

# AdvanceSheet™

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**Editor**  
Elise Gautier  
[elise.gautier@comcast.net](mailto:elise.gautier@comcast.net)  
[www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org)

## Family Law Mentoring Circle Benefits All

By Rachel Lynn Hull

The Family Law Mentoring Circle, jointly sponsored by OWLS and the law firm Gevurtz Menashe, held its final meeting of the 2014–2015 year on June 4. Once each month from September to June, Gevurtz Menashe partners Julia Hagan and Robin Wright host a group of Oregon attorneys to discuss specific topics in the realm of family law. The group meets in Portland, with phone access available for people in other areas of the state. All attorneys are welcome, and Julia says that the group varies from month to month and year to year and may include newer solo and small-firm practitioners, experienced attorneys looking to change practice areas or learn the rules of a new jurisdiction, attorneys who only do family law matters pro bono, and even veteran family law attorneys looking for a refresher or a friendly place to talk things through.



Julia Hagan

This is the fourth year that Julia and Robin have hosted the group, after taking over from Ruth Pekelder and Kathryn Villa-Smith (before she moved to the bench). What started as an informal, free-form discussion evolved over time to the current more structured approach, with a specific topic each month and available CLE and mentoring credits. The approach is flexible and depends on the needs of the participants, which sometimes results in the written agenda giving way to questions about specific situations of interest to the people attending the meeting and a general discussion of that month's topic.



Robin Wright

Robin notes that the nine-month cycle of meetings "follows the common progression, and often even the time frame, of a real-life family law case." This gives the meetings an advantage

*Continued on page 16*

## OWLS Fall CLE on October 16 Make It Work: From Frenzied to Fulfilled

By Sandra Fraser

Feeling pressured as you endeavor to balance work with family and home life? Join Oregon Women Lawyers at the downtown Portland Hilton on Friday, October 16, at 1 p.m. for our 2015 Fall CLE, "Make It Work: From Frenzied to Fulfilled." Keynote speakers Brigid Schulte and Pat Gillette will discuss the modern workplace and strategies for working in a way that is more fulfilling and also more productive.

Building on OWLS' highly successful 2014 Fall CLE, which addressed the impact of generational differences on the modern workplace, topics this year will focus on time pressures on professionals who seek to create a better work-life balance. As societal trends based on millennial and Gen-X values increasingly demand that parents play a larger role in their children's education and home lives, all working parents face the discomfort that comes from trying to balance work with family. As technology continues to erode traditional boundaries between work and home, the level of overwhelm increases dramatically. The effects are felt by both employer and employee, as shown by rising attrition rates of new hires. What can be done? Informed by both legal and non-legal industries, our keynote speakers will discuss what a workplace aligned to address a more equitable work-life balance could look like.

*Continued on page 4*

## President's Message



Elizabeth T. Milesnick

I have been president of OWLS for just a few weeks, but after an intense and productive retreat with the OWLS Board of Directors (featuring

beer-cheese fondue) in May, I am excited and energized by what's to come for us this year and what is already underway.

As our phenomenal outgoing president, Kendra Matthews, summarized in her Winter 2015 President's Message, the OWLS board has developed a broad three-year strategic plan. Our task this year is to start putting the plan into action. Here are some of our goals for the year, how they're taking shape, and how you can join us in making them a reality.

### Develop Model Practices and Policies

At our 2014 Fall CLE, and also well before that, OWLS members discussed creating a "Good OWLSKeeping Seal of Approval" for policies and practices that advance the organization's mission of transforming the practice of law and ensuring justice and equality by advancing women and minorities in the legal profession. I was once approached for guidance by a non-OWLS member who had started his own firm, asking if we could supply a model parental leave policy. Requests for model policies are valuable opportunities to help create workplaces that support us as whole individuals, removing barriers to advancement based on commitments outside of work.

To that end, the board has voted to create a Policies & Practices Subcommittee of the Transformation Committee, which interviews and recommends recipients for the Workplace Leader Award. The new subcommittee's charge is to further OWLS' mission by "researching, developing and promoting model practices and policies for law firms."

New board member Amanda Thorpe of Grants Pass and I will co-chair the subcommittee, and our first step will be to

At OWLS' first Working Parents' Forum, held August 21, 1990 (from left):

Nell Hoffman Bonaparte, Helen Tompkins, Sylvia Stevens. To join our new Working Parents Committee, contact Amber Hollister or Maya Crawford.



Photo: Dan Carter

recruit members interested in reviewing and vetting model policies. In the long term, we will also develop a program on pay equity. We would love to have members with a background in employment law or a familiarity with statutes such as the Family and Medical Leave Act, but really, anyone with a passion for improving the workplace is welcome. Please let us know if you would like to be a part of this project!

### Launch the Working Parents Committee

Another longtime goal has been to revive OWLS' Working Parents Forum, which many years ago provided support and programming relevant to attorneys who were working while parenting young children. That committee has been relaunched this year as the Working Parents Committee, to an enthusiastic reception among our members. It will hold monthly, noon-hour call-in meetings and be co-chaired by OWLS Historian Amber Hollister and board member Maya Crawford.

The committee works to support lawyers who are parenting or contemplating parenthood. It provides programming related to family leave, work life-personal life balance, career advancement, alternate work schedules, childcare, and parenting skills. It will also work in partnership with the Policies & Practices Subcommittee of the Transformation Committee to develop model policies and practices needed to recruit and retain talented lawyer-parents. An OWLS motherhood group will operate as a subcommittee to address issues faced by women lawyers related to fertility, giving birth, birth recovery, and breastfeeding. The committee will also support OWLS playgroups statewide.

### Institutionalize Regular Communications with and Support Minority Bars

OWLS' mission includes the support of both women and minorities in the legal profession. We have often discussed how to ensure that we are upholding our commitment to advance minority lawyers when so many other specialty bars are already doing great work in that area. A group of dedicated and involved current and former OWLS board members got to work, and the board has now created a new committee to promote these goals: OWLS IN (Intersectionality Network).

The OWLS IN committee is inspired by the notion of intersectionality, which recognizes that individuals may have overlapping identities with respect to gender, race, sexual orientation, or other factors, which must be understood in terms of how they interact and not just considered independently. The committee's charge is to strengthen our networks "to promote recognition and understanding of intersectionality through meaningful partnership with specialty bars, affirmative programming, and promotion of diversity throughout our legal community." The new committee's co-chairs are board member Kristina Holm and former board member Hon. Youlee You.

The committee will provide programming on issues such as privilege and intersectionality and will look for ways to be in regular contact with, and seek to strengthen relationships with, other specialty bars. Please let us know if you would like to be involved!

These are only a few of the initiatives we hope to advance this year, and I look forward to hearing your thoughts and ideas during my term as president.

Elizabeth Tedesco Milesnick  
President, Oregon Women Lawyers

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



## Upcoming OWLS Events

**Portland, Thurs., Sept. 10, 5–7 p.m.**

### **Dress for Success**

#### **Fundraiser and Fashion Show**

Mark O. Hatfield U.S. Courthouse  
1000 SW Third Ave.

Join us to raise money, collect business clothing, and increase awareness of Dress for Success Oregon's good works.

**Medford, Fri.–Sat., Sept. 11–12**

### **Rothauge & Kaner**

#### **Women's Trial Academy®**

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For information on the academy, contact [karietrujillo@markowitzherbold.com](mailto:karietrujillo@markowitzherbold.com).

**Portland, Thurs., Sept. 17**

**8:30 a.m.–noon**

### **Pay Up: Negotiating Your Worth at Work—A Workshop for Lawyers**

Moda Health Building  
601 SW Second Ave., 19th floor

Join the OWLS Leadership Committee and the OWLS Foundation for this workshop designed for lawyers. Registration is at 8:30, program starts at 9. Tickets are \$45 before Sept. 7, \$50 after. Purchase tickets at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org). Seating is limited.

**Portland, Fri., Oct. 16**

### **OWLS Fall CLE and Reception**

#### **Make It Work:**

#### **From Frenzied to Fulfilled**

**CLE is 1–5 p.m., Reception at 5 p.m.**

Portland Hilton Hotel  
921 SW Sixth Ave.

Early-bird tickets for the CLE are \$80, with lower prices for law students and lawyers in various categories. Purchase tickets at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org). Please see page 1 for more information on the CLE.

**Portland, Tues., Dec. 8**

**11:30 a.m.–1 p.m.**

### **Queen's Bench Holiday Luncheon**

#### **Honoring Oregon Women Judges**

#### **Keynote Speaker:**

**Judge Susan P. Graber**

Sentinel Hotel  
614 SW 11th Ave.

Visit [www.owlsqueensbench.org](http://www.owlsqueensbench.org) to purchase tickets.



On May 2, the Oregon Commission for Women presented the Honorable Jill Tanner, presiding magistrate of the Oregon Tax Court and a longtime OWLS stalwart, with an Oregon Woman of Achievement Award. At the event (left to right): Attorney General Ellen Rosenblum, Oregon Commission for Women chair Stephanie Vardavas, Governor Kate Brown, and Hon. Jill Tanner.

## **Congratulations, Judge McIntyre**

Governor Kate Brown has appointed OWLS member Karrie McIntyre to fill a vacancy on the Lane County Circuit Court. "She brings to the Lane County bench expertise in criminal law, juvenile law, and family law," Governor Brown said. "She will make an outstanding judge." Judge McIntyre, a graduate of Oregon State University and the University of Oregon School of Law, is Gov. Brown's first judicial appointment. Her investiture is July 17.

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# OWLS Welcomes New Officers and Board Members



The OWLS Board of Directors (left to right): Front: Aruna Masih, Susan Pitchford, Banafsheh Violet Nazari, Susan Krant, Jim Yocom. Back: Jacqueline Alarcón, Hon. Valeri Love, Val Tomasi, Jennifer Nicholls, Laura Craska Cooper, Megan Burgess, Elizabeth Tedesco Milesnick, Kristin Sterling, Maya Crawford, Hon. Allison Boomer, Angela Franco Lucero, Amanda Thorpe, Amber Hollister.

OWLS welcomes our new officers and board members for 2015–2016. Elizabeth Tedesco Milesnick is our new president. She previously served as president-elect, secretary, and historian. Elizabeth is a partner at Miller Nash Graham & Dunn, practicing intellectual property and commercial litigation in Portland. Laura Craska Cooper was elected president-elect. She previously served as treasurer for three years and is the managing partner at Ball Janik in Bend, where she maintains a real estate and land use practice.

Angela Franco Lucero is our new treasurer, having served previously as secretary and historian. Angela is a partner at Kranovich and Lucero in Lake Oswego. Amber Hollister was re-elected historian. She is the deputy general counsel for the Oregon State Bar in Tigard. Joining the Executive Committee is Hon. Allison Boomer, who is OWLS' new secretary. She is a tax magistrate at the Oregon Tax Court in Salem. All OWLS officers are also members of the board.

Our newly elected and re-elected board members are Jacqueline Alarcón

(Portland), Hon. Valeri Love (Eugene), Jennifer Nicholls (Medford), Susan Pitchford (Portland), Amanda Thorpe (Grants Pass), and Jim Yocom (Beaverton).

Board members continuing their service are Megan Burgess (Bend), Maya Crawford (Portland), Kristina Holm (Portland), Susan Bradley Krant (Ashland), Katharine Lozano (Portland/Salem), Aruna Masih (Portland), Banafsheh Violet Nazari (Portland), Kristin Sterling (Portland), Val Tomasi (Portland), and Gloria Trainor (Portland).

Thanks to all for agreeing to serve.

## OWLS Fall CLE on October 16

Brigid Schulte, a Pulitzer Prize-winning journalist for *The Washington Post*, will discuss ways to work more efficiently and still have a life. Her book, *Overwhelmed: Work, Love, and Play When No One Has Time*, looks at her "scattered, fragmented and exhausting life," emphasizing that despite long work hours and one of the lowest work-life balance indexes in the world, American productivity lags. After reviewing research by time-use and neuroscience experts, Schulte's book concludes with strategies for reducing "busyness" by setting realistic expectations and prioritizing obligations. [Copies of Schulte's book will be available for sale at the reception following the CLE.]

Pat Gillette, a top employment lawyer for Orrick in San Francisco, now spends 50% of her time speaking about the struc-

ture of law firms and the retention of women and millennials. Gillette founded the Opt-In Project in 2006. Over a one-year period, the project reached out to other industries—professionals—professional services

*Save the Date*

firms, accounting firms, high-tech industries, and government—to study their practices with respect to retaining women and millennials, and found that a key component of workforce retention in the modern workplace is work-life balance. The project report looks at the high cost of law firm attrition and how the traditional law firm model exacerbates the problem. Providing observations

*continued from page 1*

regarding the way other professional industries have altered hourly billing, workplace flexibility, career development, and other policies and practices, the report provides insight into how law firms can reduce attrition by altering their models to mirror the values found in the modern workplace.

OWLS' annual Fall Reception will be held immediately after the CLE, at which OWLS will also present our Workplace Leader Award. For more information on the CLE and reception, and to purchase tickets to the CLE, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org). We hope to see you there.

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



# OWLS Watches Judicial Appointments

By Kate Wilkinson

During former Governor John Kitzhaber's third term (2011–2015), he appointed 34 attorneys to the state court bench. Of those 34 appointments, 13 (38%) were women. In contrast, women comprised 56% of former Governor Ted Kulongoski's judicial appointments. Of the 54 judges he appointed over eight years, 2003–2011, 30 were women.

The sheer number of Governor Kitzhaber's appointments in just four years illustrates the rapid turnover occurring on many courts. Thus, Governor Kate Brown will likely have a significant opportunity to shape the future of justice in our state as she evaluates openings in the various state courts.

In April, OWLS Judicial Work Group co-chairs Heather Van Meter and Kate Wilkinson and outgoing OWLS President Kendra Matthews met with Governor Brown's general counsel, Ben Souede, and deputy general counsel, Misha Isaak,

to discuss the appointments process and OWLS' work in this area. In a subsequent email message, Souede explained:

"Governor Brown is committed to helping Oregon build a bench that is talented, hard-working and diverse. She believes that these traits are mutually reinforcing, not mutually exclusive. And she believes that diversity comes in myriad forms, and includes more than just a judge's gender identity or ethnic background. Governor Brown is committed to ensuring that every judge she appoints is focused on and capable of providing substantive justice to all parties that appear before him or her. And she is equally committed to selecting appointees who will treat every litigant—represented and unrepresented alike—with the respect due to those participating in our judicial system."

Souede also said that Governor Brown is seeking judicial applicants who are "passionate" about becoming a judge and can articulate why a successful attor-

ney would seek the position. Regarding the process, he noted that applicants should be overly inclusive when providing information. As he explained, "there are few deal-breakers with respect to a candidate's history; a candid and full explanation of anything notable" will be very helpful.

OWLS' current president, Elizabeth Tedesco Milesnick, has said that judicial appointments are high on OWLS' list of priorities and will be closely watched. "It is critical to OWLS' mission that our bench reflects a wide variety of backgrounds and experience, and gender and ethnic diversity are important components. Governor Brown is a long-standing OWLS member and supporter, and we hope that her appointments reflect and utilize her experience with our organization."

*Kate Wilkinson, a past president of OWLS, is the director of litigation services at the Oregon School Boards Association in Salem.*

For more information about OWLS chapters and activities, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

## OWLS Wins Award

On July 31 at a luncheon in Chicago, Oregon Women Lawyers will receive the 2015 National Conference of Women's Bar Associations' (NCWBA) Outstanding Member Program Award for the Rothauge & Kaner Women's Trial Academy®. The academy, conducted over an eight-month period, is designed for young women litigators with three to six years of experience. It addresses some of the unique challenges faced by women lawyers in the courtroom and trains them to turn perceived disadvantages into strengths and winning strategies. In September, a condensed, two-day intensive program will be held in Medford to make it more convenient for OWLS members from southern Oregon to participate.

This NCWBA award, first presented in 2008, recognizes innovative women's bar programs and services that primarily provide training and other benefits for their members. The award's purpose is both to honor the work of the organization and to inspire other women's bar groups to consider creating similar programs.

For more information on the awards luncheon or other ABA annual meeting events, contact Diane Rynerson.

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# Public Speaking Workshop Debuts in Portland

By Jim Yocom

The OWLS Leadership Committee presented a noontime Public Speaking Workshop CLE once a week for four consecutive weeks in May. The series supported the committee's goal of assisting women and minority lawyers in developing their leadership skills.

A pilot project, the series was designed to help members practice their public speaking skill sets in a warm, supportive peer environment. Each session was organized around one dimension of public speaking: elevator speeches, formal presentations, persuasive speaking, and professional interaction. The sessions combined a brief presentation with in-session exercises and occasional homework.

Violet Nazari of Nazari Law led the first session, which deconstructed the "elevator speech." Violet challenged the logic of standard elevator speeches, instead encouraging attendees to reflect on and communicate the core values that motivate them, to frame self-introductions in terms of why you do what you do instead of what you do. Participants shared their "why" statements with each other to

make powerful, long-lasting connections.

Jim Yocom of Two Rivers Law led a session on what not to do in formal, slide-based presentations. Focusing on an increasing trend toward minimalism in slide content, Jim illustrated how delivering cluttered or unfocused content bores and confuses audiences. Participants practiced cleaning up and delivering slide-based presentations about owls (*Aves Strigiformes*, not the nonprofit).

The third session, on persuasive speaking, was led by Andrea "Andi" Prewitt, a communication studies instructor at Clark and Chemeketa Community Colleges. Andi emphasized the value of values—how a persuasive argument benefits from framing in terms of core, indisputable values. Participants worked in pairs to deliver persuasive arguments to each other on hot-button issues.

Judge Jean K. Maurer led the final workshop, which focused on professional interaction. Distinguishing courteous and civil conduct from professional conduct, Judge Maurer emphasized the attorney's responsibility to always employ both. She facilitated an exercise that zeroed in on

what to do if one is the target of insults, name calling, or other inappropriate conduct.

The series was organized by Marisa Moneyhun, Violet Nazari, Shari Gregory, Lynetta St. Clair, and Jim Yocom. The Leadership Committee is exploring whether and how to extend this pilot workshop into a longer program that focuses on a select range of speaking skills. Members' input and leadership are valuable and always welcome. To become involved with the Leadership Committee, contact Diane at the OWLS office.

*Jim Yocom is a nonprofit and small-business attorney at Two Rivers Law and an OWLS board member.*



*OWLS member Bonnie Palka was one of the participants in the workshop.*

## Judge Aiken Hosts Courthouse Connection

By Gloria Trainor

On Friday, June 12, about 75 OWLS members, including several federal judges, gathered in the jury room of the Mark O. Hatfield United States Courthouse over the lunch hour. Seats in the room were arranged in long rows facing each other, and the mood was festive. Chief Judge Ann Aiken of the U.S. District Court for the District of Oregon hosted the event, and she and her staff prepared and hand-delivered a fresh and delicious summer meal.

The event started with energetic networking and discussion, made easy by the room's set-up. The buffet luncheon encouraged people to move throughout the space and connect with friends, colleagues, and new contacts. The group was peppered with judges, including Judge Douglas Beckman, Magistrate Judge Paul Papak, and Judge Anna Brown. Recently appointed Federal Public Defender Lisa Hay also attended.

Toward the end of the event, Judge Aiken invited the crowd to enjoy Prince Puckler's ice cream from Eugene, which has been her tradition for many years. She had the crowd in stitches with a slideshow of clever Twitter posts tweeted by women scientists responding to recent news of the British Nobel Prize recipient who called women in the lab a "distraction." The humor, wit, and grace of the women's responses was obviously uplifting for all. The take-home message was clear: work hard, play hard, and step up to help each other without needing to be asked.

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



*Left to right: law student Whitney Magnuson, Hon. Stacie Beckerman, Mary Dougherty*

## Mentor Awards at Lewis & Clark

OWLS members received mentor awards from Lewis & Clark Law School this spring. Jackie Swanson and her co-mentor, C. J. Graves, received the Darlene Ortega Mentoring Award. Julie Engbloom received one of the school's four First Year Outstanding Mentor Awards. Additionally, OWLS member Meline LaMorticella presented the school's Outstanding Mentee Award to her mentee, Laney Ellisor. Congratulations, all.



*Jackie Swanson*



*Julie Engbloom*



# The Lost Generation: Proposed Solutions

By Megan Lemire and Eileen Sterlock

This installment concludes a four-part series regarding OWLS members who graduated from law school from 2008 to 2013, dubbed the “lost generation.” During and after the “Great Recession,” the national media have occasionally reported on the difficulties facing recent law school graduates at a macro level. Talking with attorneys locally, however, revealed that many people were unaware of the problems new attorneys have been experiencing. In a small way, this project hoped to (1) investigate on a deeper, personal level the experiences of OWLS members in the lost generation, (2) increase awareness of the difficulties facing those in the lost generation, and (3) relieve some of the psychological burden on individuals in the lost generation by letting them know that they are not alone. This final installment suggests some possible solutions than can be taken locally and nationally to address the dramatic changes in the legal job market.

First, addressing the oversaturation of the legal market logically begins with law schools. Law schools need to reduce the number of students they admit and provide transparency regarding graduates’ employment rates. Accurate information about the lack of legal positions and the difficulty of finding even non-legal employment will naturally result in fewer applicants. Moving forward, to make graduates more competitive in the market, law schools should focus resources on clinics that expose students to practical experiences.

Second, for admitted attorneys, mentoring by experienced attorneys is crucial, as many new lawyers turn to solo practice. The role of a mentor can take various forms: answering a legal question over the phone, co-counseling on a matter with a newer attorney, or responding thoughtfully and respectfully to a list-serve inquiry. Personally investing in the professional development of a fledgling attorney can make a world of difference. The bar should also provide structured mentoring opportunities to attorneys who graduated before it adopted its current mentoring program.

Third, a sometimes-insurmountable barrier to practicing for recent graduates is financial.<sup>1</sup> The bar, the Professional Liability Fund (PLF), and various bar organizations can create financial

scholarships to respond to actual need. Unfortunately, the PLF’s reduced rate on mandatory malpractice insurance for new attorneys is still too expensive for many. Although the bar has a financial-hardship exemption for its steep dues, it is limited to those who have a disability that precludes gainful employment; the economy does not count as a disability.

In addition, the bar’s loan repayment assistance program has yet to adapt to the changing legal market: attorneys who are unemployed or underemployed—including those working in retail or cleaning houses—still have to pay bar dues, part of which go to loan assistance for attorneys who actually have decent jobs. Fortunately, OWLS allows its members to pay dues on a sliding scale and, through the OWLS Foundation, offers financial scholarships to all OWLS events. This is incredibly important because, anecdotally, most legal jobs are obtained through networking.

Finally, OWLS members and others can lobby Congress to reduce the heavy burden of student-loan debt by taking the following actions: forgive student loans (which would stimulate the economy), amend the bankruptcy code to permit student-loan debt to be dischargeable in bankruptcy, and amend the federal income-based-repayment program to address such shortcomings as the IRS’s counting forgiven debt as taxable income. Attending law school should not leave graduates with insurmountable debt.

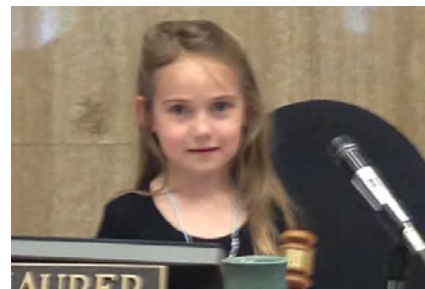
Attorneys who graduated during the Great Recession have had unparalleled setbacks, and this series intended to shed light on some of their experiences. Although the sample size was small and self-selected, the women who shared their stories did help to paint a picture for our community, and we hope their stories will spark a broader discussion and concrete action.

**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.

## Endnote

1. A recent article reported that the class of 2010 has not been able to recover as a whole. Elizabeth Olson, “Burdened with Debt, Law School Graduates Struggle in Job Market,” *New York Times*, April 26, 2015. Unlike the graduate in that article, none of the OWLS members interviewed for this series expected to make \$160,000 a year.

## Kids Visit Court on Take Your Kids to Work Day



OWLS and judges on the Multnomah County Circuit Court hosted the annual Take Your Kids to Work Day on April 23. At the event are Maggie Colley (top), daughter of OWLS member Matthew Colley, and Rhys Campbell-Kruse, daughter of OWLS member Cristen Campbell.



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# Meet Clackamas County Circuit Judge Heather Karabeika

By Mary Anne Anderson

Clackamas County Circuit Court Judge Heather Karabeika is the daughter of parents who “liked to move.” Growing up, she lived in Virginia, Maryland, Washington, and Florida because “[a]ny time we put down roots, my parents decided they wanted a change in scenery.” She herself did some cross-country jumping before landing in Oregon.

Karabeika attended Washington State University, where she studied criminal justice and political science and hoped to work in federal law enforcement. Following graduation, she took a job as an insurance claims adjuster in New York and spent her time negotiating claims with attorneys. The attorneys “didn’t seem any smarter or craftier” than she was, but they were being paid much more handsomely and garnered a lot of respect, prompting Karabeika to consider law school.

Living in New York and applying to law schools in Washington and Oregon, Karabeika was accepted into Willamette University College of Law the same week the Drug Enforcement Agency called her for an interview. She never made it to that interview because she decided that attending law school in the Pacific Northwest was a far better fit for her than being a DEA agent in New York City.

Karabeika’s experience before taking the bench ran the gamut from a stint as an associate at a law firm to work as a prosecutor and then a sole practitioner. She valued her time at each job, noting that she enjoyed learning from the partners at the firm where she worked, “relished the camaraderie” of working together and being part of a team as a prosecutor, and valued the “freedom of managing one’s own calendar and caseload” as a sole practitioner. Because most of her work as a sole practitioner was in criminal defense, she has had an easy transition to presiding over criminal cases.

Judge Karabeika credits her hard-working mother and grandmother with many of her character traits. Both worked outside the home, raised a family, and were “independent and strong willed.” She credits her husband and Judge Kathie Steele with encouraging her to pursue a career on the bench. During the seven years before her circuit court appointment, she served as the West Linn municipal judge, a role that prepared her

for her current position and spurred her on to seek it.

Having served on the Clackamas County Circuit Court for just over two years, Judge Karabeika enjoys the variety of her cases, but admits that it can be a bit taxing. For instance, on one recent day, she presided over a stalking case, a juvenile case, and settlement conferences in both a civil and a domestic relations case. Another day, she spent an hour trying to find a placement for a boy awaiting adoption in another state, presided over an eviction trial, and presided over a domestic relations hearing involving custody, parenting time, and child support.

Judge Karabeika considers it critical that judges be “flexible, quick thinking, and patient” in order to manage that type of broad-ranging workload. She finds her busy days challenging because she would always like to give each case more time and attention than she has on any given day. She knows that the parties find that frustrating, but it goes with working in “a small courthouse in a big county [with] a lot of cases to process and not always enough judges.”

When not working, Judge Karabeika enjoys family activities, practices yoga, and runs. She exercises every chance she gets to offset the long days she spends sitting at work. Her three children include one in college, one in high school, and

one in middle school, all involved in a wide variety of activities. Judge Karabeika helped coach West Linn High School’s mock trial teams this past year.

The teams did well, including one that took second place in the state and will be participating in a national competition this fall.

Judge Karabeika advises attorneys to get out and meet people, learn about what is going on at the courthouse, try cases, be organized and punctual, and be respectful to everyone who comes your way. She encourages lawyers to remember that “your opponent may be asked about your skills as an attorney and your ethics as an attorney someday. Have respect for yourself and the process and know your subject.” Judge Karabeika encourages young women and minority lawyers to get involved in law-related activities, but she understands how difficult it is to balance a busy practice with family and other personal responsibilities.

**Mary Anne Anderson**, a founding member of OWLS, is a staff attorney at the U.S. District Court for the District of Oregon.



Hon. Heather Karabeika

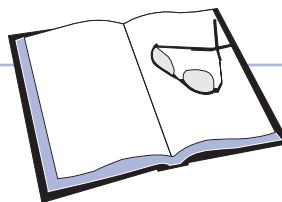


The OWLS Foundation Board of Directors, 2015–2016 (from left): Front row: Nicole DeFever, Kate Wilkinson, Janice Wilson, Trudy Allen. Middle row: Deanna Wray, Aruna Masih. Back row: Lori E. Deveny, Sarah Freeman, Kristie Gibson, Jill Tanner. Not pictured: Jodee Jackson, Traci Ray, Kate von Ter Stegge. The Foundation thanks departing board members Jill Brittle, Terri Kraemer, and Maite Uranga.



# Playing Big: Find Your Voice, Your Message, Your Mission

By Tara Mohr (Gotham, 2014, 304 pages)  
Book Review by Shaun Morgan



A new book by leadership coach Tara Mohr, *Playing Big*, is a powerful how-to guide designed to help professional women transcend their fears and self-doubt to become leading players in the workforce. *Playing Big* conveys a depth not always present in "self-help" or "how-to" guides because Mohr focuses on the complex emotions of fear before she gives more practical advice, such as learning to communicate powerfully in a room full of power brokers. In many ways, Mohr's book is similar to more traditionally spiritual or "new age" books about self-actualization, such as Marianne Williamson's *A Return to Love*.

Mohr starts her book by helping readers identify their "inner critic," or that nagging voice in person's head that causes her to give in to her fears and think that she is not ready to be a vocal presence in the workplace. Mohr believes that if women learn to think of the "inner critic" as a distinct and irrational voice, separate from their own identity, they

can learn to ignore it. Instead of listening to that irrational voice, women should identify an inner mentor, a woman who represents her ideal future self. By listening to their inner mentors and ignoring their inner critics, women will begin to take steps to realize their goals now, rather than waiting until they have all their perceived ducks in row.

Mohr states that she felt compelled to write *Playing Big* because she fears that brilliant women are shying away from their callings, and in turn, leaving the world deprived of their ideas. Mohr notes that women are currently excelling in the academic world but still struggling to make their presence felt in the workplace. She attributes this to the fact that school rewards women for excessive preparation and thoroughly completing assignments, in line with a teacher's expectations. In the workplace, preparation and hard work are important to success, but Mohr believes that women should let go of the idea that they need to research every contingency before presenting their ideas to others.

Mohr also urges women to detach

from their dependence on both praise and criticism from others. She believes that women rely too heavily on praise, criticism from others, or both, because they view that feedback as a reflection of their own talent, the merit of their ideas, or their worthiness. To unhook from this dependence, women should realize that feedback reflects the values and preferences of the person giving the feedback, not the recipient's own self-worth. In recognizing this boundary, women can learn how to assess feedback and incorporate the ideas of others without letting external criticism or external validation shape their ideas and choices.

I highly recommend this book for women lawyers, even those who have no reservations about speaking up in a meeting or testing out their ideas in front of a supervising partner. *Playing Big* is a valuable resource for helping anyone identify the source of their fears, address them head on, and realize their goals.

*Shaun Morgan practices civil defense litigation at Rizzo, Mattingly, Bosworth in Portland.*

## Mentor Awards at Willamette

OWLS member Heather Vogelsong received this year's Justice Howell Mentor of the Year Award from Willamette University College of Law. OWLS members receiving Outstanding Mentor Awards from Willamette were Stefyni Allen, Jennifer Brown, Sara Cassidey, Liani Reeves, Hon. Douglas Tookey, and Sarah Villanueva. Congratulations, all.

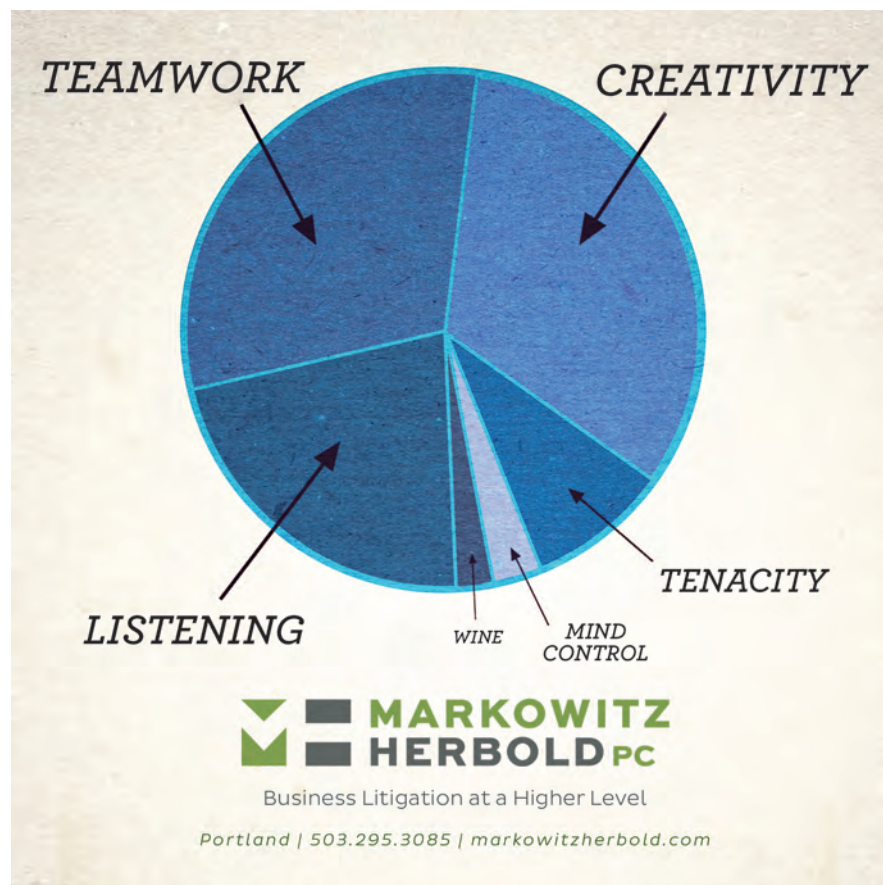


Heather Vogelsong

OWLS members receiving Outstanding Mentor Awards from Willamette were Stefyni Allen, Jennifer Brown, Sara Cassidey, Liani Reeves, Hon. Douglas Tookey, and Sarah Villanueva. Congratulations, all.

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# OWLS and MBA Host “What’s Your Elevator Speech?”

By layesha Smith

On Thursday, April 16, the OWLS Leadership Committee and the Multnomah Bar Association (MBA) Membership Committee jointly sponsored a networking event and workshop titled “What’s Your Elevator Speech?” The free event was hosted by Pacific Continental Bank in Portland.

After kicking off the evening with a game of “Ice Breaker Bingo,” speaker Tracy A. Sullivan, director of career and professional development at Lewis & Clark Law School, offered helpful tips for making professional contacts. She encouraged participants to think of networking as building community, and she suggested two approaches for introducing who you are and what you do. The first approach is what might typically be thought of as an elevator speech: a 20- to 30-second “pitch” geared toward building rapport

At the event (left to right): Caitlin Wong, Catriona McCracken, Tracy Sullivan (the speaker), Mark Fenske, Sarah Petersen, Diane Rynerson



and inviting conversation. The second approach, “the haiku of what I do,” forces the individual to truly focus on what she or he believes is critical for new contacts to know in those initial moments.

Tracy closed by challenging participants to help each other make connections, and those present then had the opportunity to practice the techniques. OWLS and

MBA members working in various areas of law enjoyed the opportunity to test their speeches and receive feedback in a fun and relaxed environment, while making new connections in the process.

*layesha Smith is the owner of the Law Office of layesha Smith. Her practice focuses on representation of individuals and small businesses in employment law matters.*

## Tips on How to Succeed as a Contract Lawyer

By Dana M. Campbell

OWLS members attending OWLS’ monthly lunchtime talk for contract lawyers on May 5 were treated to Elizabeth “Libby” Schwartz’s “Five Tips for Contract Lawyers,” based on her experiences working as a full-time contract lawyer. The former OWLS president started her own practice in 2008, after spending years working for two large Portland law firms. The lunchtime series, presented by the OWLS Contract Lawyer Service, is hosted at the offices of Garvey Schubert Barer in Portland.

These are Libby’s five essential tips:

**Tip 1.** Know yourself. Understand why you are doing contract work. Are you just starting out and needing work, or fleeing large-firm life, or seeking something different? Knowing yourself will help you frame how to look for work, what kind of work you will—and just as important, won’t—do, and how you network.

**Tip 2.** Know what your niche is. What makes you the right fit for this hiring attorney or this work? What sets you apart? What does your experience or background indicate? What are you good at that you can use? For example, a background in criminal law may mean you can handle criminal appellate work on contract.

**Tip 3.** Use your network to get work. Go to lunch or coffee with your contacts,

let them know what you do, and ask for names of people who may have work for a contract lawyer. Keep cultivating these sources and checking back in with them. Libby noted that large firms don’t use contract lawyers much, but solos and small firms do use them as their workloads ebb and flow.

**Tip 4.** Contact the Oregon State Bar Professional Liability Fund (PLF) for help. Its staff can be invaluable in helping you set up your practice, providing free helpful advice on conflicts, billing, software, and other matters.

**Tip 5.** Don’t sell yourself short! Feel comfortable stating your rate, then wait for a response. A general formula for setting your rate is to charge the billing attorney about half the rate he or she will bill the client for your time. Therefore, it is acceptable to ask, “What are you billing me out at?” Libby said that in her experience, most firms won’t pay over \$125 an hour, but she has seen rates both higher and lower. Rates are affected by the amount of experience the contract lawyer has, the geographic area, and the practice area. She also noted that it’s difficult to bump up your rates later with clients, so start as high as you can!

Toward the end of the hour-long discussion, Libby recommended three indispensable resources for contract lawyers: a

book by former OWLS board member Deborah Guyol and Deborah Arron titled *The Complete Guide to Contract Lawyering*; the November 2013 CLE



Libby Schwartz

co-sponsored by OWLS and the PLF titled “Contract Attorneys: Managing Expectations and Getting Paid”; and the article “Contract Lawyers: Independent Contractors or Employees?” on the PLF’s website.

OWLS’ lunchtime series of contract lawyer presentations will resume in the fall with two one-hour CLEs presented by the PLF. The September 1 CLE will be about conflicts, and the October 6 CLE will be about calendaring and docketing. Both programs will incorporate technology updates. Check the OWLS website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org), for details.

*Dana Campbell is the founding attorney of River City Law, a law firm providing contract lawyer services, professional fiduciary services, and wills and trusts. She is also the current OWLS Contract Lawyer Service coordinator.*



# Meet Oregon's Federal Public Defender, Lisa Hay

By Kalia Walker

In October 2014, Lisa Hay became the first woman to serve as Oregon's federal public defender. While she was always interested in public interest law, her path to becoming Oregon's top federal public defender was not a straight one. It included "three bar exams, three civil law firms, two children, and a year of travel." By following her passion for criminal justice, however, Lisa, an OWLS member, has pursued a fulfilling career in indigent defense that allows her to advocate for those whose voices often go unheard.

Originally from Washington DC, Lisa graduated from Yale University in 1985 and Harvard Law School in 1991. During law school, she was elected treasurer of the *Harvard Law Review* and served alongside future President Barack Obama, who was elected president of the prestigious law journal. During law school, Lisa also spent time working with victims of domestic violence at a battered women's legal clinic. She describes her time at the clinic as an "eye-opening" experience, when she first learned that the legal process does not always offer substantive protections or reflect what is actually happening in people's lives.

A few years after graduating from law school, Lisa clerked for two federal judges in Massachusetts. It was through her clerkship experiences that she discovered her love for criminal law and observed the importance of criminal defense work. Following her clerkships, she worked for the Boston-area law firm Foley Hoag, where she specialized in white-collar criminal defense and civil litigation. Her commitment to advocating for indigent clients surfaced while at Foley, when she worked on a pro bono habeas corpus case for a young man who was sentenced to life in prison for a crime he committed as a teenager. Lisa and her colleagues eventually won that case by proving that the man had received an unconstitutional trial. After serving 14 years in prison, he was released immediately.

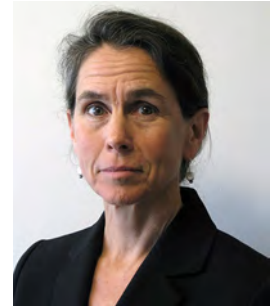
In 1997, Lisa moved to Oregon because her husband had a job opportunity in the state. She applied for an assistant defender position with the Federal Public Defender's Office in Portland, but she did not get the job due to her lack of criminal law experience. So she took a position practicing construction law at a large Portland law firm.

Several months later the federal public

defender, Steve Wax, called and offered Lisa a position as a research-and-writing attorney. Despite her interest in criminal defense work, Lisa seriously questioned whether she should take the job. She was just beginning to feel "like a real lawyer" and wondered if the research-and-writing position was a step back. She knew the job would entail grunt work for other people's cases as well as a pay cut. Nevertheless, she accepted the position and quickly ascended to an assistant defender position in four years. Twelve years later, she was appointed head of the office. Based on her experience, Lisa encourages law students to decide what they really want from their career and determine the best way to get there, rather than waiting for the perfect job to appear.

As Oregon's federal public defender, Lisa is focused on implementing solutions for systemic issues that she was unable to address as an assistant defender, such as enhancing the discovery process. She also plans to continue the office's focus on defending clients' constitutional rights and bringing any violations to the courts' attention. Lisa believes that a public defender's job includes ensuring the indi-

vidual dignity of defendants in the legal system even if doing so does not change the outcome, because "if we don't say anything, nobody does."



Lisa Hay

Lisa's advice to young women lawyers is to identify what they like about the legal profession specifically and pursue opportunities that reflect those interests. She encourages them to think about which work environments are best for them, who their colleagues will be, and "what they are going to feel like at the end of the day." Lisa also recommends that young lawyers make connections with people who are doing work that interests them.

In her spare time, Lisa is an avid cyclist and enjoys cross-country skiing. She has two college-age children and resides in Portland with her husband.

*Kalia Walker is a 2015 graduate of the University of Oregon School of Law.*



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# Lucky Seven: Lessons in Event Planning From a Monte Carlo Casino Night

By Debra Cohen Maryanov

Salem's Grand Ballroom was the place to be on May 8 for high-rolling action, cool jazz, generous pours of Oregon beer and wine, gourmet hors d'oeuvres, and a bounty for bid, raffle, and spin. Marion County's chapter of OWLS, the Mary Leonard Law Society (MLLS), hosted its signature charity event, the annual Monte Carlo Casino Night, for the fourth time, with nearly 100 people mingling in the elegant venue. Blackjack, craps, and roulette tables took center stage, surrounded by a silent auction offering everything from roller derby tickets to luxury spa services to vacation homes for six. A photo booth with silly props and the popular wheel-of-wine (and six-packs) rounded out a fun mix of activities, with the finale of a 21-prize raffle featuring a weekend getaway to an Ashland B&B with passes to the Oregon Shakespeare Festival and the Oregon Cabaret Theatre.

This year's charity event raised approximately \$7,000 for two essential local organizations: Liberty House, a child abuse assessment center; and the Center for Hope and Safety, offering a safe refuge and support to victims and survivors of domestic violence, sexual assault, stalking, and human trafficking.

This event could not have happened without generous supporters, including Platinum Presenting Sponsor Saalfeld Griggs; Gold Sponsor Tomson Burnham; Silver Sponsors Garmin, Marion County Bar Association, Gatti Gatti Maier Sayer Thayer Smith and Associates, and Heltzel Williams; and Bronze Sponsors Willamette Valley Bank, Evergreen Income Taxes, Salem Health, and Willamette Valley Mediation (Michelle Vlach-Ing, mediator). MLLS is also grateful for donations by numerous businesses and individuals and for the time and effort of many volunteers.

Planning a large, recurring event can tax the resources of any small organization. Over the last four years, MLLS has made a concerted effort to improve its Monte Carlo Casino Night by building on its successes and learning from its challenges. In the OWLS tradition of sharing the benefit of our collective experience, MLLS offers some lessons in event planning that have been helpful for this chapter.

**1. Build on Your Past.** Consider your organization's history as the seed of

something new. When MLLS started the Monte Carlo Casino Night format in 2012, it drew on its previous charity events—the Soiree against Hunger, which benefitted the Marion Polk Food Share, and Race Judicata, a road race benefitting the Salem YWCA.

**2. Know Your Purpose.** The logistics of event planning involve a stream of decisions that can start to feel disconnected and even random. Identify your event's purpose early and build in occasional reminders for a sense of cohesion. For MLLS, the primary goal is to raise money for local charities that fit within its mission, but also to bring community members together for a fun evening of networking and socializing. Remembering your purpose can infuse decision-making with intention and confidence.

**3. Reflect Your Community.** Take note of successful events in your area, and consider what attracts people to them. Check out events hosted by other OWLS chapters, and adapt them to local interests. MLLS was impressed by a well-received casino night organized by Rogue Women Lawyers and decided to add a silent auction for variety and appeal to non-gamers.

**4. Develop Community Partners.** It takes money to make money, and that means a campaign to solicit sponsorships, donations, and volunteer time. MLLS carved out four levels of sponsorship with concrete benefits to sponsors, such as VIP event packages and promotional materials before, during, and after the event. Contacting potential supporters in person helps, along with a letter describing your organization, the charities, the event, and benefits of sponsorship.

**5. Delegate Tasks from the Start.** Sponsorships, donations, venue, catering, decorations, and publicity are just a few of the essential components of a charity event. OWLS chapters are fortunate to include some extraordinarily competent women. MLLS has a dedicated planning committee with subcommittee chairs for each planning area who identify tasks, recruit volunteers, set deadlines, and get the work done with as few meetings as possible.

**6. Evaluate and Improve.** We are our own worst (and best) critics. Seek feedback soon after the event, and be specific in what you want to capture.



Photo: Phil Hawkins

MLLS President Maureen McGee

Solicit general impressions, perceptions of attendees' interest level, quality of venue and catering, and so forth. Then rely on that information to improve the next event. Reflecting on changes to Casino Night this year, MLLS President Maureen McGee noted what worked well: "We've created a great foundation for growth with the new venue and other fine-tuning, and I think we definitely recruited some new returning attendees!" MLLS OWLS-liaison Allison Boomer observed that the "biggest challenge is growing this event in terms of both attendance and overall money raised."

**7. Value Volunteer Contributions.** For a small organization planning a large event, volunteers willing to take a lead are a tremendous asset. Boomer notes, "Every year, I am genuinely amazed at what this group accomplishes and impressed at everyone's talent, be it creating beautiful decor, planning a menu, designing an eye-catching poster, or soliciting wine, sponsorships, and silent auction donations."

Planning a big event can be a lot of work, and sometimes the outcome does not seem worth the effort. It's wise to consider the cost-benefit ratio of any endeavor, but keep in mind the many intangible benefits of working together toward a common goal for yourself, your organization, and your community. MLLS is taking a hard-earned break for now, but is full of ideas for an even better Monte Carlo Casino Night next year.

*Debra Cohen Maryanov is an assistant attorney general in the Civil Enforcement Division of the Oregon Department of Justice and an MLLS board member.*



Oregon's 2015 legislative session began at a breakneck pace. On the first day of session, the legislature led off with hearings on class action reform. In spite of the difficult transition—with Governor Kitzhaber's stepping down and Secretary of State Kate Brown's stepping up to take his place—the legislature plowed ahead and passed legislation that made significant changes to higher education and enacted long-standing Democratic priorities such as mandatory paid sick leave, "ban the box," background checks for gun sales, low-carbon fuel standards, and the state-local economic development partnership known as Gain Share. The 2014 election gave the Democrats an edge in the House (35–25), the Senate (18–12), and the Governor's Office; the majority controlled much of the conversation, to the consternation of the minority party.

In the end, the legislature also made progress on efforts to control prison growth, addressed retirement savings for Oregonians, passed a package of ethics and public records reforms, and implemented Measure 91 regarding medical and recreational marijuana law. While many hoped to craft a compromise transportation package to take home, that proved to be elusive. The session ended on July 6.

The Oregon State Bar's priorities for the 2015 legislative session were to increase funding for the courts (including eCourt and court facilities), adequately fund indigent defense, and provide funding for low-income legal services. Most of the legislation that lawyers care about will be covered in the *OSB Legislation Highlights*, to be published in late summer.

Ultimately, the court system and judges fared better this session, in part due to the bar's efforts and the Citizens' Campaign for Court Funding, a statewide group of bar and business leaders led by OSB President Rich Spier to advocate for stable court funding. Although the courts did not receive everything they asked for, the courts did receive an increase over the previous biennium.

**Oregon Judicial Department Budget.** The Oregon Judicial Department (OJD) budget includes a 2.8% increase over the 2013–2015 budget. Among other things, it provides funding for approximately 20 new staff members. In addition, the legislature continued to fund eCourt implementation, approved the continuing expenditure of grants for treatment courts, and approved funding for some additional positions in family courts.



By Susan Evans Grabe

**Oregon eCourt.** eCourt has been implemented in 19 counties, with nine more to be added by the end of the calendar year. This biennium, Oregon eCourt received \$14.5 million in bonding authority to fund the remainder of the move, as well as \$3.5 million to pay for training, technical operations, and business processes.

As Oregon eCourt moves closer to completion, the OJD has issued a number of guidance documents. Chief Justice Order 15-026, which became effective on July 1, adopts a statewide OJD Policy and Standards for Acceptance of Electronic Filings in the Oregon Circuit Courts.

**Judicial Cost-of-Living Adjustment.** Although the judges did not receive a compensation increase, the Oregon Supreme Court, Court of Appeals, circuit courts, and Tax Court judges will receive a positive cost-of-living adjustment (COLA) linked to the COLA used for Executive Branch managers.

**Courthouse Facilities.** Three county courthouse construction projects were funded through the Oregon Courthouse Capital Construction and Improvement Fund and received bonding authority. The 2015–2017 budget includes \$17.4 million for the Multnomah County Central Courthouse project, shepherded through by Presiding Judge Nan Waller. This funding will allow the next phase of the Multnomah County Courthouse project to begin. While the legislature declined to fund the Lane County Courthouse project this biennium, it did provide \$2.5 million for the Jefferson County Courthouse, and over \$7.8 million for the Tillamook County Courthouse. In addition, counties will be allowed to move money from law libraries to mediation services in consultation with the presiding judge. Sale of the bonds is expected to begin in spring 2017.

The legislature lifted the expenditure limitation on bonds for the Multnomah County and Jefferson County projects to \$39.8 million. This will allow the OJD to spend approximately \$20 million of bond proceeds and up to \$20 million of the required county matching funds to move

these projects forward. The legislature requested that Tillamook County report on its progress in the coming months.

**Additional Funding for the Oregon Law Commission and the Legal Services Program.** The OJD's budget includes pass-through funding for a number of programs, including the Oregon Law Commission (OLC) and Oregon's legal aid programs. At the end of the session, the legislature provided additional funding to the OLC to help fund a full-time deputy director and staff attorney position and funding for the Legal Services Program to offset an expected reduction in federal funding of up to 20%.

**Public Defense Services Commission (PDSC) Budget.** The PDSC, the office that provides public defense services at the trial and appellate court levels, received \$5.6 million over the current service-level budget for the 2015–2017 biennium. The increase in funding will increase case rates to private and consortia contract attorneys, increase funding for mileage reimbursements, and establish a permanent, full-time deputy general counsel position to administer the Parent Child Representation Program.

**Justice Reinvestment.** The legislature continued to invest in a strategy called justice reinvestment, with \$40 million in funding for community corrections. The Criminal Justice Commission, through the justice reinvestment grants, distributes the savings from averted prison growth to individual counties based on the amount of savings a county generates. This drives overall public safety savings through evidence-based, cost effective programs and reinvests those savings back into those programs to reduce recidivism.

**Ethics Reform Package.** This session, in response to Governor Kitzhaber's resignation, Governor Brown submitted an ethics package to address issues raised at the end of his tenure. The package included legislation to expand the membership of the Oregon Government Ethics Commission; to clarify that the term "public official" includes spouses of some elected officials and require these spouses to submit economic-interest statements to the Oregon Government Ethics Commission; and to direct the secretary of state to perform an audit of the state-agency records retention and disclosure policies. All of these new laws were enacted.

**OSB Law Improvement Package.** Most of the bar's legislative package has been signed into law, with the exception of a few bills that were withdrawn, tabled,

*Continued on page 15*

## Amanda Walkup Receives Award

By Megan Salsbury

The Steering Committee of Lane County Women Lawyers (LCWL) successfully nominated Amanda M. Walkup, who is a partner at Hershner Hunter in Eugene, a former LCWL Steering Committee member, and an OWLS member, for the Lane County Bar Association's Joseph M. Kosydar Award for Professionalism. Each year, the Kosydar Award recognizes one attorney in the community who exemplifies professionalism and civility in his or her practice. Notably, Amanda is the first woman to receive the Kosydar Award.

The LCWL Steering Committee selected Amanda as its nominee and prepared a supporting nomination packet because she quickly steps up to take on tasks, encourages all views to be heard, looks for solutions instead of criticizing problems, and has been an active member of law-related and other nonprofit organizations. The bar association presented the award at its annual spring bash and awards ceremony on May 13. Amanda exemplifies how to practice law with grace and integrity, and Lane County Women Lawyers congratulates her on deservedly receiving this award.

*Megan Salsbury is an in-house attorney at Professional Credit Service in Springfield.*



Amanda Walkup



OWLS Past President Kendra Matthews and Executive Director Linda Tomassi visited with Linn-Benton Women Lawyers on Wednesday, June 17, at Frankie's in Albany. Shown here, left to right:

Lucy Page Chesnutt, Rebecca Winters, Kendra Matthews, Keri Smith, Chris Smith, Whitney Christensen, Denise Soto.

## Clackamas Women Lawyers' Wine Tour

On Saturday, April 18, Clackamas Women Lawyers (CWLS) held its annual wine tour. About 22 CWLS members and their guests visited three local Willamette Valley wineries together by bus. At Archer Vineyard, they had a lovely outdoor potluck lunch, and at the last winery, Carlo and Julian, they enjoyed a tour of the vineyard. The weather was beautiful, and everyone had a great time.



Enjoying the tour (left to right):

Top: Linda Thompson, Jacqueline Alarcón, Sarah Dandurand  
Bottom: Josh Dalglish, Kristen David, Ericka Langone

Photos: Rod Boutin and Ericka Langone

## Courthouse Resources for Breastfeeding Mothers

By Molly Jo Mullen

A few weeks ago, an inquiry surfaced on the OWLS listserve from a member looking for resources for expressing milk while in trial in Multnomah County. I was, frankly, surprised to see the inquiry, since it has now been many, many years since I faced the same logistical questions as a breastfeeding attorney. While I was happy to see a number of helpful responses for the OWLS member, it seemed inefficient to reinvent the wheel.

In my mind at least, by 2015, pumping breast milk should not be a logistical roadblock for any attorney practicing in Oregon. Balancing the practice of law with motherhood is challenging enough. Taking a break from a court appearance or trial to allow a breastfeeding attorney to express milk should be simple. The needs are few: a private space with a

lock, a power outlet, a hook for clothing, a table or counter, and even a small refrigerator for short-term storage.

With this checklist of requirements, I decided to take on the task of finding out what options each courthouse has for nursing mothers. The information obtained will be posted on the OWLS website, along with court contact information, so each mother won't have to track down the information on her own.

The Clackamas County Courthouse, for example, already has a dedicated room for expressing milk, which has been available for quite some time, but many other courthouses do not. I hope OWLS can change that by creating this resource listing and encouraging our members to advocate for nursing mothers, whether attorneys, witnesses, or others in need of an appropriate place for pumping breast

milk. OWLS will advocate for appropriate spaces for this activity in state and federal courthouses as well as the Oregon State Bar building.

If you have information to add to the listing, please send it to Diane Ryner-son, at [diane@oregonwomenlawyers.org](mailto:diane@oregonwomenlawyers.org). Your feedback and other ideas for improvement at courthouses are also welcome.

Thank you to everyone who has contributed information so far or is in the process of looking into this issue. Together we can make the practice of law for new nursing mothers less stressful and support those women who choose to continue breastfeeding while working in the law.

As of July 1, **Molly Jo Mullen** is a full-time neutral at Mullen ADR in Portland.



# OWLS Secretary Hon. Allison Boomer: Past, Present, Future

By Rachel Lynn Hull

**T**he Honorable Allison Boomer, the new secretary of the OWLS Board of Directors, did not set out to become a tax judge. But you won't find someone who enjoys the job more.

## Past

Boomer grew up in Tacoma, Washington, and attended Whitman College in Walla Walla, earning a degree in philosophy with a minor in economics. As an undergrad, she worked for the YMCA and Northwestern University. She then attended law school at Willamette University. Her interest in public service blossomed in law school with a clerkship for the Washington Attorney General's Office and an externship with Danny Santos, then a senior policy advisor to Governor Ted Kulongoski.

With paid positions scarce after she graduated from law school in 2009, Boomer took a pro bono law clerk position at the Oregon Tax Court, later working as a paralegal and a paid law clerk. She gained further experience as a magistrate pro tempore before accepting an offer to be the new tax magistrate.

## Present

The Oregon Tax Court, part of the Oregon Judicial Department, consists of the Magistrate Division, with three tax magistrates, and the Regular Division, with a single Tax Court judge. Tax decisions made by the Oregon Department of Revenue, county assessors, or county boards of property tax appeals can be appealed to the Magistrate Division, with

further appeal to the Regular Division and the Oregon Supreme Court.

Many people who are not attorneys appear before the Tax Court, especially in the spring when the Tax Court is working through a large volume of property tax appeals. To ensure a fair hearing, all parties must understand court rules, statutes of limitation, and the burden of proof, but the tax magistrates cannot provide legal advice. They can answer the "What are the rules?" questions, but not the "How can I make the rules work for me?" questions. Magistrate Boomer explains: "The court seeks to provide a fair, easy-to-use process while remaining neutral. It is a balance that we are mindful of at all times, but especially when working with non-attorneys. The court provides helpful, free resources on our website, including a handbook and FAQs."

When not in trial, Boomer spends time in case management conferences and mediations, writing decisions, and working with law student externs hosted by the Tax Court.

"My colleagues at the court are wonderful, intelligent, and dedicated professionals," Boomer said. "I enjoy the variety of legal issues that are presented to the court—there is more variety than one would expect to find in the realm of state tax law."

## Future

Magistrate Boomer is looking forward to continued service in Oregon's Tax Court. This summer, she plans to hike all over Oregon and Washington with her

husband and sister, visiting the Gorge, Three Sisters Wilderness, Mt. Hood, and North Cascades National Park. Her outdoor life is busy year-round—she's a member of the Peace Dragon Warriors Paddling Club, the Willamette Valley Road Runners, and the Oregon Nordic Club.



Hon. Allison Boomer

When we discussed young lawyers of the future, Boomer said she encouraged them to build a support network, including one good professional mentor. She credits Presiding Magistrate Jill Tanner for encouraging her to challenge herself and take advantage of leadership opportunities. As her mentor since Boomer became a lawyer, Tanner has been "a constant source of guidance, support, and friendship."

Finally, Magistrate Boomer reminds all OWLS members to encourage their friends and colleagues to take on leadership opportunities. "I ran for president of the Mary Leonard Law Society after a past president suggested it to me. That nudge and vote of confidence made a difference. We can all make that difference for each other."

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

For more information about OWLS chapters and activities, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

## Capitol Update

or died in the Rules Committee at the end of session. Bar volunteers testified or provided feedback on over 200 pieces of legislation.

Thank you to the members of the Senate and House Judiciary Committees, as well as Oregon's legally trained legislators, for all of your support this session.

Issues not addressed this session include a seismic upgrade to the Capitol building, an increase in the minimum wage, grand jury recordings, and the fact that although lawyers are now obligated to report elder abuse, there is a lack of clarity about what constitutes "wrong-

*continued from page 13*

ful taking" in the statute. These leftover agenda items will likely surface in the short 2016 or the full-length 2017 session.

During the interim, several issues that practitioners care about will resurface, including clarification of the guardianship statute, consideration of the uniform power of attorney act, a rewrite of the advanced directive statute, unlawful practice of law enforcement (notario fraud), debt collection practices, campaign finance, and more.

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

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503.841.5758 or [linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org).**

# OWLS Dragonflies Kick Off 2015 Race Season with Gold



*The OWLS Dragonflies after taking the gold on May 16 (left to right): Front row: Kathy Bartholomew, Wendy Votroubek, Jennifer Frohman, Jen Ferro, Cindy Gideon, Edie Lander, Meg Griffin, Donna Harris. Back row: Dan Auerbach, Ellen Weintraut, Katherine de la Forest, Elizabeth Hilliard, Shelby Robinson, Brenda Obern, Sara Sayles, Megan Morris, Greg "Maverick" O'Brien, Emily DuBay, Joslyn Keating, Gretchen Magarro, Laurie Daley, Robin Seifried, Eleanor DuBay.*

**O**n May 16, the OWLS Dragonflies dragon boat team traveled to Thea Foss Waterway, an inlet of Commencement Bay, to compete in the Rainier Dragon Boat Festival in Tacoma, Washington. The 'Flies finished first in the Women's Division B final after a fun-filled day of racing with several of Portland's top women's teams. The Dragonflies paddled with gusto as Dan Auerbach called the race from the front of the boat, with Greg "Maverick" O'Brien at the till. Congratulations, Dragonflies!

On June 28, the 'Flies raced on the Willamette River in Salem. They won silver in the top division after putting up the best times in the women's division all day. [For more on that race and action photos, please see page 20 of this newsletter.]

Come cheer on the Dragonflies as they paddle in these races against the best teams in the Pacific Northwest:

- July 25 in Seattle (on Lake Union at Lake Union Park)
- September 12 and 13 in Portland (on the Willamette River at Tom McCall Waterfront Park)

Pictures, race details, and information about how to get on the water with the team are available at [www.owlsdragonflies.org](http://www.owlsdragonflies.org).

The team's 2015 co-captains are Laurie Daley and Donna Albin-Harris, and the coach is Pam Durham van Windergeren. The team is happy to have the support of generous sponsors: Lance's Superior Auto Service; Reinisch Wilson Weier; Sussman Shank; Red Dog Home Inspections; and, of course, Gold Medal Sponsor Oregon Women Lawyers.

## Family Law Mentoring Circle

over the format of a single all-day CLE—participants have time to think about the discussion and come back the next month with new questions and ideas. Attorneys can attend the mentoring circle as it fits their needs, including coming to a single session or completing the whole year and returning the next year (or two).

Handouts for each session are updated beforehand, with new case law and any statutory changes. Robin, who was recently in charge of the updates, says "the biggest challenge is keeping the material relevant without overwhelming people. There are so many new developments in family law—like eCourt filing—but we can't cover everything." In keeping with a desire to make the sessions as useful as possible, feedback on topics and materials is always welcome.

Both Robin and Julia spoke about the interplay of family law with other areas of law, including juvenile dependency and restraining order cases, and they include these topics in the mentoring group discussion as well. Before joining Gevurtz Menashe, both worked at Metropolitan Public Defender and even job-shared a position there for a while. After several years as a public defender, Julia was drawn to family law because it "provides the opportunity to solve the same problems, but from many more angles." After a career break, Robin was ready for something new and soon followed.

The Family Law Mentoring Circle is a unique program—unique to Oregon, and unique to family law. Robin noted that OWLS is well positioned to promote

programs that provide a place for attorneys to step outside of the courtroom's adversarial environment, teach each other, and ask questions in a friendly, intimate setting.

I asked Julia what motivates Gevurtz Menashe to invest time and resources in a program that primarily trains outside attorneys. "Cases run better when both sides know how to proceed strategically, behave with professionalism, and emphasize counseling and client relationships over winner-takes-all. We want to promote a standard of practice that benefits both the family law bar and our clients. We all benefit from having good lawyers out there."

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

*continued from page 1*



# OWLS and OAAP Sponsor 8th Annual Women's Retreat

By Barbara Fishleder

**P**rofessionalism. Civility. Self-care. Happiness. Professional relationships. Personal connections. Easing our lives. Being kind to ourselves. These themes wove gently together to make a meaningful and rejuvenating respite among the trees and blooms in Welches on April 24 and 25. About 40 people participated in this eighth annual women's retreat sponsored by OWLS and the Oregon Attorney Assistance Program (OAAP).

Keynote speaker Judge Jean K. Maurer opened our program, our spirits, and our minds with an inspiring and informative discussion about the positive impact of civility and how it raises the quality of both our professional and personal lives. Her guidance for navigating the balance of focusing on what is good for your client while also taking care of yourself sparked a thoughtful discussion of boundaries, self-care, and tips for coping with uncivil lawyers. Suggested techniques included setting the tone for the interaction ("taking the high road"), building resiliency by taking care of yourself ("showing up for yourself"), respectfully discontinuing the conversation ("regrouping"), putting yourself in the other person's shoes ("perspective taking"), and taking the other person out to coffee or lunch as a way of shifting the dynamic and really getting to know each other ("breaking bread").

With the expertise of Lydia Byhardt Bolliger, LCSW; Michelle A. Ryan, JD, a registered yoga teacher; and Virginia Terhaar, PhD, we gained an understanding of how we can improve our coping skills as well as our ability to care for ourselves. We learned about the neuroscience of our brain and how to engage the parts of our brain that bring calm to a situation. We practiced exhaling (not sighing!) more deeply than inhaling, in order to trigger a sense of calm within ourselves. We also learned that our posture changes the emotional signals our brain sends. An easy way to shift perspective is to change our physical posture from a closed "turtle-like" posture (head tucked, shoulders in, heart protected) to an open and strong posture (head up, shoulders back, heart and mind open).

We gained an understanding of the importance of being as nurturing with ourselves as we are with close friends and family, and that nonjudgmental self-compassion is something that we all need but were never taught as part of our

professional development. We were encouraged to let go of our perfectionism and our inner critic. We also learned that self-compassion is not selfish or self-indulgent and

that being kinder to ourselves will not only decrease our anxiety, stress, and reactivity, it will also give us greater peace of mind, make us more productive, and allow us to build healthier relationships.

Some of the many helpful practical tips we discussed included starting our day with at least five minutes of something that we find restorative, setting time throughout the day for short breaks, relaxing ourselves through deep breathing, and keeping a tidier house by saving only things that bring us joy. We practiced embracing this new perspective of feeding, protecting, supporting, and



Judge Jean K. Maurer

encouraging ourselves.

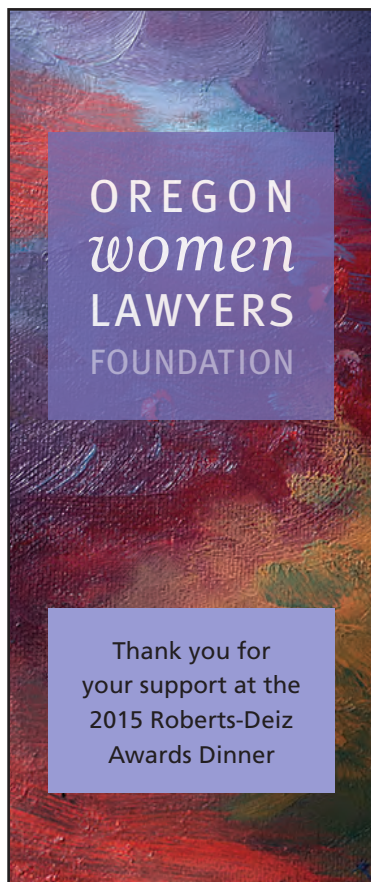
The retreat gave us many opportunities to put new perspectives into practice. Nature hikes, meditation, art, yoga, spa treatments, several delicious meals, time for ourselves, and time with each other were sprinkled between the informative and moving presentations.

We concluded our relaxing and enlightening time together by sharing words that summarized our experience at the retreat: Restored. Centered. Hopeful. Inspired. Happy. Friendship. Grateful. Revitalized. Relaxed. Connected. Supported. Encouraged. Joyful.

**Barbara Fishleder** is the director of personal and practice management assistance at the OSB Professional Liability Fund and executive director of the OAAP.



Michelle A. Ryan



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](http://www.owlsfoundation.org).



# Education as Rainmaking

By Marisa Moneyhun

On June 16, OWLS members attended a workshop designed to encourage women and minority lawyers to present at CLEs and develop other educational workshops. The event, "Education as Rainmaking: Leveraging Presentations for Your Career," was organized by the OWLS Leadership Committee and hosted in Portland by Kristen Gallagher of Edify Education Design. Twenty people attended the workshop, held during the lunch hour.

The session focused on topics such as "Building Effective Teaching Moments," "Finding Venues," and "Education for the Right Reasons." Those present were challenged to discover their personal expertise in this interactive workshop designed to promote OWLS members as experts in the community. Many of the attendees were attorneys from small and solo firms who may lack the traditional means for developing public speaking opportunities.

Iaysha Smith, Kamron Graham, Violet Nazari, Jim Yocom, and Marisa Moneyhun organized the workshop. The Leadership Committee seeks to encourage women and minority attorneys to develop their leadership skills.

**Marisa Moneyhun** is an attorney at the Law Office of Marisa Moneyhun. She focuses her practice on estate planning, probate, and trust administration.



At the event (left to right): Iaysha Smith, Kristen Gallagher, Kamron Graham

# Lawyers' Association of Washington County Hosts CLE

By Judge Kristen Thompson

The Lawyers' Association of Washington County (LAWC), an OWLS chapter, hosted a free CLE on April 23 titled "Taking Care of Yourself, Your Clients, and Your Colleagues," featuring Carol Bernick, the chief executive officer of the OSB Professional Liability Fund, and Shari Gregory, assistant director and attorney counselor with the Oregon Attorney Assistance Program.



Carol Bernick

Carol provided a terrific overview of the extensive benefits the PLF provides to bar members. Shari then gave an illuminating talk about how attorneys need to recognize when they need to take care of themselves. Approximately two dozen practitioners from private and public sector offices, as well as several judges, attended the event, held in Judge Kirsten Thompson's courtroom.

Elizabeth Inayoshi, Lauren Walchli, Rebecca Guptil, Sarah Freeman, and Judge Kirsten Thompson planned this initial event for the chapter. LAWC looks forward to hosting additional CLEs and social gatherings in the coming months and is seeking convenient locations for the events in Hillsboro and Beaverton. If any OWLS members would like to assist in planning, we welcome your participation.

**Judge Kristen Thompson** serves on the Washington County Circuit Court.



At the Mary Leonard Law Society's Monte Carlo Casino Night on May 8 (left to right): Justice Virginia Linder, Colleen Sealock, Judge Cheryl Pellegrini, Meg Rowe

# Lane County Women Lawyers Hosts Annual Clothing Drive

By Berit L. Everhart

On April 2, Lane County Women Lawyers (LCWL), the Lane County OWLS chapter, hosted its annual clothing drive event to benefit WomenSpace. The event, attended by about 25 people, was held at Steelhead Brewery in Eugene.

In the weeks leading up to the April 2 event, OWLS members accepted donations of gently used professional clothing at various office locations around Eugene. At the event, attendees gathered to drop off donations and enjoy good conversation and a delicious lunch. Carrie Wright, development assistant for WomenSpace, and Alexa Hackett, an intern for WomenSpace, attended the lunch to collect donations and speak briefly about WomenSpace's mission and work in Lane County.

This is the second year that LCWL's clothing drive has partnered with WomenSpace, which works to prevent domestic violence in intimate partner relationships in Lane County and to support survivors in claiming personal power. The professional clothing collected will be used in connection with WomenSpace's Economic Empowerment Program, which

provides self-empowering advocacy, community referrals, financial classes, and individual employment counseling to increase economic and personal stability so survivors can achieve self-sufficiency. LCWL would like to thank everyone who attended the event and made such generous donations. In total, we collected two carloads of professional clothing for WomenSpace to distribute.

**Berit L. Everhart** is an attorney at Arnold Gallagher in Eugene focusing on business law and estate planning with an emphasis on state and federal taxation.



# Clackamas Women Lawyers' Roundtable Discussion: Just Say No

By Jennifer Dalglish

Clackamas Women Lawyers (CWLS) held its first roundtable discussion of the year on Tuesday, June 2, during the lunch hour. The event was hosted by Bowerman, David, Laidlaw & Laidlaw (BDL&L) in Oregon City. Shari Gregory, assistant director at the Oregon Attorney Assistance Program, and Angela Laidlaw, managing partner at BDL&L, facilitated the discussion.

The central topic for this roundtable was "Just Say No," but other work-life balance issues were explored as well. Here are links to some of the articles discussed: "Why Saying No Is Important," "Who's Bringing Cupcakes?," "Why It's Harder For Women To Say No To Extra Work," "Why Women Have a Hard Time Saying No," "Why Saying No Gets You Ahead," "How

People Pleasers Can Learn to Say No More Often," and "How to Learn to Say No."

Participants shared their thoughts about the articles and personal experiences with saying no. The personal experiences ranged from positive (feelings of relief at having said no to a task such as making coffee) to negative (having been fired for saying no to taking on a case). Tips and techniques for when and how to say no were shared, as well as ideas for when and how to say yes. These were the top tips for saying no:

1. Recognize your capacities as you go through changes in life; the capacity to say yes may change over time with life events and transitions, such as having children and evolving work circumstances.

2. Avoid eye contact when volunteers are being solicited.
3. Identify your own personal values and mission statement and then make sure your yes's are in line with your personal goals.
4. Put yourself first when deciding whether or not you can say yes to something.
5. Delegate.
6. Stop any negative self-talk or internal guilt trips when you say no to a request.

The topic for our next roundtable discussion will be centered on defining success. The date has not yet been set.

*Jennifer Dalglish is the Clackamas County law librarian.*

# OWLS Member Dena Marshall Pursues Interests Abroad

By Rachele Selvig

OWLS member Dena Marshall embodies expansive professional thinking and the spirit of adventure. She was recently accepted into the Fulbright Specialist Program in the subject area of peace and conflict resolution studies. She is also preparing to leave Oregon in July with her family to spend a year living in Cochabamba, Bolivia—an adventure she and her husband have dreamed about for years.

Dena is the principal and founder of Marshall Mediation in Portland, a bilingual Spanish/English dispute resolution firm focusing on facilitation and public engagement to involve communities in decision-making processes. Dena has always been motivated to assist with resolving difficult issues. While working as a domestic violence counselor in Philadelphia, she decided that earning her juris doctor would augment the services she could provide. She obtained her JD from American University, where she focused on international human rights and environmental law. Dena and her husband then moved to Oregon, where she founded Marshall Mediation.

During college and professional life, Dena has regularly found herself pulled into questions about how people relate to the environment and the difficult issues surrounding water, a resource so vital to our existence. At the suggestion of a fellow OWLS member, she obtained a graduate certificate in water conflict

management and transformation from Oregon State University (OSU) in 2009.

Obtaining the certificate opened new avenues for Dena's thinking professionally, one of which led her to seek admittance to the Fulbright Specialist Program, one of several Fulbright programs. Fulbright specialists are professionals and academics who join a roster for a five-year period, during which they are invited to participate in different projects, each lasting two to six weeks, with host institutions in various countries. The first project Dena anticipates participating in is the creation of the first mediation program in Islamabad, Pakistan. Another project she envisions is bringing the training module she learned at OSU to other countries involved in water conflicts.

Dena is co-authoring a chapter entitled "Capacity Building for Water Diplomacy" for a forthcoming Springer Press *Complexity in Water Diplomacy* volume. She is also collaborating on a paper examining equity and environmental justice in her work with regional planning processes and public engagement.

Apart from her professional work, Dena and her husband, Judah Gold-Markel, and their 10- and 6-year-old daughters will spend the coming year in Bolivia. Dena and Judah have traveled extensively with their children, but always wanted to take some time to live abroad. Dena learned about the 2000 Cochabamba water war, involving ques-



*Dena Marshall*

tions about water privatization and the human right to water, while obtaining her graduate certificate at OSU. She and Judah plan to spend their time in Bolivia volunteering, while their daughters attend school, try new foods, play lots of soccer, and develop their Spanish.

Dena encourages other OWLS members to seek to expand their own expertise in ways that might not be readily apparent. And she hopes that her family's trip to Bolivia encourages other OWLS members to reinvigorate plans and dreams that may be sitting on a back burner.

*Rachele Selvig is an associate at Cauble & Cauble in Grants Pass, focusing on civil litigation, estate planning, and probate.*

# OWLS Dragonflies Take the Silver in Salem

By Whitney Magnuson

On June 28, the OWLS Dragonflies won a silver medal at the Salem World Beat Dragon Boat Races after an exciting day on the Willamette.

The 'Flies posted the fastest times in both of their qualifying heats to earn the top seed in the semifinal round. After taking first in the semifinals, the 'Flies advanced to the Women's Division A final, in which the Salem festival's top three dragon boat teams raced.

The final race heat was a tight race from beginning to end. As the No. 1 seed, the 'Flies were assigned the middle racing lane, sandwiched between competitors. Thanks largely to the expertise of veteran tiller Greg "Maverick" O'Brien, the 'Flies pulled ahead of the competition twice, positioning themselves for the gold.

Unfortunately, the team's winning efforts were hampered when the team in lane three collided with the starboard-situated OWLS Dragonflies, engendering a series of clashing paddles and a contested final result. The 'Flies ultimately were awarded second place and took home the silver.

**Whitney Magnuson** is a first-year paddler, a law clerk at Brownstein Rask, in Portland, and a student at Lewis & Clark Law School.



The OWLS Dragonflies with shiny new silver medals on June 28 (left to right): Front row: Jennifer Frohman, Lindsey Craven, Andria Joseph; Katherine de la Forest; Emily DuBay; Cindy Gideon; Holly Martin. Middle row: Eleanor DuBay, Pam Durham van Wingerden, Donna Harris, Wendy Votroubek, Elizabeth Hilliard, Shelby Robinson, Brenda Obern, Gretchen Magarro. Back row: Meg Griffin, Greg "Maverick" O'Brien, Louise Hansen, Joslyn Keating, Whitney Magnuson, Sara Sayles.



The OWLS Dragonflies take first in the semifinals.



Top, from left: Coach Pam Durham van Wingerden waits between races with paddlers Sarah Liljefelt, Joslyn Keating, and Louise Hansen.



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