

AdvanceSheet™

PUBLISHED QUARTERLY BY OREGON WOMEN LAWYERS

VOLUME 25, No. 4 FALL 2014



President

Kendra Matthews

Vice President, President-Elect

Elizabeth Tedesco Milesnick

Secretary

Angela Franco Lucero

Treasurer

Laura Craska Cooper

Historian

Amber Hollister

Board Members

Hon. Allison Boomer

Hon. Frances Burge

Megan Burgess

Maya Crawford

Dana Forman

Kristina Holm

Susan Bradley Krant

Katharine Lozano

Banafsheh Violet Nazari

Jennifer Nicholls

Hon. Julia Philbrook

Kristin Sterling

Val Tomasi

Gloria Trainor

Hon. Youlee Yoo

Past Presidents

Kathleen Rastetter

Megan Livermore

Heather L. Weigler

Concetta Schwesinger

Gwyneth McAlpine

Heather Van Meter

Laura Caldera Taylor

Kellie Johnson

Norma S. Freitas

Kate A. Wilkinson

Jennifer K. De Wald

Sarah J. Crooks

Elizabeth Schwartz

Lori E. Deveny

Debra Pilcher Velure

Marilyn E. Litzenberger

Teresa M. Kraemer

Patricia L. Heatherman

Julie Levie Caron

Phyllis Chadwell Myles

Helle Rode

Diana Craine

Kathryn M. Ricciardelli

Agnes Sowle

Katherine H. O'Neil

Executive Director

Linda Tomassi, 503.841.5758

linda@oregonwomenlawyers.org

Editor: Elise Gautier

elise.gautier@comcast.net

www.oregonwomenlawyers.org

OWLS Workplace Leader Award Goes to McDowell Rackner & Gibson

The Portland law firm McDowell Rackner & Gibson is the 2014 recipient of the OWLS Workplace Leader Award. Katherine McDowell, a longtime OWLS member, accepted the award on the firm's behalf at OWLS' Fall CLE on September 26 in Portland, at the close of a half-day discussion on what the different generations of women lawyers have to teach each other.

After a rousing and inspiring introduction by OWLS Past President Kellie Johnson, Katherine said, "I was pleased and humbled when I heard about this award initially, but I have to say that after sitting in this room this afternoon, I am even more humbled to receive this award on behalf of my law firm." Katherine said she was a young associate when OWLS was formed and that she immediately joined despite the sentiments of some that a woman's bar association was "unnecessary and probably counterproductive," which drew laughter from the audience. Twenty-five years later, Katherine and her partners, Lisa Rackner and Kirk Gibson, are presiding over a firm that is itself an example of generations of lawyers working together in a structure that works to bring out the best in everyone.



Katherine McDowell, founder of McDowell Rackner & Gibson

Photo by Jodee Jackson

Continued on page 6

OWLS Fall CLE a Resounding Success

By Sandra Fraser

Four generations now work side by side, each shaped by different social, economic, and cultural events, and each with different expectations of work. The conflict generated by these differences permeates the workplace: younger workers are labeled "entitled" and "not willing to work," while more senior workers are labeled "workaholics with no real life." On September 26, OWLS confronted these issues in our 2014 Fall CLE, which culminated in a rousing call to action: "Bit by bit, brick by brick, build a better model for our legal community."*

OWLS President Kendra Matthews kicked off the program by welcoming keynote speakers Linda Williams Favero, MS, and Renee Heath, PhD, to the sold-out event, held at the Embassy Suites

in downtown Portland. Ms. Favero and Dr. Heath began the session by summarizing the characteristics of each generation: traditionalists (born before 1945), baby boomers (born 1946–1964), Generation X (born 1965–1980), and Generation Y (born 1981–1995, also called millennials). After describing how these characteristics developed, they addressed the stereotypes and conflicts that negatively affect communication between the generations and how that plays out in the workplace. Central to their presentation were the results of their research on intergenerational conflict and work-life balance, "Generational Perspectives in the Workplace: Interpreting the Discourses that Constitute Women's Struggle to

Continued on page 4

President's Message



Kendra M. Matthews

Five years ago, at the OWLS Fall CLE and 20th anniversary reception, a panel of women lawyers spoke on the topic "How Far We Have Come, How Far We

Have To Go."

The women were impressive and inspirational. Two were from out of state. Two were minority lawyers. Two had worked largely in private practice; two had experience working in the public sector. Some, but not all, had children. It was a diverse panel.

As the women fielded questions, however, one commonality became clear: They were all baby boomers. Their thoughts on how far we had to go (and what we needed to do to get there) were naturally influenced by the effort they had put into getting us where we were. And, at times (at least to me), there was a palpable tension between the boomers and the generations that had followed. I left the CLE thinking, "OWLS should have a program about closing the various generation gaps."

It took five years, but we did it. And although I am biased, I think we did it well. Every CLE has its limitations, but I think this year's OWLS Fall CLE, "Talkin' 'Bout my Generation: Bridging the Age

Gap at Work," and our 25th anniversary reception were rousing successes.

Inevitably though (indeed, by design), every person left thinking, "OWLS should have a program on...." Please share those ideas! We strive to present meaningful programs for our members; basing programs on members' suggestions is an excellent way to do that.

When you make that suggestion, however, remember—practically speaking—to whom it is being made. OWLS is a nonprofit professional organization. OWLS is fortunate to have two outstanding *part-time* staff members. We would be lost without them. But they do not do it alone. OWLS and its chapters work to fulfill OWLS' mission through the efforts of volunteers, the vast majority of whom are busy lawyers.

In 2014, OWLS and its 11 active chapters will host well over 100 events aimed at advancing OWLS' mission to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession. Additionally, OWLS has provided resumé reviews and mock interviews for judicial candidates. It has created an online searchable directory of its over 1,400 members. It has co-sponsored events held by other minority bar associations. It has put out four issues of the *AdvanceSheet*, including this, our first digital issue.

Though OWLS volunteers dedicate thousands of hours to the organization each year, moving a project from idea to execution can take time. Considering all the other programming OWLS has done, I am not disheartened by the five-year turnaround on the generation-gap issue. Instead, I am proud that we stuck with

the idea, and I am proud of the work many OWLS members put into making the event a success.

So, if you have an idea, *please* share it. But, remember, patience is a virtue. If you lack patience or, more practically, if you have the time and energy, instead of just sharing the idea, I would encourage you to use OWLS to help *you* execute it.

- Multnomah County Circuit Court Judge Katherine Tennyson turned her idea into the OWLS first-generation professionals discussion group.
- Renée Rothauge and Lisa Kaner, partners at Markowitz Herbold, turned their idea into the OWLS-sponsored Rothauge & Kaner Women's Trial Academy, an eight-month training program for women trial lawyers.
- Teresa Statler, a Portland immigration attorney, and others think that OWLS should go abroad. They are planning an OWLS CLE program in the UK for 2015.

Whatever your idea to promote women and minorities in the profession, OWLS would love to help make it happen. But if you want to see it ASAP, I'd encourage you to reframe your thinking. Instead of "OWLS should have a program on..." think, "*How can I facilitate OWLS' having a program on....*"

And, hey, if you get your program accomplished in less than five years, congratulations—you've got me beat.

Kendra M. Matthews
President, Oregon Women Lawyers

Nominations for Roberts, Deiz Awards Due by Nov. 7

OWLS invites nominations for the 23rd Justice Betty Roberts and Judge Mercedes Deiz Awards. The awards recognize and celebrate the accomplishments of individuals in promoting women and minorities in the legal profession and community in Oregon. The recipients will be honored at the annual awards dinner on Friday, March 13, 2015, at the Nines Hotel Ballroom in Portland.

The Justice Betty Roberts Award recognizes an individual who has made an outstanding contribution to promoting women in the legal profession and in the community. The recipient of this award is a person who has influenced women to pursue legal careers, opened doors for women attorneys, or advanced opportunities for women within the profession.

The Judge Mercedes Deiz Award recognizes an individual who has made an outstanding contribution to promoting minorities in the legal profession and in the community. The recipient of this award is a person who has influenced minorities to pursue legal careers, opened doors for minority attorneys, or advanced opportunities for minorities within the profession.

Nominations **must be received 5 p.m. Friday, November 7, 2014**. Nominations must include the following: the appropriate nomination form, available at www.oregonwomenlawyers.org; at least three letters of recommendation; and detailed information about the nominee, explaining how that person fulfills the award's criteria.

Please email nominations to Kristin Sterling, Roberts-Deiz Awards committee co-chair, at khsterling@stoel.com.

Our mission is to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession.

Please Renew Your OWLS Membership

OWLS appreciates and depends on your membership. You make it possible for us to provide the excellent programming and services that support our mission of transforming the practice of law and ensuring justice and equality by advancing women and minorities in the legal profession.

Please take the time to renew your OWLS membership today. Our membership year runs from October 1, 2014, to September 30, 2015. You can renew online at www.oregonwomenlawyers.org.

In addition to supporting women and minorities in the legal profession, OWLS membership entitles you to many benefits, including these:

- A listing in the new online OWLS searchable membership directory, available this fall with an opportunity to add a professional photo;
- The opportunity to join the OWLS email listserve, connecting you directly to over 1,000 OWLS members to gather referrals, law inquiries, job postings, and other information;
- A subscription to this quarterly newsletter;
- OWLS' monthly electronic newsletter;
- Discounted registration fees for OWLS CLE programs and invitations to special events; and
- An opportunity to enroll in the Contract Lawyer Service, which provides access to unique job opportunities posted on the contract lawyers listserve and a forum for discussion of topics of special interest to contract attorneys.

If you have questions, please contact OWLS Executive Director Linda Tomassi at 503.841.5720 or linda@oregonwomenlawyers.org.

Upcoming OWLS Events

25th Anniversary Reception

Wednesday, **October 22**, 5:30–7:30 p.m.
Home of Laurie Craghead, Bend
RSVP to Kathryn Olney, katoln@saif.com

CLE: The Minimum Billable Hour: Friend or Foe?

Friday, **October 24**, 11:30 a.m.–1:30 p.m.
Bank of America, 121 SW Morrison,
11th floor, Portland

Approved for 2 General MCLE credits
\$25 OWLS member; \$35 non-member
Lunch included
A great CLE for law firm management

Oregon Ballot Party

Wednesday, **October 29**, 5:30–7:30 p.m.
Law Office of Sarah Silberger
420 SW Washington, 4th floor, Portland
Informal event to learn about Oregon's
upcoming ballot measures and become
informed voters

Career Development and Rainmaking Dinner

Thursday, **November 13**, 5 p.m.
Hotel Monaco, Portland, \$40
For lawyers in transition and young

lawyers who want a unique, interactive setting to learn strategies and tips for rainmaking and career development from experienced leaders in the legal community. All lawyers welcome.

Nominations Due for Justice Betty Roberts and Judge Mercedes Deiz Awards

Friday, **November 7**, 5 p.m.

Lane County Women Lawyers Fall CLE

Friday, **November 21**, 9 a.m. to 4:30 p.m.
University of Oregon School of Law
Eugene

**Brown Bag CLE by Phone:
Child Abuse Reporting
Featuring Mary Anderson, Chief Deputy
District Attorney, Deschutes County**
Tuesday, **December 16**, noon
For OWLS members only

Roberts-Deiz Awards Dinner

Friday, March 13, 2015
The Nines Hotel Ballroom, Portland
Title Sponsor: Keating Jones Hughes

NAEGELIUSA.COM

Powerful

LITIGATION SUPPORT



COURT REPORTING
LEGAL VIDEOGRAPHY
VIDEOCONFERENCING
TRIAL PRESENTATION
MOCK JURY SERVICES
LEGAL TRANSCRIPTION
COPYING AND SCANNING
LANGUAGE INTERPRETERS



N

NAEGELI

Expect Excellence

(503) 227-1544 • (800) 528-3335

DEPOSITION AND TRIAL

OWLS Fall CLE

continued from page 1

Photo by Jodee Jackson



Linda Williams Favero (left) and Dr. Renee Heath

Balance Work and Life,” published in the *Journal of Business Communication* in 2012.

Throughout the interactive CLE session, attendees, who had been strategically placed at tables to create a mix of generations, were asked to discuss how generational stereotypes affected their workplace and to brainstorm strategies for bridging the gap created by these stereotypes. As more than 150 attendees shared their viewpoints on these issues, vibrant conversation filled the room and many successful strategies emerged. Members of each group were asked to share a few of the observations and strategies discussed, and we had the opportunity to hear members of each generation explain how and why they held their values so dear.

Holding these discussions emphasized the importance of working within our company, firm, or industry to continually define work-life balance within generations. As the program continued, attendees began to develop new frames for thinking about intergenerational conflict. A highlight of the program was a phrase coined by Agi Peterson, who suggested that law firms with excellent workplace policies could earn the “Good OWLSkeeping Seal of Approval.”

After this successful brainstorming session, OWLS board member Dana Forman presented the OWLS Katherine H. O’Neil Volunteer Service Award to Kathryn Smith Root. Kathryn was honored for her tireless support of OWLS and her commitment to the advancement of women attorneys. [Please see story on page 5.] Kathryn’s contributions to our industry became even clearer a short while later when Tom Kranovich, president of the Oregon State Bar, urged

attendees to be the force for change by running for the OSB Board of Governors, citing OWLS’ history of successfully advocating for women lawyers.

Panelists from different generations then took the stage, and Ms. Favero and Dr. Heath moderated a practical dialogue between attendees and panelists about how we could use our greater understanding of intergenerational differences to improve our profession for women and

minorities. Oregon Attorney General Ellen Rosenblum and Oregon Court of Appeals Judge Darleen Ortega represented the baby boomer generation; Anne Talcott, a shareholder at Schwabe, Williamson & Wyatt, represented Generation X; and Jacqueline Alarcón, an associate at Yates, Matthews & Eaton, represented Generation Y. After the panel fielded a range of questions from attendees, each panelist had the opportunity to share final thoughts on the lessons they and others could take from the program.

Attorney General Rosenblum, one of OWLS’ founding members, reminded us that change is a journey, not a destination. Diversity is a focus at the Oregon Department of Justice, she said, and she will pay closer attention to ensuring that there is “generational diversity” on her committees. Judge Ortega urged us to ask the right questions and engage in bi-directional communication, recognizing that we can learn from each other regardless of generation, gender, race, or sexual identity.

Anne Talcott suggested that those of her colleagues who were now shareholders remember how it felt to be the one asking for nontraditional working arrangements when they were associates. Jacqueline Alarcón encouraged us to focus on creating relationships and diversity in the workplace, and to look for ways to honor the values held by other generations.

One predominant theme throughout the program was the need to define *work ethic* against standards other than time in the office, and the impact that technology can bring to the workplace in this regard. Ms. Favero and Dr. Heath shared statistics indicating that women-owned businesses were on the forefront

of using technology to create a better work-life balance, while also achieving excellent financial results. Within this framework is an opportunity to leverage Generation Y’s knowledge of and comfort with technology to achieve a reasonable work-life balance and financial stability. The dialogue then evolved into this question: What can OWLS do to empower intergenerational collaboration and create an industry that can thrive with a focus on work-life balance?

A fitting conclusion to this dialogue was the presentation by OWLS Past President Kellie Johnson of the OWLS 2014 Workplace Leader Award to the Portland law firm McDowell Rackner & Gibson. [See story on page 1.] The firm’s founder, Katherine McDowell, accepted the award, and her inspirational words underscored the lessons we learned that afternoon. Only eight years ago, after eighteen years practicing with a large law firm, Katherine knew something needed to change. Her answer was to start her own law firm: “How do you fix it? Take control!”

After Katherine located space for her firm, the landlord told her that he needed her husband’s signature to lease the space. There was no reciprocal requirement for a man to obtain his wife’s signature, so Katherine refused. She stood her ground in one of her firm’s most significant initial undertakings, and her landlord ultimately relented. “It is thanks to organizations like [OWLS] that I was empowered to say no when facing a moment like this.”

A reception celebrating OWLS’ 25th anniversary began at the close of the program. Among those attending were several Oregon legal luminaries, including Oregon Supreme Court Justices Rives Kistler and Virginia Linder, Attorney General Ellen Rosenblum, Oregon Court of Appeals Judges Lynn Nakamoto and Erika Hadlock, U.S. Court of Appeals for the Ninth Circuit Judge Susan Graber, and many of OWLS’ past presidents, including OWLS Founding President Katherine O’Neil.

U.S. Congresswoman Suzanne Bonamici spoke at the reception, noting OWLS’ many accomplishments and the great impact the organization has had on Oregon law.

* As stated by Katherine McDowell

Sandra Fraser practices construction and real estate law at Tomasi Salyer Baroway in Portland.

Kathryn Smith Root Earns OWLS Volunteer Service Award

Kathryn Smith Root is the 2014 recipient of the OWLS Katherine H. O'Neil Volunteer Service Award. The award recognizes years of sustained service to local, state, or national women's bar associations. Previous recipients include OWLS Founding President Katherine H. O'Neil (2009), Teresa Kraemer (2011), Phylis Myles (2012), and Laurie Craghead (2013). The 2014 award was presented on September 26 at the OWLS Fall CLE and 25th anniversary celebration, held at the Embassy Suites in Portland.

Kathryn was a founding board member of OWLS, and in 1989, at a time when few women and minorities served in the judiciary, she organized OWLS's first seminar on how to become a judge. She was a founder and president of a political action committee organized by OWLS members called Justice Endorsed by Women Lawyers. After five years as a board member of the OWLS Foundation, she became chair of the Foundation's advisory board, a position she still holds.

Kathryn has practiced family law for over 25 years. She is currently a

shareholder of Gevurtz Menashe Larson & Howe in Portland.

In addition to her work with OWLS and the OWLS Foundation, Kathryn has been a leader in a variety of state and national professional organizations. She has served as chair of the international law committee of the American Bar Association's Family Law Section, chair of the Oregon State Bar Family Law Section, president of the Oregon Academy of Family Law Practitioners, and president of the Lewis & Clark Law School Alumni Board of Directors.

In her acceptance speech, Kathryn said she was "over the moon" about receiving an award from her longtime mentor, Katherine O'Neil. She talked about OWLS' early years, when she and Katherine would brainstorm about how



Photo by Jodee Jackson

Katherine H. O'Neil (left) and Kathryn Smith Root

best to help women advance in the legal field. She emphasized the joy that OWLS has brought into her life over the last 25 years, concluding her speech with a call to action: "Together we can. Together we will. Together we must!"

Thank you, Kathryn, for your many years of volunteer service to OWLS.

For more on OWLS activities, chapters, and volunteer opportunities, visit www.oregonwomenlawyers.org.

OWLS Plans Conference in England Next Sept.

OWLS is planning a joint conference with the Women's Division of the (UK) Law Society and a trip to England to celebrate the 800th anniversary of the signing of the *Magna Carta*. We will apply for CLE credit. Dates for the trip are **September 6–14, 2015**.

The tentative itinerary includes a day touring "Legal London" and an all-day tour to the Suffolk Wool Towns, as well as the conference, which will focus on British legal history and the practice of law today in the UK. Our base will be Lucy Cavendish College in Cambridge, where we will stay and meet with British women barristers and solicitors.

Final details and cost have not yet been determined. If you are interested in the trip, please contact Diane Rynerston at diane@oregonwomenlawyers.org to be placed on an email list.

When it's time to renew
my membership in
Oregon Women Lawyers
my answer is always

"Of Course!"

I'm proud to support OWLS
in their ongoing pursuit
of equal opportunities
for women in all
walks of life.

Catherine Alley Teach



teach reporting Moore & Henderson

COURT REPORTING | VIDEOCONFERENCING
teachreporting.com | 503.248.1003 | 800.230.3302

Road to the Bench Event Held in Salem

By Derek Dizney

“The road was there all along—I just didn’t realize I was on it,” said Judge Cheryl Pellegrini as she described her road to the bench to a packed room of law students and lawyers on September 22 in Salem. The event was hosted by the OWLS judicial work group and the Mary Leonard Law Society, the OWLS chapter in Salem.

Judge Pellegrini was appointed to the Marion County Circuit Court in February 2014. She said she had not initially intended to practice law, thinking of a law degree as “the ultimate liberal arts degree.” She changed her mind about practicing law when she realized that she needed a higher income to repay student loans, and so she took a judicial clerkship in Klamath County. She encouraged law school students to look for judicial clerkships in order to observe good and poor lawyering and to actually see the inside of a courtroom.

After her clerkship, Judge Pellegrini worked as a deputy district attorney. She joined the Oregon Department of Justice in 1995 and held leadership positions in both its civil and criminal divisions. She said that in the last few years she had thought

about leaving the practice of law and working instead for a nonprofit or other entity that would allow her to be more a part of her community.

When a sudden vacancy on the court came up, she realized it was exactly the opportunity for which she had been looking.

Judge Pellegrini described several skills she had developed that helped her become a judge. Those skills include evaluating a case and asking questions; listening to the parties to try to get to the heart of the conflict in order to resolve it; taking different approaches to resolve conflicts; earning respect for hard work, not just the position one holds; and taking responsibility for one’s mistakes. She encouraged the audience to take jobs or projects that others do not want and to approach them like they matter, because they do, and they show one’s character. Lastly, she encouraged those considering running for judge to read the bylaws of the local bar association’s judicial selection committee to ascertain the characteristics for which the committee looks.

Heather Van Meter, co-chair of the OWLS judicial work group, also spoke at the event. The OWLS judicial work group is designed to develop qualified and polished candidates for the judiciary, focusing on their individual strengths. Heather said that judicial candidates generally need ten years of law practice before they consider state court positions, and fifteen years for federal courts. The ideal candidate, she said, is hard working, professional, respectful, and a good example to others.

Heather explained that OWLS can help candidates polish themselves by advising them, giving them regularly updated materials (OWLS’ *Road to the Bench* handbook), reviewing their applications, and assisting them with practice interviews. If you’d like the committee’s assistance, contact Diane Rynerson at OWLS, diane@oregonwomenlawyers.org.

Derek Dizney is a law clerk at the Oregon Tax Court in Salem.



Judge Cheryl Pellegrini

Photo by Cathryn Bowie

Workplace Leader

continued from page 1

Katherine, formerly at partner at Stoel Rives, founded the firm in 2006 and was soon joined by Lisa, formerly a partner at Ater Wynne. Kirk, also a former Ater Wynne partner, joined them in 2010. The firm specializes in energy, environmental, and administrative law and is certified as a Women Business Enterprise by the Oregon Office of Minority, Women and Emerging Small Business.

In forming their firm, the partners consciously sought to create a firm that fully reflected their values and identities. They sought to shed some of the hierarchical structures common in traditional law firms, and to create a practice that is more cooperative and collegial. Junior lawyers are encouraged to take on greater responsibility and to have more client contact as early as possible, rather than being hindered by the career and ego needs of the more senior lawyers. Together they created a work environment where lawyers at all levels of the practice, as well as staff, participate significantly in all types of management decisions on a consensus model, and where all are encouraged to develop their skills in a way that honors their potential.

Lawyers with families and outside responsibilities are encouraged to be vocal about what they need in terms of work hours and resources, and the firm has accommodated the need for some team members to work part-time in the short-term or longer term.

This flexible approach does not hinder their ability to attract a significant client base. The firm sets high standards for work quality and responsiveness and has a variety of major energy, telecommunications, and utility clients, which are more typically represented by much larger firms.

Lastly, the firm has made civic involvement a priority. Team members are encouraged to serve in a host of community organizations, particularly some that relate to the firm’s practice specialties, and the firm donates a significant portion of its income to several important public interest projects.

The approach that the firm’s partners have chosen has resulted in a group of happy lawyers who work well together and are invested in the firm’s long-range future. Clients are also well served by the firm’s approach. OWLS congratulates McDowell Rackner & Gibson for earning the OWLS Workplace Leader Award.



SUSAN M. HAMMER

Dispute Resolution Services



Creative Approaches to Complex Problems

Tier 1 Ranking in the 2015 Edition of Best Lawyers “Best Law Firms”

503-222-5949

www.Susan-Hammer.com

The Lost Generation: Law School Graduates 2008–2013

By Megan Lemire and Eileen Sterlock

The law school bubble undeniably burst during the “Great Recession” (December 2007–2009). Since then, traditional law school practices have come under scrutiny, from skewing employment statistics to ill-equipping graduates with practical skills to burdening students with crippling debt. This is the first of several articles to be published in the *AdvanceSheet* that will seek to bring some of the theoretical conversation to ground level by discussing how the economic downturn has affected OWLS members, as portrayed through statistics and personal interviews.

OWLS conducted an informal survey of its members who graduated from law school in 2008 to 2013. Eighty-two of those graduates answered at least some of the survey questions. The majority of survey participants (53.7%) did not have a legal position (associate, judicial clerk, or paid internship/fellowship) when they graduated from law school. After passing the bar exam, 27.3% still remained without a legal position. For those who were able to find paying legal work, the levels of compensation varied drastically. Salaried positions ranged from \$30,000 to \$160,000 a year, with an average just under \$65,000. Those with non-salaried positions have generally fared far worse; several OWLS members made as little as \$10–\$15 an hour.

Of course, recent graduates are not the only ones feeling the pinch of suppressed salaries. Generally, however, they have been tossed a new ball to juggle: crushing debt. Approximately 42% of our survey respondents graduated from law school with six-figure student loan debt. Since graduating, nearly 40% have had non-legal jobs (lifeguard, server, sales clerk, etc.), with some holding three jobs at a time. To stay afloat, 30% of respondents have received assistance from their families or friends; a dozen or so have relied on public assistance programs.

Many OWLS members have coped with this stark reality courageously. More than half a dozen survey participants have each applied for one hundred or more legal positions. One person responded “too many to count”; another said upwards of four hundred. Half the respondents did volunteer work—many extensively. Most volunteer experiences did not turn into paid positions. About 27% of respondents have started their own practice, often because they could not

find legal positions that paid a living wage. Several respondents have endured emotional and psychological burdens on top of their financial woes.

“Mary” (not her real name), for example, started law school in another state before the onset of the Great Recession and is a first-generation professional. She worked in journalism after college, but had to supplement her small income as a columnist by working at a coffee shop. She loved writing and believed she could make a decent wage through writing as a lawyer.

During law school, Mary focused on getting good grades, believing that doing so would enable her to secure sustainable employment upon graduation. She also clerked throughout law school and externed with a federal judge for school credit.

When she graduated in the top 10% of her class in 2010, Mary was aware that the legal market had taken a significant hit. Without financial support from her family, she began working as a waitress the day after she took the bar exam. She applied for hundreds of legal jobs around

the country but was rejected again and again. Mary says she felt completely alone during that time and even struggled with thoughts of suicide.

It took almost eleven months before Mary found a job as associate at a small firm, where she was paid \$16 an hour without benefits. She stayed at that job for more than two years before she moved to Oregon. Despite having gained experience and graduating near the top of her class, it took her eight months to find a job in Oregon. Fortunately, she did land an associate position, and her new job has better working conditions.

Mary is a prime example of an intelligent, hardworking young woman who has struggled to make the best of things at a time when even those who follow the proscribed path to success in law school cannot find the pot of gold they were promised at the end of the rainbow.

Megan Lemire, at *Lemire & Hirano* in Portland, focuses on employment and civil rights law. **Eileen Sterlock** practices immigration law in Portland. They graduated from law school in 2010 and 2009, respectively.

ALL'S FAIR IN
LOVE AND WAR

Markowitz

IT'S HOW YOU
PLAY THE GAME

 **MARKOWITZ
HERBOLD PC**

Business Litigation at a Higher Level

Portland | 503.295.3085 | markowitzherbold.com

Oregon Women Lawyers

October 2013–S

From the Executive Director's Desk

OWLS' mission is "to transform the practice of law and ensure justice and equality by promoting women and minorities in the legal profession." The mission statement gives members ample room to invent programming that serves OWLS' mission, with the energy of four generations of members.

OWLS' annual-report year coincides with our membership year, October 1 to September 30. During the past year, OWLS members had the opportunity to attend our free or low-cost programs about combatting human trafficking, writing cover letters, privacy, judicial careers, personal and professional life balance, the 50th anniversary of the Civil Rights Act, using your law degree to volunteer overseas, and closing the generation(s) gap, as well as to participate in mentoring circles, free telephonic CLEs, and even a women's trial academy, to name a few.

OWLS and the OWLS Foundation co-sponsored the IMAGE program, OLIO, the OSB Diversity Wall, and the regional NAPABA conference in Portland. OWLS members around the state collected quality books for the OWLS Coffee Creek Correctional Institution annual book drive, raised money and toys for foster kids, and donated professional clothing for underprivileged women. OWLS members individually served on countless boards, committees, and commissions.

Members have a new referral resource, the searchable online membership directory, available through OWLS' website. The new OWLS YouTube channel is ready for new (old) programming, and a steady presence on Facebook and Twitter help to promote OWLS activities and members.

A membership survey was sent out later in the year to gather data from members to inform the OWLS Board of Directors' upcoming strategic planning session. Thank you to all who took the time to complete it.

Happy 25th anniversary. You work hard, and we do our best to work hard for you. If you have a programming idea, wherever you are in Oregon, please contact me. Together, we'll move forward to improve the status of women and minorities in the profession, and take on bolder programs that challenge the status quo.

Warmly,



Linda Tomassi
OWLS Executive Director

Networking Opportunities

Inter-professional Networking Events

The OWLSNet committee is in its eighth year. This year, OWLSNet brought lawyers and bankers together in Salem for a well-attended networking event, and plans for another are underway. Lawyers, bankers, and CPAs came together in Eugene with Lane County Women Lawyers for a productive evening of networking. In Portland, Tonkon Torp's Tatiana Perry provided lawyers, bankers, mortgage brokers, and real estate agents with an entertaining and informative talk on privacy in the era of large data breaches.

Leadership

Leadership committee programming included a Dress for Success fundraiser and fashion show, a Career Development and Rainmaking Dinner, a helpful and timely workshop on writing cover

letters, and a CLE titled "Starting Your Family, Succeeding in Your Career." Lengthy discussions about the meaning of leadership have been held recently, with new programming to come.

Mentoring

Mentoring circles are one of the ways that OWLS members have access to mentoring and networking at convenient times and no cost. Your leadership committee again organized a family law mentoring circle that took place over the course of the year at Gevurtz Menashe. The rainmaking mentoring circle, hosted again by Markowitz Herbold, provided mentoring for over two dozen attorneys from some of the community's leading rainmakers.

For a fourth year, OWLS hosted a Career Development and Rainmaking Dinner in Portland, matching about 20 mentors with 50 lawyers for career advice and networking.

Judges at the Multnomah County Circuit Court continued the first-generation professionals discussion group. This group brings together lawyers, judges, staff, and law students six times per year to discuss the challenges of being the first in their families to go to college or attain a professional degree.

The Road to the Bench

The OWLS judicial work group is in its sixth year of assisting OWLS members who are considering a judicial career, offering written materials, mock interviews, and Road to the Bench presentations around the state. A special thank you to outgoing co-chair Heather Van Meter, who served in that role for ten years.

At the Courthouse

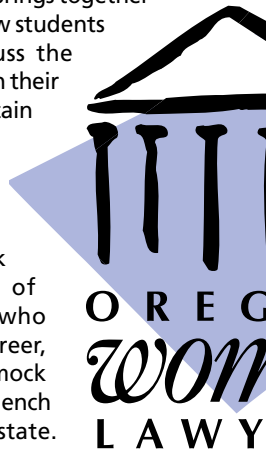
Take Your Kids to Work Day continues to bring more than 120 children to the Multnomah County Courthouse to learn about the importance of jury trials and the role of the legal system. We thank the judges and volunteers who coach the children in their roles as judges, prosecutors, the defense team, and bailiffs, with a special thanks to Judge Julie Frantz, who leads the charge. We hear from multiple parents that their children eagerly look forward to this event each year.

The Federal Courthouse Connection was hosted again this year by Chief Judge Ann Aiken of the U.S. District Court, with help from Jolie Russo. This free event provided lunch and networking at the federal courthouse in Portland and an opportunity to mingle with state and federal judges.

Last year, OWLS partnered with the U.S. District Court Historical Society to form Oregon Women Judges (OWJ), a project that is dedicated to honoring and celebrating the contributions of Oregon's state and federal women judges by collecting and preserving their history. The volunteers of OWJ continue their work of documenting and collecting the history of women judges—no small task.

Contract Lawyers Listserve

OWLS' Contract Lawyer Service provides programming for contract lawyers and solo practitioners based on a survey conducted last year. The service's listserve enables contract lawyers and solo practitioners to learn of contract law opportunities advertised through the service and to communicate with one another.



OWLS Annual Report

September 2014

OWLS Listserve

A resource for the majority of OWLS members, the members-only listserve is our most-utilized membership service. OWLS members use this tool as a unique resource for a wide variety of issues, professional and nonprofessional, including legal referrals, advice, service recommendations, job postings, and discussions.

It is also the avenue through which OWLS staff learn of referrals needed outside of Oregon, and connect OWLS members to members of the national women's bar listserve.

Balancing Work and Personal Life

Playgroups in Portland were active, thanks to OWLS volunteers who brought attorney parents and their kids together for regular play and social time in homes and parks.

OWLS partnered with the Oregon Attorney Assistance Program for the Women's Wellness Retreat again this year.

OWLS volunteers brought people together for a series of well-attended discussions at Tonkon Torp in Portland to discuss Sheryl Sandberg's book *Lean In*.

The Mary Leonard Law Society (in Salem) and Clackamas Women Lawyers held local events to explore achieving the elusive balance between our personal and professional lives.

Conferences and Continuing Legal Education

OWLS' first-ever Rothauge & Kaner Women's Trial Academy, created and led by trial attorneys Renée Rothauge and Lisa Kaner of Markowitz Herbold in Portland, was a resounding success. A dozen women lawyers who wanted to sharpen their trial skills earned CLE credit over eight months, with different mentors and topics each month. Southern Oregon might see this academy in 2015.

OWLS' 2013 Fall CLE tackled human trafficking from an international to a local level, and our 2014 Fall CLE brought the four generations of OWLS members and colleagues together for a fruitful and unique discussion about the communication gaps between the traditional, baby boomer, X, and Y generations.

The OWLS membership committee continued its free telephone CLEs, an OWLS member benefit. Recordings of the CLEs are available.

Awards

Roberts-Deiz Awards Dinner

In March, 520 guests attended the 22nd awards event, honoring U.S. Bankruptcy Judge Elizabeth Perris as the recipient of the Justice Betty Roberts Award and Lissa Kaufman, director of Student Legal Services at Portland State University, as the recipient of the Judge Mercedes Deiz Award.

Katherine H. O'Neil Volunteer Service Award

OWLS' Katherine H. O'Neil Volunteer Service Award recognizes an OWLS member who epitomizes steadfast dedication and long-term volunteer service to promote women in the legal profession. The award, named after OWLS' founding president, was awarded in 2013 to Laurie Craghead and in 2014 to Kathryn Smith Root.

OWLS Chapters

Whether it was Rogue Women Lawyers' "Breakfast with the Attorney General" or theatre night with Clackamas Women Lawyers, your colleagues worked hard to create uncommon connections for your personal and professional enrichment. New-admittee lunches, law student mixers, wine tasting, picnics, holiday parties, day and evening networking—there's something for everyone. Please visit www.oregonwomenlawyers.org to see a calendar of upcoming events.

The OWLS chapters are Cascade Women Lawyers (Bend), Clackamas Women Lawyers, the Joan Seitz Law Society (Douglas County), Josephine County Women Lawyers, Lane County Women Lawyers, Lawyers' Association of Washington County, Linn-Benton Women Lawyers, the Mary Leonard Law Society (Salem), Queen's Bench (Portland), the Rebecca J. Bloom Chapter (Umatilla and Morrow Counties), and Rogue Women Lawyers (Grants Pass/Ashland/Medford).

The Dragonflies

OWLS is proud of our dragon boat team, the Dragonflies. With seasoned and new paddlers, the team had another amazing season. [Please see story on page 12.] If you might be interested in joining the team, or for more information, please visit www.owlsdragonflies.org.

Many thanks to our 2013–2014 sponsors:

Roberts-Deiz 2014 Sponsors

Title Sponsor:

Paulson Coletti Trial Attorneys

Ball Janik
Barran Liebman
Capital Pacific Bank
Cosgrave Vergeer Kester
Davis Wright Tremaine
Farleigh Wada Witt
Garvey Schubert Barer
Gaydos, Churnside & Balthrop
Lane Powell
Keating Jones Hughes
Kranovich & Lucero
Markowitz Herbold
McKinley Irvin
Miller Nash
Perkins Coie
Schwabe, Williamson & Wyatt
Stoel Rives
Tomasi Salyer Baroway
Tonkon Torp

Leadership Event Sponsors and Hosts

Barran Liebman
Bodyfelt Mount
Markowitz Herbold
Schwabe, Williamson & Wyatt
Tonkon Torp

OWLSNet Sponsors

Ball Janik
Collier Law
Davis Wright Tremaine
Tonkon Torp

Career Development and Rainmaking Dinner Sponsors

Markowitz Herbold
Proctor Law
Tomasi Salyer Baroway

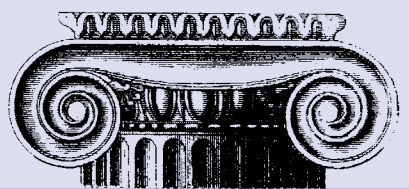
Reflections on OWLS at 25 Years

Fifteen years ago I served as president of Oregon Women Lawyers. The organization was ten years "old" and maturing into an organization with a recognized and respected voice in the Oregon legal community. Decision makers were beginning to reach out to OWLS for its input on appointments by the governor to the state court bench, for input on nominations to the federal court bench, and with respect to issues under consideration by the Oregon State Bar Board of Governors. OWLS gained its reputation and credibility from the quality of its members, the good judgment exercised by its leadership, and the insight it offered into issues important to a growing percentage of women and minorities practicing law in Oregon. OWLS was identified as "the moral conscience of the bar" because it stood firm on issues of fairness and access to justice.

On its tenth anniversary, OWLS celebrated its accomplishments with the "X-Party" (also pronounced "ex parte"), which featured entertainment by women lawyers like Armonica Gilford, an accomplished jazz singer. The event also raised some of the first significant funding for the Oregon Women Lawyers Foundation. Who could turn down Betty Roberts when she asked us to show our financial support for the OWLS Foundation? The Foundation was in its infancy at the time, and these initial funds provided the means to award the Foundation's first grants to single-parent law students studying for the bar exam.

When I sat down to write this column, I had just returned from the OWLS 25th anniversary celebration and could not help but reflect on how the organization had grown since I joined in 1989. I

THE JUDGES' FORUM



By Judge Marilyn Litzenberger
Multnomah County Circuit Court

gained so much from the camaraderie of fellow OWLS members from that time until I became OWLS president ten years later. Being around other women lawyers, away from the demands of practicing law, was inspirational, fun, and empowering. We shared stories of our individual experiences and realized that those experiences were not unique.

That realization compelled us to work together to address issues of gender unfairness and to find ways to promote each other so that our voices would be heard. We developed a strategy for nominating women for awards that traditionally recognized men, for getting women elected to the OSB Board of Governors, and for increasing the number of women invited to join traditionally male-dominated trial lawyer organizations. We stepped up our efforts to recruit well-qualified women to apply for openings on the trial and appellate benches by calling them individually and assuring them that they were right for the job.

It was also at the ten-year mark that OWLS board members decided that a major focus of OWLS' efforts would be to educate legal employers about the benefits of alternative work arrangements for women or others who saw a need to balance their personal, professional, and community service responsibilities. These efforts were designed to dovetail with recommendations published by the Oregon Supreme Court/Oregon State

Bar Gender Fairness Task Force in May 1998. Many OWLS members served on the task force or on work groups that gathered the data that



Judge Litzenberger

resulted in recommendations for change.

Today, the OWLS mission of transforming the practice of law reflects a broader goal than we had in 1989, and that is good. The expanded vision recognizes that we do not have to practice law as those who went before us did. We can and should embrace the entrepreneurial spirit for which Oregonians are known—because change will help Oregon retain women and minorities in the practice of law.

As I reflect on OWLS' history, I see that OWLS' success is built on the message of its founding members, who always counseled us to look back, see the women walking in our footsteps, and offer a hand to pull them forward. Helping other women succeed has immeasurable benefits for our profession because we are the moral conscience of the bar. OWLS' first 25 years are a testament to what women and minorities can achieve if we follow that mantra.

At the 25th anniversary reception, I paused to listen in on a conversation between some younger women. They were first- and second-year law students. The second-year students were offering words of encouragement and tips for surviving the first year in law school. Their mentoring advice was the same advice I had been given almost 30 years ago. Work hard, grades do make a difference, and school gets easier with each passing year. They were reaching out to those walking in their footsteps and offering them a helping hand so they would succeed.

As I moved on to another conversation, one with fellow OWLS members whom I have known for many years, I recognized that those women were people I have trusted over the years to give me unbiased advice about my career, raising my children, and life in general. It gave me a warm feeling to know that OWLS continues to provide a forum for women to help one another so that together we can transform the legal profession to ensure justice and equality for women and minorities.

We welcome Sonya Fischer



We are excited to announce that Sonya Fischer has now become Of Counsel to YM&E. Sonya joins our firm with over 10 years of experience in family law and service to the community.



Yates, Matthews & Eaton, P.C.
Family Law

503-224-7077
www.yatesmatthews.com

OWLS Co-sponsors Civil Rights CLE

By Megan Lemire

“We have miles to go before we can sleep.” Presiding Judge Nan Waller paraphrased poet Robert Frost to welcome attendees to a CLE titled “The Civil Rights Act of 1964: A 50-Year Anniversary,” held at the Multnomah County Courthouse on July 24. Judge Waller urged the audience to continue the work of creating a just and equitable society. The free CLE was co-sponsored by OWLS, the Multnomah Bar Association, and the Oregon State Bar Diversity Section.

The audience first watched the powerful film *Standing on My Sisters’ Shoulders*. The award-winning documentary highlighted the grassroots organizing done by several courageous women in Mississippi in the 1950s and 1960s. The legendary activist Fannie Lou Hamer was arrested and brutally beaten for participating in a sit-in. Mae Beth Carter blazed the trail for school desegregation by sending her 13 children to school with white children even after waking up to gunshots in the middle of the night. Constance Slaughter-Harvey was the first black woman to graduate from the University of Mississippi School of Law.

After the film, Judge Youlee You, who spearheaded the commemorative CLE, handled the introductions. She first introduced George Nakata of the Oregon Nikkei Legacy Center. Of the many laws suppressing minorities’ rights in this country, internment via Executive Order 9066 was undoubtedly the worst for him and his family. They were forcibly relocated to Idaho and housed in barren conditions. Despite the discrimination they endured, many interned families proudly displayed a gold star in their quarters to symbolize the life of a son lost fighting for the United States. (The most



From left: Hon. Youlee You, George Nakata, Hon. Jacob Tanzer, Dr. Eugene Uphoff

decorated unit in U.S. military history is the Army’s 442nd, composed exclusively of Japanese Americans.) Resettlement after internment was challenging; Mr. Nakata and his family did not regain all they had lost.

Dr. Eugene Uphoff then described his experiences as a college student who joined a Freedom Ride in 1961. In an effort to resist an onslaught of violence against freedom riders in the Deep South, the Student Nonviolent Coordinating Committee focused its efforts on Jackson, Mississippi. Dr. Uphoff recalled the billboard as they crossed the state line: “Welcome to Mississippi: June Is Hospitality Month.” Soon after, the bus stopped in Jackson and the activists were arrested. Their trial lasted four minutes and resulted in sentences of four months in jail and a \$200 fine. Housed in the maximum-security unit at the state penitentiary, they lifted their spirits by singing civil rights songs. The Freedom Rides culminated in the Interstate Commerce Commission’s issuing tough new regulations prohibiting segregation on interstate buses and in interstate bus terminals.

Former Oregon Supreme Court Justice Jacob Tanzer worked in Mississippi on two different occasions during the 1960s, the first when the U.S. Department of Justice sent him to investigate the deaths of three civil rights workers in the summer of 1964. The three young men, James Chaney, Andrew Goodman, and Michael Schwerner, had been investigating the arson of a church and suspiciously went missing. Their bodies were recovered 44 days later, buried in an earthen dam on property owned by a member of the Ku Klux Klan. Justice Tanzer’s work in the community resulted in two indictments, and although he left the case, it ended with the convictions of seven men, including a deputy sheriff, for civil rights violations prohibited by a Reconstruction Era statute.

In his more recent travels to Mississippi, Justice Tanzer has observed that interracial conversations have eased considerably. He believes that people’s attitudes have changed because civil rights laws were enacted.

Megan Lemire, at *Lemire & Hirano* in Portland, focuses on employment and civil rights law.

OWLSNet in Eugene

On September 22, about 75 lawyers, CPAs, and bankers attended an OWLSNet networking event hosted by Lane County Women Lawyers, the Oregon Bankers Association, and the Oregon Society of CPAs–Emerald Empire Chapter. The event was held at Route 5 NW Wine Bar in downtown Eugene. Door prizes were generously donated by Hershner Hunter, Pacific Continental Bank, and Kernutt Stokes.



Suzy Driver
Attorney Coach



Coaching in business and professional development

www.thedrivergp.com • 503.939.5329

OWLS Members Hone Skills in Women's Trial Academy

By Heather Weigler

Single-sex education is an old method that's gaining new momentum in American education. If you take part in the OWLS-sponsored Rothauge & Kaner Women's Trial Academy, you'll understand why.

Designed by women trial lawyers for women trial lawyers, the eight-month course allowed participants to develop their trial skills in a supportive, challenging, and constructive environment. Each month, organizers Renée Rothauge and Lisa Kaner, both of Markowitz Herbold, invited experienced women litigators to share their knowledge about different aspects of a jury trial. Participants were then given the chance to put theory into practice using mock trial materials, and the instructors offered feedback on their performance.

In addition to the nuts and bolts of trial work, the course focused on ways to leverage gendered norms and expectations into courtroom advantages. During the session on voir dire with Tsongas litigation consultants Jill Schmid and Laura Dominick, participants explored the ways in which women can harness their feminine traits to more effectively question potential jurors. Because women are culturally trained to pay attention to detail and keep people talking, they excel at voir dire. Each student was then given an opportunity to test that theory in a mock voir dire. Everyone was assigned a juror identity to act out, and participants were given five minutes to question jurors and identify those whose attitudes and beliefs might justify a strike.

In preparation for the session on closing arguments, students watched Carol Bernick, then at Davis Wright Tremaine, and others deliver winning closing arguments and were asked to prepare their own closings based on the academy case materials they had been working with all year. Each student was asked to include the same sentence in her closing, regardless of the side for which she was arguing. During the session, Carol shared her insights on what makes an effective—and ineffective—closing argument and gave thoughtful critiques on what students did well and what they could have done better.

For the last session, on September 18, participants were asked to show up dressed for the first day of trial. To prove that court dress shouldn't stop you from taking care of yourself, Barbara "Babs" Dalbey-McKee led participants through a mini-course of pre-trial and post-trial Pilates that can be done in a suit and heels at your desk or conference table.

At the end of the class, students were presented with graduation certificates and shared a champagne toast to their future success. The young women litigators thanked Renée and Lisa for their creativity and hard work running the academy by making a donation to the Campaign for Equal Justice in their



From left: Top: Academy student Kristen Tranetzki and leaders Renée Rothauge and Lisa Kaner. Bottom: Students Heather Weigler, Kristen Tranetzki, Heather Bowman, Nadine Gartner.

names. Participants also plan to get together for lunch on a monthly basis to maintain the bonds and professional connections they created.

OWLS and the academy organizers are looking at ways to bring the Women's Trial Academy to female litigators in other parts of the state, as well as to recreate its success in future sessions in the Portland metro area. If you're a female litigator, don't miss this opportunity to learn from experienced female litigators and discover the trial lawyer within.

Heather L. Weigler is an assistant attorney general at the Oregon Department of Justice and a past president of OWLS.

Dragonflies Enjoy Training and Racing

By Laurie Daley

This year, the OWLS Dragonflies had 11 new paddlers who enjoyed dragon boating enough to stick around through training (mostly rainy) and into the racing season (mostly sunny). They brought a lot of enthusiasm, which encouraged those of us who have been paddling for a few years. The team is great set of competitive women who have fun and are willing to push themselves athletically.

The first race of the year began with our coach, Dan Auerbach, unable to attend because of food poisoning, so

we could only get better as the season progressed. The OWLS Dragonflies raced in Olympia, Vancouver, and Kent, Washington; Salem and Portland, Oregon; and Victoria, British Columbia. Our best result was in Salem—second place in the women's division. Our last race of the year was in September in Portland, and we finished in the top third.

Our sponsors this year were Roe & Greene; Oregon Women Lawyers; Tomasi Salyer Baroway; Broer & Passannante; Perkins Coie; Cumulus Legal Services; Kell, Alterman & Runstein; Law Office

of Nancy L. Mensch; Red Dog Home Inspections; and Shaun N. Christiansen of Northwestern Mutual. We greatly appreciate their generosity.

We all love to be out on the water—whether it's for three minutes of racing, an hour on a dark evening with the city lights in the background, or two hours paddling around Ross Island on a Saturday morning. You are welcome to join us! See www.owlsdragonflies.org for more information.

Laurie Daley is the librarian at Bullivant Houser Bailey in Portland.

Meet Multnomah County Circuit Judge Julie Frantz

By Joanna Robinson

As the chief criminal judge for Multnomah County, Judge Julie Frantz has a calendar that is almost always fully booked. Between presiding over the cases on her docket, collaborating with colleagues and partners in the criminal justice system, both locally and statewide, and daily responding to a wide range of unanticipated urgent matters, she has limited time. So I felt fortunate, indeed, to have the opportunity to talk with her.

As we settled into our conversation, it didn't take long for me to realize why Judge Frantz is so adored by her staff, so highly respected by her colleagues, and so eagerly sought after by interviewers on substantive topics, as well as for more personal interviews such as this one. Simply put, Judge Frantz epitomizes the type of leader many spend a lifetime striving to become.

In 1992, she was named president of the Oregon State Bar, the first woman to hold the position in its 57-year history. Recently she was selected as the incoming president of the National Association of Women Judges, the first president from Oregon since the organization was created in 1979. She was appointed to the bench in 1994, after having worked for many years as a criminal defense attorney and then a civil litigator.

Judge Frantz has served on a wide range of committees and legal education programs all aimed, in some form, at promoting equal access to justice and procedural fairness in the courtroom and beyond. She is adamant that stepping off the bench and being involved in the community goes with being given the privilege of serving as a judge.

During our conversation, the topic that unveiled her passion was Habitat for Humanity. As Judge Frantz began to recount her experiences with the organization, her demeanor shifted into that of an animated storyteller, beaming with delight that she had a chance to share these rewarding adventures.

Only three weeks prior, she had been pushing wheelbarrows of sand uphill, mixing her own cement and carrying concrete rocks in scorching hot temperatures to help build a house for a family in Jerusalem, El Salvador. Unfazed by a gash to her leg caused by a piece of protruding rebar, Judge Frantz continued to work through the heat and

humidity until she and her team members constructed a gorgeous blue house that became the home to a family who had only bamboo shoots as protection during last year's hurricane season.

What was it that drove Multnomah County's chief criminal judge to serve so humbly and in such a modest capacity? She attended high school in Pasadena, California, and in 1971 she obtained a B.A. in English from Stanford University. The summer after her freshman year at Stanford, and only shortly after racial tensions had overflowed throughout Los Angeles neighborhoods, Judge Frantz became deeply engaged with an on-campus residential program in southern California called Open Future, which was developed as a way to help heal some of the animosity that had resulted in the rampant violence and chaos that became known as the Watts Riots.

With complete candor, Judge Frantz made it clear that she had learned far more from those children than they had learned from her. Such lessons, along with her evolving convictions, ultimately led her to attend Lewis & Clark Law School, from which she graduated in 1975 as one of five female students.

Local community projects are also very important to the judge. For her 60th birthday, for example, she invited 35 women friends to forgo all gifts and, instead, to spend two days building a house for a struggling single mother in North Portland—no experience necessary—and they did.

Judge Frantz has heavily invested her time and energy in numerous organizations, such as the I Have A Dream Foundation, which, through mentoring and financial support, assists children from an

impoverished school to go to college if they graduate from high school, and the Informed Voters Project, which promotes civics education to create an informed electorate, a key to preserving fair and impartial courts.

All of these endeavors have goals consistent with the value Judge Frantz places on procedural fairness in her courtroom and in her role as a policy maker in collaborations beyond the courtroom. Her motivation is evident when she states:

I have learned how important it is as a judge to actively listen, so people know they have been heard, and then to speak in lay person's words, not just in legal terms, to the parties in such a way that their understanding of the legal process is verified and not taken for granted by a simple nod of the head. That is a fundamental step in gaining the trust and confidence in our justice system by the public generally, and in particular from the diversity of individuals and groups that comprise our community.

OWLS thanks Judge Frantz for her many years of service on the bench and in the community.

Joanna Robinson is a staff attorney at Stoll Berne in Portland.



Judge Julie Frantz

**Need help with a big case? Want to take a vacation?
Contact the OWLS Contract Lawyer Service. We can help!**



Contact us with project/job information.
We immediately post the announcement to our contract lawyer listserve. You are promptly contacted by contract lawyers who meet your criteria. No fee to post jobs or projects. You pay the contract lawyer you hire. OWLS contract lawyers are statewide. Many levels of experience. Many types of expertise.

**For more information or to post a job, contact
Diane Rynerson: 503.841.5720 or diane@oregonwomenlawyers.org**

Judge Aiken at Cascade Women Lawyers CLE

By Kathryn Olney

Chief Judge Ann Aiken of the U.S. District Court for the District of Oregon spoke to about 36 central Oregon lawyers at a CLE on September 5 that was organized by Cascade Women Lawyers. The title of the presentation was "What's Holding Us Back? Why haven't women and minorities advanced further in the legal profession, and what can we do about it?"

Judge Aiken's talk was wide-ranging, touching on issues from equal pay for equal work to the continued lag in the number of women and minority partners in private law firms. She also suggested some reasons for optimism about the future. Judge Aiken believes that the increased use of technology will create a more flexible work-life arrangement, something that women have always sought and that millennials, women and men, are demanding. She anticipates that the law firms of tomorrow will need to meet this demand or they will fail to attract the best lawyers.

The CLE generated a lot of discussion among attendees at the reception that was held immediately afterward and at the Cascade Women Lawyers networking lunch the following week. The reception and the CLE were generously sponsored by Hurley Re, Ball Janik, Bryant Lovlien & Jarvis, and Laurie Craghead.

Kathryn Olney is a trial lawyer with SAIF Corporation in Bend.



The annual golf event co-sponsored by the Multnomah Bar Association and the OWLS Foundation took place this year on July 18 at Edgefield in Troutdale. Enjoying the event are (from left) Aruna Masih, Diane Rynerson, Trudy Allen, and Glen Pullen. Proceeds benefited the Volunteer Lawyers Project at Legal Aid Services of Oregon.

MLLS CLE on Freedom Summer, 1964

By Erin Dawson

As we celebrated the 50th anniversary of the Civil Rights Act of 1964 this year, the Mary Leonard Law Society (MLLS) reflected on one of the defining events that mobilized the nation in 1964. Ron Silver, chief of the Civil Division of the U.S. Attorney's Office in Portland, presented this year's annual MLLS summer CLE on August 6 in Salem. Ron's discussion focused on the Freedom Summer of 1964 and the actions that culminated in the murders of three civil rights workers in Mississippi, James Chaney, Andrew Goodman, and Michael Schwerner, on June 21, 1964.

Ron provided historical background for the events of June 1964 and discussed the FBI investigation and trial of 18 Mississippi Klansmen implicated in the three murders. *United States v. Price*, later known as the "Mississippi Burning" trial (memorialized in a fictionalized movie of that name made in 1988), concluded with the conviction of seven Klansmen for the violation of a federal Reconstruction Era conspiracy statute. National outrage over the murders applied pressure for the passage of the pivotal Civil Rights Act on July 2, 1964.

Ron also discussed his experience participating in a 50th anniversary event in Mississippi this year. An MSNBC story covering the anniversary featured a clip of Ron in Mississippi teaching students about the Mississippi Burning events.

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

Joan Seitz Law Society Hosts Speakers

By Annette Smith



Jodee Jackson (left) and Cathryn Bowie

At a luncheon on Friday, July 11, the Joan Seitz Law Society (JSLS) welcomed guest speaker Judge Ronald Yockim from the Cow Creek Band of Umpqua Tribe of Indians to talk about his role as a tribal court judge. He recounted the history of the Cow Creek Tribe and the tribal court and discussed the types of cases that come before him. He described the differences between the tribal court over which he presides and other courts in the area and described the relationship between the tribal court and the tribal council. He also discussed generally the economics and benefits of providing social services to tribal members.

On Friday, August 29, State of Oregon Law Librarian Cathryn Bowie spoke at a JSLS luncheon about resources available at the State of Oregon Law Library in Salem. Cathryn has been the state's law librarian since 2011. She described the services the library can provide to attorneys statewide, and she also spoke about forthcoming technology that will allow readers to access material more efficiently using an e-reader, tablet, or smartphone. She noted various ways that attorneys in this state can advocate for better services for the Oregon Law Library.

Both luncheons took place at the Daily Grind in downtown Roseburg. Attendees included prosecutors, defenders, civil attorneys, retired lawyers, and law clerks. This summer marked the one-year anniversary of the formation of the Joan Seitz Law Society.

Annette Smith practices criminal defense, dependency, and family law at James A. Arneson, PC, in Roseburg.

For chapter contact information and a calendar of upcoming events, please visit OWLS' website, www.oregonwomenlawyers.org.

Meet OWLS Treasurer Laura Craska Cooper

By Shaun Morgan

Laura Craska Cooper has served as OWLS treasurer since May 2012. She is the managing partner of Ball Janik's Bend office, where her practice focuses on real estate, land use, and general business law, all from the transactional side.

A graduate of the University of Missouri-Columbia with bachelor's degrees in journalism and political science, Laura earned her law degree at the University of California-Berkeley. She chose a legal career because she was attracted to the notion of being paid to argue. After starting off as a litigator, however, she learned that she preferred transactional work.

Laura began her career clerking for Judge Charles E. Wiggins of the U.S. Court of Appeals for the Ninth Circuit. Later she worked on complex real estate matters as an associate with Morrison & Forester, first in San Francisco and then in Tokyo. She loved the experience and the firm, but relocated to central Oregon after marrying a local (her husband, Scott Cooper). She and Scott had intended to live in Japan, but Scott's mother, fearful of never seeing them again, began working her contacts and connected Laura to Ball Janik. Laura opened the firm's Bend office in 1999, became partner in 2004, and, after asking for the position, was named managing partner in 2007. Given her experience, Laura often advises and

encourages other women lawyers to speak up for themselves and to ask for the opportunities they want.

Active in the central Oregon community, Laura serves as chair of the boards of Central Oregon Community College and of Housing Works, the regional housing authority. She also teaches "Constitution in the Classroom" at Crook County Elementary School and Crook County Middle School every fall. She is a past president of Cascade Women Lawyers (an OWLS chapter) and the Deschutes County Bar Association.

In her spare time, Laura tends to her backyard chickens at her Crook County home and spends time with her husband and their three daughters. She is a certified wine expert and instructor, with an advanced certificate from the Wine & Spirits Education Trust in London.

Laura encourages women to seek out mentors and to get over the fear of promoting themselves. She says that women should stop underestimating their own qualifications. If you are at a firm with a marketing budget, she says, "use it!" Laura counsels young lawyers at law firms to be responsive to their clients, do great work, and stay positive (at a minimum, avoid complaining, especially to other lawyers). This approach will help lawyers develop clout within their firms and with their clients.

Laura takes issue with the advice she was given as a young lawyer—the idea that women should keep their personal lives and work lives separate. She believes the opposite approach is best for her. Successfully blending her work and personal activities requires focusing on the task at hand regardless of the hour of the day (or day of the week), rather than dividing the day into separate spheres of dedicated personal and work time.

Laura believes that in addition to other benefits, OWLS provides important moral support to women lawyers. She is grateful for the women and men who take time out of their busy schedules to support the organization. She encourages members to attend OWLS events and to serve on the OWLS board. Laura says she always leaves OWLS events with a renewed sense of energy and purpose from talking to other professional women.

Laura believes that in addition to other benefits, OWLS provides important moral support to women lawyers. She is grateful for the women and men who take time out of their busy schedules to support the organization. She encourages members to attend OWLS events and to serve on the OWLS board. Laura says she always leaves OWLS events with a renewed sense of energy and purpose from talking to other professional women.

Shaun Morgan is an associate at Rizzo Mattingly Bosworth in Portland.



Laura Craska Cooper

Clackamas Women Lawyers Members Discuss Having It All

By Jennifer Dalglish

Can women really do it all, be it all, and have it all? On August 21, during the lunch hour, Clackamas Women Lawyers members gathered again at the Holman Law Center in Oregon City to continue discussing this hot topic.

One of the facilitators kicked off the informal roundtable discussion with a quote from Anne-Marie Slaughter's article "Why Women Still Can't Have It All": "Only when women wield power in sufficient numbers will we create a society that genuinely works for all women." When Slaughter's article was originally published in the July/August 2012 issue of *The Atlantic*, it garnered a great deal of attention, inspired immediate backlash, and generated countless blogs and other articles. This summer, links to some of the articles were posted on the Clackamas Women Lawyers Facebook

page, including former U.S. Secretary of State Madeleine Albright's now famous quote "Women can have it all, they just can't have it all at the same time."

Our earlier roundtable discussion on this topic, held on May 22, consisted of, literally, going around the table and allowing each participant to talk about her perception of "having, doing, and being" it all and what that meant to her. Since it was our first informal discussion of this nature, we weren't sure what to expect, and we were pleasantly surprised by the participants' candor and desire to add another date to continue the discussion.

The August 21 roundtable discussion flowed more freely as participants took turns talking about ways to bring about positive change on both an individual and a local level. Possible changes on an individual level (such as not feeling

compelled to divulge more information than necessary regarding scheduling) and a local level (such as recognizing assumptions about others while networking and being more accepting) were identified.

One of the most interesting aspects of the discussion concerned generational differences regarding societal expectations of men and women. Recent viral videos, including the Pantene commercial "Sorry, Not Sorry," were mentioned as ways social media are influencing our societal understanding of "having, doing, and being" it all.

The hour passed quickly, and participants had much more to share. We expect to continue discussing this topic next year as part of our Greater Things Series.

Jenn Dalglish is the director of the Clackamas County law library and vice president of Clackamas Women Lawyers.



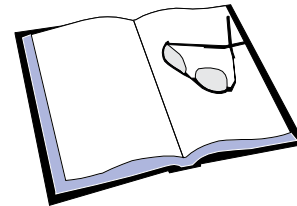
The OWLS Dress for Success fundraiser and fashion show was held on Oct. 2 at the Mark O. Hatfield U.S. Courthouse in Portland. Proceeds benefited the Dress

for Success Oregon program. Enjoying the event are (left to right) Kristen Stedman, Bodyfelt Mount, mother-to-be chic; OSB President Tom Kranovich, proud OWLS member model; and Traci Ray, Leslie Edenhofer, and Susan Pitchford, three of the event organizers.

Overwhelmed: Work, Love, and Play When No One Has the Time

By Brigid Schulte (Sarah Crichton Books/Farrar, Strauss and Giroux, 2014)

Book Review by Teresa Statler



Washington Post journalist and busy mother Brigid Schulte takes up the ongoing problem of women's "second shift": just why are women's lives so busy? Schulte, in this well-researched, yet entertainingly anecdotal book, tells us how our lives got to be this way and what we can do about it.

Schulte examines an assertion by time experts that women have 30 hours of "leisure" per week, and she notes that those hours include time that women spend playing with their children. Women spend another part of that supposed leisure time planning and thinking about the next thing they need to do, and thus Schulte calls that "contaminated time." She also notes that "if you have an education and a high-paying career, chances are you are working an insanely high number of hours and have little leisure time. If you're poor or uneducated, you're having trouble finding enough work at all, and your 'leisure' is often just blank hours of worry about how to pay the rent."

Schulte tells us that men enjoy longer stretches of unbroken time than women do, at work and at leisure, a fact that makes their lives less stressful than women's. Both men and women experienced less stress when the work they did was more physical, such as factory work or farming. Today, however, we all live in the world of "the overwhelm."

In the chapter entitled "Too Busy to Live," Schulte blames "the overwhelm" on the new American social norm of "busyness" and that of needing to keep up with the Joneses or risk being "social outcasts." She speaks with sociologists whose research shows that even though there is a compulsion for busyness, not many are happy about it. She notes that

adult American women are the fastest growing segment of people newly diagnosed with attention-deficit/hyperactivity disorder (ADHD).

Schulte also addresses the concept of the "ideal worker"—one who will give her all to her company or profession by being available 24/7, thanks to Blackberries, iPads, and email at all hours of the day and night. To the ideal worker, work is a "form of religion." "And because the ideal worker is just that, a demanding voracious ideal, no one can ever measure up." Combine this with the fact that the ideal worker is not compatible with the concept of the "ideal mother," and you have a perfect recipe for women feeling constantly overwhelmed.

Other reasons for today's time crunch include President Nixon's 1971 veto of the Comprehensive Child Development Act, which would have provided a high-quality, universal child-care system for all Americans. The rationale for the veto was to preserve the "natural" traditional family of the father as the breadwinner and the mother at home. Forty years later, researchers have found that parents with stable child care are "less stressed, better at coping, and more satisfied with their jobs." Stable child care also leads to more gender equity at work and at home for both mothers and fathers.

Schulte offers suggestions on how to get out from under "the overwhelm." She praises a "simplicity Moms' group" in Portland, whose members are "quietly seeking refuge from the cult of intensive mothering all around them." These moms recommend fighting the "inertia" of going along and doing what all the other mothers are doing.

Schulte also suggests that we play more. By *play*, she means "horsing around," moving our bodies, exploring novel experiences, and the like. She maintains that play is what keeps adult brains flexible and our lives less bleak. Likewise, Schulte encourages us to make time in the middle of the day to pause—if only for five minutes—and "sit quietly with a slight smile" on our faces. This pause helps us slow down and tells our nervous systems that we are not in danger.

An additional suggestion is that today's middle class parents become less child-centered. She recommends that instead of spending extensive time and energy focusing on their children's education and extra-curricular achievements, parents focus on the children's happiness.

An appendix entitled "Do One Thing" lists under the headings "Work," "Play," and "Love" the author's suggestions—learned from her own trial-and-error and from the experts she interviewed—for how to stop "the overwhelm."

Overwhelmed does not break any new ground. Its usefulness as a manifesto to time-stressed Americans is limited to middle- and upper-middle class working mothers; therefore, this reader thought the book should be subtitled "When Working Mothers Have No Time." In addition, Schulte's discussion of "love" seems limited to that of a mother's love. She does not offer any ideas for making more time for one's partner or spouse. *Overwhelmed* is nevertheless a worthwhile read, especially for those who tend to want to be both "ideal workers" and "ideal mothers."

Teresa Statler practices immigration law in Portland.