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Queen's Bench Honors Women Judges

By Joanna Robinson

For the 24th consecutive year, Queen's Bench, the OWLS chapter in Portland, honored Oregon women judges at its annual Queen's Bench Holiday Luncheon, which took place on December 9 at the Sentinel Hotel in Portland and featured the Honorable Adrienne Nelson of the Multnomah County Circuit Court as keynote speaker.

A string duet played beautifully as the festive tables throughout the ballroom were filled. In attendance were many women judges from federal and state courts, each of whom was recognized and shown appreciation for contributing to the advancement of women in the judiciary.

Mary Dougherty, the outgoing president of Queen's Bench, summarized the chapter's activities and accomplishments over the past year and presented its \$500 donation to Multnomah County CourtCare to the CourtCare chair, Amy Angel. OWLS President Kendra Matthews announced the recipients of the 2015 Justice Betty Roberts and Judge Mercedes Deiz Awards, both of whom received enthusiastic applause from the audience. [Please see story on page 7.]

Judge Nelson delivered a memorable speech about the importance of communication and inclusion as part of our efforts to support and encourage women in the legal profession.

She reminded us of the importance of seeking to unravel our own conventional thinking so as to appreciate the need for greater inclusivity

of women and minorities, not just at the judicial level, but across the broad spectrum of legal service.

Emphasizing the need for diversity in law, Judge Nelson urged each of us to attempt to tell ourselves a "new story," one that would unwind dominant patterns in our lives and allow us to create an atmosphere in which we value those of diverse backgrounds with genuine respect.

Judge Nelson recounted times in her own life when, to prove her worth, she had to overcome the traditional thinking of others. She spoke persuasively about how women lawyers and judges continue to usher in a new tone in law, and she praised those who, through difficulties to excellence, have been expanding the range of appreciation for women who contribute to a more diverse legal profession.

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



Photo: Dreams in Bloom Photography

Lost Generation OWLS Members Try Solo Practice

By Megan Lemire

Many OWLS members who graduated from law school from 2008 to 2013 found themselves between a rock and a hard place. With few associate positions available and no other opportunities knocking at their doors, hanging out a shingle seemed to be the most viable solution to their dismal employment prospects. This installment in our series about the "lost generation" (people who graduated from law school from 2008 to 2013) briefly describes the stories of three resilient OWLS members who started solo practices. (Their names have been changed to protect anonymity.)

Maia thought that graduating from her specialized school would guarantee her a public interest position. Judith attended law school to launch her second career. Yvette had always dreamed of practicing law to help ordinary people. Each has ventured out as a solo practitioner coming from a different background and having different goals. Despite their differences, they have had remarkably similar results.

Maia always envisioned a professional degree as her "golden ticket," and she chose her law school

Continued on page 12

President's Message



Kendra M. Matthews

According to a recent Marist poll, 44% of adult Americans expected to make a New Year's resolution for 2015.

Due in large part to the resolve of our immediate past president, Kathi Rastetter, Oregon Women Lawyers enters 2015 with its own set of "New Year's Resolutions." Focusing on OWLS' mission and the results of our 2014 membership survey, the OWLS Board of Directors has worked with Jennifer Lewin, an outstanding strategic planner from the American Bar Association's bar services division, to create a concrete vision, list of priorities, and three-year action plan for OWLS.

OWLS has identified four broad goals in the plan: (1) continue to work to transform legal institutions and their practices to ensure that women and minority lawyers have equal opportunity for success; (2) continue to discover and develop phenomenal women and minority lawyers and leaders; (3) increase OWLS membership and more effectively engage OWLS volunteers; and (4) ensure that OWLS has the infrastructure and resources it needs to effectively carry out its mission.

We are proud of all the hard work our volunteers and staff already engage in, on a consistent basis, to advance each of those broad goals. Under the umbrella of each goal, however, there are several areas for improvement: We need to increase our efforts on pay equity issues. We need to strengthen our presence, support, and programming across the state. We need to engage and assist our more seasoned members. We need to increase our collaborative efforts with minority bar associations and the OWLS Foundation. The list goes on. All the goals in our new strategic plan represent meaningful ways to improve the organization and advance our mission. And, having articulated them, each of the goals feels overdue.

The temptation, of course, is to try to

move on every goal immediately. But—as we all know—a key to success with any New Year's resolution is to be realistic. OWLS simply does not have the resources to tackle everything at once. Accordingly, the board and staff are working on developing realistic timelines to begin implementing each goal.

Here are just a few of the projects we have planned for 2015: To advance Goal (1), OWLS hopes to create a member-accessible database of "OWLS approved" workplace practices and policies. To advance Goal (2), we hope to launch a working parents committee to provide programming, peer support, and resources to our parent members. To advance Goal (3), we are committed to developing a better system to connect potential volunteers to actual volunteer opportunities within OWLS. Additionally, we are undertaking a review of the scope, charge, and volunteer experience for each of our standing committees. While that last task technically falls under the Goal (4) umbrella, we believe that like most infrastructure improvements, it will advance all four goals.

Again, that is just a sampling of our 2015 goals; there are many more. If you are interested in being a part of these improvement efforts, please let us know. (Though communication with potential volunteers is an area in need of improvement, we'll do our level best to have someone from the staff or board follow up with potential volunteers in relatively short order.)

Predictably, perhaps even inevitably, most New Year's resolutions fall by the wayside within a few months. By tying OWLS' "resolutions" to our mission and our members' interests, writing them down in a strategic plan, and being practical about the timeline for completing them, OWLS is, I believe, on track to keep its resolutions, which should make this year an exciting time of growth and improvement for the organization. I look forward to being a part of OWLS in 2015; I hope you do too.

Happy New Year!

Kendra M. Matthews
President, Oregon Women Lawyers

Legal Perspectives on Eliminating Discrimination Against Women: Free CLE Tues., Jan. 20, in Portland

OWLS, the Oregon State Bar International Section, and others will present a CLE on eliminating discrimination against women on Tuesday, January 20, from 3 to 5 p.m. at the offices of Miller Nash Graham & Dunn, 111 SW 5th Ave., Suite 3400, Portland. Application is being made for two CLE credits. We've just learned that all the seats have been reserved. To get on the waiting list, send email to Sandy Hanson, at sandy.hanson@millernash.com.

The international Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) was signed by U.S. President Jimmy Carter in 1980, but the Senate never ratified it. Yet 188 other nations have. To seek to accomplish Senate ratification, the Committee on the Status of Women New York engaged the support of the Women's Intercultural Network and the San Francisco Department on the Status of Women to create a national campaign to get 100 cities to adopt the Convention's principles as part of their municipal laws. Portland, in effect, adopted the Convention in 2001, and Oregon, of course, recently added an Equal Rights Amendment (ERA) to its constitution. [See story on page 5.]

Oregon lawyer Judy Henry, on behalf of the International Action Network for Gender Equality & Law, has organized and will moderate this free CLE discussing CEDAW and Portland's and Oregon's actions in support of CEDAW's concepts.

Portland lawyer Chris Helmer, whose practice focuses on international law, will make a presentation on CEDAW. Portland Commissioner Nick Fish will speak about municipal ordinance 23.10.010, Portland's civil rights ordinance, addressing the ordinance's effect on governance. Leann Littrell-Dilorenzo, the leader of VoteERA.org and the primary force behind Oregon's adoption of the ERA, will discuss that new constitutional amendment, the process to get it passed, and what changes to expect from its passage.

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

OWLS Membership Survey Provides Insight for OWLS

By Kathleen Rastetter

Time management guru Alan Lakein said that “planning is bringing the future into the present so that you can do something about it now.” OWLS recently conducted a membership survey as part of its strategic planning project. The response rate was 16%, which is considered a good return. Nearly half the respondents (48%) work in a law firm, 16% are employed by courts, and 9% work elsewhere in government.

The OWLS work identified as most important includes helping women lawyers

achieve positions of leadership in the profession, and creating a network of support and mentoring for women and minority lawyers.

Newer lawyers (zero to ten years in practice), unsurprisingly, expressed greater interest in accessing resources to advance their careers. The most seasoned attorneys (21 years or more in the profession) placed a greater emphasis on OWLS’ advocacy role and the part of the OWLS mission that focuses on the advancement of minority lawyers.

Many respondents were not aware of the free brown-bag-by-phone CLEs, the contract attorney reference service, or other leadership and career development programs offered by OWLS.

The survey identified the following challenges for OWLS:

- Addressing pay equity (74% of the respondents said they were “very concerned” about it)
- Increasing OWLS’ diversity and membership, especially of men
- Addressing the recruitment and retention of women and minority lawyers

- Providing affordable programs that reach a wide audience
- Supporting attorneys at each stage of their careers, including programing geared toward new lawyers and lawyers in transition
- Addressing time pressures and life-balance issues
- Improving outreach to members across the state
- Adapting to a changing legal profession
- Educating the entire legal community about the implicit biases that hold back women and minorities in the profession

As Mr. Lakein also said, “failing to plan is planning to fail.” Thanks to the valuable input of its members, OWLS is planning to meet the challenges ahead to better serve its members and the community. Thanks to all who participated in the survey. Please continue to share any thoughts you have on these matters with OWLS.

Kathleen Rastetter, senior counsel for Clackamas County, is OWLS’ immediate past president.

OWLS Board Seeks Candidates

Please see story on page 16.

Join OWLS for CLE Credit in England

“I haven’t been everywhere, but it’s on my list.” —Susan Sontag

Join OWLS September 6–14, 2015, to celebrate the 800th anniversary of the Magna Carta in England. Revisiting some of the same haunts from OWLS’ trip in 1997, travelers will stay at Lucy Cavendish College in Cambridge. OWLS will apply for six Oregon MCLE credit hours, with topics including British legal history, the history of the Magna Carta, and nuts and bolts of modern law practice in the UK.

The trip also includes the following:

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

A \$500 non-refundable deposit is due on March 16, with final payment of \$1,495 due June 1. Airfare is not included. Flights (coach) on Delta Air Lines leave September 6 from Portland through Seattle, returning on September 14, and are currently about \$1,500.

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

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Upcoming Events

Corvallis, Weds., Jan. 21, 11:30 a.m.

Linn-Benton Women Lawyers

Lunch, Sada Restaurant
151 NW Monroe Ave., Corvallis
RSVP to Keri Smith by January 19.

Salem, Weds., Jan. 21, 5:15 to 7 p.m.

OWLSNet Networking

**"Lean Whatever Way You Want:
Building Your Career Your Way,"**
featuring Aimee Levens

Amadeus Restaurant
135 Liberty St., Salem

Join Oregon Women Lawyers and female professionals of the Willamette Valley on January 21 for a winter networking event featuring writer and owner of Imprint PDX Aimee Levens, presenting "Lean Whatever Way You Want: Building Your Career Your Way."

As both a recruiting consultant and career coach, Aimee champions employers seeking talent and talent seeking choices. She regularly contributes to blogs, such as *Mac's List* and *Silicon Florist*, aimed at connecting people with opportunities.

Appetizers will be provided. No-host bar. No cost. Remember your business

cards and bring a friend! RSVP here. Thank you to our Presenting Sponsor, Country Financial, for making this a no-cost event.

Portland, Thurs., Jan. 29, 5:30 p.m.

OWLSNet Networking

"Brand You: How to Brand Yourself in Business" featuring Linda Jeo Zerba, Strategic Sherpa at Big Squirrel Hotel Monaco, 506 SW Washington St. Alder Room, Portland

In today's market, it has become harder and harder to break through the increasingly cluttered and competitive marketplace to stand out. "Brand You" will give you some tips on how to apply the rules of branding to create a standout brand for yourself, so you don't get lost in the crowd. "Brand You" will teach you how to shine.

Big Squirrel works with clients of all shapes and sizes to launch new products and services, reposition brands, or create internal alignment.

Appetizers will be provided. No-host bar. No cost. Bring your business cards and a friend. RSVP here.

Portland, Tues., Feb. 10

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

Queen's Bench Luncheon

The Sentinel Hotel, 614 SW 11th Ave.

Featuring John Haines, executive director of Mercy Corps Northwest (MCNW), who will speak about MCNW's mission and vision of working together to build more just, productive, and resilient communities in the Pacific Northwest. He will also talk about MCNW's community projects in Multnomah County.

Portland, Fri., Feb. 13, 1:30 to 6 p.m.

Betty Roberts Portrait Unveiling and Program, "Portraits of Possibilities: Women at Work" Honoring an Oregon Trailblazer

Mark O. Hatfield U.S. District Courthouse, 1000 SW 3rd Ave., Portland

Space is limited, please register here. \$10 registration; free for students.

Lake Oswego, Weds., Feb. 18

5:30 to 7:30 p.m.

Clackamas Women Lawyers' Meet the Author Event, featuring best-selling author Whitney Otto

Lake Oswego Country Club

20 Iron Mountain Blvd., Lake Oswego

Whitney Otto is the author of five novels: *Eight Girls Taking Pictures*; *How to Make an American Quilt* (nominated for the *LA Times* Seidenbaum Award and adapted into a feature film produced by Steven Spielberg); *Now You See Her* (nominated for an Oregon Book Award and optioned for film); *The Passion Dream Book* (an *LA Times* bestseller, optioned for a film, and an *Oregonian* Book Club selection); and *A Collection of Beauties at the Height of Their Popularity*.

Portland, Weds., Mar. 4, 5:30 to 7 p.m.

Queen's Bench and the Women's Law Caucus of Lewis & Clark Law School Mixer

Lane Powell, 601 SW 2nd Ave., Suite 2100

Queen's Bench and the Women's Law Caucus of Lewis & Clark Law School invite attorneys and Lewis & Clark law students to an informal networking mixer. Hors d'oeuvres and beverages will be provided. All interested students and attorneys are welcome to attend. This reception offers Lewis & Clark law students an excellent opportunity to meet and interact informally with judges and attorneys.

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Oregon Puts Equal Rights Amendment in Its Constitution

By Victoria Blachly

Sailing through to victory in November 2014 with a 78.6% YES vote in Multnomah County and a 64.3% overall vote, Oregon Ballot Measure 89 added to the Oregon Constitution an Equal Rights Amendment (ERA):

"Equality of rights under the law shall not be denied or abridged by the State of Oregon or by any political subdivision in this state on account of sex."

The ERA, adopted through the initiative system after efforts in the Oregon legislature stalled out, grants explicit equality in the Oregon Constitution. We now have established state policy at the highest level providing that all people, regardless of their biological differences, can have full equality under the law.

Measure 89 was publicly supported by many people in the legal community, elected officials in Oregon, and community leaders. Four former Oregon Supreme Court justices took the extraordinary step of writing an open letter in favor of Measure 89 to debunk several arguments made by detractors. The June 2014 letter was signed by former Chief Justice Paul De Muniz and former Justices W. Michael Gillette, Richard William Riggs, and George Van Hooymissen. It made clear that women did not have the strongest possible protection in the Oregon Constitution. The letter said, "[N]o current provision in the Constitution expressly provides those protections. Instead, the protections available to women are present as a result of caselaw. . . . The ERA would remove the biological differences exception." That is why the ERA will ensure that women ultimately have full equality.



The justices' letter concluded with another reference to the measure's detractors: "[T]hey are mistaken to oppose passage of the Oregon ERA. We believe that passage of the Oregon ERA will acknowledge the contributions and importance of more than 50% of our citizens by finally providing women express recognition in our state's most important document, its constitution."

With the Oregon ERA's passage, no longer will the 1,979,633 women and girls who make up the majority of Oregon's population be vulnerable to the prospect of caselaw rolling back at some point. This is a wonderful advancement.

The United States Constitution, however, does not adequately protect women, and so there is still work to be done. "Certainly the Constitution does not require discrimination on the basis of sex. The only issue is whether it prohibits it. It doesn't," said U.S. Supreme Court Justice Antonin Scalia in 2010.

Alice Paul and Crystal Eastman first proposed a federal Equal Rights Amendment in 1923, intended to amend the U.S. Constitution and provide equal rights for women. Yet here we are, 92 years later, and we still do not have an ERA in the U.S. Constitution. A federal ERA has been introduced in Congress every single

year since 1923. It has been passed in Congress only once—in the 1970s—but then it fell three states short of the number needed to ratify the amendment by the deadline.



Victoria Blachly

Voting to amend the Oregon Constitution to guarantee equal rights for women in 2014 was a clear statement that all people deserve equal rights in Oregon. And that message provides momentum for women's equality in the U.S. Constitution by encouraging all those who are still working on the federal ERA to follow Oregon's lead.

Congratulations to Oregon for renewing the national ERA conversation. When speaking in Portland last year, Hillary Clinton, the former first lady, New York senator, and secretary of state, said that "a debate in Oregon about equal rights might spread beyond the state's borders." Here's to hoping that the ERA's wings spread across the country to our nation's capital, where a federal ERA should—finally—be passed. All of us deserve to see express equality in the United States Constitution.

Victoria Blachly, a former member of VoteERA's advisory board, is a trust and estate litigator at Samuels Yoelin Kantor in Portland. She's the first female equity partner in the firm's 88-year history.

Upcoming Events

Portland, Tues., March 10

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

Queen's Bench Luncheon

The Sentinel Hotel, 614 SW 11th Ave.

Featuring Liz Field of the Nonprofit Association of Oregon, who will discuss her experience serving as an interim executive director for Oregon nonprofits and the importance of volunteer board service. She will also facilitate a discussion among attendees about their experiences with nonprofits and answer questions about serving on nonprofit boards and other volunteer activities.

Portland, Fri., March 13,

5:30 p.m. Social; 7 p.m. Dinner

2015 Roberts-Deiz Awards Dinner

The Nines Hotel Ballroom
525 SW Morrison St., Portland

Tickets are \$90. This dinner will sell out. Title Sponsor: Keating Jones Hughes.

Portland, Tues., April 14

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

Queen's Bench Luncheon

The Sentinel Hotel, 614 SW 11th Ave.

Featuring Dan Ryan, chief executive officer of All Hands Raised, who will speak

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about the mission of All Hands Raised and the successes and challenges of bringing diverse perspectives and members of the community together to align the community with the goal of improving educational outcomes for children and youth in Portland and Multnomah County from cradle to career.

Salem, Friday, May 8

**Mary Leonard Law Society
Casino Night**

Portland, Friday, Oct. 16

OWLS' Fall CLE

OWLS Holds OWLS Chapter Leadership Summit

By Katharine von Ter Stegge

The first OWLS Chapter Leadership Summit took place before the annual OWLS Fall CLE on September 26. The event was hosted by Queen's Bench, the OWLS chapter in Portland, and generously sponsored by the OWLS Foundation. Board members of OWLS chapters around the state attended, as did current and former OWLS board members and members of the OWLS Foundation.

The goal of the summit was to bring together OWLS leaders from around the state to share success stories and discuss strategies for building on past successes going forward. Thirty-five OWLS leaders enjoyed lunch at the summit while hearing presentations on successful chapter events, chapter governance issues, and other relevant topics.

Kendra Matthews, current OWLS president, described the OWLS resources available to the chapters. Lori E. Deveny, current OWLS Foundation president, spoke about Foundation's mission and the various grants the Foundation offers for law students, single parents studying for the bar, and practicing lawyers experiencing financial difficulties due to medical hardship or seeking to participate



At the summit (left to right): Mary Dougherty, immediate past president of Queen's Bench and summit co-organizer; Cadence Whiteley, Joan Seitz Law Society, Roseburg; Karen Nashiwa, Queen's Bench; Debra Velure, Lane County Women Lawyers

in leadership conferences.

Stacie Beckerman described the long-standing success of the Queen's Bench monthly lunch speaker series and the annual holiday lunch honoring women judges. Talia Stoessel spoke about the Clackamas Women Lawyers wine tour, book club, and annual holiday charity fundraiser. Laura Craska Cooper spoke about Cascade Women Lawyers' success with social media and the strategies the chapter has employed to keep its events at no cost or low cost, so people of all income levels can attend.

Heather Weigler, past OWLS president and an assistant attorney general in the

Charitable Activities Section of the Oregon Department of Justice, discussed fiduciary duties of board members and best financial practices for nonprofit organizations. Mary Dougherty, then president of Queen's Bench, talked about effective leadership for chapters and strategic planning. Given the success of this inaugural event, planning for the next OWLS Chapter Leadership Summit has already begun.

Kate von Ter Stegge, a senior assistant county attorney for Multnomah County, serves on the OWLS Foundation Board of Directors.

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

Rising Female Membership in Oregon State Bar

By Rachel Lynn Hull

The OWLS 25th anniversary reception in September highlighted the growing number of female attorneys in Oregon. Today, there are 7,064 female members of the Oregon State Bar (OSB), with 5,294 female attorneys in Oregon and 1,770 admitted members outside of Oregon. These women represent just over 36% of the Oregon State Bar's total membership.

Exact historical figures for the female membership of the bar are not easily found. The Oregon State Bar was established in 1890, but it didn't start tracking attorneys by gender until almost 100 years later. The first female lawyer was admitted to practice in Oregon in 1886, but afterward the number grew by just "one to two per year" according to the book *Serving Justice: A History of the Oregon State Bar, 1890-2000*. Articles covering

the legal profession in Oregon record that 30 women attorneys attended the first meeting of Queen's Bench in 1948, and a 1959 article estimated that 100 women total had been admitted to the Oregon bar since 1886, with approximately two dozen practicing in 1959. As late as 1970, the legal profession in the United States was only 3% women.

In 1989, founding OWLS members assisted the OSB with the first accurate count of female attorneys in Oregon—1,802, or 20% of total bar membership. By 1994 the total had grown to 25%, rising to 31% in 2004 and 36% today. Though women drop out of the profession at a higher rate than men, this percentage should continue to increase. Last year women made up almost half of law school graduates nationwide. The number of women in the judiciary

is also growing. In 1989, 10% of federal and state judges in Oregon were women; today that number is 40%.

According to the U.S. Bureau of Labor Statistics, women make up 31% of lawyers nationwide. Similarly, 24% of dentists and 35% of physicians are women. Women now make up the majority of some historically male professions, including psychologists (72%), pharmacists (53%), and accountants (61%). Approximately 70% of women with children under the age of 18 are labor force participants—persons of working age who are either working or looking for work. Overall labor force participation rates are currently 57% for women and 70% for men.

Rachel Lynn Hull is a privacy attorney for the Bonneville Power Administration. She became an Oregon State Bar statistic in 2008.

Jane Paulson and Liani Reeves Will Be Honored at Roberts-Deiz Awards Dinner on March 13

By Brie Bridegum

Portland trial lawyer Jane Paulson has been selected to receive the 2015 Justice Betty Roberts Award for the promotion of women in the law and the community. Liani Reeves, general counsel to Governor John Kitzhaber, will receive the Judge Mercedes Deiz Award for the promotion of minorities in the law and the community. The award recipients will be honored at the 23rd annual Roberts-Deiz Awards Dinner on Friday, March 13, at the Nines Hotel in Portland.

Jane Paulson is one of Oregon's most respected trial attorneys. She began her career by clerking for Judge James M. Burns in Portland. She then entered private practice. Jane ultimately focused on plaintiff's work, particularly personal injury and medical malpractice.

Jane's skills have been recognized by numerous organizations. She was the fifth Oregon woman admitted into the prestigious American College of Trial Lawyers. She is routinely listed as one of the Best Lawyers in America and as an Oregon Super Lawyer. She has also been named one of Portland's Best Lawyers in *Portland Monthly* magazine.

Despite all her professional success, Jane is routinely praised for her humble and accessible personality. One attorney noted that, like Justice Roberts, Jane has made outstanding contributions to our community with "warmth, humor, and kindness." Another community leader called Jane "down-to-earth and approachable." Still another commented that Jane's "enthusiasm for her work is infectious."

Jane has harnessed that infectious enthusiasm to encourage positive structural change. She has served as president and on the board of governors of the Oregon Trial Lawyers Association (OTLA). In those roles, Jane worked hard to improve the gender balance of the organization's leadership. Under Jane's influence, one OTLA member noted, "the ratio improved to the point that women comprised half of the OTLA board."

Jane is a proactive mentor. She has organized and hosted regular lunches at her firm to discuss topics related to Sheryl Sandberg's book *Lean In*. Jane is also an active member of Portland State University's Center for Women's Leadership, where she regularly works



Photo by Dreams in Bloom Photography, LLC

At the Queen's Bench Holiday Luncheon on December 9 (from left): Liani Reeves, Judge Adrienne Nelson, Jane Paulson

with college women and teenagers and teaches them the importance of advocating for themselves. Jane is also routinely praised for the guidance and support that she offers young members of the GLBTQ community.

"The enthusiasm and willingness she brings to helping other lawyers succeed is remarkable and an invaluable gift to those who benefit from her experience and knowledge," said one of Jane's supporters.

And by all accounts, the pool of those benefitting from Jane's experience and knowledge is vast and varied. OWLS is honored to present the Justice Betty Roberts Award to Jane Paulson.

Liani Reeves, Governor Kitzhaber's chief legal advisor, will receive the 2015 Judge Mercedes Deiz Award for her many significant contributions to promoting and retaining minority lawyers in Oregon.

Liani began her career as an honors attorney with the Oregon Department of Justice. She ultimately rose through the department to become deputy chief trial counsel.

In 2011, Liani was hired for the highly visible and influential position of general counsel to Governor Kitzhaber. As general counsel, Liani advises the governor on government ethics issues, public records and meetings laws, contracts and bonds, and tribal matters, and she reviews all legislation before the governor signs it.

At Governor Kitzhaber's direction, Liani has also greatly influenced the diversity of Oregon's judicial appointments. In the last three years, Governor Kitzhaber has

appointed (with Liani's advice and counsel) 12 judges of diverse ethnic and racial backgrounds and sexual orientations.

Liani's leadership and influence extends far beyond Salem. She has been involved in several bar and professional organizations. She is president-elect of the Oregon Asian Pacific American Bar Association, and she has been involved in its professional pipeline series to increase minority representation in leadership positions. Liani has also chaired the Oregon State Bar's advisory committee on diversity and inclusion, and she has chaired both the Oregon Minority Lawyers Association and Opportunities for Lawyers in Oregon.

Liani has especially won praise for her recent efforts with the Oregon Minority Lawyers Association. In 2013, she spearheaded the formation of the IMAGE Program. "IMAGE" stands for "Inspiring Minority Attorneys Towards Growth and Excellence." The innovative program is geared toward recruiting and retaining diverse attorneys within their first three years of practice.

"The IMAGE program filled an enormous gap in supporting new attorneys of color in the Oregon State Bar," said one lawyer involved with the program. A public official wrote that Liani's "work with IMAGE is consistent with her track record for identifying a need and taking concrete action to fill that need."

Liani's track record of accomplishments is impressive, but it is in her work with individuals that she truly inspires and connects. One writer noted that "Liani

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Judge Graber Speaks at Mary Leonard Luncheon

By Debra Cohen Maryanov

Salem area lawyers and judges gathered at the historic Mission Mill Dye House on October 15 for the Mary Leonard Law Society's annual New Admittee Luncheon. Mary Leonard President Maureen McGee welcomed 16 new admittees and encouraged them to take advantage of the opportunity to network with the event's featured speaker, the Honorable Susan P. Graber, Ninth Circuit Court of Appeals, as well as members of the local bar and judges from the Marion County Circuit Court, Oregon Tax Court, Oregon Court of Appeals, and Oregon Supreme Court. Attendees enjoyed a lunch of garden salad and pasta while engaging in small group discussions about opportunities to gain experience, when to take risks, and how to recover from mistakes in their legal practices.

Judge Graber presented additional food for thought in an apt comparison of constructing a top-quality building and establishing a sound and rewarding law practice. She offered the following 12 tips to new admittees, equally useful to lawyers in all stages of their careers:

1. Decide what your building should

look like. Plan what kind of lawyer you want to become, including the function, size, and location of a practice that uniquely reflects you.

2. Start with a solid foundation. Build on your legal education with ongoing advice and insight from professors and career services. Do not neglect family and friends. Ground yourself with community involvement.
3. Build in a good neighborhood. Pick your mentors and colleagues with care, and choose a place with high professional standards.
4. Remember that it takes time to build. Be patient.
5. It takes a crew to raise a building. Don't be afraid to ask for help or embarrassed to accept help. Respect and treat kindly all those who work with and for you.
6. Follow the rules. Find a way to make a living practicing law. Comply diligently with the Code of Professional Responsibility. Maintain professionalism with courtesy to clients, colleagues, and the courts.



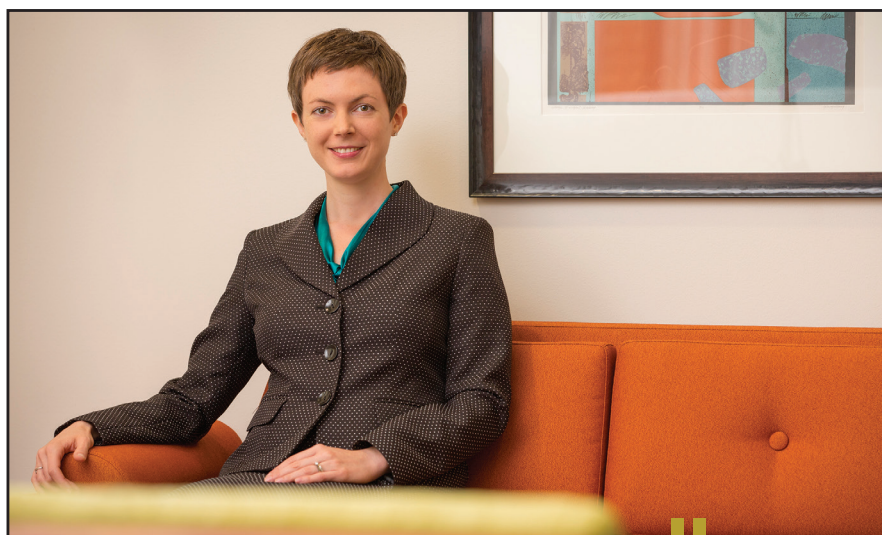
Judge Susan P. Graber

7. Quality counts. If you cut corners, eventually your building will crumble. Be honest even where others cannot see.
8. Stay within your budget. There is no need to "keep up with the Joneses" on the latest furniture and technology. Be fiscally responsible in your professional and personal life.
9. Make your building accessible. Help your clients understand the law. Say it as simply as possible. Listen and be ready to offer a variety of legal alternatives. Seek win-win solutions.
10. Repair and maintain. Keep up with new developments in the law. Pay attention to details like deadlines and administrative procedures. If you have a problem beyond your capacity, call a professional.
11. Go outside! Do something fun. Pursue a hobby. Get a pet. Make time for your family. Nurture your gifts beyond the law.
12. Don't be afraid to move if the building no longer suits you, or to remodel when your building is obsolete. Periodically commit yourself to re-examining your practice.

Judge Graber concluded with this advice: Listen to your heart. Do things right, and do the right thing.

The luncheon ended with "the fish-bowl," a great new tradition borrowed from the Queen's Bench chapter of OWLS, in which attending lawyers dropped their business cards in a bowl and new admittees were invited to fish one out and make contact for a follow-up networking opportunity over coffee or lunch.

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



Our friend and colleague, **Heather Bowman**, is now our partner, too.

Heather joined us at **Bodyfelt Mount** in 2008 and has built her practice by representing individuals and companies in employment, professional liability and insurance coverage matters. Way to go, Heather!

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How to Make Rain Discussed at OWLS Dinner

The OWLS Career Development and Rainmaking Dinner, now in its fifth year, was held on November 13 at the Hotel Monaco in Portland. While inclement weather kept a few people away, we had a full house, and a wonderful rainmaking panel, followed by table discussions.

Laura Salerno Owens, an attorney with Markowitz Herbold, moderated a panel of women rainmakers representing law firms of different sizes. Shannon Armstrong, a shareholder with Markowitz Herbold; Carolyn Walker, a partner with Stoel Rives; Nancy Chafin, a solo practitioner; and Dayna Christian, a business litigator with Immix Law Group, discussed their avenues to rainmaking success.

When asked how the panelists turned rainmaking into a habit, Dayna responded that she has four priorities: family, work, community, and personal time. She takes these priorities into consideration any time she chooses to attend an event. Shannon said she wants the broadest possible client base, and she takes leadership positions on various committees as a way to attract clients and referrals. Within her firm, she develops opportunities by working with senior partners and finding things she can do to take items off their plates. This makes their lives easier and helps develop her skills.

Nancy was asked if you have to be an extrovert to be a successful rainmaker,



From left: Dayna Christian, Shannon Armstrong, Nancy Chafin, Carolyn Walker

and said she is proof that you do not. All the panelists agreed that we should be intentional about the events we attend, and that we must get out and participate.

With respect to "getting out," Carolyn said, "the more you do, the easier it gets." People will become familiar. "Even though it may be painful, the more you do it, the less painful it becomes."

Regarding what specifically worked for panelists, Nancy said that since becoming a solo practitioner, she's gotten out more, accepted more bar positions, committed herself to events, and followed through even when she's busy. It gets her "out of the isolation that sometimes happens in a solo practice." Nancy keeps track

of non-billable-hour activities that help build her practice.

Carolyn stressed "doing things I enjoy." She serves on some boards of directors, for causes about which she is passionate. This volunteer service has led to paid work. "If you don't enjoy it, you're not going to be good at it," she said.

Many thanks to Karie Trujillo of Markowitz Herbold, who herds the cats that make this event happen each year, and to her firm for co-sponsoring the event. Thanks also to the other co-sponsors, Proctor Law and Tomasi Salyer Baroway. And a round of applause to the wonderful mentors who stuck it out in the icy weather to offer their sage advice.

Roberts, Deiz Award Recipients

continued from page 7

shines brightest through her personal commitment to individual students and new lawyers." That commitment has been recognized with mentoring awards from both the Willamette and Lewis & Clark law schools. In addition, Liani recently received the inaugural Liani J. Reeves Inspiration Award from the Willamette University College of Law Asian Pacific American Law Student Association.

OWLS is honored to present Liani Reeves with the 2015 Judge Mercedes Deiz Award. As one retired judge noted, "Liani Reeves is an inspiration, a visible role model, and one of Oregon's most effective public servants."

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

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OWLS CLE on Minimum Billable Hour Requirements

By Shaun Morgan

On October 24, the OWLS leadership committee hosted a CLE in Portland titled "The Minimum Billable Hour: Friend or Foe?" Moderated by OWLS leadership committee member Marisa Moneyhun, the CLE featured a panel discussion with five management-level attorneys from Portland-area law firms of various sizes. The panelists engaged in a frank and open discussion of their experiences with minimum billable hour requirements. They discussed traditional and emerging billing models, focusing on how these models promote efficiency, attorney retention, and work-life balance.

Panelist Dayna Christian of Immix Law Group has embraced a non-traditional, economic-based billing model. Attorneys at Dayna's firm do not receive salaries. Instead, attorneys receive a percentage of every dollar that they earn for the firm. Thus, the firm ties compensation directly to individual production, giving attorneys a personal incentive to contribute more to the firm. The purely economic-based model does not currently compensate attorneys for hours spent marketing, which Dayna would like to change in the future. Economic-based models may represent an emerging trend, as clients demand more direct accounting of the fees they are charged.

Panelist and OWLS board member Val Tomasi is a founding partner at Tomasi Salyer Baroway, a small firm in Portland. Val had formerly worked at a medium-sized firm in Portland, and upon

leaving that firm, she had concerns that traditional billable hour requirements negatively affected attorney retention. Like Dayna, Val implemented an objective system in lieu of a traditional minimum billable hour requirement. Management-level attorneys do not have a base salary, and compensation is directly tied to their own production, including a percentage of the fee for origination. They also receive bonus compensation for marketing. Associate attorneys, however, do receive a base salary. Val has observed improved morale at her firm, and she believes that the system gives attorneys a sense of empowerment and control over their own compensation.

Panelist Kerry Shepherd of Markowitz Herbold, a medium-sized litigation firm in Portland, prefers a more subjective approach to awarding attorney bonuses. The firm does not have a set minimum billable hour requirement. Attorneys receive a traditional salary, and bonuses are decided by committee. Kerry stressed that experienced, managerial attorneys must set aside time to train newer attorneys. Thus, experienced attorneys need to be willing to sacrifice their own billable hours for the betterment of the firm.

Panelist Dean Alterman said his small Portland firm, Folawn Alterman & Richardson, uses a more traditional billable hour model. The firm expects attorneys to record about 2,000 hours a year, with 1,500 hours directly billable to clients. Attorneys receive a salary, and bonus compensation is tied primarily to firm



Jim Yocom, Marisa Moneyhun at the CLE

performance. The firm, however, may tie an associate's bonus to production.

Panelist Joel Parker, a shareholder with Schwabe, Williamson & Wyatt, a large Pacific Northwest firm, explained that his firm relies on a more traditional billable hour system. The firm does not have a minimum billable hour requirement, but does have a minimum billable "goal." In the early 2000s, the firm moved away from production-based bonuses in favor of merit-based bonuses. A committee meets annually to evaluate bonuses, measuring factors such as business development, work product, production, and pro bono hours.

The panelists discussed how minimum billable hour requirements contribute to attorney morale and retention, issues of continuing importance to OWLS members. All panelists were satisfied with their firm's system, while acknowledging the potential for improvement. The panelists made clear that there is no one-size-fits-all approach for compensation in the legal profession.

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

Oregon Women Lawyers Foundation to Make Special Appeal

The Oregon Women Lawyers Foundation is excited to announce the new Special Appeal fundraiser that will debut at the Oregon Women Lawyers Roberts-Deiz Awards Dinner on March 13. The Special Appeal will take the place of the silent and live auctions, focusing the evening on networking, the award recipients, and the four grants funded by the Foundation. The Special Appeal will include a grant recipient's story, and we will offer varying pledge amounts to respect the attendees' diverse levels of giving.

We are thankful for this opportunity to share information about our beneficial grants that assist women and minorities in our legal community, and we hope you'll

join us as we raise much-needed capital to continue awarding financial assistance to those in need. Our committee would like to thank the Oregon Women Lawyers Board of Directors for collaborating with us on this new fundraising effort, and we look forward to seeing everyone at the Awards Dinner.

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



OWLS Foundation President Lori E. Deveny and President-elect Deanna Wray (at left)

Hardman Medical Support Grant. To learn more about the Foundation, please visit www.owlsfoundation.org. For more information about our Special Appeal, please contact Deanna Wray at wray@bodyfeltmount.com.

Stacie Beckerman Appointed Federal Magistrate Judge

By Heather Weigler

Stacie Beckerman has wanted to be a judge since she was about 12 years old.

"I grew up in Iowa, and my family didn't travel a lot. But my older sister took me on a trip to DC when I was 12. It was one of my first times out of the state. We visited the Supreme Court building and happened to run into Justice Sandra Day O'Connor. She was like a rock star to 12-year-old me, and I wanted to be like her someday. When I think about what first set me on this path, I think back to that day."

That path has led Beckerman to become Oregon's newest federal magistrate judge. Her appointment brings a wealth of knowledge and experience to Oregon's federal bench. Judge Beckerman, sworn in on January 5, will be based in Portland.

After graduating from Harvard Law School and working briefly at a Washington, DC, law firm, Beckerman joined Skadden, Arps, Slate, Meagher & Flom in Boston, and later in northern California, where she litigated a wide range of complex civil cases, including employment and insurance cases and securities class actions. She also litigated several pro bono cases, including federal civil rights and voting rights claims, and she received recognition for her dedication to those matters.

After years in the trenches of discovery fights and complex trials, Judge Beckerman had her first child—and realized that the demands that Skadden placed on an eighth-year litigation associate were not compatible with how she wanted to parent. When her son turned one, she left Skadden and moved with her family to Portland.

Judge Beckerman joined the Oregon Department of Justice as an appellate lawyer, and her second son arrived soon thereafter. Her growing family and the commute to Salem prompted her to look for a position in Portland with additional flexibility. She accepted a half-time position as an assistant United States attorney and started out prosecuting white-collar crime, later prosecuting violent crimes. In 2013, she was promoted to serve as the sex-trafficking crimes coordinator for the U.S. Attorney's Office.

Her familiarity with federal civil litigation from "both sides of the v." in numerous practice areas, as well as her in-depth knowledge of criminal practice,

has prepared her to hit the ground running in her new job.

Although in many ways Judge Beckerman's path to becoming a judge looks familiar, she has successfully balanced career and family. "I want to thank the lawyers who took a chance on me and allowed me to work flexible hours when my children were young. I repaid them with 150 percent effort, all the time. I want young lawyers to know that they can make family a priority and still succeed in the legal profession in Oregon."

Judge Beckerman credits much of her success to the women lawyers who opened doors before her, as well as the women who have supervised her throughout her career. "Working for other working moms like Mary Williams, Karin Immergut, and Amanda Marshall has made a big difference," Judge Beckerman notes. She wants to find ways to support other working parents in her role as a judge, and she's already doing that work as a member of the Oregon State Bar House of Delegates and as the secretary of Queen's Bench, the Portland chapter of OWLS.




Judge Stacie Beckerman

In her free time, Judge Beckerman enjoys international travel with her husband and sons. The family has recently visited Panama, Honduras, and Nicaragua, and her husband and she have traveled to more than 30 countries together.

Judge Beckerman is more than happy to speak to groups who are interested in getting to know Oregon's newest federal judge. If you'd like to invite her to speak to your organization, you can reach her at StacieBeckerman@gmail.com.

Heather Weigler is an assistant attorney general in the Charitable Activities Section of the Oregon Department of Justice.




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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.

*We invite you to join us
at the 2015 Roberts-Deiz
Awards Dinner
on Friday, March 13.*



Lost Generation OWLS Members Try Solo Practice

continued from page 1

because of its dedication to public interest law. At school, she pursued a curriculum that prepared her for a position in public interest law, and never contemplated going solo. When she graduated, however, she found herself competing with Ivy League graduates for the few legal aid jobs available. Making little progress on her quest to land a legal position, she applied for non-legal jobs as well—only to find that having a JD on her résumé was a major detriment. Feeling that she had no other employment options, she decided to start her solo practice.

Although Maia had gained experience as a law clerk, she was ill-equipped to hang out her shingle in terms of finances, administration, and substantive knowledge. Without a wealthy benefactor, she had to grapple with the harsh reality that in Oregon it costs \$3,000 for an attorney to hand her business card to a member of the public. (At the same time, she is trying to pay off more than \$135,000 in student loans.) Maia used the Professional Liability Fund (PLF) and other bar resources to help her set up a home office, but she soon realized they were not sufficient. Unfortunately, Maia says, “you cannot matrix people into a mentoring relationship” to help with substantive legal questions, at least in part because it takes a lot of trust to admit that you do not know something.

Although she has found a mentor she can trust, Maia says she would not pursue a JD again if she had the chance. To the extent that she has made progress toward any of her life goals, such as home ownership, having children, or traveling, she says that is solely attributable to her spouse, who is gainfully employed. In fact, Maia has yet to earn minimum wage after a few years in practice.

Judith, on the other hand, anticipated entering solo practice. Given the poor

economy and that she attended law school later in life, Judith knew that her chances of securing an associate position were slim. Because her first career was successful, she was able to finance her legal education without incurring student loan debt—a seemingly rare feat, she notes. During her legal studies, she took practice-management classes to prepare her for life as a solo. She also benefitted from a temporary program at her law school that paid for office space for 2013 graduates to start their own firms.

Despite her best efforts, Judith is struggling financially as a solo practitioner. She focuses on limiting her overhead costs and finding joy in helping people of limited means, though she admits that she feels a little terrified almost every day. “Sometimes I feel like I’m going out on a limb, but I’ve usually found help” from other attorneys on listserves; the challenge is in areas of the law with a dwindling number of attorneys, which makes it harder to get guidance. Yet, she remains optimistic, knowing that she is in the process of building her practice, and confident that her marketing efforts will yield rewarding opportunities.

Even so, running her practice at a deficit month after month takes an emotional toll. She has been nearing the point of covering her fixed monthly expenses, but PLF dues will set her back this month. Overall, she notes, “it’s scary but fun.” Although Judith would do it all over again if given a choice, she would advise other people considering law school to make sure that they actually want to practice law—and not to make a lot of money. Entering solo practice straight from law school is possible, but, she adds, “you have to be ready to be poor.”

Practicing law had long been Yvette’s dream, but she never anticipated the long-term consequences of incurring

massive student-loan debt. She fully intended to obtain an associate position so she could pay off her loans in a timely manner. With clerking experience and good grades under her belt, she eagerly churned out job applications for three months but landed only a few interviews and not one job. Often, she never even received a rejection letter. Feeling that she had little choice, she hung out her shingle. She did relatively well and then accepted a job offer from a non-traditional, commissions-based firm after practicing as a solo for a little more than three months. “People were impressed when I started my own firm,” she reflects.

To her surprise, even in her associate position, Yvette continues to struggle financially because of her student loan debt. Her loans are in income-based repayment, so she is trying to save for the huge tax bill she will receive when her loans are forgiven. [For information on federal student loan forgiveness and repayment options, visit the OWLS website at www.oregonwomenlawyers.org/resources/articles.]

Although Yvette loves practicing law, she says she did not realize that she would have to sacrifice other life choices, such as owning her own home and having children. Those are not even options for her now, she says, because of her debt-to-income ratio. Yvette knew she would have to take out student loans, of course, but she could not envision how much her \$220,000 debt load would affect her life. She would not encourage others to attend law school because of the crushing debt and poor job market. To those who already have and cannot find decent jobs, she offers this advice: “It’s scary to start your own practice, but it’s better than doing nothing. . . . Your loans aren’t going away.”

For OWLS members who graduated into this post-law-school-bubble-bursting era, when the legal market is trying to sort out how it will function with so many lawyers, entering solo practice may be an enticing option. Indeed, it may be their only option. Regardless of preparation or personal finances, hanging out a shingle as a new graduate in recent years has inevitably entailed financial, practical, and emotional struggle.

Megan Lemire, at *Lemire & Hirano* in Portland, focuses on employment and civil rights law. She thanks **Eileen Sterlock** for her contributions to this article.

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Newer Lawyers Comment on Issues Facing Profession

By Hon. Jill Tanner

As part of its 25th anniversary celebration, reflecting on the past and celebrating the present, OWLS took an opportunity to survey OWLS members who had been practicing law from three to ten years. They were sent a few open-ended questions, focusing on the practice of law, law school, and an emerging issue—a limited license for people who do not have JDs.

Seventy-five people responded to the survey. Eighty-nine percent of the respondents graduated from law school from 2004 to 2011, with the largest number from the classes of 2005 (18%) and 2010 (16%). The 89% described themselves as solo practitioners or individuals employed in law firms of fewer than 15 attorneys or in government. A brief summary of the responses follows.

OWLS first asked a three-part question focusing on the practice of law. The question was framed in the context of the report and recommendations issued in January 2014 by the American Bar Association's Task Force on the Future of Legal Education. That report stated that "the core purpose common to all law schools is to prepare individuals to provide legal and related services in a professionally responsible fashion."

Part One: What skills do you think lawyers need in order to provide "legal and related services in a professionally responsible fashion"?

Lawyers need a well-balanced multitude of skills, according to those who responded. Skills were identified as practical skills related to their area of law; common sense; a strong sense of ethics (a "moral compass"); good to excellent written and verbal communication skills, including the ability to listen and ask questions; and a willingness to seek assistance from others, especially mentors. Many respondents mentioned compassion and empathy. Others expressed a need for "financial literacy" and "business knowledge, e.g., the requirements of responsibly maintaining a law practice," including time management ("Do it on time!"). One respondent stated that "[i]ntellectual curiosity is useful, too, as is a pinch or two (or three or more) of workaholic-ness."

Part Two: What training have you had or do you think you need to provide "legal and related services in a professionally responsible fashion"?

In addition to an "excellent" law school education, mentoring was listed as the most important training—during and after law school. "On-going interactions" with individuals identified as mentors or attorneys who are willing to step forward to assist with specific issues or inquiries were identified as essential to achieving a rewarding mentor experience. Many respondents lauded their experiences in law school legal clinics or serving as judicial law clerks. Legal writing and trial advocacy were two law school courses that were identified as substantially contributing to a lawyer's success.

Part Three: In general, what concerns and expectations do you have about the legal profession?

The most common concerns were fee structures (specifically, the billable hour) and the rising cost of a legal education, which has resulted in many law students' incurring substantial student loan debt. Many responses expressed a link between these two concerns (legal fees and law school debt), concluding that they hamper the legal profession from meeting the expectation of affordable legal services and individuals from entering public interest law. Many others expressed the concern, as stated by one respondent, that "too many law school graduates are on their own without good role models or mentoring to help develop professionalism and high quality work product."

The OWLS survey then addressed law school: Identify the most important reasons you decided to seek a legal education and whether those reasons would lead you to apply to law school today.

The most common stated reason for seeking a legal education was to pursue a meaningful career that employed intellectual skills to help people and leave a legacy of advocating for social justice. Respondents in one way or another expressed a "passion for the rule of law and using the law to make things better" as reasons for going to law school. Many emphatically stated that they would "absolutely pursue the same career" because the practice of law "was the right choice."

Even though quite a few respondents stated that they would apply to law school today, many expressed substantial doubt, given the current job market and the cost of law school: "It simply costs too much"; "It was an expensive exercise in self-improvement"; "I never envisioned

that I would [be] saddled with crippling debt for the rest of my life, or that I would be unable to earn enough to live on as an attorney."

OWLS' final question focused on an emerging issue. A discussion is taking place in many states, including Oregon, about licensing individuals to provide limited legal services to address the public's desire for a lower-cost alternative to lawyers. The ABA report concluded that state-bar licensing authorities should support a broader delivery of legal and related services by "authorizing bar admission for people whose preparation may be other than the traditional four-years of college plus three-years of classroom-based law school education, and licensing persons other than holders of a J.D. to deliver limited legal services."

Question: Explain whether you agree or disagree that "persons other than holders of a J.D." should be licensed to deliver limited legal services, and if individuals are licensed to deliver limited services, how do you think those individuals

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OWLS Co-sponsors Disability CLE

By Megan Lemire

OWLS offered its first CLE about the intersection of law practice and disability on October 15. Hosted by Stoel Rives in Portland, the CLE was co-sponsored by OWLS and the Multnomah Bar Association, Oregon State Bar Professional Liability Fund, Oregon Minority Lawyers Association, Oregon Health & Science University (OHSU) Office of Affirmative Action, and OSB Disability Section. The program covered several issues regarding attorneys with disabilities, including an attorney's personal experience practicing with a disability, tips for creating a disability-friendly law firm, ethical issues, and an overview of Social Security disability.

Helle Rode, the equal opportunity compliance officer at OHSU, shared her personal experience as an attorney with a disability. While undergoing chemotherapy treatments, she benefitted from the protections of disability and family-leave laws, which provide minimum mandatory protections to covered employees, and from having a knowledgeable and flexible employer. She noted that, contrary to the myth of the malingerer, employees at OHSU who use up their allotted leave—including her—have genuine disabilities.

For law firms accommodating lawyers with disabilities, Helle cautioned against making assumptions, as no two lawyers with disabilities are alike—even if they have the same disability. Overall, she encouraged employers to be respectful, helpful, and empathetic.

Melissa Kenney and Lisa Porter of KP Law discussed how they created a law firm that is "disability friendly." To do so, they have emphasized functionality, in terms of both physicality and firm culture. Their offices are ADA accessible, and the firm uses Clio, a practice-management cloud service, so that everyone can telecommute and cover responsibilities as needed.

Melissa and Lisa have intentionally engendered a culture of collaboration and communication so that every employee can be his or her "best self." Everyone works as a team on each case, and the firm always has a backup plan. Open communication is modeled and encouraged, so that everyone can acknowledge his or her weaknesses. Melissa and Lisa report that this system has worked, both financially and in terms of the quality of representation the firm provides to its clients.



Camilla Thurmond (left), Melissa Kenney

Dawn Evans, the director of regulatory services and disciplinary counsel at the OSB, presented ethical considerations that could arise in the context of lawyers with disabilities. She urged all lawyers to plan for the onset of an unexpected disability, including winding down a practice in the event of incapacity. She noted that the PLF and the Oregon Attorney Assistance Program are good resources for attorneys to consult when they are in crisis. Naturally, the same suggestions apply to attorneys with disabilities as to non-disabled attorneys, such as maintain communication with clients, be diligent, and document the file.

For attorneys inspired to help clients unable to work, part of the CLE provided an overview of Social Security disability (SSD) law. Cheryl Coon of Swanson, Thomas, Coon & Newton explained each stage of the lengthy SSD process, from the application to administrative appeals to federal court. She also outlined the criteria that applicants must meet to qualify for SSD benefits.

Camilla Thurmond, of the Social Security Office of Adjudication and Review, offered practical tips for attorneys appearing at SSD hearings. For example, she recommended putting the medical records in evidence a couple of weeks before the hearing, writing a hearing memorandum, and preparing the client to answer the judge's questions.

OWLS' unique CLE pursued the laudable goal of delving into the relatively uncharted territory of lawyers with disabilities. The event was well attended, and the organizers received requests for further programming detailing how attorneys with disabilities can effectively navigate their employment relationships to ensure their meaningful participation in the legal profession.

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

Monica Pacheco, of Douglas, Conroyd, Gibb & Pacheco in Salem, spoke at the Queen's Bench luncheon on Veteran's Day about her legal work for veterans and military families. The chapter also welcomed new admittees, who were paired with lawyers in the Queen's Bench chapter network.



Newer Lawyers Comment

continued from page 13

would impact the legal profession and legal services?

The majority of those who responded to this question disagreed (and some "strongly" disagreed) with the premise that "'persons other than holders of a J.D.'" should be licensed "to deliver limited legal services." A substantial number (19%) were not sure whether they agreed or disagreed. Concerns were expressed about the licensing and oversight process, including types of legal services that would be licensed, scope of authority, and ethical rules. Some respondents suggested that "specialized areas of law" with "adequate supervision" are options for licensure.

Many respondents concluded that such a program would be a "disservice to the community" or "inherently dangerous to the public." Some stated that there are "plenty of lawyers who would provide low-cost legal services if they didn't have to worry about malpractice issues" and the "glut of unemployed and under-employed lawyers in Oregon" are available to provide "lower-cost services."

OWLS extends a special thank you to all who took time away from other obligations to respond to the questions.

The future of the law profession is in the hands of all practicing attorneys. OWLS hopes that you find personal reward and satisfaction in the law and that you will work with others to create a legal community that meets your expectations and addresses your concerns.

Hon. Jill Tanner is the presiding magistrate of the Oregon Tax Court and a member of the OWLS Foundation Board of Directors.

Tevye Was Right!

By Mary Oberst

In the musical *Fiddler on the Roof*, the hero, Tevye, sings "If I Were A Rich Man," in which he lists the marvelous things he'd do if he had lots of money. The song begins thus:

Dear God, you made many, many poor people.

I realize, of course, that it's no shame to be poor.

But it's no great honor either!

Tevye was right about that. And although the **Campaign for Equal Justice** (CEJ) wasn't mentioned in Tevye's song, I think that he would've donated generously to CEJ if he'd had the chance. CEJ supports legal aid programs throughout Oregon to provide equal access to justice for Oregon's poor. Legal aid programs currently meet only about 15% of the civil legal needs of the poor. About 40% of legal aid's cases involve family law, usually helping victims of domestic violence, and almost 80% of legal aid's clients are women, most with children to support.

In Tevye's opening song in *Fiddler on the Roof*, he sings "Tradition, tradition! Tradition!" Tevye was right again! OWLS members have a long tradition of supporting the Campaign for Equal Justice. In 2013–2014, more than 36% of OWLS members contributed close to \$170,000 to CEJ. That's an important tradition to keep going during this 2014–2015 annual fund drive, which runs from September 2014 through March 2015.

What can you do?

- **Stand up for justice!** When OWLS members support the Campaign for Equal Justice, you make a difference for low-income and elderly Oregonians throughout the state. Your support helps legal aid serve people with the most critical legal needs. Please contribute generously to CEJ! Watch the OWLS listserve for matching challenge grants.
- Check out the other things you can do to support legal aid at www.cej-oregon.org/help.php.

Thank you for honoring the tradition. Thank you for helping the Campaign for Equal Justice.

Mary Oberst was the recipient of the Judge Mercedes Deiz Award in 2010.



Members of Cascade Women Lawyers celebrate OWLS' 25th anniversary with Katherine O'Neil, OWLS' founding president, on Oct. 22 in Bend (from left): Erin MacDonald, Danielle Lordi, Katherine O'Neil, Kathryn Olney

OWLS Coffee Creek Book Drive March 2 – March 15

The 2015 OWLS Coffee Creek Book Drive will take place from Monday, March 2, through Sunday, March 15. The book drive collects books to donate to the Coffee Creek Correctional Facility in Wilsonville.

Gail McEwen and Susan Krant are co-coordinating the book drive. Additional volunteers are needed and appreciated! An additional co-coordinator is needed for the Portland area. If you are interested in volunteering as the Portland area co-coordinator, please contact Gail at mceweng@outlook.com for more information. Drop-off sites for donated books are needed throughout the state. If you are willing to have your home or office be a drop-off site, please contact Gail.

Guidelines for donated books

Format

Hardcover and softcover books and books on CD are acceptable but NO books on tape (because the cassettes can be used to hide contraband) or magazines.

Content

Any form of fiction is acceptable. Mysteries, romance, and science fiction/fantasy are the most popular. The women at Coffee Creek have a wide range of reading abilities and tastes in literature. If you read a book and liked it, chances are that someone at Coffee Creek will too. Books written for young adults are particularly needed, because the reading level of those books is a bit lower, but the content is mature enough to hold a woman's interest.

Nonfiction is also acceptable, but a few more rules apply: NO true crime books, books on gambling, textbooks of any kind (including law books), or sets of encyclopedias.

Children's books are also welcome—many of the women have children who visit them, and reading together is a great bonding experience. But please, NO coloring or activity books that have already been used or played with.

Condition

Books must be in good to excellent condition: NO books with torn covers or damaged spines or books that have been written in. The basic rule: is the book in good enough condition that you would not be embarrassed to give it as a gift to someone? Our donated books are a gift to the women at Coffee Creek. The condition of our gifts should send the message that we really care about them.

Questions? Please contact Gail McEwen at mceweng@outlook.com.

OWLS Board Seeks Candidates

This spring, the 21-member Oregon Women Lawyers Board of Directors will have openings. If you have played a leadership role with an OWLS chapter or committee and are interested in serving on the OWLS board in support of the OWLS mission, consider serving on the board of directors. Board members provide financial oversight, fundraising, and strategic direction, and help to shape the future of OWLS programs and policies. The OWLS board is an active board, and members must actively participate on at least two working committees.

Board elections occur in April, with new members taking office May 1 for a three-year term. Meetings are held eight times a year, usually on Saturday mornings.

If you want to help guide OWLS through the coming years—and form valuable connections with other attorneys around the state in the process—please contact OWLS' president-elect, Elizabeth Tedesco Milesnick, at elizabeth.milesnick@millernash.com.

Lane County Women Lawyers' CLE

By Kristin Denmark

Lane County Women Lawyers (LCWL), in collaboration with the Family Law Association of the University of Oregon School of Law, hosted its seventh annual fall CLE on Friday, November 21. The CLE traditionally offers one Child Abuse Reporting credit, two Ethics credits, and three Access to Justice credits. LCWL's largest annual fundraiser, the CLE is always well attended.

This year's CLE offered an interesting and diverse lineup. Janis Puracal, of counsel at Maloney Lauersdorf Reiner, and her brother, Jason Puracal, spoke about Jason's time in a Nicaraguan prison and Janis's work to secure his release. Jason, who had been living in Nicaragua after completing his time in the Peace Corps, was charged with organized crime, international drug trafficking, and money laundering, along with ten co-defendants.

At Jason's trial, no evidence was presented linking him to drugs or money laundering, and all of his co-defendants reported that they did not know who he was. Nonetheless, the judge convicted Jason and sentenced him to 22 years in prison. His family appealed the conviction, and Janis worked on the case for almost two years, submitting briefs in Nicaraguan and international courts, and doing lobbying, media appearances, and other work on her brother's behalf. After 22 months in prison, Jason was exonerated.

In addition to telling Jason's harrowing story, Janis and Jason spoke about their work with the Oregon Innocence Project, of which Janis is co-founder and co-chair, and the Innocence Project Northwest.

Jess Barton, of Jess Barton Law, then spoke about issues affecting women



Jason Puracal, Janis Puracal

veterans. Jess discussed, in particular, the increase of women veterans in our prisons and the effects of post-traumatic stress disorder.

Amber Hollister and Mary Cooper, both from the Oregon State Bar, spoke about ethics issues, including common traps for attorneys in social media, general client communications, and client trust accounts. Jim Jamieson and Nicole Moody, from CASA of Lane County, discussed child abuse reporting.

LCWL was pleased to donate proceeds from the CLE to CASA of Lane County, WomenSpace, Access the Law (for the legal assistance it provides to local veterans), and the Family Law Association of the University of Oregon School of Law.

Kristin Denmark's practice focuses on litigation, business law, and municipal law at Thorp, Purdy, Jewett, Urness & Wilkinson in Springfield. She serves as LCWL's liaison to the OWLS board.

OWLS' Rebecca J. Bloom Chapter, covering Oregon's Sixth Judicial District, was formed in 2004, and was named in honor of Rebecca "Becky" J. Bloom, a respected lawyer, mother, and friend whose local practice began in 1978 and tragically ended when she was killed in a car accident in 2003. The chapter typically donates its funds to local charities.

The group aspires to meet quarterly, and meetings typically involve delicious food and drink, networking, and support with career-family balance issues. Frequent guests are babes in arms, but we welcome guests of all ages. If you would like to join us for an event, contact Sally Anderson-Hansell at 541.567.7800 or sally@andersonhansell.com.

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Diane Rynerson: 503.841.5720 or diane@oregonwomenlawyers.org

The 2015 Oregon Legislative Assembly held organizational days January 12–14 to swear in members and introduce hundreds of bills for the 160-day regular session, which starts February 2. The Oregon State Bar (OSB) hopes that the session will produce incremental improvements in the judicial system, with appropriate levels of funding for various pieces of Oregon's judicial pie, such as low-income legal services (legal aid), courthouses, and new judgeships.

The November 2014 elections resulted in increased Republican representation in most state legislatures and in Congress, but Oregon's election results gave the Democrats a significant edge over Republicans in the Oregon House (35–25) and Senate (18–12). Democratic Governor John Kitzhaber will serve his 4th term as governor. How well he and the Democratic majority in the legislature manage expectations will be the key to how successfully they are able to govern in 2015.

In all, we gained two new lawyer-legislators—Rep. Dan Rayfield (D, Corvallis) and Rep. Ken Helm (D, Beaverton)—but lost three staunch supporters of the courts and justice system—Wally Hicks (R, Grants Pass), Dennis Richardson (R, Central Point), and Chris Garrett (D, Lake Oswego). A complete list of the current lawyer-legislators is here.

Some of the top issues on the agenda for 2015 include education; a transportation/infrastructure package; mandatory sick leave; an increase to the minimum wage; a regulatory scheme for recreational marijuana; and the cost of child care. Although some legislators are concerned about whether the personal kicker will “kick,” more are concerned about a tight budget and too many agency requests. Whether revenue can be raised to accomplish some of the more ambitious agenda items will depend on whether a compromise can be crafted to achieve the three-fifths supermajority that is required to raise revenue.

The OSB's priorities for 2015 are funding for the courts, indigent defense, and low-income legal services. For more information, please see the OSB website at http://osbpublicaffairs.homestead.com/files/Legislative_Priorities_for_2015.pdf. The bar also has a package of 17 law improvement bills sponsored by different bar groups and the OSB Board of Governors. You can find the bills and legislative summaries on the OSB website at <http://osblip2015.homestead.com/OSB-2015-Law-Improvement-Package.html>.



By Susan Evans Grabe

The Citizens' Campaign for Court Funding, whose website is at <http://courtfunding.homestead.com/Court-Funding.html>, was created by Mike Haglund, Ed Harneden, and Peter Bragdon to mobilize OSB members and members of the business community to advocate for court funding. On October 27, 2014, the Citizen's Campaign, along with Chief Justice Tom Balmer, hosted a breakfast to discuss the funding needs and budget priorities of the Oregon Judicial Department (OJD) for the 2015–2017 biennium. Almost 50 business leaders, legislators, and OSB members attended the event, at which Chief Justice Balmer discussed the OJD's budget priorities. These priorities and their proposed funding included the following:

- Maintaining the current service level (CSL) budget (\$430.1 million from the General Fund),
- Finishing the implementation of Oregon eCourt (\$6.0 million from General Fund and \$18.9 million from Other Funds),
- Providing appropriate judicial compensation (\$4.5 million from General Fund),
- Providing safe and suitable court facilities (\$3.8 million from General Fund, and \$61.95 million from Other Funds), and
- Providing one new judgeship in each of Multnomah, Washington, and Marion Counties.

OJD's other budget priorities are funding for court services (\$5.75 million, General Fund), access to justice for families (\$1.65 million, General Fund), and treat-

ment courts (\$2.8 million, General Fund and \$3.3 million, Other Funds).

The governor's recommended budget, released in December, recommended a \$35 million lower General Fund allocation to OJD than it requested. The final funding decisions, however, will be made by the legislature toward the end of session. To that end, the OSB will host a “Day at the Capitol” during the session and will focus on educating legislators about the need to fund the courts, indigent defense, and low-income legal services.

eCourt. Thus far, 14 counties (with over 60% of the state's population) now use the Oregon eCourt Case Information system (OEI). The remaining 22 circuit courts and the Oregon Tax Court will “go-live” in six phases, one every 90 days. One eCourt goal is to move to more interactive forms in the future. Most importantly, as of December 1, 2014, 11 counties require active OSB members to use Oregon eCourt's mandatory eFiling system. For more information on training, registration, software and hardware requirements, and technical support, go to the OSB's mandatory eFiling web page, <http://www.osbar.org/courts/efiling.html>.

Elder-abuse reporting requirement.

The new elder-abuse reporting requirement went into effect January 1, 2015. See www.osbar.org/_docs/mcle/ElderAbuseReportingFAQ.pdf. During the 2013 session, the legislature passed House Bill (HB) 2205, which expanded mandatory reporting requirements for attorneys under ORS 124.050. As of January 1, 2015, all active Oregon attorneys will not only be mandatory reporters of child abuse, abuse of adults with mental illness or developmental disabilities, and abuse of long-term care residents (if representing the resident), they will also be required to report elder abuse. Beginning with the 2015 reporting year, all active bar members must complete an elder-abuse reporting CLE during their three-year reporting period. In subsequent reporting years, attorneys must attend either a child-abuse reporting CLE or an elder-abuse reporting CLE. Additional information is available on each member's dashboard on the OSB website.

Lastly, one ballot measure that will affect the judiciary was passed by the voters in 2014. Measure 87, referred by the legislature, will allow state judges to also be employed by the National Guard or to teach at state colleges and universities. Measure 87 passed 57% to 43%.

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

House Judiciary Committee

Rep. Jeff Barker, Chair; Rep. Jennifer Williamson, Vice Chair; Rep. Andy Olson, Vice Chair; Rep. Brent Barton; Rep. Mitch Greenlick; Rep. Ann Lininger; Rep. Wayne Krieger; Rep. Bill Post; Rep. Sherrie Sprenger.

Senate Judiciary Committee

Sen. Floyd Prozanski, Chair; Sen. Jeff Kruse, Vice Chair; Sen. Ginny Burdick; Sen. Kim Thatcher; Sen. Sara Gelser.

Five OWLS Members Honored by Oregon State Bar

By Teresa Statler

On December 4, the Oregon State Bar (OSB) presented awards to five OWLS members at its annual awards luncheon, held at the Sentinel Hotel in Portland.

Renée Rothauge, a partner at Markowitz Herbold, received the OSB President's Membership Service Award. This award is presented to Oregon attorneys for contributions made to the profession. Renée received the award for creating the Women's Trial Academy, which is sponsored by OWLS. In recognizing her work on this eight-month volunteer trial-practice program, Tom Kranovich, then the OSB president, noted that one of Renée's nominators commended her for being a "six-foot-tall Valkyrie badass."

Hong Dao received the President's Public Service Award, honoring her commitment to public service and pro bono work. Hong, who now works for the OSB Professional Liability Fund as a practice management advisor, was formerly with Oregon Law Center, where she helped develop a new program that allows immigrants and refugees a safe and easy way to access legal services for

landlord/tenant, disability, and other legal issues that would otherwise likely go unaddressed.

The President's Diversity & Inclusion Award, which recognizes OSB members who have made significant contributions to the goal of increasing minority representation in the legal profession, was presented to **Liani Reeves** and **Kim Sugawa-Fujinaga**. Liani, who is general counsel to Governor Kitzhaber, was honored for her work in mentoring and increasing participation in various programs and organizations that seek to support minority lawyers, especially in their early years of practice. Kim was recognized for her work in organizations such as the Oregon Asian Pacific American Bar Association, for which she took on difficult tasks such as fundraising, while "inclusion was ingrained in everything she did," according to Tom Kranovich.

Lastly, the **Honorable Nan Waller** of the Multnomah County Circuit Court was presented the Wallace P. Carson, Jr., Award for Judicial Excellence. This award recognizes an Oregon judge who has made significant contributions to the ju-

dicial system and who is a model of professionalism, integrity, and judicial independence. President Kranovich noted Judge Waller's tireless advocacy for a new Multnomah

County Courthouse and her oversight of the new eCourt rollout, and he stated that her "passion and dedication are an inspiration to us all." He went on to recognize her for her compassion and for being "smart and caring," just like Justice Carson, for whom the award was named.

OWLS congratulates these five women for these honors and thanks them for their dedication to the law and to the legal profession in Oregon.

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



Renée Rothauge



The ACLU seeks a passionate, energetic, experienced chief executive to lead and significantly expand a civil liberties agenda throughout Oregon.

Click [here](#) to learn more about this full-time, exempt position, located in Portland.

Applications due Feb. 13

Equal opportunity/affirmative action employer. Applications are encouraged from all qualified individuals including women, people of color, persons with disabilities, and lesbian, gay, bisexual, and transgender Individuals.



At the Queen's Bench Holiday Luncheon in December (from left): Sarah Crooks, Phylis Myles, Hon. Beth Allen, Hon. Lynn Nakamoto, Sarah Villanueva



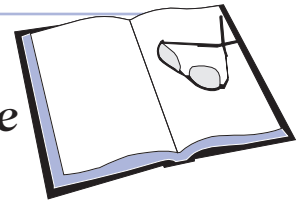
Photo: Dreams in Bloom Photography

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OWLS congratulates Judge Meagan A. Flynn, who was appointed last fall to the Oregon Court of Appeals by Governor John Kitzhaber. Judge Flynn, an OWLS member, began her career by clerking at the Court of Appeals for Judges Robert Durham and Rick Haselton before she entered private practice in 1994. "Meagan Flynn is a seasoned and well-respected appellate advocate," Governor Kitzhaber said.



Dragnet Nation: A Quest for Privacy, Security, and Freedom in a World of Relentless Surveillance

By Julia Angwin (Times Books, Henry Holt and Company, 2014, 304 pages)

Book Review by Rachel Lynn Hull

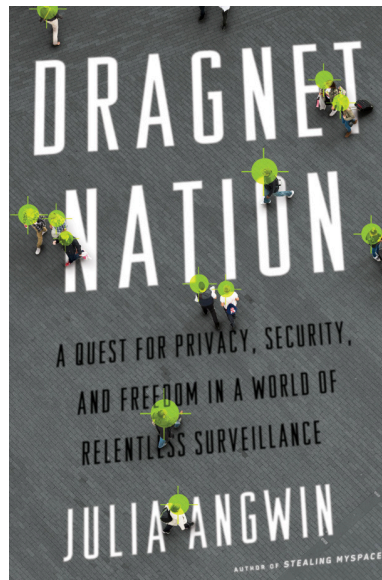
Julia Angwin's *Dragnet Nation* is a timely examination of the rapidly growing problem of indiscriminate data collection by private companies, governments, and criminals. The book explores the technology behind data collection, the concept of consent, the personal and social effects of surveillance, and options for protecting yourself and your data from the dragnet.

Your information—where you live, work, shop, travel, and worship, what you buy, who you email, what you search for, and how much money you make—is being collected, stored, and sometimes synthesized and sold or transferred. This is being done by companies and organizations you can name and dozens more that go unnoticed. Information may be collected incidentally as part of a transaction, by “free” services like Facebook, by marketers using tracking technology, and even by individuals equipped with dashboard cameras and technology like Google Glass.

Privacy is more than the right to be free from observation; it is the right to present yourself to the world as you wish. Do you want to be known by your Internet search history? The social effects are broader than many people would guess: studies show that surveillance causes adults to suppress expression and association, and it dampens children's interest in learning. Angwin makes a compelling argument for pushing back against the rise of data collection, while still recognizing the importance of the “data economy” and the convenience and necessity of modern technology.

Dragnet Nation examines data collection by both government and private business, linked in time to the rise of cheap and very powerful technology. But the social and policy considerations in these fields are very different, and the book falls short of covering either one thoroughly. Brief mention is made of the European privacy laws that far outpace our own, but few serious policy or legal recommendations are discussed. This book is an excellent introduction to the who/what/how of data collection in the United States, and I hope that other books will follow with a deeper exploration of the why and the whether.

Much of the book describes the author's attempts to thwart ubiquitous surveillance using technology or evasion. Her attempts—some expensive, some unsuccessful—made for interesting reading but were not, by her own admission, always worth the gain in privacy or security. If you're interested in improving



your own privacy without quite so much sacrifice, the following practical tips from the book are a good place to start:

Increase your security:

- Ignore the conventional wisdom that you shouldn't write down passwords. It is much safer to write down and hide hard-to-memorize, hard-to-guess passwords than it is to choose easy passwords that can be guessed in seconds by a hacker.
- Use Diceware or a similar system to randomly choose passwords, instead of relying on guessable phrases, dates, and names. Check your passwords using online password-strength estimators like *Rumkin.com*.
- Don't rely on antivirus software. Be choosy about what to install, keep it updated, and don't click on links or open documents with uncertain origins.
- Encrypt your hard drive. (This is much easier than it sounds, especially on a Mac.)
- Put a sticker over your webcam so

that it can't be used by malware without your knowledge.

- Use a portable wi-fi hotspot rather than relying on hotel or coffee shop wi-fi.

Reduce or pollute the information about you that is gathered, stored, and potentially sold:

- Take the time to understand privacy-setting options for the services and social media sites that you use most frequently. Google (including Gmail and YouTube), Twitter, Facebook, and LinkedIn have varying privacy options, some that offer significant reductions in storage of information.
- Consider carefully which services you actually value and use, and get rid of the rest of them. If you opened a Snapfish account in 2011 and haven't used it since 2012, close it. If you opened a LinkedIn account for a job search but don't keep it current or respond to messages, delete it.
- Use an Internet search engine with a zero-data retention policy, like DuckDuckGo.
- Use a fake name, or refuse to provide your name, when you can do so legally and ethically. Many transactions that used to be anonymous now include an exchange of information as a matter of course, even when it is not necessary.

Perform your own privacy audit:

- Find out what data brokers already know about you. *AboutTheData.com*, owned by Acxiom, permits you to see and delete or correct information about yourself. Datalogix, LexisNexis, and Westlaw also permit data requests, though the response time may be longer.
- Find out (some) of what the federal government knows about you by submitting free Privacy Act requests to agencies that may have data on you, like the IRS or U.S. Customs and Border Protection.
- Request archives or account summaries from the social media sites that offer them, including Twitter.

Rachel Lynn Hull is a privacy attorney for the Bonneville Power Administration. She tells data brokers that she is a farmer.

OWLS Members Hike Camino de Santiago

By Danielle Lordi

Five hundred miles, two mountain ranges, and 15- to 20-mile days. This is the Camino de Santiago, a trek that begins in the French Pyrenees and continues across northern Spain to the Cathedral of Santiago de Compostela in Galicia. Although its origin is a Catholic pilgrimage, many take this route as a challenge, exercise, an opportunity for spiritual contemplation, a way to experience natural beauty, a chance to bond with loved ones, or, simply, a walk. A combination of these reasons led OWLS members Valerie Tomasi and Agnes Sowle to each separately complete the Camino de Santiago last year. Val and Agnes each completed the walk, which included tens of thousands of feet in elevation gain, in just a little more than one month.

The Camino de Santiago isn't a wilderness hike. It doesn't require camping or carrying a heavy backpack full of technical gear. According to both Val and Agnes, it's an experience of simplicity: waking, walking, eating, and sleeping, all in beautiful Spanish countryside. With towns and alberges, Spanish hostels, scattered along

the way, one can always find a bed, a shower, and a meal at the end of a long day of hiking.

Val had always been intrigued by the Camino de Santiago and had decided she'd hike it at some point. She decided it was time when her daughter, Stephanie Auerbach, completed her training in naturopathic medicine and had a break before exam results were to be released. The two started hiking on August 30 and reached the Cathedral of Santiago on October 1. Despite hot and humid weather, general exhaustion, and blisters, Val found it to be a spiritual and centering experience, a chance to "unplug" for a while, and a wonderful way to spend time with her daughter. She even plans to do it again someday.

Since retiring, Agnes, 66 years young, has rafted the Colorado River and hiked the Inca Trail to Machu Picchu. Intrigued by the idea of a long solo walk, Agnes thought the Camino de Santiago would be a perfect fit. "Walking," she says, "in addition to providing great exercise and giving the true feel of a place, is

simple: you just place one foot in front of the other."

Agnes left for Spain on May 20 and returned home July 1. The experience was everything she had hoped



Val Tomasi

for and more. While the long days were physically challenging, she enjoyed the simplicity of her routine and the hours of meditative walking in beautiful country. She found the people of Spain kind and generous, greeting and helping her along the way. In the end, she walked beyond Santiago to Finisterre, on the Spanish coast. She plans to do it all again soon.

Danielle Lordi is a civil litigation and municipal attorney at Bryant, Lovlien & Jarvis in Bend.

Thank You

Our thanks to members who renewed or joined OWLS at an enhanced level

\$200

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