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Portland City Attorney's Office Earns OWLS Workplace Leader Award

By Heather Bowman

At the OWLS Fall CLE on October 16, OWLS presented its 2015 Workplace Leader Award to the Portland City Attorney's Office. The award was accepted by Portland City Attorney Tracy Reeve.

The Workplace Leader Award recognizes a legal

employer that is making effective efforts to provide meaningful opportunities for women and minorities to succeed in the workplace and to advance to positions of influence and leadership. OWLS recognizes that the Portland City Attorney's Office has stepped up its efforts to promote the values of equity and diversity in its own office and staff relationships, and in its work with clients, and hopes that those efforts will increasingly translate into increased numbers of minority attorneys and staff throughout the office, particularly in leadership positions. The following programs at the



The Portland City Attorney's Office has earned the Workplace Leader Award.

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OWLS Fall CLE Offers Advice for Lawyers Seeking a Reprieve from Overwhelm

By Sandra Fraser

Time pressures on working parents have never been higher. As millennial values demand that parents play a larger role in their children's education and home life, all working parents face the discomfort that comes from trying to balance work with family. On October 16, OWLS confronted these issues in our Fall CLE, entitled "Make It Work: From Frenzied to Fulfilled." Keynote speakers Brigid Schulte and Pat Gillette discussed changes affecting the workplace and strategies for working in a way that is more fulfilling and more productive.

OWLS President Elizabeth Milesnick kicked off the CLE, held in Portland, by introducing Brigid Schulte, the first speaker. Ms. Schulte, a Pulitzer Prize-winning journalist for *The Washington Post* and author of *Overwhelmed: Work, Love, and Play When No One Has Time*, discussed her

research into an issue that is unique to Americans—despite long work hours and one of the lowest work-life balance indexes in the world, our productivity lags behind other developed countries. She described her own "scattered, fragmented, and exhausting life" as a working mother, and her shock when time-use researcher John Robinson told her that his research showed that working mothers have an average of 30 hours per week of leisure. The leisure time to which Mr. Robinson referred didn't appear in large blocks; it was composed of smaller chunks of "time confetti," moments of downtime occurring throughout the day.

Ms. Schulte explained that the real problem isn't a lack of time. It's the negative perception most of us have of leisure time. Americans

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President's Message



Elizabeth T. Milesnick

Following a ten-day tour of the United States, which included meetings in Washington DC and visits to Alabama, Oregon, and Texas. The findings are both shocking and unsurprising at the same time.

The group wrote, "We acknowledge the United States' commitment to liberty, so well represented by the Statue of Liberty which symbolizes both womanhood and freedom. Nevertheless, in global context, US women do not take their rightful place as citizens of the world's leading economy, which has one of the highest rates of per capita income." It noted, "In the US, women fall behind international standards as regards their public and political representation, their economic and social rights and their health and safety protections."

The group noted that although the U.S. government has repeatedly committed to ratify the Convention on the Elimination of All of Forms of Discrimination Against Women (CEDAW), it has not yet done so, leaving our country one among only seven other nations—including Iran, Somalia, and Sudan—that have failed to ratify CEDAW. The treaty provides a clear, comprehensive, and internationally recognized legal definition of gender discrimination as "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

The working group observed that "[r]esistance to ratification of CEDAW reflects the opposition of a powerful

sector of society to the Convention's formulation of women's international human right to equality. This political resistance has also consistently blocked efforts to pass an Equal Rights Amendment, which would entrench women's right to equality in the US Constitution."

It is sobering to hear the truth set forth so starkly by a group of individuals with no stake in the American political process: there are massive and powerful forces within our system of national government that have successfully prevented the concept of gender equality from being canonized in U.S. law. Such opposition is often justified as support for "traditional gender roles" or as an effort to avoid "frivolous" litigation.

As one would expect, institutionalized inequality has a devastating effect on the role of women in the workplace and in the U.S. economy as a whole. The working group observed that although women constitute nearly half of the work force and have been an important factor in driving the last decades of economic growth, their labor force participation "is not accompanied by equal economic opportunity." The working group highlighted that the gender wage gap is 21% and that "[d]espite the existence of the 1963 Equal Pay Act and Title VII, federal law does not require equal pay for work of equal value."

Wage theft, mistreatment of domestic workers, and the low minimum wage also serve to exaggerate the wage gap and disadvantage women. And the group was "shocked by the lack of mandatory standards for workplace accommodation for pregnant women, post-natal mothers and persons with care responsibilities, which are required in international human rights law."

Although, as we know, the 1993 Family and Medical Leave Act provides employees with the right to take unpaid, job-protected leave of 12 workweeks in a 12-month period, including for the birth of a child and to care for the newborn child within one year of birth, many employees are not covered by the law, and even for those who are covered, "this provision falls far beneath international human rights standards, which require that maternity leave must be paid leave, with best practice being the provision of additional paid leave for fathers too."

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.

The working group emphasized that this country "is one of only two countries in the world without a mandatory paid maternity leave for all women workers" and that "it is as vital that 14 weeks paid maternity leave for pregnancy birth and post natal related needs be guaranteed for all women workers in public and private employment." The group recommends that such leave be paid from a social security fund that does not impose the direct burden on employers, and that the public budget should also "provide childcare, after-school and also elder and disabled facilities, which are affordable and accessible, to allow adults with care responsibilities, women and men, to work in full time employment."

Importantly, the working group found that the effects of poverty and gender inequality in the U.S. economy are felt disproportionately by ethnic minorities, single parent families, and older women, and that "[p]overty may result in homelessness which exposes women to higher levels of violence and vulnerability." With respect to the economic portion of its findings, the working group concluded—powerfully—that "the United States, as economic leader of the world, lags behind in providing a safety net and a decent life for those of its women who do not have access to independent wealth, high salaries or economic support from a partner or family."

Of course, we have and will continue to seek to improve conditions for women at a local level. Notably, Oregonians voted in 2014 to amend the state constitution to include an equal rights amendment, and Portland is part of the "Cities for CEDAW" movement, to try to create momentum at the national level for treaty ratification. And on the most local level, the pages of the *AdvanceSheet* highlight OWLS' initiatives—new and longstanding—to address best practices in the workplace, the wage gap, and ways to increase women's stake in Oregon legal communities.

It is nonetheless discouraging—to say the absolute least—to hear from a group of informed experts that this nation lacks even the most basic building blocks for gender equality, in and beyond the workplace. It reminds us to think big as we seek to challenge assumptions about what and where we should be, how much we are worth, and which of us get left behind.



Elizabeth Tedesco Milesnick
President, Oregon Women Lawyers

Upcoming OWLS Events

Queen's Bench Luncheons

Queen's Bench luncheons are changing location in 2016. They will be at the U.S. Courthouse, 1000 SW Third Avenue, 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:

Jan. 12: We Can Do More to Stop Sex Trafficking in Multnomah County, featuring Erin Ellis, executive director of the Sexual Assault Resource Center (SARC).

Feb. 9: We Can Do More to Stop Gang Violence in Multnomah County, featuring Antoinette Edwards, Portland Office of Youth Violence Prevention.

March 8: Celebrating Women's History Month (panel discussion).

April 12: We Can Do More to Help Women in Prison. A tour of the Mult-

nomah County Detention Center. Meet at the center, 1120 SW 3rd Ave., 1st floor.

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 **Jan. 20, Feb. 17, and March 16**.

OWLS Leadership Committee Public Speaking Skills Series

Wednesday, Feb. 3, 5:30 p.m.
Featuring Hon. Darleen Ortega
Downtown Portland

This is the first in a six-part workshop designed to build public speaking skills. The sessions, to be held in Portland, will focus on practice and feedback. Application will be made for CLE credit.

Sessions will be held on three Wednesdays, **Feb. 3, March 2, and April 6**, at 5:30 p.m. and on three Fridays, **Feb. 19, March 18, and April 22**, at 8 a.m. [For details, please see page 7.]

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Heather Weigler Receives Volunteer Service Award

By the Honorable Jill Tanner

Heather L. Weigler was presented the Katherine H. O'Neil Volunteer Service Award during the OWLS Fall CLE, held on October 16 at the Hilton Hotel in downtown Portland.

Heather has volunteered hundreds of hours to advance OWLS' mission since her arrival in Oregon in 2006. First she joined the Mary Leonard Law Society (MLLS), then became an MLLS board member, and then was elected MLLS president. Between 2007 and 2010, Heather held various OWLS offices and served as an OWLS board member before she became OWLS president in 2011.

Heather is a volunteer who knows how to motivate and to lead—she is a doer. No project is too small or too large for Heather. She currently writes articles for the OWLS *AdvanceSheet*, chairs the OWLS Working Parents Advocacy Subcommittee, and co-chairs the 2016 Roberts-Deiz Dinner Committee.

Heather is an innovative volunteer who looks for ways to place women and minorities in leadership positions. Inspired by Hillary Clinton's 2008 presidential campaign, Heather founded the OWLS Leadership Committee's Political Leadership Series, which was designed

to encourage women lawyers to increase their participation in politics and public policy discussions. Since 2009 Heather has served on the OWLS Judicial Work Group, which assists OWLS members interested in seeking judicial appointments. She currently co-chairs that group. Heather demonstrated her commitment to seeing more women lawyers in elective office by taking a leave of absence from her job as an assistant attorney general to manage Ellen Rosenblum's primary campaign for attorney general in 2012. Heather's efforts resulted in the successful election of Oregon's first woman attorney general.

Heather's volunteer activities extend to the national level. She served as OWLS liaison to the National Association of Women Judges and as executive assistant to the chair of its 2008 national conference, held in Portland.

"I'm grateful to OWLS for all of the opportunities it has presented to me for skill-building, networking, and making a difference. I've gotten much more out of OWLS than I've given," said Heather. "I look forward to continuing my service to the OWLS mission and its members."

The Katherine H. O'Neil Volunteer Service Award is given to an individual

who volunteers to promote women in the legal profession and is named for Katherine H. O'Neil, who was the founding president of



OWLS in 1989 and the first recipient of this award 20 years later, in 2009. The award is given for at least eight cumulative years of service to OWLS, an OWLS chapter, the OWLS Foundation, or national organizations dedicated to supporting women in the legal profession.

This special volunteer service award has been given to four other women—Terri Kraemer, Phylis Myles, Laurie Craghead, and Kathryn Smith Root—who have tirelessly volunteered to promote women in the legal profession and continue to work on behalf of each of us.

The Honorable Jill Tanner will receive the Justice Betty Roberts Award on March 11.

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

Support OWLS' work
by placing an ad in the
OWLS AdvanceSheet.

Contact us
at 503.841.5758 or
executivedirector@oregonwomenlawyers.org.

Upcoming OWLS Events

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Lane County Women Lawyers

"Getting What You're Worth: What Every Attorney Should Know About Salary Negotiations"

Feb. 19, 11:45 a.m., \$18

Shedd Institute for the Arts
868 High Street, Eugene

Panelists: Yumi O'Neil, Cambia Health Solutions; Darci Van Duzer Heroy, Amitrius Coaching & Consulting; Bonnie Williams, The Ford Family Foundation.

Through an interactive format with candid discussions, information will be presented to help you know what you are "worth," including examples of strategies for successful compensation negotiations.

Buffet lunch starts at 11:45 a.m.; panel discussion starts at noon. Seating is limited. Parking permits will be provided.

Register by Feb. 12 with Debra Velure, at debra.velure@farmersinsurance.com or 541.225.2904.

2016 Roberts-Deiz Awards Dinner

Friday, March 11

Portland Art Museum

Award recipients: Kellie Johnson and the Honorable Jill Tanner

To sponsor the dinner, contact Linda Tomassi at OWLS.

2016 Title Sponsor:

Keating Jones Hughes

Women's Wellness Retreat for Lawyers

April 8 and 9

Hallmark Resort and Spa, Cannon Beach

This will be the ninth annual retreat for women sponsored by OWLS and the OAAP.

OWLS 2016 Fall CLE

Friday, Sept. 23

Courtyard Marriott

SW Fifth and Oak, Portland

Hon. Jill Tanner and Kellie Johnson to Be Honored at Roberts-Deiz Awards Dinner on March 11

By Gloria Trainor

The Honorable Jill Tanner, former presiding magistrate of the Oregon Tax Court, has been selected to receive the 2016 Justice Betty Roberts Award for the promotion of women in the law and the community. Kellie Johnson, assistant disciplinary counsel for the Oregon State Bar, will receive the Judge Mercedes Deiz Award for the promotion of minorities in the law and the community. The award recipients will be honored at the 24th Roberts-Deiz Awards celebration on Friday, March 11, at the Portland Art Museum.

The Justice Betty Roberts Award honors any Oregon-licensed attorney who has made an outstanding contribution to promoting women in the legal profession and the community.

Jill Tanner began her tenure with the Magistrate Division of the Oregon Tax Court in 1997, the year of the division's inception. In 2002, she became the presiding magistrate, the first—and to date, the only—woman in that role. On December 31, she retired from the court, concluding more than 18 years of service.

Jill's leadership reaches much further than the courtroom. Her résumé demonstrates decades of service on various OWLS, Oregon State Bar, and local bar organization committees. She served on the OWLS Board of Directors for four years, and from 2005 to 2007, she was president of the Mary Leonard Law Society, the OWLS chapter in Salem. For almost a decade, she has been on the OSB Board of Bar Examiners. Before that, she served on the OSB Disciplinary Board for seven years. Currently, she is a member of the OSB Diversity and Inclusion Judicial Mentorship Program. The foregoing are just a few of the many committees and boards on which Jill serves or has served.

Perhaps the most important facet of Jill's leadership, however, is her direct, personal, and thoughtful mentorship. In a practice area in which women are particularly underrepresented, her mentorship has directly affected the ability of many young women to practice tax law in Oregon. In the nomination material, many attorneys shared personal stories of the way in which their lives and careers were touched by her encouragement, promotion, and ability to listen and

provide unassuming, sage advice. "I can't think of any other person who has been as instrumental in transforming the new generation of the tax bar. Many new female tax attorneys who would have left to practice in bigger cities remain in Oregon because of her influence

and the influence of the women she has mentored," said one attorney.

Jill's talent and service has not been without recognition. In 2006, she received the Tax Court Judge of the Year award at the National Conference of State Tax



The Honorable Jill Tanner (left) and Kellie Johnson

Judges. In 2015, she received the Oregon Woman of Achievement Award from the Oregon Commission for Women.

Justice Betty Roberts was a strong but humble leader, tirelessly promoting women in the legal profession and

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Roberts, Deiz Award Recipients

creating opportunities for women in the law and elsewhere. Jill Tanner exemplifies these same traits and abilities. It is with honor that OWLS presents the Justice Betty Roberts Award to the Honorable Jill Tanner.

The Judge Mercedes Deiz Award recognizes any Oregon-licensed attorney who has made an outstanding contribution to promoting minorities in the legal profession and the community.

After clerking for Lane County Circuit Court Judge Pierre Van Rysselberghe, Kellie Johnson began her career as a prosecutor in Lane County. She approached her career with the same wisdom and advice that has been uplifting to the new lawyers and young community members she has mentored: minorities and women can have thriving legal careers in Oregon; to do so, one need only blaze his or her own path.

After five years as a Lane County prosecutor, Kellie went to work for the Multnomah County District Attorney's Office for eight years. In 2010, she transitioned to the Oregon State Bar, where she currently serves as assistant disciplinary counsel.

Outside of her day job, Kellie has engaged in community outreach on many levels. Her résumé includes service on the Lane County Human Rights Commission, the OWLS Board of Directors, and the Oregon State Bar Board of Governors. She is a past president of OWLS.

In 2014, Kellie was appointed by the Washington County Board of Commissioners to serve as a civil service commissioner. As such, she adjudicates county employees' adverse management decisions. Kellie also serves as a community advisor to the county's Affirmative Action Program. Since 2012, she has served as a Prison Advisory Committee (PAC) member and PAC co-chair at Coffee Creek Correctional Facility. She also coaches the Jefferson High School mock trial team.

It may seem surprising, given all those activities, that one of Kellie's mentees says that she is "[n]ever too busy to support and encourage women and minorities in their personal and professional goals." But somehow, she isn't. Kellie tirelessly serves as a role model for minority students and new attorneys, motivating young people with her energy and inspirational stories. Many of the students

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with whom she generously spends her time have never met a lawyer before, let alone a lawyer of color, and her presence and mentorship are invaluable to them. To the more seasoned attorneys and community members, Kellie provides inspiration to raise our collective consciousness and work toward meeting at a place of mutual understanding about the countless benefits of celebrating diversity.

Judge Mercedes Deiz made an inspiring contribution to promoting minorities in the legal profession and the community. Her legacy has guided many minority lawyers, who have all too often been made to feel as though they are the "other" in the room. Many of Kellie's colleagues and mentees say that if she's around, she doesn't let that happen. OWLS thanks Kellie for helping to advance our mission of promoting women and minorities in the law, and it is with honor that the organization presents the Judge Mercedes Deiz Award to Kellie Johnson for her outstanding work promoting minorities in the law and the community.

Gloria Trainor is a family law and personal injury practitioner at Summer Trainor PC in Portland and an OWLS board member.



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Sylvia Stevens Retires



OWLS member Sylvia Stevens retired as executive director of the Oregon State Bar in December, after a 23-year career at the OSB. The OSB Board of Governors presented her with a cartoon by Jack Ohman at a retirement celebration. The OSB's new executive director is OWLS member Helen Hirschbiel, who had been the OSB's general counsel.

Lynn Nakamoto Appointed to Oregon Supreme Court

On January 1, OWLS member Lynn R. Nakamoto took a seat on the Oregon Supreme Court, having been appointed by Gov. Kate Brown to fill the vacancy created by the retirement of Justice Virginia L. Linder. Nakamoto, the first Asian Pacific American to serve on the Oregon Supreme Court, was appointed to the Oregon Court of Appeals by Gov. Ted Kulongoski. Before that, she was managing shareholder of the Portland law firm Markowitz Herbold.

Congratulations, Justice Nakamoto.



Lane County Women Lawyers' Fall CLE

By Alexandra Hilsher

On November 13, Lane County Women Lawyers, with assistance from the Child and Family Law Association at the University of Oregon School of Law, hosted its 8th annual Fall CLE. The CLE featured a wide variety of presentations by practitioners and judges from around the state. Specifically, Lane County Circuit Court Judge Charles Zennaché, U.S. District Court Judge Michael McShane, and Amber Hollister of the Oregon State Bar presented on the ethics of pro bono representation. Cassie Jones of Gleaves Swearingen in Eugene presented on elder abuse reporting. Ron Silver, formerly with the U.S. Attorney's Office, presented on the 1964 Freedom Summer. Jake Kamins, Oregon's animal cruelty DDA, and Sarah Sabri, Lane County DA's Office, presented for two hours on animal cruelty prosecution and the link between domestic violence and animal abuse. And Megan Livermore of Hutchinson Cox in Eugene presented on ethical issues related to representing marijuana-related businesses.

The CLE also included several raffles of great prizes donated by Thorp, Purdy, Jewett, Urness & Wilkinson in Springfield, and by Kernutt Stokes; Skin & Soul; Avivital; and Amitrius, all in Eugene. Lane County Women Lawyers donated \$500 to the Child and Family Law Association in appreciation of their work on the CLE.

Alexandra Hilsher is an associate at Hershner Hunter in Eugene.

OWLS Public Speaking Skills Series Begins Feb. 3

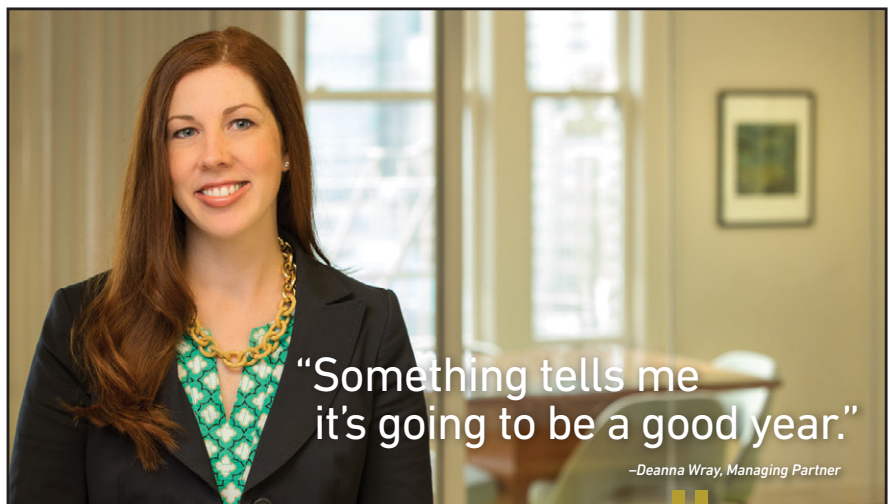
By Marisa Moneyhun

This new year, invest in yourself by developing your public speaking skills. In response to requests from OWLS members, the OWLS Leadership Committee will host a six-part Public Speaking Skills Series. Developing strong public speaking skills will help you achieve your personal and professional goals. This workshop, which starts Feb. 3, expands a shorter four-part series on public speaking hosted by the OWLS Leadership Committee in May 2015. Each of those four sessions focused on one aspect of public speaking, such as the effective use of visual aids, elevator pitches, and persuasive arguments. Based on member feedback, the Leadership Committee is hosting the more in-depth workshop to fine-tune the fundamentals of public speaking while helping members find their authentic speaking styles.

A session of the 2016 Public Speaking Skills Series will be held in Portland twice a month from February 3 through April 22. Each session will last 90 minutes and include a brief instructional period followed by practice, practice, and more practice. Participants can expect to speak in front of other workshop participants multiple times in a comfortable learning environment. Detailed and constructive feedback will be provided to participants in a supportive manner that fosters learning. Throughout the series, participants will be encouraged to develop their individual speaking styles, which will enable them to become stronger public speakers, whether in the boardroom, at trial, or in the community.

These are the dates for the upcoming series: Feb. 3, 5:30 p.m.; Feb. 19, 8 a.m.; March 2, 5:30 p.m.; March 18, 8 a.m.; April 6, 5:30 p.m.; and April 22, 8 a.m. Judge Darleen Ortega of the Oregon Court of Appeals will offer suggestions at the Feb. 3 session. Contact Linda at OWLS to be put on the email list for more information as details are finalized.

Marisa Moneyhun, a solo practitioner, is chair of the OWLS Leadership Committee.



Bodyfelt Mount is delighted to announce the addition of yet another exceptional trial attorney to our partnership. On January 1, Bodyfelt Mount's own **Kirstin Abel** transitioned from Of Counsel to Partner. Kirstin's civil litigation practice focuses on medical malpractice, product liability, and professional liability matters. What a way to kick off 2016!

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OWLS Hosts Rainmaking Dinner

By Joanna Robinson

On Wednesday, November 4, OWLS hosted its annual rainmaking mentor dinner in Portland, with Cindy Tortorici of The Link LLC as keynote speaker. As mentors and mentees took their assigned seats and conversations began pouring forth, it became clear that the evening would be a true delight for all in attendance. And so it was.



Cindy Tortorici

Following a welcome and introductory remarks by Laura Salerno Owens, Ms. Tortorici gave a compelling and interactive presentation on four effective rainmaking strategies:

Show Up. Being present, whether at industry gatherings or community events, creates the possibility of rainmaking because it expands one's ability to attract clients.

Be Memorable. Showing an interest in others has the ability to make you stand apart from the crowd.

Share Your Magic. Stating why you are unique in what you do will help others remember you.

Follow Up. Ms. Tortorici encouraged us to think about this final point as a culmination of our character, commitment, and discipline, all of which lead us to effectively develop the relationships we begin.

For the rest of the evening, OWLS members shared with each other helpful approaches and rainmaking strategies based on experience. Advice ranged from tips for creating unique business cards to treating rainmaking as a lifestyle. There was also mention of how crucial it is to understand business markets so as to gain credibility and trust with clients.

Overall, the theme that seemed to resonate most was that rainmaking is relationship building, with people and positive communication at its core.

OWLS thanks Markowitz Herbold, Proctor Law, and Tomasi Salyer Baroway for making this event possible.

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

OWLS Networking Event in Salem

By Erin Dawson

Some interesting facts you may not know:

- 85% of our relationships will be digital by the year 2020.

- 40% of consumers turn to social media to verify a choice before purchasing.
- Five out of six millennials connect with companies on social media, and 95% of those connecting view social media (such as Yelp) as the most credible source of product information.

Surprising? Not to Siouxsie Jennett, founder and principal of Mambo Media, a Portland-based full-service marketing firm. Siouxsie shared those and other facts in her keynote discussion, titled "Seven Trends That Impact Your Business," at an OWLS networking event held on November 18 at the Hallie Ford Art Museum in Salem.

Siouxsie develops modern marketing strategies for industry leaders like Nokia, HP, OHSU, and the Girl Scouts, and she incorporates new digital trends into launch campaigns for her clients. Siouxsie tailored her message at the OWLS event to the sometimes digitally reluctant legal professional. She discussed how a mobile-unfriendly website not only is unwieldy for the consumer, but will eventually prompt Google to remove the website from search results. Siouxsie also encouraged attorneys to join the "inbound marketing" trend by offering timely, content-rich material through fresh blogs and other helpful resources that build trust with potential clients.

Mid-Willamette Valley professionals from fields including banking, financial planning, insurance, law, accounting, and marketing gathered for this relaxed networking event, held from 5 to 7 p.m. and generously sponsored by Surety Solutions.

Organization for the event was led by Salem OWLS members Stephanie Palmblad and Erin Dawson. OWLS Membership Committee co-chairs Megan Burgess and Jennifer Nicholls supported the evening's efforts.

Erin Dawson is the immediate past president of the Mary Leonard Law Society, the Salem-area chapter of OWLS.



Siouxsie Jennett (left) of Mambo Media and Stacey Janes of Surety Solutions

Clackamas Women Lawyers Events



Photos: Jennifer and Josh Dalglish

From left: Alec and Angela Laidlaw; CWLS board members Jacqueline Alarcón, Bonnie Cafferky Carter, Ericka Langone, Robin Day, and Jennifer Dalglish

On November 17, Clackamas Women Lawyers (CWLS) hosted a two-hour CLE entitled "Taking Care of Business: Avoiding Ethics and Malpractice Traps" in Lake Oswego. Steve Carpenter of the OSB Professional Liability Fund (PLF), discussed the malpractice coverage offered by the PLF, how to avoid malpractice issues, and what to do if you think you've made a mistake or encounter issues. The CLE was followed by a short social and CWLS board meeting.

On December 4, Alec and Angela Laidlaw graciously hosted the Clackamas Women Lawyers' annual holiday party at their home in West Linn. The new CWLS board was announced and welcomed by the many guests in attendance. Over \$375 in donations and clothing were collected for the benefit of the Clackamas Clothes Closet and the Clackamas Council of PTAs Clothes Closet.

CWLS thanks everyone for another great year!

ABA President Paulette Brown at CLE on Implicit Bias

By Shaun Morgan

On October 26, OWLS members and members of the Multnomah Bar Association packed a room at the Sentinel hotel in Portland to attend a panel discussion on implicit bias in the legal system. The term *implicit bias* refers to stereotypes and attitudes regarding certain classifications or groups that people often have and act upon without being aware of them. The panel was moderated by Multnomah County Circuit Court Judge Adrienne Nelson, and the panelists included ABA President Paulette Brown, Professor Erik Grivan of the University of Oregon School of Law, and City of Portland Human Rights Director Dante James.

Paulette Brown is the first African American woman to serve as president of the American Bar Association. Based in Morristown, NJ, she is a partner at Locker Lord, a national law firm. Her practice focuses on labor and employment law and commercial litigation. She has held prominent legal positions as in-house counsel for Fortune 500 companies and has also served as a municipal court judge. She has personally mentored women and minority lawyers, promoting the importance of diversity and inclusion in the workplace.

Erik Grivan is a professor of psychology and the law, whose research has focused on examining the impact of bias, racial attitudes, and stereotypes in the legal system. Prof. Grivan has a JD and a PhD in psychology. His research has shown that patterns of implicit bias exist in the legal system. His review of jury verdicts, for example, has shown that white plaintiffs typically receive higher awards than minority plaintiffs for the same injury.

Dante James has over 25 years' experience in nonprofit, legal, and political work in the areas of social justice, civil rights, and government contracting. He has worked as an attorney in private practice and as a public defender. Before moving to Portland, he was the executive director of the City of Denver's Affirmative Action Program, promoting minority and women business entrepreneurship. Mr. James now serves as the director of the Portland Office of Equity and Human Rights, and he says the office has made significant strides in promoting diversity by focusing not on the individual intentions of the dominant culture toward minorities, but on the disparate outcomes faced by minorities who are held back by institutional biases.

Judge Nelson had encouraged attendees to take, before attending the CLE, an online implicit-association test developed by Harvard researchers. Most attendees reported being surprised by the results, indicating that they may have been unaware of their own biases against racial minorities as revealed by the online test. The panelists explained that these inherent and subconscious attitudes toward minorities can lead to "micro-inequities," or subtle acts of unintentional discrimination.

A particularly moving exchange occurred when a minority attendee asked ABA President Brown how to address discriminatory comments and micro-inequities in the workplace. Ms. Brown encouraged the attendee to engage in "a little innocent stalking" of her co-workers, by, for example, looking at their family photos to find out what she had in common with them. Ms. Brown explained that people must be intentional about finding commonality with others. She also expressed her frustration with the pace of diversity inclusion in the workplace, and asked law firm and organizational



ABA President Paulette Brown

leaders to take steps within their respective organizations to actively address diversity issues.

Shaun Morgan practices environmental and civil defense litigation at Rizzo Mattingly Bosworth in Portland.



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When I was in law school, my ethics professor, who was also a priest, told his eager students that service to the law was a noble profession. That was my orientation to the practice of law almost 32 years ago, and it has been my cornerstone since then.

During the past 32 years, I have had the great fortune to experience many types of law and, in doing so, have had contact with many unforgettable people. I started out as a staff attorney for the California Supreme Court, handling criminal appellate cases that introduced me to the greatest of legal concepts but the darkest of criminal activity. I then had the privilege of practicing in a large San Francisco law firm, where I was deeply involved with major national and international deals and the finest "white gloved" litigation cases, most of which gained commonplace recognition by the general public. Then, it was a cultural shock to go from a law firm of 400 attorneys to one of four in a small-town law office, where I really got to know my clients and had the personal opportunity to assist them with a full range of problems. Those opportunities provided me with training and experience that far exceeded any law school curriculum and, I believe, gave me the patience and perseverance necessary to sit as a circuit court judge.

Now, after completing my 14th year on the bench, having started out first as a compensated pro-tem judge and then moving through the appointment and election processes, I can look back on those years and consider all the different types of cases I have heard and the changes that have taken place in our judicial system over that period of time.

In a smaller court, judges, of course, handle all types of cases. We do not necessarily have the opportunity to specialize in any particular area but must be able to handle whatever appears on our docket on any given day. While the legal issues are often challenging, they are not necessarily the most taxing of a judge's responsibilities.

During the course of the day-to-day docket, a judge is also faced with the human side of the cases before us. That is, we face the most extreme of all human conditions in our work from the bench. Let's face it, most individuals do not come to the courthouse for pleasurable purposes; they come to have difficult issues resolved. Whether in the criminal court or the civil court, the people who are before us generally are trying to unravel

THE JUDGES' FORUM



By Judge Lindi L. Baker
Presiding Judge
Josephine County Circuit Court

complicated issues, and it is the court that must see that this is accomplished.

Over the years, I felt that it was of personal importance for me to keep track of the most moving of my experiences on the bench. To do this, I have a file that I have labeled my "Never Forget" file. In it, I have kept my personal reminders of the human-condition cases that will be with me forever. I will never forget these cases, as they have become a part of who I am as a judge today.

Unfortunately, I have presided over so many court proceedings during which the courtroom was filled with family and loved ones of young people who were killed in car crashes caused by intoxicated drivers. I have read letters from family members and solemnly listened to their grief-ridden stories as they attempted to assuage their broken hearts and also to plea for the defendant to get help so that he or she would never kill again. I have mourned over obituaries of children and adults who had some contact with the court and then lost battles in which there was no answer or solution. Some losses were at the hands of an abusive parent; other individuals decided that their lives were just too painful to continue, as a result of drug addiction, emotional collapse, or something else. There are also the senseless assaults and murder cases in which the victims' families just want to understand why things happened the way they did, and the defendants sometimes remorsefully cry and pray that they could go back to relive those fateful days over again and make different choices.

After years of this, we sometimes wonder how many times one can look into the abyss. That is why, in my professional world, I know that I must always seek to recognize that there is a positive side to our work in addition to the negative side. The most enduring positive side that I have found is in my work with the Josephine County Drug Court, work that has provided me with great professional accomplishment and satisfaction.



The Honorable Lindi L. Baker

Most judges probably will agree that drugs and alcohol find some place in the majority of cases we see in our courts. Abuse of drugs or alcohol is at the root of most of our crimes, and anything that can be done to address this issue also affects other areas of our justice system.

Our drug court has been in operation for almost 20 years. As a drug court judge, I work closely with a team of professionals including the prosecutor, the defense attorney, the probation officer, the treatment provider, and law enforcement to make sure that wrap-around services, supervision, and treatment are provided to each drug court participant. We follow nationally recognized best practices and evidence-based procedures to make sure that we have the best possible results. And we have achieved outstanding results, which have significantly reduced recidivism rates and improved public safety.

Additionally, drug courts provide a sense of personal gratification for all those involved. What value, for example, would you give to someone's experiencing a sober Christmas for the first time in decades? The value is impossible to define, but I have seen great joy in the eyes of our participants.

I am fortunate to work with remarkable professionals, including my fellow judges, our court staff, and local attorneys. Serving as a circuit court judge is the hardest job I have ever had. It is not a 9-to-5 job—it is a calling. The values that keep me going run deep and allow me to be able to walk into that courtroom every day and deal with the matters described above. To know that as a judge I am able to make a difference, one case at a time, is what makes this profession the noble profession that it is.

Queen's Bench Honors Oregon's Women Judges

By Joanna Robinson

Queen's Bench, the OWLS chapter in Portland, celebrated on December 8 its 25th anniversary of honoring women judges at its holiday luncheon. Held this year in the beautiful Governor Ballroom at the Sentinel hotel in Portland, this well-attended event provides an annual opportunity to celebrate judges for their ongoing public service.

The highly anticipated announcements of the 2016 recipients of the Justice Betty Roberts and Judge Mercedes Deiz Awards were made early in the program, and resounding applause followed as the Honorable Jill Tanner and Kellie Johnson were named recipients of the awards, respectively. [Please see story on page 5.] They will be celebrated at the OWLS Roberts-Deiz Awards Dinner on March 11.

The keynote speaker at the Queen's Bench luncheon was the Honorable Susan P. Graber of the Ninth Circuit Court of Appeals. She recounted significant achievements by women lawyers in Oregon over the past 25 years. Judge Graber said she had recently been shown a copy of a 1990 OWLS *AdvanceSheet* that featured a picture of her on the front page. [It was the third issue of this newsletter, dated Spring 1990.] With this visual reminder of the progress that has been made since then, she saluted all those who have worked toward greater participation of women in the law.

Recalling her own journey from law school to the bench, Judge Graber focused the audience's attention on the main topic of the afternoon—gender integration. She noted that the last 25 years had been “an era of ‘firsts’ for women.”

As she outlined the many positions in which she was the first female to serve, Judge Graber stated modestly that, in most cases, being first was not really that hard. She attributed that ease to the support she had received from strong mentors who believed in her, and she encouraged us all to be strong mentors to young lawyers today.

Looking to the future, Judge Graber assured us of her optimism about what the next 25 years will hold for women and men in the legal profession—a future of continued service, greater inclusion, growing diversity, and genuine love of practicing law.

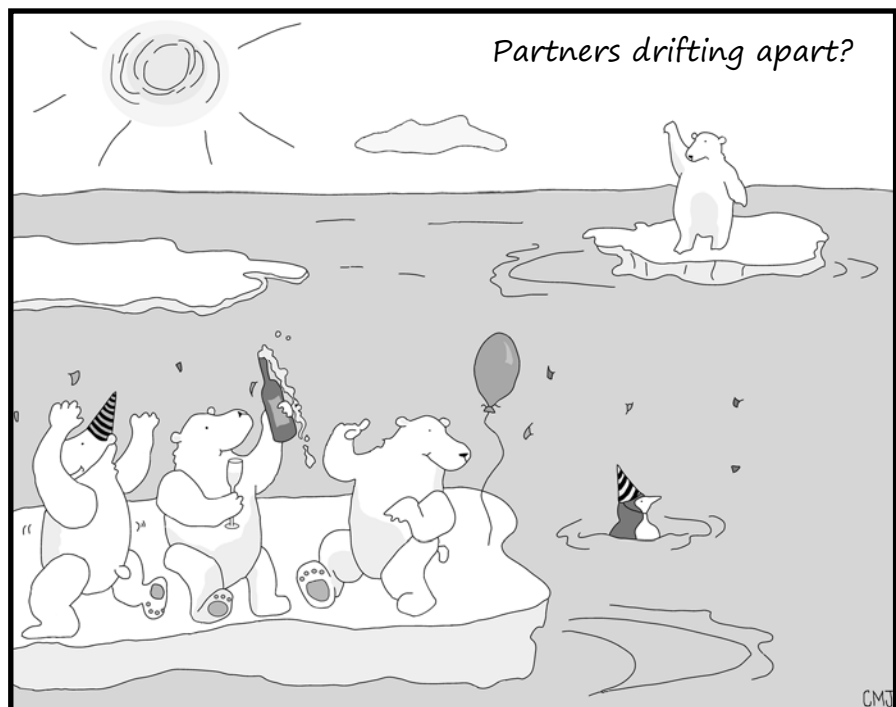
Joanna Robinson is a judicial law clerk at the Multnomah County Circuit Court in Portland.



Photo: Teresa Statler

3 photos: Mike Reynolds, Dreams in Bloom Photography

At the Queen's Bench luncheon on December 8, clockwise from top left: Judge Susan P. Graber, the keynote speaker; Courtney Peck, Justice Virginia Linder, Trudy Allen, Katherine O'Neil; Suleima Garcia, Dana Sullivan, Gosia Fonberg, Kate von Ter Stegge; Judge Katherine Tennyson (in blue sweater) and friends.



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OWLS Fall CLE

continued from page 1

wear “busyness” as a badge of honor. In general, we feel guilty if we’re idle, so even during the time when we could be enjoying a “down” moment, our brains frantically seek something for us to do or think about. That contaminates leisure time, leaving us stressed and exhausted.

The consequences of our attachment to busyness affect every aspect of home life and work life. Stress has been linked as a causal element to diabetes, cancer, and inflammation, and it has been shown to shrink physical brain size. Rather than spurring greater productivity, busyness squelches it. Ms. Schulte described studies of the brain by neuroscientists which show that peak moments of production, known as “flow,” occur when the brain is sufficiently rested and the worker has set aside a concentrated block of time to focus on a single task. Our current attachment to busyness and multitasking precludes the brain’s ability to reach the state of flow necessary for peak productivity. That is why we work longer hours and take fewer vacation days but produce less.

In the second half of her presentation, Ms. Schulte discussed the influence of current workplace policies and gender roles, which tend to exacerbate time-use issues for working women. She suggested strategies for advancing workplace policies that enable better work-life ratios, such as paid maternity/paternity leave and family-friendly policies like job-sharing and on-site daycare. Ms. Schulte closed her presentation by encouraging attendees to let go of their need to helicopter-parent their children, to strive for quality time rather than Martha Stewart-like perfection, and to see the value of play for both children and adults.

The program’s second speaker, attorney Pat Gillette, is a top employment lawyer for Orrick in San Francisco and currently spends much of her time lecturing about modernizing law-firm structure to increase the retention of women and millennials. She began her presentation by reviewing the impact of changing values on the workplace, noting that a majority of associates at big law firms leave before their fifth year, citing the lack of work-life balance as a reason for their exit.

Ms. Gillette discussed the results of her work with the Opt-In Project, which studied practices of other industries with respect to retaining women and millennials, finding that a key component of workforce retention is balance.



Top: The CLE speakers, from left, were Brigid Schulte and Pat Gillette.

Right: OWLS members attending the CLE included, from left, Amanda Thorpe, Mary Dougherty, and Maureen McGee.



Stating that “millennials will trade money for time,” Ms. Gillette related her observations regarding the way other professional industries have successfully altered policies regarding hourly billing, workplace flexibility, career development, and community involvement to mirror the values found in the modern workplace. Ms. Gillette discussed the fact that these issues, traditionally identified as “women’s issues,” were now “people’s issues,” as more millennial men seek a better balance and are willing to leave an employer if they don’t get what they want. She suggested that attendees seeking to change workplace policies find sponsors with the power to champion the conversations, and let go of the notion that perfection is necessary.

After Ms. Gillette’s presentation, OWLS Past President Kellie Johnson facilitated a question-and-answer session with Ms. Schulte and Ms. Gillette. In response to a questions related specifically to work-life balance in the legal industry, Ms. Gillette posited that “real” change will happen when millennials get into positions of power that enable them to make the changes they want for themselves and for newer hires. In the meantime, she encouraged newer lawyers to collaborate more often and to ask for what they want, even if they fear the answer is no.

In answering a question regarding effective advocacy for balance, both speakers recommended that attendees create awareness of these issues by talking about them, and use collective power to strategize with leaders on ways to address balance. Ms. Schulte noted that this type of advocacy had caused her to

change from hopeless to hopeful. Ms. Gillette said, “You’ve got power—use it!” In closing, Kellie encouraged the audience to stop making busyness a badge of honor and to turn women’s issues into people’s issues.

The program culminated with the presentation of two OWLS awards. The Honorable Jill Tanner of the Oregon Tax Court presented the OWLS Katherine H. O’Neil Volunteer Service Award to Heather Weigler, a past president of OWLS and of the Mary Leonard Law Society. Heather was honored for the hundreds of hours she has volunteered to advance the OWLS mission. [Please see story on page 4.]

In a fitting tribute to the topics discussed, Heather Bowman presented the 2015 OWLS Workplace Leader Award to the Portland City Attorney’s Office. [Please see story on page 1.] Portland City Attorney Tracy Reeve accepted the award on behalf of the office.

Tracy summarized the office’s historical commitment to equity and diversity, which began decades ago with City Attorney Jeff Rogers, who allowed attorneys to job share and work part time, even during litigation. Tracy reiterated her commitment to keeping the momentum going, to ensure an even more diverse and inclusive workplace at the Portland City Attorney’s Office and for the community it serves.

The reception following the CLE offered hors d’oeuvres and networking opportunities.

Sandra Fraser practices construction and real estate law at Intelekia Law Group in Portland.

Judge Ricardo Menchaca: Living a Life of Service

By Rachel Lynn Hull

“Working in the courtroom,” explained Washington County Circuit Court Judge Ricardo Menchaca, “I started to become fascinated by the role of the judge. I enjoyed litigating very much—there is never a dull moment. It is an exciting and challenging career. Being a judge allows me to remain in the courtroom and help people with legal problems at the same time—truly the best of both worlds for me.”

As a judge in the Washington County Juvenile Court, Judge Menchaca handles a daily docket of delinquency and dependency cases, cases that “can have a tremendous impact on people’s lives.” He said that the biggest challenge in his job is a shortage of resources. “As a community, we fall short in mental health beds and affordable housing—especially for poor people with children.”

Memories of his own happy childhood lend spirit to this fight. “My mother raised three kids on her own and often held down two jobs. Her love and devotion to me and my siblings made me the person I am.”

Finding ways to keep children safe and families together is the focus of the Juvenile Court Improvement Program (JCIP), a federally funded project to improve court practice in child abuse and neglect cases. The program, coordinated at the state level, seeks to move children toward safety, permanence, and stability faster, preserve the continuity of family relationships, and enhance the ability of families to provide for their children’s needs.

Judge Menchaca describes his involvement in JCIP as “very fulfilling,” and he is optimistic that juvenile services will continue to get better in Washington County because of this project and others like it. Alongside “a truly wonderful staff,” Judge Menchaca works to achieve the goals of JCIP by sticking to shorter, stricter timelines in removal cases, ensuring that parenting orders are tailored to the family and address the specific problems at hand, and constantly working to identify more and better community resources for families who need them.

When Judge Menchaca assumed the bench in Washington County in September 2013, it was the next step in a career, and a life, of service. This life started when he joined the United States

Air Force in 1988. It wasn’t the obvious path; as a high school student, he had struggled to stay focused in the classroom and “made time for everything but studying.” The Air Force changed that. Basic training, followed quickly by tours in Desert Shield and Desert Storm, taught him to be disciplined and punctual, and lent a newfound sense of obligation and responsibility. His successful service led to selection for a post at the Pentagon after he returned to the United States, where opportunities to interact with high-level military officials sparked an interest in politics.

After an honorable discharge from the U.S. Air Force in 1993, Judge Menchaca returned to Oregon and studied political science at Oregon State University. His decision to attend law school was motivated by his resolve to find a career that would help people, along with childhood memories of his uncle Loren. An employment and civil litigation attorney in Salem, Loren Collins “just enjoyed being a lawyer, and that made a big impact on me.”

After earning a law degree at Thomas M. Cooley Law School in Michigan, Judge Menchaca spent most of his career in the courtroom, working as a trial attorney in various capacities—as a solo, as an assistant attorney general, and for Metropolitan Public Defender, an insurance company, and two private law firms. When a judicial position opened up in Washington County, he was ready for a new role.

Judge Menchaca advises young lawyers to “dive in” to as many different areas of the law as possible. “The best lawyers are those that have tried and experienced different areas of law. It can be challenging to constantly have to learn a new area of the law, and it’s stressful. However, nowadays a lawyer that has done a little bit of everything is a rarity. I personally think that a diverse legal background is a recipe for a long, successful career in the law.”

For lawyers with jobs that offer less variety day to day, Judge Menchaca suggests taking on pro bono cases and participating in “DA for a Day” programs and volunteer legal clinics, like St. Andrew’s. “Seek out courtroom experience even if you don’t make a full-time career out of litigation. Those skills are useful.”

Of course, it isn’t just about work. Judge

Menchaca is equally passionate about sports and family—he plays basketball, follows the Beavers and the Blazers, and starts most days at the gym lifting weights or running.



Judge Ricardo Menchaca

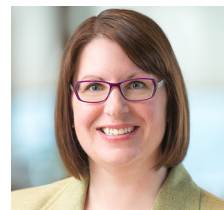
He recently moved from fan to coach when his five-year-old son started playing soccer and basketball, “a new and exciting chapter in my family’s life.” His pride in his family is obvious—he describes his son as “happy, smart and active,” and his wife Nicole as the hardest working person he has ever met. This life of service is a joyful one indeed.

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

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Working Parents: Talking About Expectations and Priorities

By Matthew Colley

I used to teach high school English. Perhaps the best advice I received was “Always tell the students where you are going.” To teenagers—though they may not admit it—“What’s going to happen next?” is a scary question. In fact, their learning is impeded if the question is not answered. To “teach,” then, I needed to address where the class was going and why, often in greater detail than I had initially thought necessary.

My wife and I have three young children, two careers, and a mortgage. As you might expect, and as I’m sure some of you find in your own attempts to juggle personal and professional obligations, we often find ourselves just trying to get through the day, the week, or the month. The trouble with just getting by like this—always battling the tyranny of the immediate—is that you are never really aware of what’s going to come next.

From our experience, we found that the only way to maintain our sanity (such as it is) that does not involve the fruit of the vine is to deliberately communicate with one another about our schedules and expectations. This deliberate com-

munication helps us know what is coming next and makes it easier to adjust to the scheduling ~~catastrophes~~ surprises that come along from time to time.

We started using a shared Google calendar, but it is only a list of coming events: daycare drop-offs and pickups, doctors’ appointments, depositions, meetings, and birthdays. While the shared calendar is useful, it only facilitates communication. It is not a substitute for communication. Both of us have, on many occasions, believed that communication had taken place, only to discover later that it had not.

Scheduling is important, but so too is talking about expectations. In the life of a relationship there may be times when one career will need to be the focus. There may be a need for one person to prioritize personal and family matters over work for a while. Regardless of how a couple decides to prioritize, it is important to have frank conversations on the topic.

I imagine that most couples trying to balance family and career find that their priorities and responsibilities frequently change. For example, it may be easier for one person to stay home when the kids are sick. Later, the other’s workflow may be more conducive to getting a car serviced or attending a parent-teacher conference. The priorities might change every few months and then revert back a few months later.

To determine how to prioritize, you need to talk about the expectations at your job. This involves two distinct types of communication. First, you need information about your workplace. It is a sad truth that while many employers promote work-life balance, the reality is something harsher. You may be told “Go take care of your kids, no problem” or “Of course you can work at home” even if doing so is actually looked down upon by the powers that be. Find someone at work—a colleague, a former employee, a mentor—who can give you the unvarnished truth about your situation.

Second, share that information about the unwritten expectations when you discuss priorities with your partner. Understanding the culture and political realities of our respective jobs makes it

easier for my wife and me to make decisions about who handles what, and for how long.

For example, my wife’s work schedule becomes incredibly full and complex in August and September. She has to get to work very early almost every morning during that time. Because we have discussed this, I “get” that I’m going to handle all morning duties—getting the kids dressed, breakfast, walking the first grader to school, coming back and cleaning up breakfast, and then dropping the younger kids off at daycare before heading into the office, only then to notice the hand-shaped yogurt stain on my pants.

These mornings are stressful. I can prepare accordingly, though, because I understand what will be expected of me and why. I change how I budget my time for projects and plan to arrive at work later. I know, too, that soloing in the morning for me is temporary, and that as our priorities shift, I will hand the morning reins over to my wife for a time.

I don’t want to suggest that simply talking about expectations and priorities is a panacea—it is not, especially when both careers demand attention. But the trick is to keep the communication broader than dates and times. When you have a deeper understanding of the expectations placed on your partner at work, it is easier to have a conversation about who should be flexible, how that flexibility should work, and for how long. That way, you really will have a better sense for what comes next.

If you have thoughts or suggestions on how to handle the responsibilities of practicing law and raising a family, I would encourage you to reach out to the OWLS Working Parents Committee. The committee works to provide education, support, and advocacy, as well as fun social activities, for lawyers who are parenting or contemplating becoming parents. For more information, contact committee co-chairs Maya Crawford or Amber Hollister.

Matthew Colley represents individuals, small businesses, and nonprofits in all types of disputes as an associate at Black Helderline in Portland.



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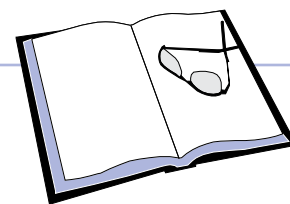
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Changing Laws, Saving Lives: How to Take on Corporate Giants and Win

By Randi McGinn (Trial Guides, 2014, 241 pages)

Book Review by Jane Paulson



As a female trial lawyer, it is nice to have female trial lawyer role models. Not too long ago, there were very few women trial lawyers, let alone books by women trial lawyers. Enter Randi McGinn. She has written a wonderful book about what it takes to be a great trial lawyer. Randi blends trial stories with trial and litigation tips, explaining what it takes to be a successful trial lawyer, while weaving in the facts of one heart-wrenching case. The book, *Changing Laws, Saving Lives: How to Take on Corporate Giants and Win*, is motivating, inspiring, and a quick read—so get yourself a copy and sit down and enjoy!

In the book, Randi talks about the advice she received from Paul Luvera, a fabulous trial lawyer from Seattle, right before she was headed to trial. Paul told Randi, “Don’t worry, by the end of the case, they will be more afraid of you than you are of them.” Her book will give you insight into exactly how right Paul Luvera was.

Randi talks about the work, time, effort, and persistence it takes to be a great trial lawyer and why you need to be a good storyteller. “Human beings,”

she writes, “young and old, love a good story.” Her book demonstrates what a great storyteller she is.

Randi tells the story of her lawsuit on behalf of the family of a young, single mother of three who was working alone on the graveyard shift at a convenience store when she was raped and brutally killed. Interspersed throughout the story are chapters offering tips and advice on how to be better at what we do. Thus every other chapter leaves you wanting to learn more about what happened in the case, and the alternate chapters leave you wanting more strategy and tips.

Randi explains what it is like to be a female lawyer, a trial lawyer, and a plaintiff’s lawyer and what it takes to be great. She reminds us of what we all know—it takes hard work. But she also talks about how to balance work, life, and family. Randi honestly discusses how you can have it all, just not all at the same time. On some days, she explains, something gets shorted. And since we really can’t

do it all, she says, it’s okay to buy, rather than bake, treats for your child’s class or hire a house cleaner once you can afford to. She also covers what to wear in court and explains that, like Tom Hanks said in *A League of Their Own*, there is “no crying” in baseball/court. Randi offers day-to-day real advice, and it’s refreshing.

Another thing we learn about Randi McGinn from her book is that she has a huge heart and cares deeply for her clients, another unwritten key to being a great lawyer. She explains that cases can be about changing laws and corporate practices, not just about money. She believes in transformative law: what can be done to make a difference, to prevent the wrongdoing that caused the death or injury, and to help—really help—clients.

Thank you, Randi McGinn, for writing this book. Every lawyer who wants to be better should read it.

Jane Paulson, at *Paulson Coletti Trial Lawyers*, in Portland, is the recipient of the 2015 OWLS Justice Betty Roberts Award.

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



OWLS Executive Director Linda Tomassi Honored by OSB

By Rachel Lynn Hull

At its annual awards luncheon on December 10, the Oregon State Bar presented OWLS Executive Director Linda Tomassi with the President's Public Leadership Award for service to the Oregon legal community.

Linda has served as the executive director of OWLS since 2004. OWLS member (and fellow OSB honoree) Simon Whang said of Linda, "She's like the sixth man in basketball, playing multiple positions and roles, being versatile, lending help where needed, adding value to and enhancing the team. It's her spirit, her connections, her energy that make her so unique and valuable, and really elevate the law community."

OSB President Richard Spier also praised Linda's contributions to other organizations, including working with the Citizens' Utility Board of Oregon (CUB) and the CUB Policy Center, and co-founding Portland Copwatch to promote police accountability. Mr. Spier noted that Linda has "made a personal commitment to advancing minority representation in the legal profession."

During a recent conversation, Linda affirmed this commitment. "I'm excited about the opportunity to bring white/economic privilege into more of our

programming and discussions. There's so much to learn and to be done around the experiences of those not in the dominant culture as they relate to practicing law in Oregon."

Linda doesn't pretend that running OWLS is easy. "Every job has the opportunity for strained relationships. Those are taxing, and usually push me to grow a little. It's also challenging when I find out someone has had an unwelcome experience at an OWLS event." But there is also much to enjoy. "The variety of work, the people I get to help and meet, the sparks of ideas that volunteers turn into great programs for their colleagues, connecting people with resources and other people, watching leaders develop and grow—those are some of the most rewarding aspects of my job. I have a good working environment—it feels good to do what I do."

It will come as no surprise that Linda's recreation varies as much as her professional life. "Sometimes, I do absolutely nothing, especially if I've had a lot of people interactions. I'm an introvert, and I need a lot of alone time to recharge. I love to cook, and I find it relaxing. Some things are weather dependent, like paddle boarding, cross country skiing—I take

a couple trips every winter to backcountry yurts with a big group. I like any kind of beach, especially one where I can get in the water without a wetsuit, and get out and

read, and in, and out, all day long.

She also started bike commuting to work in July, and notes that it has had an unexpected effect on her work. "I'm kind of morbid. Biking is the best way to get to work when someone doesn't almost kill me. If I've dodged drivers who drive like stops signs are suggestions, and the big earthquake doesn't hit while I'm on a bridge, I arrive at the office ready to cause trouble, and clearly invincible."

OWLS congratulates the invincible Linda Tomassi, and warmly thanks her for her service to our organization and the legal community.

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



Linda Tomassi

Workplace Leader Award

Portland City Attorney's Office are part of those efforts and are examples of programs that other employers should consider making part of their own efforts toward promoting the values of equity and diversity.

Strategic Goals: Like many legal employers, the City Attorney's Office has a written policy aimed at nurturing a diverse and inclusive workforce. But the office has taken further steps toward weaving those goals—termed "equity goals"—into the fabric of the office and into the legal services that it provides. City Attorney Tracy Reeve has instituted equity as one of the office's four strategic goals. Individuals work toward the goal of equity in a variety of ways. Each employee must attend two equity programs each year, must set goals annually on how he or she will support equity in the workplace, and will have progress on those goals assessed as part of the employee's annual review. Attorneys must analyze how their work contributes to the office's equity goals as part of their

regular timekeeping. Equity concerns are also considered in evaluating legal issues. These efforts have improved the vocabulary and practice regarding equity issues in the office.

Honors Attorney Program: The City Attorney's Office has instituted a program that brings new law school graduates into the office and provides them with a meaningful work experience on a limited-duration basis. The office particularly recruits attorneys from underrepresented communities, both at local law schools and at historically black law schools, and it has successfully hired minority attorneys to participate in this program.

Hiring Practices: The City Attorney's Office has a long history of equality in hiring among women and men. Nearly 50% of its attorneys are women, and City Attorney Tracy Reeve is the third woman to hold the position. In recent years, the office has broadened its diversity focus to include hiring a more diverse workforce, including hiring ethnic minority attorneys, gay attorneys, and veterans.

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Mandatory Diversity and Equity Programming: All attorneys and staff are required to attend regular training sessions that provide education and discussion about a variety of diversity issues, ranging from local civil rights history to training on micro-aggressions within the workplace.

Diversity Book Group: The City Attorney's Office has a robust diversity book club whose participants read and discuss literature involving the minority experience in America to raise awareness of the challenges facing marginalized communities in our culture and among the citizens served by the office.

Diversity Day: The office schedules an annual diversity day to celebrate the diverse backgrounds of all its employees by sharing food together.

OWLS congratulates the Portland City Attorney's Office for earning the OWLS Workplace Leader Award.

Heather Bowman is a partner at Bodyfelt Mount in Portland.

Oregon State Bar Honors Eight OWLS Members

By Rachel Lynn Hull

On December 10, the Oregon State Bar (OSB) presented awards to eight OWLS members at its annual awards luncheon, held at the Sentinel hotel in Portland.

Kimberlee Stafford received the President's Sustainability Award, which recognizes OSB members who have made significant contributions to the goal of sustainability in the legal profession. Kimberlee was honored for her work on Tonkon Torp's Sustainability and Space Planning Committees, where she led efforts to ensure that an extensive remodel reflected green building practices. Kimberlee writes and speaks on sustainability issues for bar groups and others, and she is a member of the Multnomah County Advisory Committee on Sustainability and Innovation.

Linda Tomassi received the President's Public Leadership Award for her service as executive director of Oregon Women Lawyers and her volunteer service to the community. [Please see story on page 16.]

Simon Whang, a Portland deputy city attorney, received the President's Membership Service Award. This award is presented to Oregon attorneys for contributions made to the profession. Simon was honored as "a model for Bar membership in a way that is entirely unique, honest, invaluable and completely just 'Simon'," including service in multiple roles for the Oregon Asian Pacific American Bar Association, the Oregon Minority Lawyers Association, and Oregon Women Lawyers. His OSB service includes terms as bar counsel and co-grader for the bar exam, and work for the Leadership College, the Unlawful Practice of Law Committee, the House of Delegates, and Opportunities for Law in Oregon (OLIO).

The President's Public Service Award honors attorneys for their commitment to public service and pro bono work. OWLS members **Elizabeth C. Knight** and **Chanpone Sinlapasai** were honored this year. Elizabeth "has been the inspiration for the resurgence of pro bono" at Dunn Carney, where she is of counsel. Led by Elizabeth, the firm fully staffs a night clinic for Legal Aid Services of Oregon (LASO) once a month. She is also a volunteer for LASO's Domestic Violence Project, is a past chair of the OSB's Client Security Fund, and has served in multiple roles for the Multnomah Bar Association.



Counterclockwise from top right: Kimberlee Stafford, Simon Whang, Elizabeth C. Knight, Chanpone Sinlapasai, Alycia N. Sykora, Theodore Poole (Judge Nelson's husband), Judge Adrienne Nelson, Jacquelyn Brown (Judge Nelson's mother), Judge Katherine Tennyson, Linda Tomassi



Six photos: Teresa Statler

Chanpone Sinlapasai, a partner at Marandas & McClellan, spent her early career helping refugees, at-risk youth, domestic violence survivors, and victims of human trafficking at the Immigrant Refugee Community Organization and Catholic Charities. Her efforts did not diminish when she entered private practice, as she has continued to serve the community as a pro bono attorney, as coordinator for Portland's Refugee Adjustment Day, and as a volunteer, consultant, or chair on government and nonprofit boards and committees focused on crime victim rights and immigration.

Hon. Adrienne C. Nelson was awarded the President's Diversity & Inclusion Award, which recognizes members who have made significant contributions to the goal of increasing minority representation in the legal profession. Judge Nelson, of the Multnomah County Circuit Court, was honored as "a tireless advocate for diversity and inclusion." She has served on many boards and committees, spoken at colleges and law schools, worked with individuals through the OSB's OLIO and New Lawyer Mentoring Programs, and conducted trainings on the concept of privilege for groups including the OSB Board of Governors.

Hon. Katherine E. Tennyson, also of the Multnomah County Circuit Court, was awarded the Wallace P. Carson, Jr., Award for Judicial Excellence, a prize for Oregon judges who model professionalism, integrity, and judicial independence. Among other things, Judge Tennyson was honored for her collaborative work in starting a first-generation professionals group and Guardian Partners, a program that monitors guardianships to prevent abuse, neglect, and exploitation of adults and children under guardianship.

Lastly, the Oregon Bench & Bar Commission on Professionalism presented its Edwin J. Peterson Professionalism Award to OWLS member **Alycia N. Sykora**, a solo practitioner in Bend. Alycia was honored for her commitment to integrity, her "cheerful, courteous and respectful" approach, and her leadership at the local and state levels, including bringing her passion for constitutional law into high schools, colleges, and CLEs.

OWLS congratulates the award recipients and thanks them for their dedication to the law and to the legal profession in Oregon.

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

Meet OWLS Board Member Maya Crawford

By Rachele Selvig

Maya Crawford, an OWLS board member and co-chair of the OWLS Working Parents Committee, has always been passionate about public interest work. In June 2015, she was hired as the statewide pro bono coordinator at Legal Aid Services of Oregon (LASO). The position was revived from its cancellation in 2011 through a generous grant from Meyer Memorial Trust. In this position, Maya helps to coordinate approximately 600 private bar attorneys with pro bono opportunities. She also provides substantive training, mentoring, and strategizing assistance to attorneys on pro bono cases.

Another aspect of Maya's job is developing projects to expand LASO's services in all areas of the state. One of her new projects, which launched in December, is expanding LASO's esteemed bankruptcy clinic into Pendleton. A second enterprise is the implementation of the Adopt a Legal Aid Office Project in conjunction with Miller Nash Graham & Dunn (MNGD) in Bend. They hope to hold the first clinic this month. With this project, Maya is working to connect Portland MNGD attorneys with clients throughout the more underserved parts of the state. Maya is excited to use projects such as these to enhance the services that LASO's ten statewide offices provide to clients and to further develop a menu of opportunities for attorney volunteers.

Maya moved into her current position as a progression of her commitment to public interest work. She began working at LASO as a staff attorney immediately after graduating from Lewis & Clark Law School in 2003. She then served as associate director of the Lawyers' Campaign for Equal Justice from 2006 to 2010, before returning to LASO as a supervising attorney in charge of the Portland pro bono program. During law school Maya clerked for a Lewis & Clark legal clinic, worked with Catholic Charities Immigration Legal Services, and even worked as the law school's student pro bono coordinator.

Maya grew up always knowing that she wanted to devote herself to work in the public interest. She was raised in Phoenix, Arizona, by a family of activists, social workers, and teachers. They were initially somewhat dubious of Maya's decision to become a lawyer, but she swayed them with her conviction that lawyers have the power to make a broad impact while assisting people. Maya still holds this belief

today and encourages other lawyers to use their power to challenge things that need to be changed and help those who may not otherwise be helped.

Outside of LASO, Maya and her girlfriend, Margaret Peacock, have a one-year-old daughter, Muriel, who is the joy of their lives. Maya loves just hanging out and playing with her family and spending time cooking with Margaret. As co-chair of the OWLS Working Parents Committee, she hopes to shine a spotlight on the experiences of working parents and help the culture of the legal profession continue to evolve in recognizing the importance of families. Maya also serves on the boards of the Multnomah County Bar Association and the Vestry of Grace Memorial Episcopal Church. Additionally, she is a member of OGALLA and the Clackamas County Bar Association.

Maya is proud to serve on the OWLS Board of Directors and strongly believes in OWLS' mission. According to Maya, we are all standing on the shoulders of

our mothers and grandmothers. Noting that they pioneered the way into the "box-like" confines of the old-time legal profession, Maya envisions OWLS' future not as helping all lawyers continue to fit into the "box," but as helping us demolish boxes entirely and embrace all forms of diversity and varieties of experience.

OWLS is proud to have you on our board, Maya, and thanks you for your service.

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



Maya Crawford

OWLS Hosts OWLS Chapter Summit

By Hon. Allison R. Boomer

On Friday, October 16, OWLS chapter leaders met in Portland for the second annual OWLS Chapter Summit, held prior to the OWLS Fall CLE. The first OWLS Chapter Summit was organized by Queen's Bench in 2014. The Mary Leonard Law Society (MLLS) took the lead in organizing the 2015 summit, and leaders from seven OWLS chapters attended: Cascade, Clackamas, Josephine, MLLS, Rogue, Queen's Bench, and Washington.

At the 2015 summit, OWLS Member-

ship Committee co-chair Jennifer Nicholls and member Erin Dawson gave an update on OWLS member services and chapter resources, including the popular free call-in CLEs held over the lunch hour. The Membership Committee will soon offer a chapter leaders listserv, which will allow chapter leaders to discuss questions and share information. Recently, the Membership Committee began working with the Oregon State Bar New Lawyer Mentoring Program to pair OWLS mentors and

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Mary Leonard Law Society Hosts Luncheon for New Lawyers

On November 3, the Mary Leonard Law Society (MLLS) hosted its annual luncheon welcoming new admittees to the Oregon State Bar at the Willamette Heritage Center Dye House in Salem. The keynote speaker was Renée Rothauge, a shareholder of Markowitz Herbold and co-founder of the Rothauge & Kaner Women's Trial Academy.



Attending the MLLS luncheon, from left: Top left: Judge Meagan Flynn and new admittee Katharine Tate; Bottom left: Rebecca Kueny and Magistrate Allison Boomer; Right: MLLS President Maureen Magee and Renée Rothauge, the keynote speaker



Attending the MLLS luncheon, from left, Marion County Circuit Court Judges Cheryl Pellegrini, Lindsay Partridge, and Mary James



On December 1, Marion County Circuit Court Judge Courtland Geyer presented a CLE on mandatory child-abuse reporting from noon to 1 p.m. at the Marion County Courthouse. MLLS organized the event.

OWLS Hosts OWLS Chapter Summit

mentees. OWLS members who would like to mentor or who want an OWLS mentor should contact Erin Dawson.

OWLS Treasurer Angela Lucero and OWLS Secretary Allison Boomer then explained the new OWLS chapter payment and banking policies. Chapter payments are allocated based on chapter membership as well as the number of events held by the particular chapter. Membership is based on the number of dues-paying OWLS members affiliated with a chapter. Events include networking lunches, CLEs, discussion groups, and similar activities. OWLS may grant a bonus to a chapter that significantly increases its membership or activities. In order to receive payment, a chapter must submit written reports to OWLS describing its activities as requested. If a chapter uses the OWLS tax ID number for its banking, the chapter must send copies of its monthly bank statements to OWLS.

Chapter leaders described notable programs presented during the past year. Cascade Women Lawyers, for example,

organized a social with its members and OWLS board members. The event was held on a beautiful September day in Bend and enjoyed by all. Josephine County Women Lawyers hired a professional photographer to take bar photos. The result was a visual depiction of how many women lawyers had joined the Josephine County bar since the prior bar photo was taken. In Salem, MLLS organized a half-day access-to-justice CLE called the Salem Diversity Summit. The event was described in detail in the Fall 2015 *AdvanceSheet* (page 5).

Chapter leaders discussed ideas on how to increase OWLS membership, especially outside of Portland. The Membership Committee has developed pitches that chapters can use to promote membership. Several chapters have used tiered pricing for chapter events to encourage people to join OWLS—OWLS members pay less to attend the event than non-members.

Chapter leaders agreed that some confusion exists about whether chapter members are also OWLS members.

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Queen's Bench has adopted a policy of referring only to "OWLS members," not "Queen's Bench members," to prevent such confusion. Some OWLS programs have been transported outside of Portland, including Road to the Bench, OWLSNet, and the Rothauge & Kaner Women's Trial Academy. Chapters are encouraged to work with OWLS to bring existing, successful programs to areas outside of Portland.

MLLS thanks Queen's Bench for securing the venue and thanks OWLS and the OWLS Foundation for generously sponsoring the summit. Chapter leaders who were unable to attend the 2015 OWLS Chapter Summit may contact MLLS for more information about the topics discussed. Rogue Women Lawyers and Josephine County Women Lawyers will organize the 2016 summit, scheduled for Friday, September 23, in Portland.

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



Thank You

Our thanks to OWLS members who renewed or joined OWLS at an enhanced level

\$500

Hon. Cathleen Callahan
Angela Franco Lucero

\$350

Sara L. Gabin
Hon. Marilyn Litzenberger
Molly Jo Mullen
Jennifer Nicholls
Hon. Jill Tanner
Amanda C. Thorpe

\$200

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