break in the middle of work, exercise, a hot bath, and telling yourself that you are doing the best you can. She recommended that we celebrate joy in our lives by worrying less, dancing, taking a walk on a beautiful day, and focusing on the joy present in every day. Her session concluded with our imagining and writing down what might constitute an "ideal day."

OWLS thanks all the retreat facilitators, with a special thanks to Shari Gregory and Kyra Hazilla of the OAAP for planning the retreat. Attendees left the retreat relaxed, rejuvenated, and with skills to cultivate calm and kindness in our lives.

Teresa Statler has a solo immigration law practice in Portland. She is the chair of the AdvanceSheet Committee.



Nancie Potter



Anne Villella

Mary Leonard Law Society

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carnival games for prizes.

Judge David Leith of the Marion County Circuit Court explained just how high the stakes at Casino Night were by giving a brief presentation about the important services CourtCare will provide to the local community. Heather Van Meter explained the ongoing need to raise funds to make CourtCare a reality in Marion County. At their urging, Casino Night guests played the night away and helped raise over \$4,300 to support establishing Marion County CourtCare.

Over 50 local businesses and individuals contributed to making Casino Night a success through sponsorships and donations. MLLS extends a very special thank-you to the following event sponsors—we couldn't have done it without you! Platinum level: Surety Solutions. Gold level: Saalfeld Griggs. Silver level: Withnell Dodge-Hyundai. Bronze level: Heltzel Williams, Evergreen Income Taxes, Law Offices of Keri Trask Lazarus, Rice Kuerny, Willamette Valley Bank, PacWest Wealth Partners, Michelle Vlach-Ing, and Wandering Aengus Ciderworks.



Photo: Phil Hawkins

Debra Maryanov, Kathy Bruce on June 10

For more information about how to support Marion County CourtCare, visit www.maryleonardlawsociety.org or contact Erin Dawson at ErinNDawson@gmail.com.

Article originally submitted to the Marion County Bar Association Bulletin by Debra Cohen Maryanov, an assistant attorney general at the Oregon Department of Justice and an MLLS board member. Adapted for the AdvanceSheet by Tiffany Hamilton, program manager at the Oregon Department of Transportation and historian of the MLLS board.