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OWLS Honors Liani Reeves and Jane Paulson

By Brie Bridegum

On Friday, March 13, OWLS presented the Justice Betty Roberts Award to Jane Paulson and the Judge Mercedes Deiz Award to Liani Reeves. The sold-out Roberts-Deiz Awards Dinner was held at the Nines Hotel in Portland. The law firm Keating Jones Hughes served as title sponsor.

The evening began with a cocktail reception, the room decorated with large photos of archived newspaper articles about Justice Roberts and Judge Deiz from early in their careers. The OWLS Foundation, OWLS' 501(c)(3) sister organization, held its fundraiser this year in the form of a paddle raise toward the end of dinner [please see story on page 4], which was followed by the awards program.

Trung Tu, a partner at McEwen Gisvold, kicked off the awards presentation with a touching introduction of Liani Reeves, the recipient of the Judge Mercedes Deiz Award. This award recognizes an individual who has made outstanding contributions to promoting minorities in the legal profession and the community. Trung spoke about Liani's commitment to diversity, especially her commitment to mentoring diverse young attorneys and law students. He noted Liani's vast array of mentees, affectionately referred to by Liani as her "baby ducks." Many of Liani's baby ducks were in attendance to support their friend and mentor.

Liani then took the stage to a standing ovation from the crowd. She gave a poignant and candid speech in which she discussed the challenges that she has faced as a woman and as a diverse attorney in Oregon. She acknowledged that the last few months—which saw Governor Kitzhaber's resignation, her transition out of her role as the governor's counsel, and dramatic changes in her personal life—have been difficult. Liani said that despite those difficulties, she still feels a deep commitment to public service. She



Jane Paulson (left) and Liani Reeves

Photo: Mike Reynolds, Dreams in Bloom Photography

pledged to continue doing good work and promoting diversity in the state.

Darlene Hooley, former U.S. Representative from the Fifth Congressional District, then introduced Jane Paulson, recipient of the 2015 Justice Betty Roberts Award, which recognizes an individual who has made outstanding contributions to promoting women in the legal profession and the community. Congresswoman Hooley, a longtime friend and former basketball coach of Jane's, spoke about Jane's tenacity and grit. She credited Jane's parents with instilling good values in Jane and her siblings.

Jane then took the stage. She was also greeted by a thunderous reception from the crowd. Jane gave a funny and stirring speech in which she spoke about what inspired her to practice law. She spoke of the challenges that women face in the professional realm, and she acknowledged and thanked the trailblazers for women in the profession. Jane also credited her mother and father as examples of independent thinkers committed to fairness and justice, and she spoke of their influence on her career.

Save the date for the 24th Roberts-Deiz Awards: Friday, March 11, 2016.

Brie Bridegum is a litigator at Schwabe, Williamson & Wyatt in Portland.

President's Message



Kendra M. Matthews

My mother—through her words and deeds—always made it clear to her children that “being kind” was one of the most important traits a person could have. One of my favorite examples of my mom in action occurred when I was in my early twenties and home for a visit. My grandmother, mom, and I were out to dinner at a family-owned North Denver restaurant. Though it was hard to articulate why, the place seemed abuzz. Finally, I asked the waitress, “I don’t mean to be paranoid, but is it possible that everyone here is talking about us?” Indeed, it was. Apparently, every so often, my mom would pop in the front door, hand the hostess two excellent seats to that evening’s Rockies (MLB), Avalanche (NHL), or Nuggets (NBA) game, say “Share—don’t sell,” and then pop right back out the door. While we had been enjoying our meal, the hostess had been spreading the word that the “ticket lady” was in the house.

My mom downplayed those acts of kindness: she had noticed that the company’s season tickets often went unused, so she got permission to give them away if they were still there when she left work on game days. It simply made sense. However small the gesture was from her perspective, the positive impact it had at the restaurant was great. Indeed, even people who had not used the tickets (but,

instead, had been at work covering for those who had) stopped by our table to tell us how excited the recipients had been to go to a game.

The bystanders’ reaction, of course, reveals one of the best aspects of a random act of kindness. Whether you are the giver, the recipient, or a witness, a random act of kindness makes you feel good. It restores your faith in humanity.

I have a good friend, Allison Clarke, who has been pursuing her own personal kindness campaign for over 100 days. Every day for 365 days she intends to engage in at least one random act of kindness. Frequently, she reports, people respond to her gesture by saying something about how well-timed the gesture was: “You have no idea how much I needed this today.” She is reminded again and again that often the people we encounter in our daily lives are fighting battles large and small that we know nothing about. A random act of kindness can alleviate pain, even if for only a moment. It is a powerful act.

And whether you think of it as “monkey see, monkey do,” or something more complicated, people tend to mirror the behavior of people they encounter. Just as rude or aggressive behavior tends to beget more of the same (and bring people down), a random act of kindness often generates additional acts of kindness (and brings people up).

I am inspired by the role models in my life to engage in my own—less organized—kindness campaign. I would encourage you to do so too. Take a moment to think about your tone as you are dealing with people you encounter at work. Are you bringing people up or

down? Do the people you work with know you respect them? When did you last engage in a random act of kindness?

Recently, while we were waiting for the judge, opposing counsel said (I’m paraphrasing), “Your memo was very well-written. It was wrong in every possible respect, but it was very nicely stated.” I thought it a lovely (and hilarious) comment. It was also a good reminder that kindness is almost always an option. We should take that option whenever we can.

Based on my experience with OWLS members, I know that most of you already choose to be kind. I have been lucky enough to work with tremendously kind people during my term as OWLS’ president. OWLS’ staff Linda Tomassi and Diane Rynerson, the board, and all the volunteers I have worked with deserve not only my heartfelt thanks, but far more than one act of kindness to show my appreciation. I would not have survived this year without them (particularly, Linda).

Fortunately, though my term as president and my time on the OWLS Board of Directors is drawing to a close, my work with OWLS and the amazingly generous people who comprise it is not. I look forward to many opportunities to show my appreciation as we continue our efforts to advance women and minorities in the law in the years to come. Thank you all for the opportunity to serve as OWLS’ president. It has been an honor.

Kendra M. Matthews

Kendra M. Matthews
President, Oregon Women Lawyers

OWLS Fall CLE: October 16

Save the date for the 2015 OWLS Fall CLE, to be held on Friday, October 16, 2015, at the Hilton Hotel Pavilion Room in Portland.

The CLE will feature Brigid Schulte, award-winning journalist and author of *Overwhelmed: Work, Love, and Play When No One Has the Time*. Ms. Schulte, an Oregon native, wrote the book after a time-use researcher told her that she had 30 hours of leisure time per week.

The CLE will also feature lawyer and coach Pat Gillette, a partner in employment law at Orrick in San Francisco.

The CLE will be followed by the OWLS Fall Reception.



Brigid Schulte



Pat Gillette

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

Join OWLS for CLE Credit in England

"I haven't been everywhere, but it's on my list." —Susan Sontag

Join OWLS September 7–14, 2015, to celebrate the 800th anniversary of the Magna Carta in England. Revisiting some of the same haunts from OWLS' trip in 1997, travelers will stay at Lucy Cavendish College in Cambridge. OWLS will apply for six Oregon MCLE credit hours, with topics including British legal history, the history of the Magna Carta, and nuts and bolts of modern law practice in the UK.

The trip also includes the following:

- Half-day escorted walking tour of Cambridge
- Full-day private coach tour of the Suffolk Wool Towns, with their picturesque half-timbered cottages and guildhalls
- Full-day private tour of "Legal London," with coach transfers from Cambridge
- Evening reception at the Law Society of London
- Free time to explore

A \$500 non-refundable deposit is due on May 1, with final payment of \$1,495 due on June 1. Airfare is not included. Flights (coach) on Delta Air Lines leave September 6 from Portland through Seattle, returning on September 14, and are currently about \$1,500.

For more information, please contact Diane Rynerson at OWLS, at diane@oregonwomenlawyers.org.

Judge Jill Tanner is one of five women being honored this year with an Oregon Woman of Achievement Award, presented by the Oregon Commission for Women. Judge Tanner, the presiding magistrate of the Oregon Tax Court and currently serving on the OWLS Foundation board, has also served on the OWLS board and as a stalwart contributor to this newsletter. She is being recognized for her tireless advocacy in advancing women and people of color within the legal community, devoting countless hours volunteering toward that end.

In addition to Judge Tanner's commitment, her kindness and compassion make her truly stand out as a woman of achievement. OWLS looks forward to celebrating with her at the awards ceremony on Saturday, May 2, at the Oregon Convention Center in Portland.

Upcoming OWLS Events

Portland, Tues., April 14

11:45 a.m. to 1 p.m.

Queen's Bench Luncheon

The Sentinel Hotel, 614 SW 11th Ave.

Featuring Dan Ryan, chief executive officer of All Hands Raised, who will speak about its mission and bringing diverse members of the community together to improve educational outcomes for children and youth in Portland and Multnomah County from cradle to career.

Portland, Thurs., April 16, 4:30 p.m.

What's Your Elevator Speech?

Pacific Continental Bank
805 SW Broadway

Featuring Tracy Sullivan, the director of career and professional development at Lewis & Clark Law School. This is a skill-building and networking event. Presented by the OWLS leadership and MBA membership committees.

Clackamas County, Sat., April 18

9:45 a.m. to 4:45 p.m.

Clackamas Women Lawyers Wine Tasting Tour

Tickets are \$50. RSVP by April 13 to ericka@boutinlawfirm.us.

Portland, Tues., April 21, 12–1:30 p.m.

Rainmaking & Career Development Mentoring Circle

Marger, Johnson & McCollom
210 SW Morrison St.

Designed for all lawyers seeking to improve rainmaking skills. Lunch provided.

Hillsboro, Thurs., April 23, 12–1:30 p.m.

Taking Care of Yourself, Your Clients, and Your Colleagues

Lawyers' Association of Washington County
Washington County Courthouse
Room 426J, 145 NE 2nd
Featuring Carol Bernick, CEO of OSB PLF, and Shari Gregory, assistant director and attorney counselor at OAAP.

Portland, Thurs., April 23, 12–1:15 p.m.

Take Your Kids to Work Day

Multnomah County Courthouse
1021 SW 4th Ave.

Salem, Friday, May 8

Mary Leonard Law Society Casino Night

The Grand Ballroom
187 High St. SE

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OWLS Foundation Raises More Than \$36,000 at Roberts-Deiz Dinner

By Traci Ray

The OWLS Foundation and its Special Appeal committee would like to thank all the donors who helped raise much-needed capital at the Roberts-Deiz Awards Dinner on March 13. The money will directly fund the Foundation's Armonica Law Student Book Grant, Vernellia R. Randall Bar Exam Grant, Justice Betty Roberts Leadership Conference Grant, and Janis Hardman Medical Support Grant.

This year, with the support of OWLS and the dinner attendees, we raised more than \$36,000—the highest amount ever raised at an OWLS dinner. We are thankful to all those who supported the change in our fundraising platform, from the auction format to the new Special Appeal. Additionally, we appreciate the energy and assistance from auctioneer Misty Marquam, who did an excellent job of helping us meet and exceed our fundraising goal.

The Oregon Women Lawyers Foundation, the 501(c)(3) sister organization to OWLS, is proud to focus on educating and supporting women and minorities in order to further their access to and participation in the justice system. The Foundation looks forward to fully funding all our grants throughout the next year. For more information, please visit www.owlsfoundation.org.

Traci Ray, an OWLS Foundation board member, is the executive director at Barran Liebman in Portland.

Thank You, Outgoing Board Members

By Gloria Trainor

The OWLS Board of Directors extends gratitude and good wishes to five outgoing board members: OWLS President Kendra Matthews, Dana Forman, and Judges Frances Burge, Julia Philbrook, and Youlee You.

Outgoing President Kendra Matthews joined the board in 2009. She served as historian, secretary, and vice president prior to her presidency. During her years of board service, Kendra also spent countless hours volunteering for several OWLS committees, including the Convocation on Equality committee, the transformation committee, the awards committee, the Fall CLE committee, and the Roberts-Deiz Awards committee. She plays a lead role in the Oregon Women Judges project, a joint project of OWLS and the U.S. District Court of Oregon Historical Society, whose purpose is to collect and preserve the history of Oregon's state and federal women judges, past, present, and future, and to honor and celebrate their contributions.

Judges Frances Burge, Julia Philbrook, and Youlee You have all served on the OWLS board since 2009. Judge Burge is active with the Joan Seitz Law Society in Roseburg and serves on the judicial work group and the OWLS membership committee, helping to bring programming to members around the state.

Judge Philbrook served on the board of Queen's Bench, the OWLS chapter in Portland, before joining the OWLS board. She

has served on the Roberts-Deiz Awards committee and currently serves on the OWLS judicial work group.

During her time on the OWLS board, Judge You was also instrumental in the work of the judicial work group, assisting many women and minority attorneys in their efforts to get appointed to the bench. Judge You organized two CLEs that were held at the Multnomah County Courthouse and co-sponsored by OWLS: "The Civil Rights Act of 1964: A

50-Year Anniversary," held on July 24, 2014, and "Courting Justice: Personal Narratives of South Africa's Women Jurists,"



Judge Frances Burge



Dana Forman

A special thanks to our 23rd Roberts-Deiz Awards Sponsors

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held on March 6 of this year. [Please see article on page 16.]

Dana Forman has served on the OWLS board since 2006. She co-chaired the transformation committee for four years, and continues to serve on the judicial work group. The transformation committee interviews nominees for OWLS' Workplace Leader Award and makes nomination recommendations to the OWLS board.

The OWLS Board of Directors extends its heartfelt gratitude and appreciation to these five wonderful women for their time, insight, and leadership on the board.

Gloria Trainor is an OWLS board member and a civil litigator at Summer Trainor PC.

Nominations Sought for OWLS Workplace Leader Award

Nomination Deadline Is June 1, 2015

We believe that law as traditionally practiced has included barriers to the advancement of women and minorities and has not always been a friend to those seeking a healthy, balanced life. We seek to encourage and celebrate change that will eliminate those barriers and imbalances, and we expect the profession will be stronger as a result.

While most legal employers agree in concept that such changes are needed, many disagree on how to achieve these goals. How can legal employers help parents of small children avoid losing the momentum in their legal careers to become leaders in the profession? How can part-time or flex-time employment work for both employer and employee? How can legal employers promote effective mentoring relationships? What can they do to attract and retain qualified women and minority lawyers and equip them for leadership? How can they value contributions to the organization that are

not captured by the usual quantification tools, such as billable hours?

We are not looking for an employer to exemplify all of these virtues. Rather, the award will recognize a specific program, policy, or project that is successfully addressing one or more of the concerns outlined above. We particularly want to encourage applications from in-house legal departments, government employers, and employers who are making strides in recruiting and retaining women and minority lawyers and equipping them for leadership.

The Workplace Leader Award recognizes an Oregon legal employer making innovative and effective efforts to promote one or more of the following values:

- A healthy balance between work and personal life
- Acquiring and maintaining a diverse workforce with diverse leadership

- Maximizing opportunities for women and minorities to succeed in the workplace and advance to positions of influence and leadership

The 2015 award recipient will be honored during OWLS' Fall CLE on Friday, October 16, at the Hilton Hotel in Portland.

Nomination Information

Nominations should include: information that will help the award committee evaluate the specific program, policy, or project of the employer; the markers of success for that program, policy, or project; and names of people who can be contacted for further information.

Nominations must be received via email by 5 p.m. Monday, June 1, 2015. Please send them to Val Tomasi, OWLS transformation committee chair, at vtomasi@tsbnwlaw.com.

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

Upcoming OWLS Events

continued from page 3

Medford, Sept. 11–12

**Rothauge & Kaner
Women's Trial Academy**

Rogue Regency Inn & Suites

Contact karie@markowitzherbold for application or information.

Portland, Thurs., Sept. 17, 9 a.m. to noon

Pay Up: Negotiating Your Worth at Work

A Workshop for Lawyers

Location TBD, downtown Portland

Tickets are \$45. RSVP required. Presented by the OWLS leadership committee and the OWLS Foundation.

Portland, Friday, Oct. 16, 1–5 p.m.

OWLS Fall CLE

The Hilton Hotel, Pavilion Room
921 SW Sixth Ave.

Featuring Brigid Schulte, author of *Overwhelmed: Work, Love, and Play When No One Has the Time*, and Pat Gillette, a partner in employment law at Orrick.

The CLE will be followed by the OWLS Fall Reception.

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Portrait of Justice Betty Roberts Unveiled

By Joanna Robinson

As the crowded main floor of the Mark O. Hatfield U.S. Courthouse quieted, Chief U.S. District Judge Ann Aiken ascended the staircase and began the portrait unveiling ceremony in honor of the late Justice Betty Roberts, the first woman to sit on the Oregon Supreme Court. Beside Judge Aiken stood Lynda Lanker, a woman whose hands many are convinced have been touched by the divine. Also standing next to the veiled portrait were Justice Roberts's four children, noticeably moved by the touching nature of the event, which took place on February 13.

As we waited to view the inspired image of a woman who has truly left a trail for others to follow, Judge Aiken recounted parts of Justice Roberts's very long journey and struggle to empower women in Oregon. Earlier, keynote speaker Pamela Karlan gave a rousing exhortation based on the resolve and

determination exemplified in Justice Roberts's memoir, *With Grit and by Grace*.

Then the moment came. All four children held a piece of the velvet cloth that covered the portrait, and slowly lifted it for us to see. What was revealed was a face of joy and possibilities. The delicate and exquisite details of the black and white portrait left many lingering for much longer, I am sure, than any of the organizers had anticipated.

One of the most profound aspects of the portrait was the fact that Justice Roberts was depicted as holding her black robe, instead of wearing it. This, Judge Aiken explained, was a conscious decision made by Lanker, who wanted to convey what we all knew—that Justice Roberts was much more than just a judge, and she will be held in the hearts of many because of that reality.

We raised our glasses and toasted to a life well lived, a woman who gave end-



Joanna Robinson and Judge Julie Frantz (right) at the event on February 13

lessly to the people of the state she loved and served, and the portrait of a genuine heroine who, to echo the state's motto, flew with her own wings.

The portrait will be moved to the Oregon Supreme Court Building, in Salem, this spring.

Joanna Robinson is a contract attorney with Jurva Martin in West Linn.

OWLSNet Holds Events in Salem and Portland

Portland

What are three things that make you unique? What is your passion? Why should people choose you as their counsel? "Brand You" was the topic of the January 29 OWLSNet event in Portland, which featured branding consultant Linda Jeo Zerba, founder of Big Squirrel. Over 100 attendees enjoyed her keynote address followed by networking at the Hotel Monaco. Tonkon Torp generously sponsored the event for a sixth year.

While Big Squirrel's clients are typically larger companies, Linda's ideas also appeal to small and large law firms and sole practitioners. She explained that "you're not selling a product, you're selling an idea," citing Southwest Airlines and IKEA as examples. IKEA's idea, she said, is to "create a better life for the masses" by selling affordable home furnishings with great designs. The adage "if you build it, they will come" is old school, Linda said, and how people live is "fundamentally changing." She explained that today's successful branding helps people to act, adding that businesses need to know who their audience both is and is not.

Linda encouraged audience members to define their purpose, know how and why they are unique, and know who they are, where they are going, and their aspirations.



Top, in Salem: Stephanie Palmblad (left), Emily Feenstra. In Portland (from left): Harshi Waters, Iaysha Smith, Rima Ghandour

Salem

By Erin Dawson

On Wednesday, January 21, mid-Willamette Valley OWLS members joined with other local female professionals to enjoy great food and discussion at Amadeus Restaurant in Salem.

Robin Rose, founder and owner of Robin Rose Training & Consulting, offered

thoughts on keeping our passion amidst the realities of a stressful profession. A national speaker on the science behind stress, Robin explained that we are wired to react to pressure, but we always have the tools at our disposal to respond with our best selves. She provided tips on remaining professional and calm when stress threatens to overwhelm. Leading attendees through effective breathing techniques, Robin discussed how to stop a stress reaction, prevent burnout, and live in difficult moments more mindfully.

Professionals from fields as diverse as banking, real estate, financial planning, sales, and career coaching attended this OWLSNet event to meet and get to know other local professionals. The event was supported by presenting sponsor Country Financial. Stangeland Vineyards and Andina Restaurant donated door prizes for the evening.

Organization for this event was led by Salem OWLSNet members Stephanie Palmblad and Erin Dawson. OWLSNet co-chairs Rima Ghandour and Jenny Eadie and the entire OWLSNet committee provided support and input.

To learn more about Robin's work, visit www.robinrose.com.

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

Judge Frankel's Remarkable Career

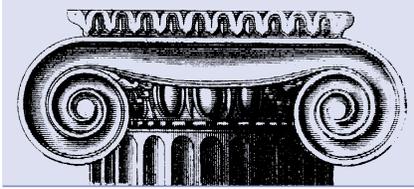
In the late 1970s, Governor Robert W. Straub appointed two extraordinary women to judicial service in Oregon. We're familiar with Betty Roberts's story—her service on the bench began in 1977 when Governor Straub named her the first woman to serve on the Oregon Court of Appeals. Just a year later and right before the 1978 primary elections, Governor Straub appointed former Multnomah County Deputy District Attorney Kimberly C. Frankel to fill the vacancy on the Multnomah County District Court left when Judge Shirley Field was no longer able to serve.

When Judge Frankel was appointed, I was a night law student with a wonderful day job as law clerk to Multnomah County Circuit Judge John C. Beatty, Jr. In Judge Beatty's courtroom, I saw many talented trial lawyers, but only a few women. From my viewpoint, Kim Frankel was the best of those few and the men too.

When learning to be a trial lawyer myself beginning in 1980 and to be a trial judge, since 1992, I've frequently sought Judge Frankel's generous counsel, learned by her consistent example, and admired her singular competence in legal substance and process, not to mention her uncanny ability to navigate the ever-changing challenges facing the litigants and lawyers with whom she worked. As only the eighth woman judge in Oregon's history,¹ Judge Frankel had a remarkable career and inspired me and likely most of the more than one hundred women who have taken on judicial service in Oregon since Judge Frankel began serving in 1978. Because her story may not be familiar, I've chosen this Judges' Forum to share and to celebrate some of it with you.

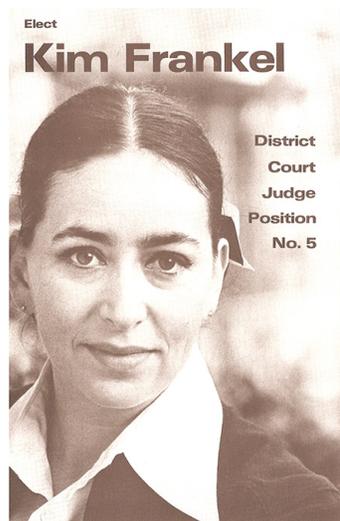
Kimberly (aka "Kathy" or "Kim") Conde Frankel was born February 9, 1945, and grew up in New Jersey directly across from New York City. Kim's father, an ophthalmologist and World War II veteran, met her Australian mother in the late 1930s in Hawaii, where he was stationed and she was living. From her parents' accounts of their first-hand experiences during the Pearl Harbor attacks and from

THE JUDGES' FORUM



By Judge Anna J. Brown
U.S. District Court
District of Oregon

their unfailing generosity to her father's patients in his medical practice at their home, Kim embraced at an early age a



Campaign literature 1978, 1988

committed respect for those in military and other service—a respect that grew throughout her judicial service, especially for fire, police, and other first responders.

Nevertheless, Kim wasn't a happy teenager. In fact, she left high school early, obtained a GED, and was sent by her parents at the ripe age of 16 to attend the University of Oregon, where, while supporting herself through jobs at Meier & Frank and elsewhere, she obtained a B.A. in journalism in record time. Even then commanding a flair for style and drama and with singing talent to boot, Kim traveled after college with the USO (United Service Organization), entertaining the troops at various European military posts until her eventual return to Oregon for law school.

At the U of O, Kim was one of only three women in the entire law school. Upon graduating in 1969, her first legal job was as a law clerk to Judge Virgil Langtry in the inaugural year of the Oregon Court of Appeals, where she was the

only woman lawyer. In 1971, Multnomah County District Attorney Des Connall hired Kim to be a prosecutor and made good on his promise that she would try the same challenging caseloads as the men. Helen Kahlil, who handled appeals, was the only other woman lawyer in the office. Kim quickly learned her craft and earned her reputation as a skilled, quick-witted, fair-minded prosecutor, very useful talents indeed to take to the Multnomah County bench—at just 33 years of age and barely 8 years a lawyer!

Because the judicial position to which she was first appointed was already subject to a multi-candidate contested election, Judge Frankel had no time to waste and hit the campaign trail by bus because she didn't drive. She often attended "candidates' fairs," mostly held at senior citizen centers, where she learned that most voters had never thought about a woman running for a judge's position and where an exchange like the following was typical:

Senior citizen: Why are you here?

Frankel: I'm here for the candidates' fair.

Senior citizen: Are you here for one of the candidates?

Frankel: I am the candidate!

Senior Citizen: Oh, what are you running for?

Frankel: Judge.

Senior Citizen: I thought you had to be a lawyer to be a judge.

Frankel: I AM A LAWYER!

Fortunately for Multnomah County litigants, the bench, bar, and women lawyers in particular, Judge Frankel won that 1978 election and every other one in the ensuing 27 years, until she retired from judicial service as a senior circuit judge in 2005.

Today the majority of Multnomah County judges are women, and a comfortable, collegial environment exists among the men and women judges. But that certainly was not the case when Judge Frankel began her judicial career, when that court had only two other women judges—Jean Lewis and Mercedes Deiz. Although Judge Frankel routinely encountered awkward interactions with members of the bar and some of her male colleagues (who at best didn't understand

Continued on page 8

When Justice Sonia Sotomayor visited Portland in March 2014, Silvia Tanner was one of the few law students brave enough to ask her a question. Judge Anna J. Brown was able to arrange for Justice Sotomayor to autograph and personalize a photo of the occasion for Silvia. Judge Brown

Photo: Andy Marion



Judge Anna Brown and Silvia Tanner

surprised her with it at the Betty Roberts Speaker Series event held on February 2 at Lewis & Clark Law School.



Photo: Keene Studio

Judge Elizabeth L. Perris

Judge Elizabeth L. Perris retired in January from the U. S. Bankruptcy Court for the District of Oregon, after serving as a judge for 31 years. The OSB Debtor-Creditor Section hosted her retirement party on Feb. 20 at the Multnomah Athletic Club in Portland, where 250 guests gathered to celebrate her distinguished career. Judge Perris received OWLS' Justice Betty Roberts Award in 2014.

Judge Kimberly C. Frankel



Judge Kimberly C. Frankel

what to make of her), it seemed expected that she was to be the one to deal with such situations and then to move on.

For example, there was the time she was summoned to see Presiding Judge Donald H. Londer, whose outer office was full of attorneys, male and female, waiting for conferences with him. As Frankel walked past the lawyers, Londer appeared at his door, scanned the room, and addressed her by saying, "Hi, Cookie." When the attorneys visibly braced for what they thought might be an explosive reaction, Judge Frankel realized she needed to respond in a way that affirmed her status but respectfully defused the tension. In classic Frankel style, she smiled and said, "That's Judge Cookie to you," and that strained moment passed with lessons learned by all.

It wasn't only her male colleagues who found her unusual. When Judge Frankel would make a telephone call—say to a partner in a local law firm—the following exchange was common:

Frankel: Hello, this is Judge Frankel calling. May I please speak with

Mr. Smith?

Assistant: I'm sorry, Mr. Smith is with a client. May I take a message?

Frankel: Yes. This is Judge Frankel and the number is [phone number].

Assistant: Who's calling for Judge Frankel?

Frankel: I AM Judge Frankel [sigh].

Over her decades of judicial service, Judge Frankel demonstrated the gold standard for excellence in the courtroom. Jurors praised the clarity of her instructions and the decent consideration she always extended to them. Lawyers knew to be prepared, but when they weren't, they also knew she would helpfully and correctly articulate the controlling case, explain the applicable standards so that everyone understood, and then calmly and thoroughly state her analysis, findings-of-fact, and conclusions-of-law with only her longhand notes as a guide.

Both criminal defendants and their victims especially trusted her, which is why she successfully conducted so many difficult settlement conferences in death penalty and other violent felony cases. And although she often worried that the civil bar spent too much time and too many resources on their cases ("Why they call it 'civil' is sometimes beyond me."), civil litigators always welcomed a chance to try a case in Judge Frankel's courtroom.

So there you have some of the amazing story of Judge Kimberly C. Frankel, "Number 8" on an ever-growing list of 128 Oregon women judges who have served in our state and federal courts. Volunteers from Oregon Women Lawyers and the U.S. District Court of Oregon Historical Society continue to work to

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collect the histories of each of these women judges for an "Oregon Women Judges" website to celebrate their service and successes and to help advance other Oregon women in judicial service. Please stay tuned!

Endnote

1. The seven Oregon women preceding Judge Kimberly C. Frankel in judicial service are Mary Jane Spurlin (appointed to Multnomah County District Court in 1926 by Governor Walter M. Pierce); Jean L. Lewis (appointed to Multnomah County Circuit Court in 1961 by Governor Mark O. Hatfield); Mercedes Deiz (appointed to Multnomah County District Court in 1969 by Governor Tom McCall); Helen J. Frye (appointed to Lane County Circuit Court in 1971 by Governor McCall); Jena V. Schlegel (appointed to Marion County Circuit Court in 1972 by Governor McCall); Shirley Field (appointed to Multnomah County District Court in 1972 by Governor McCall); and Betty Roberts (appointed to Oregon Court of Appeals in 1977 by Governor Robert W. Straub).

Judge Anna J. Brown serves on the United States District Court for the District of Oregon. She became "Number 30" on the list of Oregon women judges in February 1992, when Governor Barbara Roberts appointed her to the Multnomah County District Court. In July 1994, Governor Roberts appointed her to the Multnomah County Circuit Court. In October 1999, President William J. Clinton appointed Judge Brown to the U.S. District Court for Oregon, where she joined Judges Helen J. Frye ("Number 4") and Ann L. Aiken ("Number 21") as the third woman to serve as a district judge on that court.

Meet Judge Beth A. Allen, Multnomah County Circuit Court

By Shaun Morgan

Multnomah County Family and Juvenile Judge Beth A. Allen's advice for new women lawyers "is to stand up, put your shoulders back, and don't allow the fear of failure prevent you from doing what it is that brings you bliss." Judge Allen's advice is a testament to her own background as a pioneer in both the legal field and the lesbian, gay, bisexual, and transgender (LGBT) community.

Judge Allen did not grow up wanting to be a lawyer. She describes herself as "late to the law." While in high school, she attended a mock Democratic Convention in Canby, at which a person in attendance criticized gay citizens. Although not out at the time, even to herself, Judge Allen felt hatred coming from this individual toward herself and the gay community. This jarring incident ultimately inspired her to become an activist for gay rights, but at the time she had no idea how one would "join" that cause, as she knew of no organizations in support of gay rights. Following graduation, she held a series of minimum wage jobs, uncertain how to make her dream of being an activist college student a reality.

She enlisted in the United States Army in 1983 and served for three years. Judge Allen had come out as a lesbian before joining the Army, and although she appreciated the Army's meritocratic environment, she opted not to reenlist so she would not have to live "carefully out."

From there, although the promise of help from the GI Bill did not come through, Judge Allen attended Mt. Hood Community College and then Portland State University. During this time, Judge Allen found an outlet for her desire to be an LGBT activist by working with organizations dedicated to opposing several anti-gay ballot measures. It was while walking in neighborhoods, urging citizens not to vote her rights away, that Judge Allen decided to become a lawyer.

Judge Allen earned her law degree from Willamette University College of Law in 1996, helping found that school's first LGBT student group. Upon graduation, she clerked for Chief Judge of the Oregon Court of Appeals Mary Deits. She credits Judge Deits for teaching her to write well and to be a good listener.

After her clerkship, Judge Allen worked

for two large Portland-area firms, where, she says, she had the benefit of working for wonderful and supportive partners who allowed her to remain a strong voice in the advocacy community and to dedicate her pro bono time to gay rights causes.

In 2006, as she and her now-wife were preparing to have their first child, Judge Allen realized that she would need more flexibility as parent, and therefore she started her own estate planning and family law practice. Her firm focused on issues unique to the LGBT community, including the development of partner agreements and inexpensive second-parent adoptions. Her work was groundbreaking, as contemporary law did not offer adequate protection for LGBT families, and no law firm existed in the Northwest to focus on the unique day-to-day legal issues LGBT people faced.

Judge Allen was appointed to the Multnomah County Circuit Court in December 2013 and was subsequently elected in spring 2014. In addition to serving on the court's family and juvenile law bench, Judge Allen works on its veterans' docket, which offers veterans who commit nonviolent offenses rehabilitative alternatives to incarceration.

In her spare time, Judge Allen enjoys spending time with her wife, a psychology professor at Portland State University, and their two sons. Her family accompanied her on a recent trip to Washington DC, where she represented the court at an Office of Juvenile Justice and Delinquency Prevention conference, in a presentation on the experience of gay juveniles in the court system. After watching oral arguments, her sons insisted that she be photographed in front of the United States Supreme Court in her robe.

In addition to Judge Deits, Judge Allen considers her own mother and Justice Virginia Linder the most influential people in her life. She describes her mother as very smart and supportive. Justice Linder taught her that being gay was not an impediment to success in the law.

Judge Allen has observed a noticeable shift in the way the LGBT community is perceived since she first began her many years of activism. She attributes this change to the people who came out at a time when being gay meant living



Judge Beth A. Allen

with the fear of being attacked or being perceived as a deviant. Mostly gone now are the stereotypes of gays as pedophiles, and the parents of her children's friends do not hesitate to leave their children at her house. Judge Allen's work as a lawyer, activist, and judge demonstrates her own pivotal role in bringing about this fundamental change.

Shaun Morgan works as a civil defense attorney at Rizzo, Mattingly, Bosworth in Portland.



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Lane County Women Lawyers, Law Students Host Event

By Megan Salsbury-Thayer and Debra Velure



At the event, from left: Hon. Martha Walters, Ali Hilsher, Nancy Olson, Megan Salsbury-Thayer, Sheryl Balthrop (speaker), Hon. Mustafa Kasubhai, Hon. Josephine Mooney, Hon. Charles Zennaché, Hon. Lauren Holland, Debra Velure, Mary Savage

On February 6, Lane County Women Lawyers and the University of Oregon Women's Law Forum hosted a joint event to kick off their Work-Life Balance Annual Series. The program featured Eugene attorney-blogger Sheryl Balthrop of Gaydos, Churnside & Balthrop. Her lunch presentation, held in Eugene at the Inn at the 5th, addressed the topic "What Advice Would I Give to My Law Student Self?"

The 48 attendees consisted of an equal number of attorneys and law students. The program began with an interactive discussion at each table led by Oregon Supreme Court Justice Martha Walters

and several members of the Lane County Circuit Court: Hon. Lauren Holland, Hon. Suzanne Chanti, Hon. Charles Zennaché, Hon. Mustafa Kasubhai, and Hon. Josephine Mooney. At the end of the discussion, each table selected a representative to share their ideas with the group. Sheryl concluded the program by presenting her "Top Ten List" on the program topic. Her blog with additional information can be found at www.simplelifereboot.com.

Planning has begun for next year's joint Lane County Women Lawyers and Women's Law Forum event, which will be scheduled for January or February 2016. The topic is expected to be "Getting

What You Are Worth," presented in a panel format.

Megan Salsbury-Thayer, in-house counsel for Professional Credit Services, and **Debra Velure**, trial attorney with Farmers Insurance, serve on the steering committee of Lane County Women Lawyers.

To watch Sheryl Balthrop's talk on OWLS' YouTube channel, [click here.](#)

Clackamas Women Lawyers Activities

By Linda Thompson

Clackamas Women Lawyers (CWLS) hosted *New York Times* best-selling author Whitney Otto for its sixth Evening with an Author event, on February 18. About 35 CWLS members and their guests gathered at the Oswego Lake Country Club to hear from Otto, who discussed the women and photos who inspired her book *Eight Girls Taking Pictures*. The legal issues that Otto ran into while writing fiction that was loosely based on real people and events spurred a lively discussion among attendees. After her presentation, Otto mingled with guests and signed copies of her books. The event was a great success!

CWLS also hosted a theatre outing on Thursday, March 5, to see *The God Game*. Shaking-the-Tree Theatre's production of this award-winning play, written by Suzanne Bradbeer and directed by Brandon Woolley, was wonderfully well executed. Centered around three hot-button topics, politics, religion, and gay rights, this modern script introduced our members to three complex Repub-

lican characters who have known each other for years but have very different opinions and beliefs. The cast comprised the senator, played by Leif Norby (CWLS member Judge Susie Norby's husband); the senator's wife, played by Laura Faye Smith; and the campaign manager, played by Kelsey Tyler. Our members will be talking about the complexities of these characters and the thought-provoking issues they raised for some time to come.

CWLS Wine Tour on April 18

Join Clackamas Women Lawyers for our annual wine tasting tour on Saturday, April 18. Your \$50 ticket covers tasting fees and transportation to three local vineyards in the Willamette Valley. The tour starts at 9:45 a.m. and concludes at 4:45 p.m. Please RSVP by April 13 to ericka@boutinlawfirm.us to reserve your spot!

Linda Thompson is the co-secretary for CWLS and works at the Clackamas County Circuit Court as the judicial clerk for Judge Thomas J. Rastetter.



At the Feb. 18 event, from left: Top: Tom Kranovich, Judge Susie Norby, Rod Boutin; Middle: Jennifer Dalglish, Chanpone Sinlapasai; Bottom: KC Huizinga, April Schopmann, Jenny Eadie, Ruth Pekelder, Michelle-Shari Kruss

Photos: Rod Boutin

Lost Generation OWLS Members Take Low-Paying Jobs Outside the Legal Profession

By Megan Lemire and Eileen Sterlock

When the law school bubble burst, recent graduates struggled to navigate the changed landscape of the legal market, with few attorney positions available and the stark reality that having a juris doctor (JD) actually impedes other job prospects. This installment of our “Lost Generation” series explores the experiences of OWLS members who held non-legal positions as a last resort after attending law school during the Great Recession. (Their names have been changed to protect anonymity.) Alicia went back to the lifeguarding job she had held during high school. Nicole found a gig as a housekeeper. Kiara earned minimum wage working in retail. Without the attorney position they’d each planned to secure after law school, these courageous women managed to persevere and have even gleaned positive aspects from the difficult experiences they have endured.

Alicia Returned to Work as a Lifeguard

Alicia came to law school determined to practice in the field of her passion, environmental law. During law school she worked with the Army Corps of Engineers; she also had a work-study position with a legal clinic, an unpaid internship with a public defender’s office, and an internship with the Oregon Department of Justice. She thought she was in a good position to find a job after graduation, but the market did not cooperate.

Alicia’s job search included informational interviews and 40–50 direct applications, but none landed her an attorney position. She was fortunate, however, to find an unpaid externship with an Oregon state court after passing the bar exam—a position usually held by law students. Alicia moved back in with her parents, who helped with her expenses. Needing money to pay for her commute to her externship while she continued her job search, Alicia returned to her old high school job as lifeguard at a community pool. She worked 20 hours per week as a lifeguard, making \$13–\$15 per hour, while she worked for free as an extern, for a year and a half.

Although she made the best of a dismal job market, returning to work as a lifeguard after being admitted as an attorney took a serious emotional toll

on Alicia. She says she didn’t feel “like a grown up” who was in a position to counsel clients on legal matters. “I feel like I haven’t succeeded in life enough to tell people what they should do as far as drafting their wills and trusts.”

Alicia was eventually able to find an attorney position in a rural county. But she had to move to take the job, and she had to give up her dream of practicing environmental law. “I was pursuing a job that I wanted to provide all the fulfillment in my life,” she says. Having to settle for the job she could get, rather than chasing her passion, forced Alicia to find a balance, and as she says, to be comfortable with settling. But giving up her goals came with a cost—“It feels like a little piece of me died.” Although she’s making a decent salary now, her student loan payments are \$1,000 per month, so she still needs financial help from her parents. “When your parents start talking about wanting to mortgage their house so you can get a lower interest rate on your loans, it’s heartbreaking.”

Despite the hardships, Alicia says she wouldn’t change her decision to go to law school. But it has taken her six years to come to terms with everything she’s sacrificed to be an attorney.

Nicole Cleaned Houses

Nicole had a career working in accounting for six years before attending law school. During law school she worked as a research assistant for one of her professors; she also worked as a law clerk and a legal assistant at a firm, and had an externship with a nonprofit legal clinic. After passing the bar, Nicole searched for an attorney position for several months, submitting direct applications and going on informational interviews. She interviewed for legal assistant and paralegal positions, but was turned down. Her law school tried to help Nicole in her job search, but Nicole says that seemed somewhat self-interested on the school’s part, an attempt to get its graduate employment numbers up.

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Lost Generation OWLS Members

Nicole started applying for non-legal jobs because she felt she had exhausted all her options. She was turned down for jobs at Fred Meyer and Starbucks before finally landing a job that didn't require her to disclose her educational background on the application—a housekeeper for a vacation-rental management company.

Nicole worked as a housekeeper full-time for \$10 per hour for three months. She didn't tell her co-workers that she was an attorney; most of them hadn't graduated from high school. Nicole says that she was embarrassed that with all of her education she had to work as a housekeeper, and that it was kind of humiliating. Thankfully, her husband was working, and although their financial situation was difficult, they were not destitute. Nicole says the emotional struggle was the worst part, and that period was not the happiest of times.

Fortunately, Nicole was able to land an attorney position working in the field of her choice, but it was in a different city from where she was living with her husband and their two children. Because it had been so difficult for Nicole to find a job and her husband was not able to leave his, they decided that she would move with their children and her husband would stay behind to continue at his job. For a year and a half, Nicole was essentially a single parent during the week, and her husband would visit them on weekends.

Now that her family is living together again, Nicole says that the hardships she went through make her grateful every day for the job that she has. The humiliation of working as a housekeeper after being admitted to the bar is wearing off. Nicole sees that difficult period as having a positive effect on her career because she ultimately landed a job that she is

happy with, rather than having settled for something that wasn't a good fit. She acknowledges that she is able to have this perspective because that time was short-lived.

Nicole says that she would not have gone to law school if she had known she would end up working as a housekeeper after graduation. She doesn't recommend that others attend law school, at least not until the job market improves or law school becomes less expensive.

Kiara Sold Apparel

After law school, Kiara scrambled for paying work and applied for legal and non-legal positions. After numerous rejections on both fronts, she found one retailer that was desperate for seasonal help, from whom she accepted a sales position that paid minimum wage with no benefits. While Kiara was working retail, she and her partner couldn't make ends meet, even with his income covering their frugal living expenses. She depleted her savings and effectively drained the retirement fund she had from her corporate job before law school. She had to defer her \$116,000 in student loans during this time—with interest continuing to accrue. If she could have discharged her loans in bankruptcy, she would have tried.

In addition to the financial toll, Kiara suffered emotionally during this time. "It was one of the most humbling and depressing experiences I've ever had," she says. She found some positive ways to distract herself, yet struggled with intense disappointment and doubt. While working retail, she continued to pump out applications for legal positions. Always motivated and a high achiever, she could not understand why none of those applications led to an associate position. When she landed interviews, potential employers seemed to view

her need to work at a non-legal job to make ends meet as detracting from her qualifications.

Fortunately, Kiara's time in retail was not permanent. She found a volunteer opportunity in public interest work on the side. After volunteering for the better part of a year, that work led to a paid position. She eventually secured an associate position and currently makes \$35,000 per year—the same salary she made at the corporate job she had before law school. Kiara notes that having a minimum-wage job reduced her negotiating power, which will affect her salary trajectory for the remainder of her career.

In addition, although she would like to buy a house and have a child, she doubts that either dream is achievable, due to her finances. Though money was not her motivation for obtaining a JD, she thought she would earn enough to at least repay her student loans. She worries that she won't be able to pay the tax obligation she'll incur when her loans are forgiven, as she will likely remain on an income-based repayment plan.

When potential law school applicants ask Kiara for advice, she candidly explains how challenging the legal market is. Despite the fulfillment she derives from doing meaningful work, she would not make the same decision to attend law school if she had the chance.

The experiences of these OWLS members illustrate the extent to which the legal market imploded for recent graduates during the Great Recession. As frustrating or disheartening as their job prospects seem, however, members of the "lost generation" have relentlessly explored all avenues to secure an attorney position—even if that means cleaning houses or earning minimum wage.

Megan Lemire, at Lemire & Hirano in Portland, focuses on employment and civil rights law. Eileen Sterlock practices immigration law in Portland.

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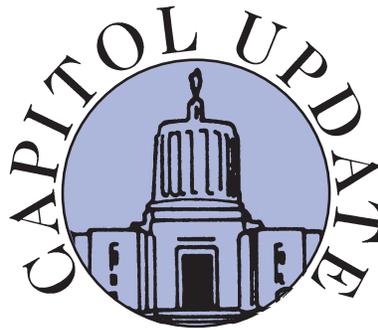
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503.841.5758 or linda@oregonwomenlawyers.org.

Oregon has a new governor—Kate Brown—and a newly empowered Democratic majority. Oregon's November 2014 election results gave the Democrats a 35–25 edge in the House and an 18–12 majority in the Senate. The election results have energized the majority and added momentum to significant policy bills moving through the process at lightning speed.

The legislature held organizational days in mid-January, and hundreds of bills drafted by various interest groups were introduced.

The 2015 legislative session began on February 2, but the first month was used to take care of “unfinished” business from the 2013 and 2014 legislative sessions. The first day of the 2015 session opened with hearings on HB 2700, the bill that directs class-action residuals to low-income legal services. That topic, the low-carbon fuel standard, and motor voter registration were all issues from previous sessions that were addressed in February. Some insurance reforms were also enacted to help consumers.

March was considered the beginning of the “regular” session. Now the legislature has moved on to regular session issues that were the subject of the campaign cycle, including gun control and the state-local economic development partnership known as Gain Share. The tone



By Susan Evans Grabe

OSB Day at the Capitol on May 5

On May 5, OSB members will meet at the Capitol to share their thoughts about justice system issues with senators and representatives. There will be a program at noon with remarks by Chief Justice Balmer. Lunch will be provided for those who RSVP. For more information, go to http://osbpublicaffairs.homestead.com/files/SAVE_THE_DATE.pdf.

and pace have been set, and deadlines to schedule hearings on policy issues and all other bills are looming in mid-to-late April. Next up are the larger legislative policy issues, including paid sick leave, increasing the minimum wage, and a transportation package, which would require a potential tax increase.

On February 18, in the midst of the frantic rush to complete unfinished business, Oregon's secretary of state, Kate Brown, became the 38th governor of Oregon after John Kitzhaber resigned. A lawyer who practiced family and juvenile law, Governor Brown was a founding member of Oregon Women Lawyers. We are proud to call her one of our own. She has a daunting task ahead of her to right the business of state and overhaul the ethics and public records laws to restore the public's faith in government. She is up to the task and has already signaled her intent to get down to business.

Most of the major state agencies and the judicial branch have had their initial budget hearings and will move into round two at the end of April. In his presentation before the Public Safety Subcommittee of the Ways and Means Committee, Chief Justice Thomas Balmer emphasized the importance of keeping the courts open every day; support for eFiling and ongoing training, as well as the development of consistent court practices statewide; support for courthouse replacement projects (Multnomah, Jefferson, Lane, and Tillamook); increased

judicial compensation; new judicial positions in Marion, Multnomah, and Washington Counties; and faster turnaround on judgments.

An important topic for Multnomah County's lawyers is the partial state funding for a new courthouse to replace the current building. Multnomah County Presiding Judge Nan Waller expects the new courthouse to open in 2020. Bonding authority for court facilities will be addressed by the Capitol Construction Subcommittee of Ways and Means.

One challenge going forward this session is the likelihood that the personal kicker will “kick.” This means that when tax revenues exceed 2% of budgeted revenues, the state must refund money to taxpayers. If revenue increases trigger the “kicker,” then the legislative conversation will turn to budget cuts and/or tax increases to meet current needs. Another unknown that could affect the budget is what the court will do on the PERS appeal. The next revenue forecast is scheduled for mid-May, and we will have to wait and see.

Most of the bar's legislative package has made it through the first chamber, with a few exceptions. For details, please see http://osbpublicaffairs.homestead.com/files/ci_150330.pdf.

Susan Evans Grabe is the public affairs director at the Oregon State Bar.

Mandatory eFiling

Mandatory eFiling began taking effect on December 1, 2014, starting in the 11 counties that had implemented Oregon eCourt and OJD File & Serve (Yamhill, Crook, Jefferson, Linn, Jackson, Clatsop, Columbia, Tillamook, Benton, Polk, and Multnomah). Please see the Oregon Judicial Department's webpage for more information: <http://courts.oregon.gov/oregonecourt/Pages/index.aspx>.

The next courts that “go live” with eCourt will be subject to mandatory eFiling 60 business days after the go-live date. Statewide implementation of eCourt should be completed by summer 2016.

Bills of Interest

- HB 2221: Power of attorney
- HB 2224: Elder abuse—clarifies wrongful taking under mandatory reporting obligation
- HB 2700: *Cy pres* (class action)
- HB 2900: Bail bonds
- HB 3525: Notario fraud
- HJR 15: Selection of judges
- SB 193: Advanced directives
- SB 274/HB 2252: Regulation of attorneys as debt buyers
- SB 365: Grand jury recordings
- SB 373: Only one motion to disqualify judge in rural judicial districts
- SB 375: Declaration as alternative to affidavit
- SB 384/HB 2345: Court reporters in aggravated murder cases

OWLS Member Shannon Beutel: Modern Visionary

By Banafsheh Violet Nazari

In 2011 a young leader emerged through the dust and rubble of the economic recession. Like many young lawyers, OWLS member Shannon Beutel had launched her legal career as a solo practitioner in 2009, in arguably the worst legal market in decades. As a young attorney fresh out of law school, Shannon sought resources to guide her in her venture as an entrepreneur. To her surprise, none of the existing bar organizations offered the type of support she felt she needed as an attorney launching her own business.

Most bar organizations typically offer CLEs for substantive knowledge and networking opportunities. While CLEs are valuable, Shannon recognized that young legal entrepreneurs needed something more. The traditional “top down” model of most bar organizations and CLEs, she says, does little to foster open and honest communication. When she inquired if any existing organizations were interested in developing a resource responsive to the unmet needs of new attorneys hanging out a shingle, she quickly learned that, despite their enthusiasm, none had the flexibility to do so.

Determined to fill that gap, Shannon drew from her experience with results-based management and created Lending Each Other Success (LEOS) in late 2011. LEOS offers a fun and safe meeting space for entrepreneurs (especially legal entrepreneurs) to meet, learn, question, share ideas (both rough and polished), and walk away feeling supported and energized.

A group of LEOS members meets monthly for about 18 months; LEOS is currently in its third round of members. Each meeting is structured

for maximum business success, and Shannon facilitates the meetings.

After earning her law degree from Lewis & Clark in 2009, Shannon worked as a sole practitioner for 18 months and then worked for three years as a judicial clerk for Judge Cheryl Albrecht of the Multnomah County Circuit Court. Shannon continues to clerk for a living; LEOS is her start-up business and second job. She says her next move will be into a finance position.

It is the individual entrepreneur, Shannon explains, who is at the heart of a solo practice or small business. To grow a successful business, she says, that individual must grow as a businessperson. Shannon believes that individuals experience growth through friendly interactions that allow them to laugh, talk openly, and take in constructive criticism that will help them shape the changes they want to make. Solid business relationships require other people—who can listen, share, process, and give constructive



Shannon Beutel

feedback. Shannon calls them “critical friends.” A healthy, happy, egalitarian, trusting environment can create critical friends, and that’s what LEOS offers.

The goal of LEOS has always been more than simply discussing the best deal on business cards or how to set up the business’s books. While LEOS meetings do address the practical aspects of running a business, the core of LEOS is the genuine connection among its members, which simply cannot be accomplished at a CLE or a one-time workshop.

LEOS’s success is based in large part on its accessibility, genuineness, and departure from the traditional top-down approach to providing legal resources and support. With the emergence of so many new solos and small firms, there is an increasing need for new ways to provide resources and support for these new attorneys. Shannon, through LEOS, is at the forefront of addressing this need in a responsive and innovative way. She has already expanded LEOS beyond the legal community to entrepreneurs in other fields.

Membership in LEOS does not require an application. To participate, you simply need to be willing to open yourself up to constructive criticism and provide support and constructive criticism for other members who are doing the same. For more information, visit www.leos.us.

Banafsheh Violet Nazari, at Nazari Law, represents employees in unemployment benefits, wage theft, and workplace discrimination.

Join Our Family Law Mentoring Circle

The 2014–2015 Family Law Mentoring Circle co-sponsored by OWLS and Gevurtz Menashe will hold its final two monthly meetings on May 7 and June 4 at Gevurtz Menashe in Portland from noon to 1 p.m. This 10-session substantive program is designed to help the new lawyer entering a practice in family law and the experienced lawyer making a practice-area change into family law both succeed. CLE credits are applied for at no cost to participants. Registration is free. To register, please contact Patty Arjun at arjunp@bennetthartman.com.



Meet OWLS' Secretary, Angela Franco Lucero

By Rachele Selvig

Angela Franco Lucero serves as OWLS' secretary and will become our new treasurer this May. She has served on the OWLS board for three years and the executive committee for two years. Angela practices civil insurance defense with Kranovich & Lucero, where she partners with Tom Kranovich, who served as president of the Oregon State Bar last year. Angela serves on the board of Oregon's Hispanic Bar Association, was a founding member of Clackamas Women Lawyers, has been a member of the Oregon Minority Lawyers Association since law school, and served as a mentor for minority law students at Lewis & Clark every year from 2004 through 2014.

Born into a matriarchal family in Las Cruces, New Mexico, Angela describes the females she grew up with as strong-willed and determined. In fact, her 84-year-old grandmother still runs the historic Palacio Bar in Mesilla, New Mexico, featured as a "bucket list bar" in print and on YouTube. From a young age, Angela was encouraged to pursue her passion to become a lawyer and to be self-reliant. She was the first in her immediate family to go to college. Many family members have since followed her lead and gone back to school to attain their degrees.

Angela remembers always wanting to be a trial attorney growing up and gearing her studies in that direction. She double majored in Spanish and criminal justice at New Mexico State University,

anticipating practicing criminal law. As a student at Lewis & Clark Law School, she clerked for the legal department of SAFECO insurance company, assisting with insurance defense and coverage issues. There she met Tom Kranovich, then the managing attorney for SAFECO's legal department. Upon leaving SAFECO, Tom hired Angela as an associate the year she became a member of the Oregon State Bar. Angela and Tom have worked together since and became partners in January 2009.

As a trial attorney, Angela thrives on the fast pace and variety of her practice. She averages three to four trials per year and spends much of her practice in depositions, mediations, and arbitrations. As one of only a few Spanish-speaking insurance defense attorneys, she handles cases all over the state. Approximately 50% of her caseload involves Spanish-speaking litigants.

Congratulations are in order for Angela and her husband, Leroy Lucero, whose first child, a daughter, was born on March 16. True to her nature, Angela is not intimidated by the prospect of juggling work and a growing family. Angela views her marriage as a true 50/50 partnership in which she and Leroy take turns carrying the larger burdens of daily life. As a civil engineer, Leroy also enjoys a fast-paced job with lots of travel, but he has the benefit of working from home and being able to manage his time away.

Angela's partnership with Tom Kranovich is also one of mutual support. Angela assisted with Tom's caseload during his tenure as the OSB



Angela Franco Lucero

president, and now that he has served his term, he will assist with Angela's caseload while she takes two months off after her daughter's birth.

Angela is committed to encouraging diversity in the bar. As a longtime mentor of minority students, she encourages law students and new attorneys to make as many local connections as possible in the area of law in which they are interested. Angela explains that minority students tend to move out of Oregon after law school, and she believes that connections in the community encourage minority lawyers to stay here. Angela says that one of OWLS' strengths is that it encourages participation by and support of both minorities and women, which benefits the entire bar.

Thank you, Angela, for your service to OWLS.

Rachele Selvig is an associate at Cauble & Cauble in Grants Pass.

Mary Leonard Law Society Hosts Panel on Title IX

By Kimberly Davis

On November 10, 2014, the Mary Leonard Law Society, which is the Salem chapter of OWLS, hosted a lunch-hour panel discussion on Title IX of the Education Amendments of 1972, the federal law banning discrimination and harassment on the basis of sex in education. The panelists were Karin Moscon, Title IX coordinator at the Oregon Department of Education; Kelly Noor, a partner at Garrett Hemann Robertson; Ben Becker, an attorney with the Oregon School Boards Association; and Cynthia Stinson, director of educational equity assurance and deputy Title IX coordinator at Willamette University. The panelists discussed their experiences working with Title IX, what they see as the emerging issues in the field, and some of the major

changes made in response to a spring 2014 letter from the U.S. Department of Education's Office for Civil Rights concerning Title IX and sexual violence.

Karin Moscon explained that she visits schools and community colleges to verify compliance with the law, provides training to schools, and conducts investigations for the Oregon Department of Education. Kelly Noor represents school boards and districts both proactively and reactively. Ben Becker gives general advice to school districts, conducts trainings, and is general counsel for Title IX audits. At Willamette University, Cynthia Stinson is the primary investigator of student complaints and conducts the on-campus training of staff and faculty.

In general, the panelists said that

schools should maintain a "no wrong door" policy. This means that when someone makes a complaint, whoever is approached should be aware of the Title IX complaint-resolution process and know who is responsible for following up on that complaint. Furthermore, when investigating claims, schools should focus on the *impact* of the complained-of action, not the *intention* of that action. Lastly, while schools are used as its vehicle, Title IX is actually addressing the much-larger community issues of sex discrimination, harassment, and violence. Therefore, schools should also reach out to experts in the community to help address the underlying issues.

Kimberly Davis is a second-year law student at Willamette University.

Courting Justice: South Africa's Women Jurists

By Mary Anne Anderson

The Constitution of the Republic of South Africa took effect on February 4, 1997, and mandates that those making judicial appointments consider the "need for the judiciary to reflect broadly the racial and gender composition of South Africa." S. Afr. Const., Sec. 174. On March 6, 2015, the Multnomah Bar Association and Oregon Women Lawyers presented the documentary film *Courting Justice*, by Ruth B. Cowan, which chronicles the experiences and insights of seven women judges in post-apartheid South Africa. Their reflections in turn sadden and inspire hope, for they bring to mind the country's long history of human rights violations but also offer a glimpse of promise through the personal narratives of the strong women who have taken on the heavy mantle of responsibility for filling the sometimes lonely and always demanding role of being among the country's first female jurists.

The moderator of the presentation, Multnomah County Circuit Court Judge Youlee You, provided critical contextual information, including key dates concerning apartheid, an outline of South Africa's judicial system and judicial appointment process, demographic information both on the country as a whole and on South Africa's legal community, and additional biographical information on each of the featured judges.

Throughout the film, it is evident that these judges are keenly aware of the importance of their roles and the sacrifice that their appointments require of them.

Judicial appointments have meant long hours—or in one case, two years—away from family to perform the job. Despite the sacrifices, these women are united in their belief that their presence on South Africa's highest courts is of utmost importance. Their insights uniformly reflect recognition of the magnitude of their roles, their hope that more women will join the legal profession, and their understanding that their presence on the bench is of great importance both in shaping the laws of their democracy and in reflecting the diversity of the country to the individuals who appear before them.

The film shows the judges in varied settings, including in their homes and hometowns, at speaking engagements, and on the bench. Several times, the film pans to images of the judges preparing to go into court, carefully donning their robes and obviously aware of the important symbolism in that gesture. In the words of High Court Judge Pat Goliath: "Once I wear that robe, everything changes. Once you are robed, and they are robed, we are equals in the full sense of the word, and I am no longer a wife, or a mother, or a woman; but now I am a judge and I am 100% equal to my male counterparts."

Further information on the film is available at www.courtingjustice.com.

Mary Anne Anderson, a founding OWLS member, is a staff attorney at the U.S. District Court in Portland.



The Marion County Family Law Advisory Committee hosted the 2015 High Conflict Symposium on January 9 at Willamette University College of Law. The Mary Leonard Law Society, the Marion County Bar Association, and Willamette University co-hosted the event, which featured daylong CLE programming by Bill Eddy. A lawyer, therapist, and mediator, Bill is an international expert on managing disputes involving personality disorders and high conflict personalities. OWLS members and local dispute resolution professionals attended the event. Pictured above at the event, from left: Bill Eddy, Angelica Vega, and Lisa Mayfield.

Women's Wellness Retreat for Lawyers April 24–25

This year's retreat takes place from 1 p.m. Friday, April 24, to 3:15 p.m. Saturday, April 25, at the Resort at the Mountain in Welches. The theme is "Building Personal & Professional Relationships," with an emphasis on compassion for ourselves and others.

Judge Jean K. Maurer of Multnomah County Circuit Court will lead a discussion on how to develop healthy professional relationships through civility. The other topics are the Neuroscience of Connection, Self-Compassion: Practical Techniques for Lawyers, and Nurturing Our Relationships. The weekend is designed to help you relax, focus on yourself, and foster your relationships with other women lawyers.

The retreat, sponsored by OWLS and the Oregon Attorney Assistance Program, qualifies for one Ethics and two Personal Management Assistance MCLE credits. The registration form is here. Return it and the \$90 registration fee (which covers meals) to the OAAP by **April 20**. Reserve your room at the resort by clicking here or calling 503.622.3401.

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OWLS Co-sponsors CLE on Discrimination Against Women

By Teresa Statler

On January 20, OWLS, in conjunction with the Oregon State Bar's International Law Section, sponsored a free CLE in Portland titled "Legal Perspectives on Eliminating Discrimination Against Women." **Judy Henry**, on behalf of the International Action Network for Gender Equality & Law (IANGEL), moderated the CLE, which included three other presenters. IANGEL is a network of volunteer lawyers, law firms, and bar organizations helping individuals and organizations fight gender bias and the oppression of women and girls.

The foundation for the CLE was the International Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). President Carter signed the CEDAW on behalf of the United States in 1980. It has yet to be ratified by Congress. Attendees heard about the national campaign ("Cities for CEDAW") to get 100 cities across the country to adopt the CEDAW's principles as part of their municipal laws. The idea is that with 100 cities having passed ordinances like the CEDAW or in support of it, the U.S. Senate will be freed from various political considerations that have, to date, prevented it from ratifying the treaty. The city of Portland adopted the CEDAW's principles in 2001.

Chris Helmer, a partner at Miller Nash Graham & Dunn, discussed the CEDAW's subject matter and current status. She explained that the CEDAW is a broadly worded document that addresses many forms of discrimination against women, including gender stereotypes, sex trafficking and prostitution, restrictions on the right to vote, and the loss of nationality based on marriage. The CEDAW also decriminalizes prostitution and seeks to improve women's education, employment, access to health care, and social and economic rights in signatory countries.

The CEDAW took effect as an international treaty on September 3, 1981, after the 20th country had ratified it. By 1989, almost 100 nations had agreed to be bound by its provisions. A committee of 23 members reviews reports from countries that are parties to the CEDAW. The United Nations secretary general provides the committee with a staff and a place to meet. Chris also told attendees that many countries, even some that have ratified the CEDAW, consider it to be a "western" convention; they say that the issues of concern addressed by the CEDAW are

not "discrimination" *per se*, but rather are part of their countries' culture.

After discussing that point, attendees heard from **Harry Auerbach**, chief deputy city attorney for the city of Portland. Harry discussed the Portland antidiscrimination ordinance found at section 23.01.010 of the Portland City Code, which constitutes the city's adoption of the principles set forth in the CEDAW. This provision states that it is the policy of the city to eliminate discrimination on the basis of sex (along with other grounds), because such discrimination "poses a threat to the health, safety and general welfare of the citizens of Portland and menaces the institutions and foundation of our community."

The afternoon's final speaker was **Leanne Littrell DiLorenzo**, the founder and president of VoteERA.org and the chief petitioner for Oregon Ballot Measure 89, which voters overwhelmingly passed in November 2014, placing women's equality in the Oregon Constitution. Leanne told attendees why we need to continue to work for passage of a federal Equal Rights Amendment (ERA).

Article V of the United States Constitution states that three-fourths of the states must ratify any proposed amendment to the Constitution before it can take effect. That effort, with regard to the ERA, came close but failed in 1982. It was discouraging to hear that since then, the ERA has been introduced in every session of Congress, yet Congress has failed to act.

"The truth," Leanne said, "is that it's all about power." She said that passage of a federal ERA would give stronger legal protections than those provided by caselaw for a woman's right to choose to have an abortion, for example, and for equal pay. She reminded us that we do not have freedom and equality unless we have the right to control our own bodies. Leanne also said that we, in Oregon, are living in a "bubble," since we are one of only eight states that have a state ERA.

OWLS thanks the CLE organizers and presenters for a thought-provoking CLE. OWLS also thanks the CLE's host, the law firm Miller Nash Graham & Dunn.

Teresa Statler has a solo immigration law practice in Portland and is also the chair of the AdvanceSheet committee.

The Oregon Women Lawyers Foundation, the 501(c)(3) sister organization to OWLS, is proud to focus on educating and supporting women and minorities in order to further their access to and participation in the justice system.

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

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

OREGON Women LAWYERS FOUNDATION

MLLS, State Law Library Host Presentation on Reentry Law

By Nani Apo

On January 28, more than 30 people gathered at the State of Oregon Law Library, in Salem, to hear speaker Kimberley Mansfield discuss the emerging field of reentry law and her work as the coordinator of the legal clinic at the DeMuniz Reentry Resource Center. The event, entitled “Reentry Law: Combating Collateral Consequences of Criminal Convictions,” was presented by the Mary Leonard Law Society in partnership with the State of Oregon Law Library.

Kimberley explained that reentry law is not a discrete area of law but instead is defined by the discrete population that it serves, which consists of anyone with a prior criminal conviction. Collateral consequences of criminal convictions can thwart successful reentry into society, so the practice of reentry law is aimed at combating legal collateral consequences, including issues involving finances, parenting time and child custody, professional and driver licenses, employment, and housing, as well as other issues that frequently arise from the stigma associated with a criminal conviction.

The DeMuniz Reentry Resource Center, which falls under the umbrella of the Marion County Reentry Initiative, has

served approximately 4,000 individuals since 2011. In 2014 alone, the legal clinic assisted 60 of those clients, using 811 pro bono hours to do so. Kimberley said her work can be disappointing because she often has to deliver bad news and sometimes clients disappear. But the legal clinic also helps clients in simple, yet meaningful ways by providing face-to-face interaction with an attorney; helping with printing, copying, faxing, and scanning documents; coaching clients on what to expect during legal proceedings; and making court appearances.

The work is important, says Kimberley, because reducing the collateral consequences of criminal convictions helps reduce recidivism and, given the high volume of affected individuals, that reduction in recidivism creates safer, healthier communities throughout Oregon, while reducing our over-reliance on prisons. Kimberley reports that in Oregon, every \$1 spent on evidence-based reentry services saves about \$14 in recidivism costs just three years down the road. Therefore, organizations such as the DeMuniz Center are projected to save Oregonians \$300 million in recidivism costs over the next decade.



At the event, from left: Jennifer Potter, Kimberley Mansfield, Nani Apo

It is apparent that Kimberley, whose work with the legal clinic is pro bono, genuinely enjoys her work. A 2013 graduate of Willamette University College of Law, she also practices family and landlord/tenant law with Royer & Associates in Salem. “I do just enough private practice to support my pro bono habit,” she explained. “Twenty years ago,” she added, “few knew what ‘innocence work’ or ‘exonerations’ meant, but now both are common terms. Hopefully it doesn’t take 20 years, but we aim to make ‘reentry law’ a conversational term, and I look forward to still being involved when that happens, and beyond.”

Nani Apo works at the Oregon Court of Appeals as a judicial law clerk to the Honorable Douglas L. Tookey. She is a board member of the Mary Leonard Law Society, the Salem chapter of OWLS.

The Confidence Code: The Science and Art of Self-Assurance—What Women Should Know

By Katty Kay and Claire Shipman (Harper Business, HarperCollins Publishers, 2014, 232 pages)

Book Review by Joanna Robinson

In true journalistic form, Katty Kay and Claire Shipman set the stage for their book *The Confidence Code* by reporting the state of confidence in women. They begin by ringing the alarm, declaring that “the shortage of female confidence is more than just a collection of high-octane anecdotes or overwhelmingly familiar scenarios.” In fact, they explain, the dearth of confidence in women is “increasingly well quantified and documented.”

So begins the quest, and what often felt like an unending chase, to “find” the confident woman. Kay and Shipman express shock and disappointment after interviewing women who they presumed would have “unadulterated confidence” because of their profession or apparent success. As each woman who was interviewed confessed to feeling a multitude of doubts at some point or another during

her career, the authors descend noticeably into a sort of despair.

The book proceeds toward a scientific exploration of confidence, leading to a host of revelations professing that women are not really comfortable with the traits that professional success demands: “political savvy, a certain amount of scheming and jockeying, a flair for self-promotion and not letting a *no* stop you.” A more problematic realization for the authors is the tendency for women to ruminate excessively – “Simply put, a woman’s brain is not her friend when it comes to confidence.”

With these realities in hand, Kay and Shipman offer readers a series of confidence-boosting habits to help women overcome the factors—genetic, schooling, upbringing, society, personal appearances—that affect confidence. They encourage meditation, expressing

gratitude, thinking in terms that narrow one’s focus, sound sleep, and the practice of “power positions” such as sitting upright.

The book ends with a simple yet profound challenge to think less (avoid overthinking), take action, and be authentic. The most hopeful gem the authors offer is this lesson they learned about the art and science of confidence: “What we’ve just seen is extraordinary, really, better than superhuman, better even than superwoman. Because it’s real, and it’s attainable.”

Joanna Robinson is a contract attorney with Jurva Martin in West Linn.

[Editor’s note: For an excellent summary of their findings on confidence, see the article by Kay and Shipman titled “The Confidence Gap” in the May 2014 issue of *The Atlantic*.]

