

Advance Sheet

A newsletter published by Oregon Women Lawyers

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Two Ways Oregon Women Lawyers Can Fight Gender Bias

When Chief Justice Edwin J. Peterson addressed us at last spring's conference, he issued two challenges: (1) educate your employers, certainly, but also educate your mates about the need for equality in the workplace; and (2) help women outside the professions to achieve economic and personal equality. Here are a few of Justice Peterson's remarks:

On the Education of Mates. How many of you have achieved equality in your home? How many women achieve equality with their mate? How many husbands are doing washing and cooking and baking and housecleaning? The answer is, of course, more than there were ten years ago, but still not enough. This is not the fault of government; this is not the fault of business. It is the legacy of thousands of years of our society. In theory, the two sexes are free to share the child rearing equally. The reality is that women bear the greater burden. Women have succeeded in educating some employers. The greater challenge is to educate mates. Here progress will be slower, I suspect. I am willing to help in that undertaking if you ask me to.

(continued on page 3)



Chief Justice Edwin J. Peterson addresses the 1989 Spring Conference. (Photo by Dan Carter)

Oregon Women Lawyers' Parenting Resolution Approved by the OSB Board of Governors



The Honorable Ellen F. Rosenblum

At the Oregon Women Lawyers' first annual spring conference, members approved a resolution on "combining family and career." The resolution was drafted by the Hon. Ellen F. Rosenblum, to be presented at the September 1989 Oregon State Bar Convention.

After that meeting, our board of directors approved a similar resolution, to be presented at the Oregon State Bar Board of Governors' June meeting so that establishment of this committee could be expedited.

We are pleased to report that Oregon Women Lawyers' board members Steve Moore and Diane Polscer succeeded in obtaining the Board of Governors' approval and that members of a Committee on Combining Family and Career will be appointed in August. The Board of Governors is also considering our request to reimburse expenses for committee members who must travel more than 100 miles to attend such meetings.

The committee will study various issues pertaining to balancing a family and career and will provide a report on this study, together with recommendations for action, to the OSB Board of Governors by March 1, 1990.

President's Message

Oregon Women Lawyers is well on its way to meeting the goals that our members set last fall.

Issue #1—making it professionally—was

addressed by Justice Edwin J. Peterson and

Norma Paulus at our Spring 1989 conference.

Another goal—**preparing women to run for the judiciary**—will be explored in a day-long seminar that Kathryn Augustson and the Hon. Nancy Campbell are holding this November 4.

A third goal—**providing for comprehensive career planning and professional advancement**—is the focus of a session planned by Vernellia Randall and Sandra Hansberger for next spring's conference. And a fourth, burnout, is being addressed in a February 1990 seminar organized by Debra Kronenberg. In addition, our annual meeting in Seaside, on September 22, will feature talks by women legislators—a program being arranged by Jeanne Atkins and Janice Krem.

But it is in the area of our number two concern—the family—that we have made especially gratifying progress by introducing a resolution that was immediately accepted by the Board of Governors of the Oregon State Bar. At our request, that body has established a special commission to study issues related to combining career and family. The resolution was prepared by the Hon. Ellen Rosenblum and some of our other directors, endorsed by the membership at the spring 1989 conference, and presented at the Board of Governors' June meeting.

Much of the inspiration for this resolution came from Chief Justice Peterson, who articulated his vision of a new, flexible approach for both mothers and fathers at the spring conference. Justice Peterson will keynote our October 14 conference on parenting and practicing law. That conference will have an interesting dual focus. First, it will suggest how law firms can design benefits packages that retain valuable employ-



ees, both male and female, who have childcare responsibilities. And second, it will use experts in child care and family dynamics to cover a range of issues related to career and family.

These and other matters are the subjects of our first newsletter. Among other things, we begin a series of tributes to Oregon's pioneer women attorneys, who "did it alone" and—during this process—suffered emotionally and financially.

All of this can be done because of your enthusiasm and financial support. Those of us who serve on the board look forward to meeting all of you once more at our general membership meeting in Seaside, September 22.

Bar Breakfast Reviews Legislation for Women

At the annual meeting of the Oregon State Bar, the Oregon Women Lawyers will hold a special breakfast to explore legislative actions aimed at women. The breakfast is scheduled for 7:30-9:00 a.m., Friday, September 22, in the Dolphin Room at the Shilo Inn, located at 900 South Holiday Street in Seaside.

Speakers for the occasion include state representatives Beverly Stein and Judy Bauman, both of whom are attorneys, and Holly Pruet, a lobbyist who represented 70 women's organizations during the 1989 Oregon Legislature. Program facilitators are Jeanne Atkins, government relations coordinator for United Way of the Columbia-Willamette, and Janice Krem, hearings director of the Oregon Liquor Control Commission.

We are asking to have the meeting approved for continuing legal education credit through the Oregon State Bar. For further information, call Jeanne Atkins at 226-9357.

Can You Be a Good Parent and a Good Lawyer?

October 14 Seminar Offers Help

Inflexible work patterns, resistance to job sharing, conflicting family-employer expectations, scheduling conflicts, and concerns about appearing unprofessional are just a few of the issues that plague lawyers who also try to be good parents.

On Saturday, October 14, 1989, Oregon Women Lawyers will be joined by the Professional Liability Fund and the Multnomah Bar Association to present a seminar for lawyers to deal with those concerns and to offer new solutions being tried within the profession. The full-day event will be held at the Northwestern School of Law, Lewis and Clark College in Portland, beginning at 9:30 a.m. and ending with a 5:00 p.m. no-host reception for Chief Justice Edwin Peterson.

As keynoter for the occasion, Justice Peterson will discuss "New Patterns of Practice and Parenting for Oregon Lawyers." Other speakers will include Commissioner of Labor Mary Wendy Roberts, discussing state regulations of childcare; management consultant Don Aiken, speaking on family benefits packages and related tax advantages; and leading childcare expert Dr. Arthur Emlen, presenting the results of a statewide survey of Oregon lawyers that pinpointed childcare concerns and related stress factors. In addition, panels will explore flexible patterns of law practice for Oregon lawyers who are balancing career and family and will discuss issues involving childcare from infancy to the teen years.

Space for this seminar is limited to the first 150 registrants, so preregistration is strongly encouraged. The program includes lunch, with childcare provided at moderate cost. Registration fees are \$70 (Oregon Women Lawyers members), \$95 (general admission), and \$25 for those with annual incomes of less than \$10,000. CLE credit is being sought. Anyone interested in attending should contact Nell Hoffman Bonaparte (224-9723).



Panel members Celeste Whitewolf, the Hon. Jean Lewis, and Roosevelt Robinson discuss the results of a survey on gender bias. Moderator (standing) is Katherine O'Neil. (Photo by Dan Carter)

HIGHLIGHTS FROM THE SPRING CONFERENCE

Oregon Women Lawyers drew 250 participants from Oregon and Washington to our spring conference, April 1, 1989, where we discussed effective techniques for handling racist and sexist behavior in professional settings. Norma Paulus, former Oregon secretary of state who now sits on the Northwest Power Planning Council, called on women attorneys "to restore competence to the bar." Women, she said, "have not contributed to the sleaze factor in the bar, but it will fall to us to elevate the profession." Paulus also touched on the need for women who are also parents to "recognize that we can't do it all," to set priorities carefully, and to encourage job sharing and flexibility in work schedules.

Chief Judge of the Oregon Supreme Court, Edwin J. Peterson, also addressed the conference, focusing his remarks on the need to make Oregon's judges aware of gender bias. "Judges need to be made sensitive to the impact of their remarks—and those of counsel—to proceedings within the courtroom," said Judge Peterson, noting that the fall judicial conference will help address this need. His survey on gender bias was discussed by a panel of attorneys that included Oregon State Bar president Garry Kahn, the Hon. Jean Lewis, attorney Vernellia

Randall, parole board member Roosevelt Robinson, and counsel to the Confederated Tribes of Warm Springs Celeste Whitewolf.

Conferees also passed a resolution calling on the state bar to establish a Commission on Combining Family and Career (see the related article in this newsletter).

April 1989 Conference-goers take note: Oregon Women Lawyers has applied for and received eligibility for two hours CLE credit for this conference.



The Hon. Don Londer joins the discussion. (Photo by Dan Carter)

Fight Gender Bias (continued)

In that connection, may I suggest—I say this with a bit of trepidation—may I suggest that one small first step would be to bring him to this meeting, along with Mr. Schwabe and Mr. Nash and Mr. Lubersky and Mr. Houser and Mr. Ellis and Mr. Shanker. Did you invite them? [Audience responded affirmatively.] Well, my next sentence was, "Try them." Apparently you have. But perhaps I could help you in this respect. And I'll be glad to do so if I can.

Don't sequester yourself. Reach out to people such as me. (I do want to point out that there are significant exceptions here today: the presiding judge from Multnomah County, Judge Donald Londer; Judge Robert Abrams from Pendleton; and Garry Kahn, president of the Oregon State Bar.)

On Assistance to Women Outside the Professions. Although professional women still have a way to go, the real injustices today involve the non-professional woman, the woman with a high school education or less, particularly the woman who must work, the woman who has few marketable employment skills. You have educated and enlightened the male corporate chief executive, the male judges, and many male grey-haired lawyers like me. We are more sensitive to the problems of women lawyers than we were.

But have we educated the male dock worker and the male foreman and the male welder and the male truck driver? Can they become more sensitive to these problems as I and others have become? Can they become sensitive to the problems of their women peers? The answer has to be yes.

The problems of non-professional women are far greater than those of the professional woman. We have not seen the dynamic change in the skilled, semi-skilled and unskilled employment that has occurred in the professional area. We have not seen much change in attitude among male co-workers in those areas. Those are the areas that have the greatest need today.

Messages of Support from the Bench

The following comments are excerpted from statements of support for the organization of Oregon Women Lawyers, issued by two eminent women judges: Mercedes F. Deiz and Betty Roberts. Their comments, which unfortunately we cannot print in their entirety, are all the more inspiring because both women have pioneered in their careers. Judge Deiz is the first black elected to a paid position in the state, and Judge Roberts is the first woman appellate judge.



Judge Mercedes F. Deiz



Judge Betty Roberts

Mercedes F. Deiz

One of the most exciting, stimulating, and rewarding events of 1979, which is but nine short years ago, was the formation of the National Association of Women Judges. In October of that year, more than 100 women judges gathered in Los Angeles to share their common experiences and to discuss the status of women in the judiciary.

We who were founding members, including Sandra Day O'Connor, recognized that until women achieve substantial parity with men in the legal profession and in the judiciary, we needed an association which would be devoted to advancing the needs of women judges and to addressing both their professional and personal concerns.

"We must remember that one voice crying out alone frequently is ignored."

Mercedes Deiz

For reasons quite similar, forming a strong, supportive network to provide women attorneys an opportunity to discuss common problems (which enables us to gain strength, courage, and reassurance as well as much energy and dedication) is a very worthwhile objective. Until we literally have such an association, it is difficult to identify the problems which we face as a group of

women lawyers—and as individuals. By becoming a readily identifiable association, we can urge various positions with authority.

As a group we would have the clout to ensure that we obtain orders which would prohibit judges, nonjudicial employees of the courts, and lawyers from conducting business in private clubs which discriminate in membership. An association of women lawyers can ascertain facts about the general status of women; monitor the acts of state and local legislative bodies relating to women; help to elect sympathetic politicians; demand the appointment of women judges.

We must remember that one voice crying out alone frequently is ignored, whereas many voices loudly speaking through a spokesperson shielded by an organizational framework will be heard and heeded.

Betty Roberts

Many of us who have been pioneers in the legal profession have had experiences that have given us a great amount of pain and frustration—intensified because we had no one to share them with and to work through them with. I support a women lawyers association for the sheer camaraderie and support it will provide in a male-dominated profession.

The problems women encounter now are much more subtle than they once ourselves and to other women to alert one another to the dangers. When we

recognize and deal with these incidents, we take away their power to ensnare us.

The number of women lawyers has increased rapidly in the last 20 years, and I sincerely rejoice in that. However, women are not moving up in the law firms and are not becoming judges as rapidly as our numbers indicate we should. I support a women lawyers' association so that we might collectively examine this problem and work together to see that

women have equal opportunities within our profession.

A woman lawyers' association would be uniquely capable of working on employment conditions that are now considered to be primarily a woman's prob-

"Women are not moving up in the law firms and...becoming judges as rapidly as our numbers indicate we should."

Betty Roberts

lem, but which in reality are societal and professional responsibilities. These problems are adequate child care, paternal leave, and job sharing.

I would hope that a women lawyers' association would work toward promoting ethics within the profession. The association certainly ought to take the responsibility for making our legal system work better, not only for women lawyers but also for women who are litigants, witnesses, jurors, and victims.

Because I believe that women are by nature and training excellently prepared to engage successfully in all kinds of dispute resolution, I can foresee a role for a women lawyers' association in promoting and working with all kinds of alternative dispute resolution techniques and programs. We could, as a group, evaluate our skills and learn how to apply them to the work we do as lawyers.

PIONEERS

This is the first in a series of articles on Oregon women who have pioneered in the legal profession.

Few who have seen **Helen Althaus** on the stage of the New Playwright's Theatre in Ashland would guess that this talented character actress once had a pioneering role in Oregon's legal profession. Yet years before she retired to Ashland and gave reign to her interest in acting, Althaus carved out a career in law and led many human rights battles.

Helen Althaus came to the law from a pioneering Oregon family. Her grandfather, Emmet Bigelow Williams, was an early Portland attorney, who often "commuted" 15 miles to his Portland practice from his farm in the Troutdale area. Her mother was an early graduate of Stanford University, who—as trustee for the bondholders of the beautiful Ochocho Inn in Prineville—rescued that popular hotel from extinction.

When Althaus chose a career in law, her decision was marked by the same idealism that still characterizes her occasional public appearances in forums where human rights are being debated. "When I went to college I began majoring in English literature and ended up in chemistry," says Althaus. That was just before World War II, however, and she quickly realized that "science was getting us into more and more violence," whereas law held the promise of helping people settle disputes in a non-violent way.

So Althaus enrolled at Northwestern School of Law, which she attended in the evening after working the day shift at a defense plant, the Troutdale Aluminum Reduction Plant. At war's end in 1945, Althaus was admitted to the bar.

During her career, Althaus clerked for the legendary federal judge, James Alger Fee, and worked for over 15 years as an associate for the Portland firm of Miller, Nash, Wiener, Hager & Carlsen (then King, Miller, Anderson, Nash & Yerke). She also was a partner in a small Washington County firm (Everett, Renwick & Althaus—later Renwick, Althaus & Bishop) and was employed by Bonneville Power Administration as

a lawyer in the environmental office, where she did analysis and annotations of rules proposed for the National Environmental Policy Act. Later, she was employed as an attorney advisor in the regional solicitor's office of the Department of Interior. While there, she headed a project on the "Public Trust Doctrine" as it affects wildlife. Her work resulted in publication of a 420-page volume, "Public Trust Rights," by the Government Printing Office.

During many of those years, Althaus also served as a city councilwoman in Troutdale and took some extremely courageous stands on hotly debated topics. Among other things, she chaired the Committee on World Peace Through Law, which sponsored a resolution, adopted by the Oregon State Bar, that condemned the U.S. intervention into Vietnam. This was one of the earliest oppositions voiced by a bar association in the U.S.

Althaus was also a member of the national Lawyers Committee Against United States Intervention in Central America and has served as both president and treasurer of the Portland chapter of the United Nations Association. More recently, she spoke in a debate at the 1988 Oregon State Bar convention in Eugene, urging the Bar to oppose Ballot Measure 8, which would allow discrimination against state executive department employees on the basis of sexual orientation.

Says attorney Bernard Merrill of Althaus, "Personally, Helen truly embodies Shakespeare's saying, 'I am wealthy in my friends.' She has so many of them, that I am grateful to call myself her friend."



Everything You Ever Wanted to Know About Becoming a Judge

If you have always wanted to be a judge, you'll be interested in a very special one-day seminar being offered by Oregon Women Lawyers on Saturday, November 4, 1989. This is a "first-ever" affair, which offers prospective candidates for the judiciary the collective wisdom of judges, campaign managers, advertising consultants, media representatives and other veterans of the judicial appointment and election process.

Participants can learn to build a resume, target an office, get organized, understand election laws and ethical considerations, run a campaign, handle media relations, gather endorsements, and gain an insight into life on the bench.

Because the Oregon Legislature recently approved eight new judgeships, Oregon Women Lawyers considers this a particularly propitious time to offer a seminar on Becoming a Judge. Among other things, it is a time when more women and minority lawyers could and should become judges. This program will tell aspirants exactly how the elective and appointive process works—and put them in touch with the people who can help them reach their goal.

Don't be left behind. Your robe is waiting. For more information, call Kathryn Augustson (226-7986) or Judge Nancy Campbell (640-3443). And if you know of anyone who shouldn't miss this program, pass his or her name along to Kathryn Augustson, 1500 S.W. First Avenue, Suite 630, Portland, OR 97201.

Mark Your Calendars for Spring Conference 1990

Plans are already underway for the Oregon Women Lawyers' 1990 spring conference, scheduled for April 7. The all-day event will focus on career satisfaction and will include mini-seminars on how to overcome obstacles to specific career goals and to handle problems on the job. For more information on conference planning, phone Vernellia Randall (228-6351) or Sandy Hansberger (245-6065).

Profiles

Profiles offers members an opportunity to become acquainted with their colleagues who hold leadership positions in Oregon Women Lawyers. In this issue, we feature vice-presidents Vernellia Randall of Portland and Debra Kronenberg of Bend.

Vernellia Randall, an associate with Bullivant, Houser, Bailey, Pendergrass & Hoffman, came to the legal profession from a 14-year nursing career, which she left because of the stereotypes and discrimination she encountered. Randall practices primarily in the areas of health care law; personal injury defense; professional malpractice defense; and life, health, and disability insurance coverage issues. She also teaches health care law as an adjunct professor at Lewis and Clark Northwestern School of Law. She received her law degree from that institution in 1987 and also holds a master's degree in community / family nursing.

"In many ways I have gone from the frying pan to the fire," says Randall of her law career, but her frustrations with discrimination have also motivated her to take a strong role in Oregon Women Lawyers. "My dream for this organization is that it be effective in removing sexist behavior from all levels of the legal system, including addressing the problems of women defendants, plaintiffs, jurors, clerks, etc. If we narrowly focus only on the issues of women lawyers, we will miss an opportunity to be a decisive force in an area not presently being addressed by any other group or organization."

Randall holds leadership positions in a number of other professional and charitable organizations, bringing her efforts to bear on activities that combat discrimination. She is also keenly aware of the need for the profession to help with parenting issues, having raised her sons Tshaka (18) and Issa (12) entirely by herself. She is the daughter of Ernest and Grace Randall of Northeast Portland.

Debra Ann Kronenberg also attended the Northwestern School of Law, after receiving her B. A. degree in classics and medieval studies from the University of

Rochester (with a special internship at Yale) and her M. A. in classical studies from the University of Michigan. She received her law degree in 1980 and subsequently has practiced primarily in the areas of workers' compensation, social security disability, domestic relations, land use, and contracts. She has been a partner in Kronenberg & Miller, as well as a sole practitioner, and more recently served as associate counsel for the SAIF Corporation in Bend.

Kronenberg has also served on the boards of the Multnomah Bar Association's Volunteer Lawyers Project, Mental Health Services West/NW, Inc., the Council for Prostitution Alternatives, Inc., the Occupational Health Council, the Multnomah Bar Association's committees on the Status of Women and on the Present and Future of Women Lawyers, as well as other professional and community organizations.

More recently, Kronenberg has developed a particular interest in the issue of "burnout," a problem she believes stems



Vernellia Randall (left),
Debra Ann Kronenberg
(right).



in large measure from the 60- to 70-hour work weeks required of many in the legal profession. In fact Kronenberg herself recently decided to "take a sabbatical"—a decision that has given her time to investigate the issue of burnout seriously. This investigation has inspired her to offer a special workshop on the subject for Oregon Women Lawyers next February. (See the related article in this newsletter.)

Let Your Skills Shine

Public Speaking. Our Speakers' Bureau chair, Sharon Smith, maintains a log of members prepared to lend their professional expertise by testifying before the Legislature or other governmental bodies or local civic groups. Write Sharon at P. O. Box 1475, Eugene, OR 97440, indicating your availability and area of expertise. Diane Polsker's Professional Liaison Committee will compile a master list by specialty, for submission to the Oregon State Bar CLE Committee. (Ever notice the ratio of men to women speakers on the typical OSB panel?)

PLF Writing and Subcommittee Work. The Professional Liability Fund is soliciting essays for the next edition of the PLF's "red book" on time limitations and is also forming loss prevention subcommittees by area of practice. Participation

in either project would bring your professional skills to the attention of the Professional Liability Fund. If you are interested, contact Barbara Fishleder, director of loss prevention, at 639-6911.

Learn How to Prevent Burnout

In February 1990 Dr. Frances I. Page, a Portland psychologist, will lead a three-hour workshop on the issue of burnout in the legal profession. Participants will leave the workshop with skills in identifying and avoiding burnout in both their personal and professional lives. Debra Kronenberg of Bend is chairing the event. If you are interested in attending, call Kristin Colligan (228-6351).

Around Oregon

The following organizations—both formal and informal—offer opportunities for women lawyers to meet with their colleagues in locations around the state.

• **Central Oregon Women Lawyers** is a group of approximately 20 women who hold informal noon lunch meetings in Bend the second Friday of the month. For meeting places and other information, contact Marge Garrow at 382-3736.

• In **Klamath Falls**, an informal group of women lawyers meets occasionally for lunch. Anyone interested in participating, or in organizing more formally, should contact Karla Kneips (884-7728). Lane County Women Lawyers' Association (50 members) holds brownbag lunch meetings monthly, except during the summer, at the Lane County Public Service Building, Conference Rooms B & C, in Eugene. The meetings feature speakers on a variety of topics of interest to women attorneys. The group is now choosing speakers for future meetings and will co-host the Oregon Women Lawyers' breakfast at the bar convention. A \$15 annual membership fee provides a monthly newsletter, but there is no charge for meetings. For information, contact Sharon Smith (686-8511).

• **Southern Oregon Women Lawyers—Medford/Jackson County** is a group with a mailing list of 35. The group, which is presently setting up a September organizational meeting, meets informally as a support group. To have your name placed on the mailing list, call Collete Boehmer (779-7552).

• **Mary Leonards Law Society—Salem**, named after the first woman lawyer admitted to the Oregon Bar, holds a lunch meeting the second Wednesday of every month (except August) at Rich's Garden Restaurant, 300 Liberty Street, S. E. Each meeting features a speaker, and the group undertakes an annual meeting. This past year the group sponsored a panel discussion about women lawyers for law students. The upcoming September meeting will be devoted to planning the 1989-90 project. There are 40-50 members, who pay \$10 in

dues, but lunch meetings are open to all. The group does not become involved in political issues. For information, call Elizabeth Stockdale (378-4620).

• **Multnomah County Bar Association—Committee on the Status of Women** meets on the third Thursday of the month at 5:15 p.m. in the Bullivant Houser offices at 1500 PacWest Center in Portland. The Committee is co-sponsoring the Oregon Women Lawyers' breakfast meeting at the bar convention and the October seminar on issues related to the family. For more information, Diane Polscer (228-6351).

• **Queen's Bench, Portland** (54 members) meets on the second Tuesday of each month, 11:45 a.m., at the Hilton International Club (buffet cost is \$8.50, cash or check only). The August meeting will be devoted to planning future meetings. The group also holds business meetings on the fourth Tuesday of the month at 11:45 a.m. in the Standard Plaza Cafeteria, Room B (1100 S. W. 6th Avenue). All members are welcome to attend. Annual dues of \$10 pay for a newsletter and other mailings and for speakers. Queen's Bench also co-sponsors the Oregon Women Lawyers' bar convention breakfast. For information, call Merri Souther Wyatt (227-1515).

Professional Support Groups Are Formed

Support groups are now being formed in the Portland area to discuss issues that are peculiar to women in law practice. The groups are being facilitated by the Professional Liability Fund, which is currently seeking volunteer group leaders under its "Peer Friends" program. Ideally, these volunteers will be women attorneys whose personal and professional experience provides insights into the problems faced by colleagues—women who are motivated to make themselves available to support and counsel others.

"Because of their dual, and often conflicting roles as wife or mother and as practicing lawyer, women experience unique stress," says Carol Wilson of the PLF loss prevention section. "Women lawyers benefit when they can discuss these issues with other women in a supportive environment."

Those who volunteer to lead groups will be trained in the principles of counseling at two five-hour training sessions in September.

"The training will be in problem identification and clarification of options, not

(continued on page 8)



Oregon Women Lawyers Membership Application

Name _____

Firm/Organization _____

Address _____

City/State/Zip _____

Work Phone _____ Home Phone _____

Check one

- \$45 . . . Member (law school graduate)
 \$10 . . . Member (graduates-with incomes under \$10,000)
 \$10 . . . Associate (law students and non-lawyers)

Mail to:
Oregon Women Lawyers
P.O. Box 40393
Portland, Oregon 97240

CHARTER MEMBERS

As the articles in this first newsletter indicate, Oregon Women Lawyers is a brand new organization that is accomplishing a lot. Such accomplishments are made possible in large part by the support of our charter members.

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Alice Bartelt
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Marilyn Wall
Judith Watts*
Celeste Whitewolf
Mary Wilcox
Barbara Woodford
Merri Wyatt
Vicki Hopman Yates

Support Groups (cont.)

therapy," says Mike Sweeney, a colleague of Wilson who will conduct the sessions. "It really harkens back to the notion of a lawyer also being a counselor, a person adept at solving problems."

Oregon Women Lawyers supports this new program and has set a goal of having one trained peer friend in each local women's bar organization. If you are interested in participating—either as a counselor or support-group member, please contact Carol Wilson or Mike Sweeney immediately at 639-6911.

Wilson recently addressed the Mary Leonard Law Society in Salem, and both she and Sweeney are available to address other women's bar groups around the state.

JOB BANK

Former board member Marcia Ohlemiller is interviewing candidates for a position as counsel to the Senate Finance Committee in Washington, D. C. The position requires 2-3 years practice, predominantly in the area of tax, as well as a strong academic background in tax law. Ohlemiller is currently working in Washington, D. C. as advisor on women's issues to Sen. Bob Packwood. For information about this and other job openings, contact Sharon Smith at P. O. Box 1475, Eugene, OR 97440 (686-8511).



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