

# AdvanceSheet

A newsletter published by Oregon Women Lawyers

Volume 1, No. 4 Summer 1990



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The Oregon Women Lawyers  
**AdvanceSheet** is published  
periodically by Oregon  
Women Lawyers, P.O. Box  
40393, Portland, OR 97240.

## The Women's Summit Sponsors Its First Major Event: An Evening With Gloria Steinem

Tickets are now on sale for **An Evening With Gloria Steinem**, a gala event being presented by The Women's Summit Friday, October 19, in the ballroom of the new Oregon Convention Center in Portland. The evening—the Summit's first major event—includes a no-host cocktail party, a light dinner, and a talk by Ms. Steinem.

The Women's Summit was officially formed in November 1989 to increase communication between business and professional women's organizations, to promote public awareness of the role of business and professional women in the community, and to sponsor major events that would exceed the resources available to any single organization.

Before the Summit was founded, women's organizations in the Portland area tended to operate in isolation, though they were addressing common issues and interests. Founding organizations included Oregon Women Lawyers; Queen's Bench; the American Women's Society of Certified Public Accountants of Portland; the American Society of Women Accountants, Portland Chapter; Financial Women International, Portland Metropolitan Group; the Portlandia Club, Inc.; The Institute of Managerial and Professional Women; Women in Action; and Women in Communications, Inc., Portland Chapter.

The Summit holds general meetings approximately three times a year. These meetings serve as a forum for sharing ideas about how to meet the needs of individuals in member organizations, how to recruit and retain members, how to extend organizational growth beyond the Portland Metro hub, and how to "grow" leaders.

Meetings are open to all interested women. The next—scheduled for 5:30 p.m., October 30, at the Willamette Athletic Club—will be a time to revel in the success of the Gloria Steinem evening and to brainstorm ideas for the next Summit event.

If you have ideas that the Summit should pursue, plan to attend—or call Katherine O'Neil (222-4545) or Diane Polscer (228-6351) with your thoughts.



*Gloria Steinem's appearance is expected to attract an audience of over 1,000, so buy your tickets soon. You can do so by contacting Kathy Zelko (226-6400), Oregon Women Lawyers' representative to the Summit, or by sending a check for \$29 per person to The Women's Summit, P. O. Box 25655, Portland, OR 97225.*

## Spring Conference Offers Specific Help for Women "Jumping the Hurdles"

Women lawyers who are "trying to do it all" need to recognize how this behavior is affecting their future health and performance and take steps now to alter their course. That was one important message from Oregon Women Lawyers' spring conference, "Jumping the Hurdles." Here, we look at two of the many fine presentations made at the conference.

### The Superwoman Phenomenon

According to one workshop leader, counselor Eileen Hannegan, women in general—and women lawyers in particular—often suffer from

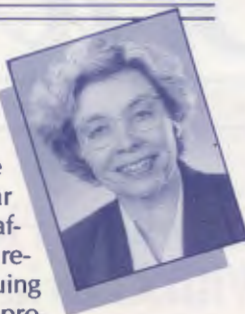
*(Continued on page 4)*



## President's Message

The board of Oregon Women Lawyers has requested that the governors of the Oregon State Bar adopt a policy of affirmative action in regard to all continuing legal education programs, including those presented by sections of the bar. Participation in these CLE presentations is essential to an attorney's growth as a recognized specialist. In today's highly competitive environment, where many major firms have established a "publish or perish" policy for those aspiring to partnership, participation can be a requirement for continued employment.

Yet few women or minority presenters are featured at CLEs.



rienced practitioner to co-author a chapter.

The well-considered thoughts and concerns of the health law executive committee will be a featured column in the fall issue of the *AdvanceSheet*.



Elizabeth M. Stephens, executive director of the Oregon Law Institute, has written to request volunteers willing to speak at or help plan upcoming OLI continuing education seminars. OLI is particularly interested in achieving a diversity of men, women, and minorities on its program faculties. If you are interested, send your résumé to Carolyn Wilson Miller at P. O. Box 40393, Portland, OR 97240.



Oregon Women Lawyers is also taking steps to "step up" the participation of women in CLEs. On October 20 we are holding a workshop to help members hone their presentation skills. And in our 1990 renewal forms, we are asking you for your section memberships. If you would like to join our committee on diversity in professional presentations, please call Carolyn Wilson Miller (226-1371).



This is a golden time for women and minorities to act within the OSB and its sections. Historically, many individuals have failed to raise the issue of CLE participation, believing it to be a futile gesture. However, the OSB Board of Governors has set affirmative action as a top priority for 1990, and a majority of the governors are OWLS members.

If affirmative action is to succeed, of course, continuous monitoring will be necessary. This, then, is our specific request to the Board of Governors:

***The board of Oregon Women Lawyers respectfully requests that the Board of Governors prepare a form for the heads of each section to use in their annual reports to the membership on the number of presentations and publications prepared by that section each year, noting the sex, race, and ethnic origin of each presenter.***

I urge all members of Oregon Women Lawyers to participate with us in assuring better representation of women and minorities as CLE presenters. The telephone numbers of the Board of Governors and section executive committee members are in the Bar Directory.

*Kathleen O'Neil*

## Letters to the Editor

Please accept my office's membership fee to OWL. Even from our oil-covered, ice-bound, burned-out perspective, a reading of the *AdvanceSheet* leaves no doubt OWL supporters will play a major role in making the Oregon social and professional environment more equitable. Now, if only you could do oil spills we'd petition to start a branch up here.

Very truly yours,  
Rand Dawson, Attorney at Law  
Anchorage, Alaska

Dear Editor:

I just received and finished reading your *AdvanceSheet* publication and was quite impressed with the apparent organization of women lawyers in Oregon these days. I sensed strength and support from and for your members, and wish you well in your endeavors.

As a nonpracticing lawyer I recently read with interest "The Lure of the Law: Why People Become Lawyers and What the Profession Does to Them" by Richard Moll, 1990. I recommend it for women who still struggle with their decisions on whether to continue practicing. I stopped practicing in 1984 after three years... and do not think I am likely to return to that work in the foreseeable future. But for those brave women who continue in the profession, I am grateful for the development of OWL and wish you well.

Very truly yours,  
Judith E. Basker,  
Assistant Vice President  
Candidate Service Law Services  
Newtown, Pennsylvania



## Oregon Women Lawyers Salutes Women Who Head Local Bar Associations

*This year, four women head local bar associations in Oregon. Here, we pay tribute to two of them.*

**Ruth M. Spetter** is president of the Multnomah Bar Association, the largest in the state. The organization presently has about 3,000 members, 25 percent of whom are women. Spetter has also served as vice-president of the Oregon State Bar—the first woman to hold that position—and as the first female president of the MBA Young Lawyers Section.

Spetter graduated from the Northwestern School of Law of Lewis and Clark College and is senior deputy city attorney for the City of Portland. For her, service on the county bar board offers opportunities to meet a great many people and learn about a great many viewpoints in the legal community. Teamwork, the ability to listen, and careful planning can allow a board member to make a difference, and that, says Spetter, "is a good feeling."

Leading the Mid-Columbia Bar Association this year is **Deborah M. Phillips**, a partner in Parker, Bowe, Blakely & Phillips, P.C. in Hood River. The Mid-Columbia Bar Association includes attorneys and other legal professionals from Hood River, Wasco, Wheeler, Gilliam, and Sherman Counties.

Phillips credits her election to the presidency to a combination of chance and tradition. (Three years ago she missed a bar association meeting and was promptly nominated for secretary—a position that leads to the vice-presidency and presidency.) Preceding Phillips in the leadership role was Hood River District Attorney Sally Tebbet. She and other women attorneys in the region "earned the professional respect of the legal community"—a factor that Phillips believes allowed her to be welcomed into the profession when she arrived in Hood River in 1983, fresh from graduation at the Northwestern School of Law of Lewis and Clark College in Portland.

*(Next time, we salute Nancy Nickel, president of the Grant County Bar Association, and Elizabeth Baldwin, president of the Clatsop County Bar.)*



*Ruth M. Spetter, Multnomah Bar Association*



*Deborah M. Phillips, Mid-Columbia Bar Association*



*Mary Leonard Law Society President  
Elizabeth Stockdale*

### The Mary Leonard Law Society Is Oregon Women Lawyers' Second Chapter

The Mary Leonard Law Society in Salem, the second official chapter of Oregon Women Lawyers, was formed some six years ago by government lawyers who were seeking opportunities for all women lawyers to "connect" with one another. Since that time, the group has presented two career panels featuring women lawyers from different areas of practice, including the judiciary. An important focus of these panels has been how lawyers balance career and family obligations.

This summer the Society will set up a mentoring program for young women entering the legal profession. The idea, according to president and former OWLS board member Elizabeth Stockdale, is "to find someone to serve as a role model and friend" to these young lawyers.

It wasn't hard to convince Society members to become an official OWLS chapter, says Stockdale. "I sent out a ballot that outlined Oregon Women Lawyers' goals and said, 'Do you want to be affiliated?' Everyone said 'Yes.'"

Stockdale noted that members of the Society believed that OWLS membership would strengthen their own group's identity, providing a larger supporting organization.

"Our basic philosophies were very similar," says Stockdale. "The members were interested in doing something that would be a contribution to the profession. It was a natural thing to do!"

**SUPPORT OREGON WOMEN LAWYERS WITH YOUR  
ADVERTISING. FOR INFORMATION AND RATES,  
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Gretchen Morris, Corvallis Women Lawyers  
Photo by Rick Antony



Cindy Barrett, Oregon Women Lawyers' treasurer Photo by Dan Carter



Dr. Helen Collier, conference speaker  
Photo by Dan Carter.

## SPRING CONFERENCE REVIEW cont.

a disorder that is commonly known as co-dependency (a term once used to describe the sense of responsibility some people have for an alcoholic spouse).

"When I entered the field 10 years ago," said Hannegan, "I didn't have an alcoholic in the family, but I had all the symptoms of a co-dependent person." That person is living outside herself, is happy when others are happy, and looks to others to validate "who she is."

For women, the tendency to live through others' lives is reinforced in childhood, when they are groomed never to say "No." As a result, women—especially women who work in demanding professions—keep thinking, "I should be able to do this all. I should be able to go to school and have two infants and a profession and take

care of my husband and be a volunteer."

But, as Hannegan points out, "This package is very fragile. We're people who've been running on empty and don't know how to meet our needs without feeling guilty. The unfortunate result for some is Epstein-Barr Syndrome, or 'people going beyond burnout.'"

"These people," says Hannegan, "are not in touch with their bodies. They do physical and emotional damage to themselves, to the point that they lose their energy. Any emotional damage and they're in bed totally exhausted. They've done damage that can't be undone. It's becoming a chronic disease, and I'm seeing it especially in women."

A women in a co-dependent situation enters a vicious circle: (1) she hopes that if she takes care of all the people in her life, she'll feel worthy and people will like her and treat her well; (2) inevitably she is disappointed; (3) becomes angry; (4) vents her anger about "little" things; and (5) becomes depressed, but eventually (6) minimizes the problem, and (7) discounts it altogether ("I'm just exaggerating), and ultimately (8) feels guilty, starting the cycle once more.

The answer, says Hannegan, is to begin establishing boundaries—to begin realizing that one only has so much energy to give. For the parent, this may mean having the children make their own lunches (something they actually can do!). For the lawyer, it may mean

taking on a client's case without trying to take away that person's pain.

However, Hannegan warns, putting up barriers is not a trouble-free process. "The first time you put up a boundary, your life will go to the pits. After all, you are introducing change, and people resist change."

"Lawyers," she says, "need to talk to one another—to ask one another for help."

In some ways, Hannegan sees women professionals as having a particularly difficult time setting limits—simply because of their tendency to be high achievers and to live in the intellect—not the emotions. These women seldom "feel feelings." Instead they try to use an analytical approach to relationships and to remain "over-controlled." These are the women who say, "I'm going to remodel the house—this weekend" and who are extremely upset if they feel like crying.

Hannegan's recipe for change involves some fairly simple steps—at least in theory.

First, get to know who you are. Start having a relationship with you. What are your needs and wants? (People are supposed to have them!)

Second, realize that human beings have limits. What are yours? What about accepting them—and realizing that they will change?

Third, establish your boundaries.

### LEGAL ETHICS AND DISCIPLINE?

'In-house' Ethics CLEs

**Stephen R. Moore**  
209 SW Oak, Portland, OR 97204  
(503) 274-2556

M.Div., Duke Divinity School, 1968  
J.D. Michigan Law School, 1974  
Adjunct Professor of Legal Ethics at  
Northwestern Law School since 1979.  
Chairperson, OSB Legal Ethics  
Committee 1983-84.



Talk to other lawyers about setting boundaries with clients—about *serving* them without *saving* them.

Fourth, observe yourself and your life. Is 120 hours on duty each week balanced? Do you have relationships? See what's working and what isn't.

Fifth, is your work environment healthy?

On this last point, individuals can only do so much to change their environments, but they *can* do a lot *within* those environments to make them healthier places to live.

At the very least, women lawyers need to set aside time for the self—quiet, contemplative time when nothing needs to be accomplished. And they can learn to play *without setting goals*. (Training all weekend for the triathlon is *not* real play time!)

"But," warns Hannegan, "you're not going to resolve the problem in your head. You need to get to know emotions, feelings. We need to be trained in this—to be in a safe environment to express it."

### Finding a Mentor

One way to receive the *career* support one needs is to find a mentor. All of us have our own attitudes towards giving or accepting this kind of help, and these attitudes affect our ability to establish successful relationships with mentors.

In research about mentoring that speaker Wendy Howard of North Bend has done, she has discovered that the

traditional model involves a long-term relationship with a mentor, who is usually 8 to 15 years older than the protégé. This form of mentoring, however, has seldom been available to women and minorities, due in part to questions mentors have had about the risks and payoffs of having them as protégés. When the traditional mentoring model *has* worked, the male has been the mentor and the female the protégé.

More successful than these traditional models at times are woman-to-woman relationships, which are far less formal.

Women who serve as mentors to other women, however, tend to give infrequent, sporadic, and discontinuous help in a style that tends to be very passive and is characterized by an excessive politeness and concern for not pushing the protégé into doing something that may make her unhappy.

For the protégé, assistance comes from several mentors and she seems to be particularly happy when she receives support from an organization—even a work team.

At different times in their careers, women seem to need different kinds of help. At the access/entry phase (which may happen when a woman is beginning to think about any kind of career movement), a colleague can be extremely helpful by simply facilitating an important introduction. But mentoring is critical not just at the entry and the

(Continued on page 6)



Speaker Dr. Helen Collier (second from left) holds an informal discussion with conferencegoers. Photo by Dan Carter.

### Mark Your Calendars for Oregon Women Lawyers Bar Breakfast

#### PLANNING FOR THE 90s:

### WHERE WE WANT TO BE AND HOW WE GET THERE

7 to 9 a.m., October 5, 1990  
The Portland Red Lion Inn, Lloyd  
Center

Featuring a panel of women attorneys and specialists in affirmative action and parenting, this program will identify key goals for the coming decade and begin developing a strategy for attaining them.

This is an opportunity for Oregon Women Lawyers members to tell the board what they need from the organization in the 90s. Agnes Sowle and Armonica Gilford are co-chairs. Please plan to attend and give us your ideas!

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*Conference participants (clockwise): Armonica Gilford; The Hon. Michael Marcus and the Hon. Nely Johnson; Blake Ramsey and David Gernant; Sharon Smith, Dr. Kay Porter, and Katherine O'Neil*

novice phases of work; it can be important during the "making it" phase, which usually occurs after five years in the same job.

According to another speaker, Kathleen Eymann, it's relatively easy to seek out help—by initiating informal contacts with colleagues to discuss a case or a specific question; by volunteering for bar committees (perhaps the less popular ones), which helps one meet lots of lawyers from around the state; by associating with another lawyer on a case (and initiating this arrangement); and by "self-mentoring"—for example, using the self-improvement tapes the Oregon State Bar or the American Trial Lawyers Association puts out.

Beyond these self-initiated mentoring arrangements, the Oregon Trial Lawyers Association and Oregon State Bar offer structured programs, such as:

- The OSB Lawyer to Lawyer Program, which is basically a referral service to help answer questions about unfamiliar areas of the law for lawyers working on cases;

- The Case Evaluation Clinics offered periodically by the Oregon Trial Lawyers to provide the assistance of two or three lawyers for individuals preparing cases;

- The Oregon Trial Lawyers' more traditional mentoring program, which is carefully designed to give valuable, middle-of-the-day help on a continuous basis.

Speaker David Bangsund, who is on the committee that oversees the latter program, indicated that every attempt is made to ensure that mentor-protégé matches are compatible.

Oregon Women Lawyers owes a giant round of applause to Sandra Hansberger, Diane Rynerson, and committee members Sara Gabin, Armonica Marie Gilford, Susan Evans Grabe, Paula Hammond, Pat Hanley, Kathleen Jones, Ellen Koller, Kathryn M. Olney, Vernellia Randall, Sarah Ruth Rosenberg, Kathryn Ricciardelli, Janice Schurman, Ruth Spetter, and Vicki Hopman Yates for their excellent work on the spring conference. Special thanks, also, to those who helped on the day of the conference—Sharon Smith, Debra Kronenberg, Kathryn Augustson, and Norma Freitas—and to the task force from the Mary Leonard Society, whose members contacted the approximately 180 women attorneys practicing in the Salem area for membership information (Janice Schurman, Janelle Irving, Sally Avery, Irene Bustillos Taylor, Ann Morgan, Jane Reeder, and Kathryn Ricciardelli).

Bangsund added that his group is looking for lawyers who want to receive mentoring help. "When we set up the program, we had 150 people who wanted to be mentors and only 10 who wanted to be a colleague. I'm out here trying to drum up a little business!"

#### THANKS TO OUR CONFERENCE EXHIBITORS

**Amera Natural Nail & Hand Care**  
(640-4575)

**Anderson Financial Group**  
(228-0035)

**Augspurger & Associates**  
(223-9797)

**Bricker Nodland Stutenmund, Inc.**  
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**Doncaster**  
(636-4293)

**Naegeli & Associates**  
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**New York Life Insurance**  
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**Northwest Fleet & Leasing**  
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**Sonicair Couriers**  
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# Take Notice!

## Families With a Legal Tradition

Cynthia Fraser is gathering information on Oregon families with both mothers and daughters in law practice (but of course she's interested in other "legal connections" too). Cynthia's father, Bob Fraser, practices in Eugene and is on the Oregon State Bar Board of Governors. Her sister Jaye is counsel for U. S. West. Both Jaye and Cynthia are married to attorneys. An early response came from Mary Oberst, whose parents, grandparents, and one great-grandparent were lawyers. Mary's husband is also a lawyer.

If your family has a "legal tradition," please write or phone Cynthia with your story. We plan to run a feature in the *AdvanceSheet* and also to arrange a social function for families who produce OWLS.



## Attention: Those Interested in the Working Parents Forum

We would like to invite you to our first meeting—at noon Tuesday, August 21, Chang's Yangtze Restaurant in The Galleria, 921 SW Morrison, Portland.

The first meeting will feature Jeffrey Rogers, city attorney and chairman of the Oregon State Bar's Committee on Combining Family and Career. Rogers and other members of the committee will present their group's findings, including their proposals related to part-time and parental-leave policies.

Bring ideas for future discussions and share your personal experiences about combining family and career. For reservations, call Nell Hoffman Bonaparte (224-9723) or Diane Rynerson (235-8716) before August 15 or send a check for \$8 to: Oregon Women Lawyers, Working Parents Forum, P. O. Box 40393, Portland, OR 97240.

## Free CLE Credits

Multnomah County's mediation program offers free periodic training to its volunteer mediators. The course counts towards CLE credits, including the practical-skills requirements of new admittees.

In exchange for the CLE credits, volunteers are expected to serve as mediators for a half to a full day per month. The course training, combined with the very practical training of mediating small claims, is an excellent, rapid skill builder.

At present, about 80 lawyers volunteer their time for this program, which handles about two-thirds of the small claims cases in Multnomah County. Of the 1,260 cases that had gone to mediation by April of this year, nearly 700 settled without going to trial before a judge. In recent months, 85 percent of litigants have expressed their appreciation for the program, which saves them considerable time and frees judges to hear other types of cases.

OWLS member Shannon Stewart coordinates the program. If you would like to participate—or simply need more information—contact her at Room 225, Multnomah County Courthouse, 1021 SW Fourth Avenue, Portland, OR 97204 (248-3318).

## OWLS Contract Attorney Referral Service

Oregon Women Lawyers is offering a unique service to its members: a referral service listing OWLS who would like to do contract work. Such work can be temporary, short or long term, part time or full time, or ad hoc project work. The service was originally designed to meet the needs of attorneys who are at home with small children, but it is open to any OWLS member who wishes to be listed.

If you are interested, contact Sarah Rosenberg (235-0510) for an application form. The information from members' forms will be compiled into a master list, which will be made available to anyone interested in hiring an attorney on a contract basis. Sarah can also send you a copy of the completed master list, as soon as it is prepared.

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## Needed: More Women CLE Presenters

Carolyn Wilson Miller is coordinator of the joint OWLS-Queen's Bench task force on diversity in continuing legal education presentations. Carolyn and her Queen's Bench colleagues—Merri Souther Wyatt, Janice Krem, and Armonica Gilford—are seeking committee representation from each section of the bar. OWLS members interested in promoting greater participation by women and minorities in continuing legal education projects are asked to telephone Carolyn at 226-1371.

OWLS needs to respond promptly to requests from the Oregon Law Institute and to the family law section with the names of qualified women and minorities willing to make presentations and write articles. If you are interested in making a CLE presentation, please send your resume and suggested topic to Carolyn at P. O. Box 40393, Portland, OR 97240.

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# Around Oregon

- **Central Oregon Women Lawyers** holds informal lunch meetings in Bend the second Friday of each month. For details, call Marge Garrow (382- 3736).

- **Corvallis Women Lawyers** meets with other women professionals each Thursday noon to discuss topics of mutual interest. For details, call Gretchen Morris (754-1411).

- In **Klamath Falls** an informal group of women lawyers meets occasionally for lunch. For more information, call Karla Knieps (884-7728).

- **Lane County Women Lawyers Association** holds brownbag lunch meetings each month (except summer) at the Lane County Public Service Building, Conference Rooms B & C, in Eugene. Recently the group met with the Lane County Women CPAs to hear the latter organization's national president discuss alternate work schedules for professionals. Lane County Women Lawyers also has an active mentoring program with the University of Oregon Law School's Women's Law Forum and on April 27 presented a forum entitled "Law—Women's Work." Speakers included the Hon. Kim Frankel from Multnomah County, psychologist Carol Kirkpatrick, and Darby Giannone, principal of the Japanese Immersion School. For information about meetings, call Sharon Smith (686- 8511).

- **Lincoln County Recipe Club.** Women attorneys and other OWLS members in Lincoln County meet alternate Tuesdays at 5:30 p.m. at the Newport Hotel to discuss "recipes" for social change and personal and professional growth. Members are also active in the Lincoln County Bar Association. For the next meeting date, call Bernice Barnett (238-6406).

- The **Mary Leonard Law Society** in Salem (see related article in this newsletter) holds a lunch meeting the second Wednesday of each month (except August). For meeting places and other information, call Elizabeth Stockdale (378-4620).

- The **Multnomah County Bar Association Committee** on the Status of Women meets the third Thursday of the

month, 5:15 p.m., in the Bullivant Houser offices at Portland's PacWest Center. For details, call Diane Polsker (228- 6351).

- **Queen's Bench** in Portland meets at 11:45 a.m. on the second Tuesday of the month at the Hilton International Club and holds business meetings on the fourth Tuesday at 11:45 a. m. in the Standard Plaza Cafeteria, Room B (1100 S. W. Sixth Avenue). The July program featured Secretary of State and gubernatorial candidate **Barbara Roberts**. The August 14 meeting will be devoted to open discussion (no speaker), and the September 11 meeting will feature a talk by **Kathleen Saadat** of the Office of Affirmative Action ("If Affirmative Action Is the Answer, What Is the Question?") For more information, call Marilyn Bishop (248-2902).

- **Women Lawyers of Southern Oregon** meets informally as a support group. For meeting information, call Colette Boehmer (779-7552) or Helen Althaus (488-1159).



New Executive Director Diane Rynerson

Welcome to our new executive director, **Diane Rynerson**, and congratulations to our executive assistant, **Kristin Colligan**, on the birth of her baby. In addition to her duties as executive director, Diane is assuming the executive assistant's responsibilities during Kristin's maternity leave this summer. Diane is a native of Portland, a graduate of the Santa Clara University School of Law, and a member of the California and Oregon bars. She is the per-

son to call with requests for ads in the *AdvanceSheet* and for answers to questions about Oregon Women Lawyers activities. Diane can be reached by calling 235-8716.

## Sometimes That Gentle "Push" Makes All the Difference

Witness a letter that Elizabeth A. Perry (Vancouver, Washington) recently wrote to a trust company. The purpose of a letter was to thank the chairman of the board of that company for a presentation made by one of the company staff—and to note with some concern the absence of women in the organization.

We reproduce that letter here as a model that our members may wish to follow when they encounter similar situations. (Perry's letter, incidentally, elicited a lengthy response acknowledging an imbalance of women in senior positions, but noting that "in recent years women have been a majority of incoming employees in the investment area.")

Dear Mr. (chairman's name):

I recently had the pleasure of hearing a presentation by Mr. ( ) of your office. His presentation on your company was interesting and informative. However, in looking through the brochure that he left, I was concerned because the people profiled as important in your organization did not include any women. I wondered what success you have in recruiting women into positions of responsibility in your firm.

Thank you for your kind hospitality on Friday.

Very truly yours,  
Elizabeth A. Perry



# PIONEERS

by Helen F. Althaus

The way west was a long, long way for Oregon's first woman lawyer, **Mary Gysin Leonard**, an immigrant girl from Switzerland who first lived in Portland during the early 1870s.

In 1875, Mary Gysin married Daniel G. Leonard, well-to-do proprietor of an inn and a ferry over the John Day River on the Old Oregon Trail east of The Dalles. Just 10 years later the Oregon Supreme Court would deny Mary admission as a lawyer, on the ground that she was a woman.

Those intervening years were crammed with events that indeed boggle the imagination: a stormy and unhappy marriage; bitter charges and countercharges in divorce litigation in Wasco County; the mysterious murder of her husband by gunshot wound; her indictment for murder, with attendant widespread newspaper publicity throughout the Northwest; 11 months imprisonment in The Dalles without bail, despite continuing requests by her lawyers for a speedy trial; her eventual trial and acquittal.

By 1883 (after an interlude during which she operated various boarding houses in Portland) Mary Leonard was in Seattle, Washington Territory, studying law (or, in the then vernacular, "reading the law") with Colonel J. C. Haines, of the prestigious Seattle law firm Struve, Haines and McMicken. In 1884 she was examined by a panel of three lawyers, who certified to her proficiency in all branches of the law, and early in 1885 she was admitted to practice law in all the courts of Washington Territory.

In March 1885 Mary Leonard was again in Oregon seeking admission to practice law before the bars of all the courts of the state of Oregon, as well as of the federal court in Oregon. The federal court posed no problem. Judge Deady, citing the federal Act of 1879, which allowed women to practice in the Supreme Court of the United States, admitted Mary Leonard promptly on March 17, 1885.

But just nine days before, the Oregon Supreme Court *per curiam* had denied

her application, holding that women were disqualified to practice law because of their sex.

*The application in this case is somewhat unusual. The applicant has produced a certificate of admission to the courts of Washington Territory, which, under the practice referred to, would ordinarily be regarded as sufficient to entitle a person to admission as an attorney. But the applicant being a woman, the court is in doubt whether it has the right to admit her. The question is not free from embarrassment, and the court would gladly avoid the responsibility of determining it. Courts, however, have no discretion in such cases. . . [citing and discussing a Massachusetts case]. . . This is the first application of the kind in this State that the court has any cognizance of, and it is very generally understood that women are disqualified from holding such positions. The legislative assembly has not manifested any intention by any act it has adopted to confer such a right upon them, and it would be highly improper for the courts of the State to take the initiative in so important a movement. . .*

The only remaining barrier seemed to be the legislature, and Mary Leonard was not daunted. She was in Salem during the next session, a special session called in the fall of 1885. The first legislator who arrived in Salem was Senator J. M. Siglin, who represented Coos and Curry counties, and it was Senator Siglin who introduced Senate Bill 50, enacted into law and signed by Governor Z. F. Moody November 20, 1885. It simply provided that "hereafter women shall be admitted to the practice of law as attorneys, in the courts of this State, upon the same terms and conditions as men."

It seemed surely that the last obstacle had been overcome. But on Mary



Leonard's application in early 1886, under the new law, the Oregon Supreme Court raised yet another objection—a rule that required a year's residence in Oregon before admission of a lawyer on certificate from another state or territory. Mary Leonard obtained permission to argue her case upon this point, and her argument was reported and quoted fully in the *Morning Oregonian*, captioned under the headline "A Woman Lawyer."

*The following brief extract from her argument to the court, pleading her cause, will be read with interest: "The stress and importance laid upon this rule by the court has caused me to search for the reason, to make inquiries and look up the record as to what evidence has been furnished by attorneys admitted since. It appears that this stringent rule has not been applied or enforced in a single instance, although since the adoption thereof twelve attorneys have been admitted— five of those since the rule was published in book form.*

*If in its discretion the court saw fit to treat these men with such consideration, then may I ask who is entitled to more consideration than I am? Since I have been deprived of practicing my profession for the last twelve months, having made my arrangements and my calculations under the old rule, and knowing nothing else until a month ago, when the rules were*

*(Continued on page 10)*



## Central Oregon Women Lawyers Hosts Board of Governors' Visit

Central Oregon Women Lawyers hosted a visit from the Oregon State Bar Board of Governors on May 3 in Bend. Present to welcome the visitors were Grace Williams, Terri Hutchens, Beth Rolph, Lynn Jarvis, Carol Amen, Ann Postlewaite, Alta Brady, Liz Fancher, Denise Frisbee, Marge Garrow, and Debra Kronenberg. Coming from the Board of Governors' meeting in Prineville were Agnes Petersen, Ruth Spetter, Sylvia Stevens, and Chuck Paulson—and from the Professional Liability Fund board meeting in Sisters, Katherine H. O'Neil.

Grace Williams reminisced about her early days of practice in Canyon City beginning in 1942. She was district attorney for Grant County for 20 years.

The group congratulated Liz Fancher of the Bend City Attorney's Office, who was recently elected president of the City Attorney's Association of Oregon.

Women at the meeting were encouraged to become actively involved in the Oregon Bar Association, as well as in Oregon Women Lawyers. Chuck Paulson said, "Women, the future is yours. The time to grab it is now!" Chuck's daughter, Jane Paulson, a recent graduate of the University of Virginia Law School begins a clerkship for Judge James Burns in Portland this summer.

### ELLIS, KING, MARKLEY & SHAFER COURT REPORTERS

111 S.W. Fifth  
Suite 2680  
Portland, Oregon 97204  
221-1234



## Jamese Rhoades in the Spotlight

Governor Neil Goldschmidt recently appointed Jamese L. Rhoades, a deputy district attorney for Marion County, to a new position on the Marion County District Court—the first woman to be named to that court. In making the appointment, Goldschmidt emphasized that he has sought judicial candidates who recognize the importance of juvenile court functions.

In an article about the appointment in the *Statesman-Journal*, Goldschmidt is quoted as saying, "Jamese Rhoades has impressive experience working in Oregon's juvenile court system."

Judge Rhoades earned her bachelor's degree in police science from Washington State University and a law degree from Willamette University. At the Multnomah County District Attorney's Office, where she was employed for 10 years, she was most recently senior deputy district attorney for the juvenile section.

Judge Rhoades has served on the Governor's Task Force for the Development of Multidisciplinary Child Abuse Teams and now chairs the Marion County team. She has also trained law enforcement officers to deal with child abuse issues.

In addition to her appointment to the district court, Judge Rhoades was honored during the annual conference of the Crime Victims Assistance Network of Oregon for demonstrating a consistent pattern of outstanding service to victims of crime and support for victims' rights. She was one of two individuals so honored this year.

## PIONEERS cont.

*published, I am now pleading to this court not to impose upon me a hardship which the court deems too hard for a strong, free and unfettered man to bear. . . ."*

The Supreme Court capitulated and Oregon had its first woman lawyer. Mary Leonard's practice, which she carried on until a few months before her death in 1912, was principally a criminal practice in the police courts. It was not very remunerative and she died impoverished.

Her life, like that of many lawyers, was often fraught with controversy. In an interview in 1948, Florence Olson, admitted to the Oregon Bar in 1897, 11 years after Mary Leonard's admission, noted that although Mary was "never highly regarded, socially. . . she was considered an able lawyer by her contemporaries, and possessed ability above the average."

Although Mary Leonard may not have been generally "socially acceptable," there seems to be no question that she was popular among the younger lawyers, and even her severest critic admits that when Judge Hennessey "with whom she had been feuding" threw her in jail for refusing to pay \$1.40 in witness fees, and the fine imposed of \$18, a "posse of Mary's youthful legal sympathizers hustled up to the Circuit Court and applied for a writ of habeas corpus, which the Court granted, finding that since the minimum fine for the offense charged was \$25, Hennessey had erred in levying the lesser amount."

Above the average Mary Leonard certainly was—in more than legal ability, but in courage and independence, qualities always especially admired in the West, in man or woman.

**Editor's Note:** This article is condensed from "Women With the West in Their Eyes," an article by Helen Althaus, published in the *Oregon State Bar Bulletin* in July 1976. In the next issue, we will offer the second half of that article—a portrait of Florence Olson. After several decades of practice in Portland, Althaus retired to Ashland where she is an active member of Southern Oregon Women Lawyers.

*Photograph used by permission of Dr. Fred W. Decker, author of Lady-At-Law, the life of Mary Leonard and contemporaries, slated for release in late Fall 1990.*



## COMING EVENTS

■ **National Conference of Women's Bar Associations**, August 3-5, 1990, Chicago—Diane Rynerson (contact person)

■ **Fall Board Retreat**, September 14-16, 1990, Cannon Beach. Open to all members—Diane Rynerson (contact person)

■ **Annual Bar Breakfast**, October 5, 1990, *Women and Minority Lawyers in the 1990s*—Agnes Sowle and Armonica Gilford

■ **Communications Workshop: Preparing and Presenting a CLE**, October 20, 1990—Katherine H. O'Neil

■ **Career Skills: Dealing With Difficult People**, November 17, 1990—Kathryn Olney

■ **Career Skills: Interviewing**, January 1991—Diane Rynerson (contact person)

■ **Burnout II Workshop**, February 1991—Debra Kronenberg

■ **Career Skills: Moving Ahead in State and Local Bar Associations**, March 1991—Kathryn Augustson

■ **Spring Conference 1991, Ethics**—Diane Rynerson (contact person)

### Network Focus Group

Queen's Bench and OWLS invite Portland area women lawyers to an informal monthly lunch with a strictly social focus designed to broaden our acquaintance in the practice. Venue is the Merchant Cafe, Fourth Avenue entrance of the Standard Insurance Center (900 SW Fifth Avenue). Go through the cafeteria line and join the group in the meeting room. First session: Wednesday, September 26, with subsequent sessions planned for the last Wednesday of each month. Contact Diane Rynerson (235-8716) for details.

### Mentoring For Law Students and New Admittees

Kathryn Ricciardelli is spearheading the OWLS mentoring program for women law students and new admittees. Kathryn is looking for a few good

OWLS with a few hours a month to focus on helping women succeed in the profession. Reach out and telephone Kathryn at 297-4911.

### Office Elves (At Home And In The City)

If you have a few odd hours to donate to OWLS on an ad hoc basis, we invite you to telephone Diane Rynerson (235-8716) and join her in the mundane tasks (such as stuffing envelopes) that keep this organization going. Jobs—such as telephoning members—can often be done from your home (while the baby naps, for example). No long-term commitment. Fellowship guaranteed!

### By Popular Demand!

Mark your calendar for the November 17 workshop **Negative Feedback and Criticism in the Workplace**, led by Spring Conference presenters Dr. Helen Tevlin and Dr. Lois Gold.

The workshop will be held at Lewis and Clark College, Thayer Rooms, 9:30-1:30. Call Kathryn Olney (239-3698) for more information.



## Oregon Women Lawyers Membership Application & Renewal

NAME \_\_\_\_\_

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ADDRESS \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

WORK PHONE \_\_\_\_\_ FAX \_\_\_\_\_

LOCAL CHAPTER (if any) \_\_\_\_\_

#### CHECK ONE

- ☐ \$45 . . . Member (law school graduates)
- ☐ \$10 . . . Member (graduates with incomes under \$10,000)
- ☐ \$10 . . . Associate (law students, out-of state lawyers, and non-lawyers)
- ☐ \$45 . . . Membership Renewal (1990 dues)

#### SECTION MEMBERSHIPS

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| <input type="checkbox"/> Construction                     | <input type="checkbox"/> Rights of Persons with Disabilities |
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| <input type="checkbox"/> Family & Juvenile Law            | <input type="checkbox"/> Other Practice Areas (specify)      |
| <input type="checkbox"/> Government Law                   |  |

Mail To:

**Oregon Women Lawyers**  
P.O. Box 40393 Portland, Oregon 97240



## And the New Memberships Keep Rolling In!

### NEW MEMBERS

Donald S. Akins  
Susana Alba  
Suzy Andersen  
Beth Aronoff  
Lucinda Y. Bishop  
Susan Boyd  
Eden Rose Brown  
Linda Sample Brown  
Paula Brownhill  
Carmen Brummer  
Dorothy R. Burakreis  
Susan L. Burgott  
Kathy Cegla  
Janelle Chorzempa  
Nancy Craven  
Rand Dawson  
Cynthia L. Dettman  
Helen C. Dillon  
Kathleen Dodds  
Marcia J. Eddy  
Carolyn Fox  
Holley Young Franklin  
Gail M. Gage  
Kim M. Garman  
Meredith Conant George  
Jill E. Golden

Paula Hammond  
Eveleen Henry  
Christine T. Herrick  
Mary K. Hickman  
Martha M. Hicks  
Karen Hightower  
Rebecca L. Hillyer  
Kathryn M. Hindman  
Ann K. Jerhoff  
Gina A. Johnnie  
Julie D. Johnson  
Janet Knapp  
Sara Laumann  
Maureen Leonard  
W. Virginia McKenzie  
Charles J. Merten  
Robert L. Misner  
Marsha J. Naegeli  
Nancy K. Nakata  
Carol T. Nesler  
Nancy Ganong Neslund  
Robin Nodlund  
Joyce E. Patton  
Charles Paulson  
Robin Phillips  
Kathleen M. Poole  
Debra E. Posen

Janet Prewitt  
Kathleen K. Quinby  
Betty Reed  
Elizabeth K. Reeve  
Sheila C. Ridgway  
Holly Robinson  
Velda H. Rogers  
Lia Saroyan  
Veronica M. Schnidrig  
Leah M. Shearin  
Corinne C. Sherton  
Sandra L. Skains  
Cynthia L. Smith  
Helen T. Smith  
Marjorie Speirs  
Elizabeth M. Stephens  
Renee M. Stewart  
Patricia Sullivan  
Ingrid Swenson  
Judith A. Swinney  
Chris Thomson  
Karen Duzan Thomson  
Jennifer Todd  
Mary K. VanderWeele  
Pamela Johnstone Walsh  
Carol G. Westendorf  
Grace K. Williams

Mary C. Wood  
Peggy Woodward  
Linda Zuckerman

### JUDGES

The Hon. Katherine English  
The Hon. Charles B. Guinasso  
The Hon. Milo Pope

**Correction:** In the Spring issue, The Hon. Joan Seitz should have been listed under judges.

### LEGAL ETHICS AND DISCIPLINE?

'In-house' Ethics CLE's.

**Stephen R. Moore**  
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M.Div., Duke Divinity School, 1968  
J.D. Michigan Law School, 1974  
Adjunct Professor of Legal Ethics at  
Northwestern Law School since 1979.  
Chairperson, OSB Legal Ethics  
Committee 1983-84.



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