

AdvanceSheet

A newsletter published by Oregon Women Lawyers

Volume 2, No. 4 Fall 1991



President
Agnes Sowle

**President Elect/
Vice President**
Kathryn M. Ricciardelli

Secretary
Kathleen Jones

Treasurer
Helle Rode

Historian
Jane Reeder

Board Members
Susan Alba
Kathryn S. Augustson
Colette Boehmer
Nell Hoffman Bonaparte
Bonni Canary
Nancy Cook
Diana Craine
David Gemant
Armonica Marie Gilford
Susan Evans Grabe
Lee Knotnerus
Corinne "Corky" Lai
Janna Lovejoy
Wendy Beth Oliver
M. Kathryn Olney
Katherine O'Neil
Rebecca Orf
Turid Owren
Andrea Swanner Redding
Sarah Rosenberg
Jolie Russo
Janice Schurman
Ruth Spetter
Patricia Sullivan

Executive Director
Diane Rynerson (775-9021)

Newsletter Editor
Carolyn Buan (224-8024)

Graphic Design
Jeanne E. Galick

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

CONFERENCE HELPS FIRMS & EMPLOYEES TAKE A PRACTICAL LOOK AT "MEETING THE CHALLENGES OF THE 90s"

Oregon Women Lawyers' third annual conference, scheduled for November 2 in Beaverton, will provide legal employers and attorneys with a long list of practical ideas for dealing with three issues of vital importance in the nineties:

■ **Understanding Sexual Harassment From a Legal Point of View**—what it is and how to avoid it in the modern law firm, whether you're an employer or an employee;

■ **Making the Most of Diversity**—how to recognize the strengths and needs of minority lawyers entering the profession, to the benefit of both the firm and the individual;

■ **Avoiding Codependency in the Bar**—how to keep from getting enmeshed in unproductive working relationships that reduce efficiency and morale in the legal workplace.

All three issues have become increasingly important as women and minorities enter the profession in ever larger numbers.

Keynoting the conference is Judy Bauman, who is currently serving her third term in the Oregon House of Representatives, where she



State Representative Judy Bauman

has been a strong supporter of legislation that strengthens the rights of women and minorities. In the sixty-sixth session, Bauman carried the Housing Trust Funding bill, which will provide affordable housing for lower-income people, and a bill that makes it a crime to interfere with or obstruct the services of a medical clinic. She also supported a bill that requires identifi-

cation and treatment of pregnant substance abusers and SB 708, which sought to prohibit discrimination on the basis of sexual orientation. Bauman has served on the Judiciary, Housing and Urban Development, and Legislative Counsel committees and has chaired the Subcommittee on Civil Law & Judicial Administration of the Judiciary Committee.

Continued on page 3



At the OWLS board meeting in Eugene, Rogue Women Lawyers representative Rebecca Orf (right) announces the group's decision to become a chapter.

ROGUE WOMEN LAWYERS BECOMES OWLS' NEWEST CHAPTER

At its August 22 meeting, Women Lawyers of Southern Oregon unanimously voted to become a chapter of Oregon Women Lawyers and to change its name to Rogue Women Lawyers. The group, which includes members from Jackson and Josephine counties, is led by acting chair Colette Boehmer.

Rogue Women Lawyers meets for lunch at Digger O'Dells restaurant in Medford, with fall meetings scheduled for October 24 and November 21. For information, call Colette Boehmer at 779-7552.

President's Message

At our Annual Meeting held on October 4, many of you had an opportunity to meet our newly elected officers. For those who did not, introductions are in order.



I'll be serving as president until October 1992, when our new president-elect, **Kathryn Ricciardelli**, will take over. Kathryn has been extremely active in Oregon Women Lawyers since the spring of 1990, when she volunteered to chair our Mentor Program. When Kathryn began, the program was nothing more than an idea. Now in its second year, it has proven to be a great success, and Kathryn's enthusiasm and hard work have earned praise from mentors and students alike. In addition

to chairing the Mentor Program, she has served actively on several Oregon Women Lawyers' committees. We are indeed fortunate to have her as our next president, and I look forward to working with her in the coming year.

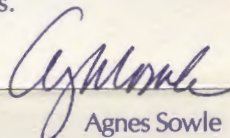
Kathleen Jones is beginning her second term as our secretary. In that capacity she will now act as both recording secretary and corporate secretary, following a decision to combine the two roles. Kathleen has also been active on a number of committees and has demonstrated her dedication to Oregon Women Lawyers in each task she has undertaken.

Helle Rode is our new treasurer. Although this job has always been important, it has become even more significant as our organization has grown, the numbers of members and events we sponsor have increased, and our financial records have become more voluminous and complex. Helle has demonstrated her ability and willingness to take care of details, and we are delighted that she has agreed to take on

this unenviable job.

Last, and of course not least, is a new office—that of historian—which has been placed in the able hands of **Jane Reeder**. The historian gathers and keeps the OWLS archives in order to preserve our history. If you haven't met Jane, you have probably seen her at our events. She's the one behind the camera! Although she isn't a lawyer, Jane has been one of our most active and supportive members since OWLS began. With her experience in audio, video, and graphics, Jane will make a wonderful historian.

The willingness of members, directors, and officers to give of their time and expertise has made this organization so successful. I would like to welcome our new officers and board members and give special thanks to those whose terms have expired. All have demonstrated their commitment to the purpose and goals of Oregon Women Lawyers.


Agnes Sowle

Craine & Love ATTORNEYS

- PERSONAL INJURY
- EMPLOYMENT DISCRIMINATION
- WORKERS' COMPENSATION
- WRONGFUL DISCHARGE

DIANA CRAINE AND LINDA C. LOVE

Proud Members of
Oregon Women Lawyers



DIANA CRAINE



LINDA C. LOVE

371-9018

494 State St., Suite 210
Salem, Oregon 97301

620-1088

Five Centerpointe Dr., Suite 510
Lake Oswego, Oregon 97035

HELP MAKE HISTORY

Queen's Bench has started a committee to compile and study its history and the stories of women attorneys in Oregon. The group plans to gather oral histories; index material; and conduct research in libraries, law offices, law schools, and courts.

If you would like to be involved, your help is welcome—whatever amount of time you can commit. Queen's Bench will also take part in an oral history workshop sponsored by the U.S. District Court Historical Society on Saturday, November 9. In a half-day session at the Oregon Historical Society, professional historians from OHS will provide training, which they will supplement by meeting individually with participants as they gather their oral histories. Anyone interested in helping with the history project or attending the workshop should call Trudy Allen (796-3665) by October 31.

The History Committee will meet next at noon, Tuesday, October 29, at the offices of Tonkon, Torp, 1600 Pioneer Tower, 888 S.W. Fifth Avenue, Portland.

A JEWEL OF AN IDEA

"Justice Endorsed by Women Lawyers" (JEWEL) is the political action committee of Oregon Women Lawyers. The PAC came into being last May, when an endorsement procedure for judicial candidates was implemented in conjunction with a newly created Washington County Circuit Court position.

The endorsement procedure involves asking candidates to complete an application form, having each candidate interviewed by at least two members of the PAC board, contacting references, assigning a rating, and issuing a recommendation. For the Washington County Circuit Court position, the procedure resulted in the endorsement of Gayle Nachtigal, the applicant whom Governor Roberts in fact appointed. It also earned Judge Mark Gardner a "well-qualified" rating.

JEWEL's purpose is to encourage the full participation of women in the judicial process. The PAC board hopes to further this goal by establishing an effective, respected endorsement process and—eventually—raising funds for qualified judicial candidates. The JEWEL/PAC is the only organization other than the Oregon State Bar and the Multnomah Bar Association Judicial Selection Committee that actually interviews judicial candidates prior to endorsement.

Next, the PAC will work on endorsing candidates for openings on the Oregon Court of Appeals, created by the retirement of Judge Newman, and for two Multnomah County Circuit Court judgeships. JEWEL is now soliciting applications from individuals interested in the Appeals Court positions.

The JEWEL/PAC and its endorsement procedure offer an exciting opportunity to help accomplish one of Oregon Women Lawyers' primary goals. For information about membership or participation, please call Gail Vore at 224-4840.

1991 FALL CONFERENCE *continued from page 1*

The daylong conference will be held at the Valley Conference Center at 9363 S.W. Beaverton-Hillsdale Highway in Beaverton. Registration begins at 8:30. The program begins at 9:00 and lasts until 5:00 p.m. A reception follows the program. For those who register before October 26, cost of the event is \$95 for OWLS members, \$110 for non-members, and \$60 for students or those with incomes under \$21,000. After October 26 the costs are \$110, \$125, and \$70 respectively.

To register, send your name, address, and phone number, together with a check in the correct amount to: Oregon Women Lawyers, P. O. Box 40393,

Portland, OR 97240. Non-members who wish to receive the member rate may do so by sending an additional \$45 (law school graduate), \$15 (law student), or \$25 (non-lawyer or out-of-state attorney) membership fee with the conference registration. Application is pending for 6.0 general MCLE credits and 1.0 ethics credit in Oregon, and CLE credits in Washington. Child care will be provided for a fee of \$20 if there is sufficient demand. For information about child care and about housing in members' homes, call Kathryn Olney (239-5800) or Norma Freitas (281-6429).

CONFERENCE HIGHLIGHTS

Legislative Update—Rep. Judy Bauman

Breaking the Silence: Sexual Harassment in the Legal Workplace—Lee Knottnerus, Lane Powell Spears Lubersky, Chair; **Barrie J. Herbold**, Markowitz, Herbold et al; **Barbara J. Safriet**, Associate Dean, Yale Law School; **P. Conover Mickiewicz**, Attorney at Law

Coping with Sexual, Racial & Ethnic Harassment in the Legal Workplace—Diana Craine, Craine & Love, Chair; **Kathleen Saadat**, Assistant to Commissioner Kafoury; **Layne Y. Ng**, Program Attorney, Oregon Attorney Assistance Program; **The Hon. Kimberly C. Frankel**, Judge of the Circuit Court of the Fourth Judicial District

Women & Minority Lawyers: Visions and Focus of the 90s—Katherine H. O'Neil, Graff & O'Neil, Chair; **Mark A. Johnson**, Oregon Gay & Lesbian Law Association; **Ernest E. Estes**, Association of Oregon Black Lawyers; **Jeffrey B. Millner** and **Lynn Reiko Nakamoto**, Oregon Minority Lawyers Association

Professional Survival: The Outer Limits of Zealous Representation—Susan Evans Grabe, Oregon State Bar, Chair; **Anna J. Brown**, Bullivant Houser, et al; **Mary Burns Tomlinson**, U.S. West Communications; **Barbara P. McFarland**, Mason Rowlette, et al; **Deanne L. Darling**, Hutchison, Hammond, et al

Co-Dependency in the Legal Workplace—Nancy Walseth, Attorney at Law, Chair; **Nina Robart**, Attorney at Law; **Kimberly A. Crnich**, Hagen, Dye; **Eileen Hannegan**, M. S., Pacifica Counseling & Consulting

REPRESENTING THE OREGON STATE BAR

Disability Insurance Programs

- * Premium discounts
- * Guaranteed coverage
- * Personalized plan design & service

PREMIUM MANAGEMENT CORPORATION

5100 S.W. Macadam, Suite 180
Portland, Oregon 97201
503-221-1226 800-759-5259

 The Guardian



Donna Frechette

Take Notice!

■ **Better Daycare.** Are you less than satisfied with your current daycare arrangement? Are you pregnant and not certain what daycare solutions are available? Even if you are delighted with your current arrangement, please join us for a Working Parents Forum panel discussion on **How to Choose Daycare**, Monday, November 18, at The Merchant Cafe, 900 S.W. Fifth Avenue, Portland, noon until 1:00. Advance registration is \$5, or pay \$6 at the door. Send your checks to OWLS, P.O.Box 40393, Portland, OR 97240. For more information, call Nell Bonaparte (224-9723) or Diane Rynerson (775-9021).

■ **Women's Summit Lunch.** The Women's Summit lunch is Tuesday, October 22, at the Portland Marriott beginning at 11:45 a.m. The speaker is John Stoltenberg, author of *Refusing To Be a Man*. He will be introduced by Kim Crnich, a member of Oregon

Women Lawyers and Queen's Bench and co-author of a forthcoming guide for survivors of incest (see page 11). Tickets are \$25 and may be ordered by calling Pat Mickiewicz (227-2242) or Ruth Spetter (823-4047).

■ **A Luncheon Honoring Portland-Area Women Judges.** Queen's Bench's December 10 luncheon will honor women judges who serve the Portland area. Anyone who would like to be a sponsor for the event may pay \$8.50 for a judge's lunch. (It will not be specified which judge an individual is sponsoring.) If you would like to be a sponsor, call Trudy Allen (796-3665) by Dec. 6.

■ **New Domestic Relations Legal Assistants' Group.** A newly formed Domestic Relations Legal Assistants' Group, made up of Oregon Legal Assistants' Association members, will meet in Portland on the second Wednesday of each month at noon for a brownbag support meeting. Members will exchange ideas and host speakers on such topics as pension evaluations, rapport with clients, planning stages of divorce, procedural forms, and the legal assistant's ethical obliga-

tions. Anyone interested in the group should call Cheryl Hiller (641-7990) or Dee Poujade (228-6099).

■ **Promoting the OWLS Network.** If you have to turn down an opportunity to participate in a CLE presentation, write an article for a CLE publication, or represent a potential client, please suggest at least three other qualified OWLS members. Use the index of members' areas of expertise in OWLS' 1991 *Membership Directory* as a reference. If you cannot personally recommend a woman or minority, please offer to call the OWLS Speakers Bureau to obtain the information. Carolyn Wilson Miller, chair, can be reached at 226-1371.

■ **U.S. Bank Forum.** On Thursday, November 14, 5:30 to 7:30 p.m., U.S. Bank will hold a Financial Services Open Forum for Oregon Women Lawyers members at its Main Branch, 321 S.W. Sixth Avenue in Portland. This is an opportunity to meet representatives from Personal, Executive, Commercial, and International Banking; Investor Services (Trusts, Asset Management, Employee Benefits, Investments); Corporate Law; and Investor Relations. Please R.S.V.P. by Tuesday, November 12, to U.S. Bank, 275-5122, and come with your financial services issues and questions. Light refreshments will be served and complimentary valet parking is provided (enter on Oak at Broadway).

■ **Networking with Women Architects.** Queen's Bench will co-sponsor a networking event with Portland's new association of women architects on November 13 at Portland State University. This will be an evening event featuring dinner and an opportunity to meet and visit with the architects. The program is entitled *Lawyers Working with Architects: A Day in the Life*. A panel of attorneys and architects will discuss issues that may be raised in settings where our two professions meet. We will also have a display of some of the architects' work.

If you would like to be involved in the presentation or learn more about the event, please call Janelle Chorzempa (243-3222) or Trudy Allen (796-3665).

A full-service approach to all your financial planning needs



Janet Anderson, LUTCF
1990 Oregon Agent of the Year

- ✓ Estate Planning
- ✓ Funding Buy/Sell Agreements
- ✓ Disability Insurance
- ✓ Life Insurance Planning
- ✓ Retirement Planning

10260 S.W. Greenburg Rd., Suite 530
Portland, OR 97223
(503)245-3220

Standard INSURANCE COMPANY
PORTLAND, OREGON
Dedicated to Excellence



(Left to right) Kathryn Ricciardelli, Phylis Myles, Andrea Swanner Redding, and Jennifer Frisch-Schaeffer at the September 10, 1991 Queen's Bench lunch honoring the Mentoring Program.

Around Oregon

■ **Central Oregon Women Lawyers** holds informal lunch meetings in Bend the second Friday of the month. Call Marge Garrow (382-3736).

■ **Corvallis Women Lawyers** meets each Thursday noon. Call Gretchen Morris (754-1411).

■ **In Klamath Falls** an informal group of women lawyers meets occasionally for lunch. Call Karla Knieps (884-7728).

■ **Lane County Women Lawyers Association** holds lunch meetings each month at area restaurants and has a mentoring program for law students at the University of Oregon. Call Lauren Holland (343-1257).

■ **The Lincoln County Recipe Club** meets alternate Tuesdays at 5:30 p.m. at the Newport Hotel to discuss "recipes" for social change and personal/professional growth. Call Bernice Barnett in the district attorney's office.

■ **The Mary Leonard Law Society in Salem** meets at noon the second Wednesday of each month at the Willamette University Center's Dining Room #1. The group also sponsors a mentoring program for Willamette University law students. Call Shirley Bade (393-7030, ext. 3021).

■ **The Mid-Columbia Women's Bar** meets informally on the third Wednesday of each month. Call Claudia Burke (386-1311).

■ **The Multnomah County Bar Association Committee on the Status of Women and Minorities** meets monthly. Call Kathryn Augustson (226-7986) or Diane Polscer (228-6351).

■ **Queen's Bench in Portland** meets at 11:45 a.m. the second Tuesday of the month at the Hilton International Club and holds business meetings on the fourth Tuesday at 11:45 a.m. in the Standard Plaza Cafeteria, Room B (1100 S.W. 6th Ave.). Speaker for November 12 is Julie Davis, former General Counsel, National Endowment for the Arts.

■ **Queen's Bench Social Focus Group** meets at noon on the last Wednesday of the month for lunch, networking, and career-related discussions. Meetings are held at The Merchant Cafe in the Standard Insurance Center. Call Diane Rynerson (775-9021).

■ **Rogue Women Lawyers** meets for lunch at Digger O'Dells restaurant in Medford, with the next meetings on October 24 and November 21. Call Colette Boehmer (779-7552).

NINA TOTENBERG LOOKS AT THE SUPREME COURT

At a luncheon address to the National Conference of Women's Bar Associations August 10, 1991 in Atlanta, Nina Totenberg, public affairs correspondent for National Public Radio, gave a talk on "The Supreme Court—Behind the Marble, Beneath the Robes." Among Totenberg's remarks about the nation's highest legal body, were these tidbits:

- By the time George Bush leaves office, he and Ronald Reagan will have named every sitting judge. As a result, the center of the court is where the ultra-right used to be.

- The new justices are coming in with little legal experience and are more likely to be subject to the powerful conservative majority's influence. This is particularly true of David Souter, who—colleagues admit privately—is "struggling." This is not surprising, considering that he comes from a small, rural state; was in private practice for only two years; and, as attorney general, almost never had to deal with or think about constitutional issues.

- The highest office any current member of the court has held is that of deputy attorney of the U.S. (Byron White).

- The court is also short on *life* experience. From now on, the administration will want to appoint young people to the court—people who have no memory of the time when abortion was illegal. Life experience, or the lack of it, will affect how the justices rule on major constitutional issues.

- Justice O'Connor had a mastectomy and was back on the bench within 10 days. She then underwent a year of chemotherapy. During that time she wrote 16 opinions.

On the questions that dominate the news, Totenberg had the following predictions:

- *Roe v. Wade* is dead—this year, next year, or the year after.

- Clarence Thomas will be confirmed.

- The Supreme Court will allow school prayer as a moment of silence or as some non-sectarian prayer.

Helen Althaus Recalls the History of Queen's Bench

Until all too recently, women lawyers in Oregon were "invisible"—prime examples of the "Invisible Bar," as depicted in Karen Berger Morello's book (Random House, 1986) recounting the history of women lawyers in America. Many of them believed it was safer to stay that way. In a July 9 talk to Queen's Bench, Helen Althaus recalled the history of that organization and the attitudes toward women that prevailed during her own years in practice.

When Althaus was admitted to the Oregon State Bar in 1945, Queen's Bench didn't exist. An attempt to organize women lawyers in the 1920s had fallen apart over the issue of whether the local group should join the National Association of Women Lawyers. By the forties, only a couple of local chapters of women's legal fraternities remained in existence.

Toward the end of the decade, however, Cecilia Gallagher Galey sent



Helen Althaus (left) is now an active member of Rogue Women Lawyers.

out an invitation to all her fellow women lawyers to come to a dinner at the Benson Hotel. Between 20 and 25 women showed up to hear a talk by Gladys Everett, who had just returned from China where she had worked for the United Nations Relief and Rehabilitation Agency (UNRRA).

At that dinner, the women decided to form an organization which, at Althaus's suggestion, they named Queen's Bench, after a similar group in San Francisco. The new organization's purpose, outlined in a constitution written by a committee on which Althaus served, was to promote professionalism and comradeship among women members of the bar.

At the time, women had to be very careful about emphasizing their presence in the profession. Althaus recalls that her firm preferred to have her use her initials rather than her first name, reasoning that a woman's name would "alienate clients." Later, when she was interviewed for an article on the silver anniversary of the OSB as an integrated bar, she and a woman colleague were careful not to mention their firm—for fear of causing it the embarrassment of having the general public know it hired women attorneys.

In part, the name "Queen's Bench" was chosen for the new women lawyers' group because the wording was discreet and clearly did not suggest any affiliation with the National Association of Women Lawyers. While such concerns may seem strange today, they made sense at the time, when—ac-

ording to Althaus—"We were glad to have jobs."

Though Queen's Bench didn't seek to be political or visible, it did sponsor one bill and was mentioned as a sponsor during an Oregon House of Representatives debate. The group also received publicity for its part in the annual State Bar tent show in the early 1950s. The script for the Queen's Bench skit was written and narrated by attorney Roy Shields. Manche Langley (the wittiest lawyer in Portland) played the Queen, Marian Rushing was Sulphuria, Neva Elliott was Portia (the woman lawyer who disguised herself as a man), and Gladys Everett was Arteria, who signed the "blood bond." During her talk, Althaus delighted her audience by reciting from memory a portion of the play, including the "blood bond."

In addition to being a lot of fun, the skit certainly had one important effect—men and lawyers' wives in the audience were amazed when they saw a dozen women lawyers on the stage at once, remarking that they hadn't realized there were so many women admitted to practice!

Out of the annual skit came the "Man of the Year" award, which Queen's Bench awarded first to Roy Shields, second to Roy Terry, and third to Judge James Alger Fee. (The award wasn't given every year, Helen noted, hinting that in some years no man was considered to have deserved it.)

In 1963 Manche Langley died and Queen's Bench established the Manche Langley Scholarship Fund for women law students at Lewis and Clark College. In the sixties, Queen's Bench took a few other steps toward greater visibility, in part by cosponsoring a major banquet during a convention of women juvenile court judges.

In 1971 the Metropolitan Club was formed by a group of Portland women as a counter to the City Club, which would not admit women. (Both Helen Althaus and her mother were turned down by the City Club, despite the efforts of attorney Paul Meyer to get them admitted. Meyer thought the City Club constitution could be interpreted

Now you can give them
your best shot...

Focusing on fashion and corporate
portraiture. Rick Antony can
produce for you that attractive
image that states exactly what you are...
a professional woman.

ANTONY
PHOTOGRAPHY

241-3614

938 N.W. EVERETT • PORTLAND, OREGON 97209

IN COLOR OR BLACK AND WHITE

Corporate portraiture ■
fashion ■
product ■
You name it! ■

to admit women.) Later Sid Lezak became City Club president and held hearings all over the city on the issue. Helen Althaus was one of the witnesses. Eventually the organization was opened to women by the two-thirds vote required to amend its constitution.

In the 1970s, Queen's Bench got considerable publicity and started publishing a newsletter. In 1972, an article appeared urging the women to support two of their number (Louise Jayne and Mercedes Deiz) for judicial positions.

During the seventies, women also began to make inroads on leadership positions in the Multnomah Bar Association. When Virginia Renwick was nominated from the floor for third vice-president and won, she broke a tradition which dictated that women only be offered the post of secretary. Her victory was possible because members of Queen's Bench phoned women and friendly, unbiased men lawyers and asked them to come to the MBA Annual Meeting to support her candidacy.

As chair of the Membership Committee at this time, Althaus urged young women to join Queen's Bench. In the early sixties only 2 or 3 women usually were admitted to the bar each year, though there were sometimes as many as 4 or 5. By 1968, 10 were admitted; in 1972, only 11. But by 1973 there were 25, two years later an astounding 50, and two years after that, 70. "It was exciting," says Althaus, "I had to stop writing handwritten invitations asking the new women members to join Queen's Bench!"

In the 1980s the issues of employment discrimination against women attorneys came to the forefront for the Multnomah Bar Association. In 1984 Judy Snyder was chair of the MBA Committee on the Status of Women Lawyers when *The Oregonian* covered its work. Says Althaus, "We were no longer invisible."

In 1989, the statewide Oregon Women Lawyers was organized, and shortly thereafter Queen's Bench became its first chapter.

"You've finally arrived," Althaus concluded, "you've finally achieved our dream."

ON THE MOVE

Assistant Staff Judge Advocate and Assistant U.S. Attorney for the Western District of Washington **Eden Rose Brown** has been appointed Vice Chair of the Military Law Committee of the American Bar Association. Capt. Brown is stationed at McChord Air Force Base in Washington.

Terry Ann Rogers has returned from her position as Legislative Coordinator for Governor Barbara Roberts to assume the role of Director of Multnomah County Legal Aid.

Sandra Gangle and **Mitzi Naucler's** firm, Depenbrock, Gangle and Naucler, was awarded the Volunteer Law Firm of the Year award by the Marion County Bar Association.

Jaurene Judy has been appointed to the OSB's Legal Assistants Committee.



Terry Ann Rogers

A Report From the NCWBA Conference

WHAT WOMEN LAWYERS IN OTHER STATES ARE DOING TO COMBAT GENDER DISCRIMINATION

Katherine O'Neil reports that women lawyers in other states have developed some effective techniques for combating discrimination against women—in the profession and elsewhere. She cites the following examples:

■ In Baltimore, Maryland, the Baltimore City Bar Association has produced a very successful program geared to law firms that discusses problems of gender bias on the job. Titled *Sex Laws and Videotape*, the 8-minute, professionally produced video uses a series of vignettes, set in law firms, to give concrete examples of gender bias. To borrow the tape, call Pam White at 1-800-638-6547.

■ In Iowa, the state attorney general, Bonnie Campbell, has volunteered to speak for women attorneys at hearings of the gender bias task force. The reason? Many who have testified in person in the past have suffered retaliation from judges and counsel!

Iowa is also considering legislation that would deny a liquor license to any club that practices discrimination.

■ The state of California taxing authority has audited major employers asking for information about their payment of employees' dues at discriminatory clubs. The tax letter indicates that this type of payment is not a proper business expense to claim for

tax purposes.

■ The bars in several jurisdictions are considering revisions of their codes of ethical responsibility, making it a code violation to belong to discriminatory clubs.

Women lawyers are also laying plans to gain more seats on ABA committees and offices. By January 1992 the NCWBA will gather names and resumes of women interested in serving on ABA committees and conferences. The NCWBA also urges women to volunteer for committee service directly by writing to the committee chairs. OWLS interested in getting on the NCWBA list for possible appointment to ABA committees, and, commissions should send their résumés to Katherine O'Neil before December 1, 1991, being sure to specify their special qualifications for the positions they seek. Although 22 percent of ABA members are women, the organization has never had a woman president. However, in 1990 Roberta Ramo of New Mexico was defeated by only six votes. Ramo intends to run again in 1994, as does Joanne Garvey, chair of the California delegation to the ABA.

This could be a golden decade for women in the ABA, if women join in greater numbers and particularly if they volunteer for committee work.

HOFFMAN AND O'NEIL WIN BIG!

In the summer issue of the *AdvanceSheet*, we ran a story (see page 7) on Janet Lee Hoffman's campaign to win a seat on the Oregon State Bar Board of Governors and Katherine O'Neil's bid for a two-year term on the American Bar Association House of Delegates. Now we are happy to report that the two women—both members of Oregon Women Lawyers—were big winners.

Janet Hoffman, who was running from Multnomah County, took one of two openings, with the other going to The Hon. Charles Crookham. Hoffman finished second in the race after capturing more votes than the third- and fourth-place candidates together. She is a partner in the firm of Hoffman & Matasar.



Janet Hoffman



Katherine O'Neil

Katherine H. O'Neil, Oregon Women Lawyers' first president, won a seat on the ABA House of Delegates with an impressive 39 percent of the vote in a field of four candidates that included the incumbent. As a delegate, O'Neil hopes to introduce at the national level many of the issues OWLS seeks to address on the state level.

These are both important victories. Janet Hoffman's win brings to five the number of women who serve as OSB Governors, and Katherine O'Neil and The Hon. Ellen Rosenblum now hold two of four Oregon seats on the ABA ruling body. Moreover, O'Neil proved that waging a formal campaign at the ABA level can be very effective indeed. Congratulations are definitely in order!

Congressman Ron Wyden Speaks to Queen's Bench About Women's Health-Care Issues

On August 13 Congressman Ron Wyden spoke to Queen's Bench about "The Decade-Long Assault on Women's Health Care," which he sees as one of our nation's greatest problems.

According to the congressman, three areas in particular have suffered from "a sinister combination of neglect and deceit over the last decade"—research on catastrophic illnesses afflicting women, drug research, and family planning.

Drug Research

Wyden cited several key research areas in which women are being excluded:

- the National Institutes of Health is leaving them out of the research projects it sponsors;
- scant research is being performed on gender-specific illnesses such as breast and ovarian cancer;
- menopause is "treated like a joke rather than a legitimate health concern;"
- lack of contraceptive research "is partly responsible for making sterilization the birth control method of choice" for 39.1 percent of American women;
- Federal Drug Administration regulations that prohibit the use of women subjects in clinical drug trials prevent us from knowing the effect many drugs have on women.
- research into non-abortion related uses of the French drug RU-486 is prohibited.

When Wyden chaired a recent hearing on this last problem, he learned that the FDA's ban on importing the drug "has had a devastating effect on research into a number of deadly diseases—including breast cancer and Cushing's Syndrome."

According to Wyden, the chilling reason for the FDA ban—a reason that will likely be cited to stop future research on promising cancer treatments—is that the drugs may have "abortifacient" properties. "The over 58,000 women who die each year from breast and ovarian cancers outnumber the Americans who died in the Vietnam War. Are we supposed to halt research that could save their lives because that

research might involve an abortifacient drug?"

Title X Gag Rule for Family Planning Clinics

Equally sinister, in Wyden's view, is what he calls the Bush Administration's "full-scale attack on the doctor-patient relationship and the doctrine of informed consent," which requires doctors in federally funded family planning clinics to withhold vital health-care information from their patients.

"According to Dr. William Archer, Jr., who administers the Title X program, you couldn't tell a woman afflicted with pulmonary hypertension—which has a 50 percent morbidity rate for pregnant women—that one of her options for dealing with an unintended pregnancy was abortion."

Wyden said he and Congressman John Porter introduced HR 392, which would require the same clinics to provide complete information about women's options, but indicated that "we need an extraordinary push to make this bill veto-proof."

Wyden also expressed his fear that the Bush Administration will attempt to expand the gag rule to all other health-care programs funded by the federal government, including "hospitals which accept Medicare reimbursement, Indian Health Care, Maternal and Child Health Block Grant, Department of Defense, CHAMPUS, and the Federal Employees Health Benefit Program."

Wyden called the gag rule "essentially a government mandate to doctors to commit malpractice," citing as an example that a doctor could not tell a diabetic woman, or a couple affected by the genetic risks of Sickle Cell, or an older woman whose fetus is anencephalic (without a brain) that they shouldn't carry their pregnancies to term—"because that could be construed as abortion referral."

Some Possible Solutions

Wyden indicated that there are some rays of hope, including legislation recently approved by the Committee on Energy and Commerce that would upgrade and improve women's health



Rep. Ron Wyden

research (legislation which the President has attacked, point by point).

Another bill which Wyden has helped introduce (HR 875) would remove the ban on research involving the French drug RU-486, mentioned earlier in this article.

A third bill, approved by the Energy and Commerce Committee just before the August recess, would permanently ban the gag rule from federal family planning clinics. President Bush has threatened to veto the legislation.

Says Wyden, "while the 1980s were a time of health-care setbacks, the 1990s have got to be a time when we as legislators and physicians take hold of our national health-care agenda." Queen's Bench, he said, is a group of individuals who "have the leadership ability to make a difference."



Pats & Pans


No pans this time, just a big pat on the back for **Judge Donald H. Londer**, who submitted a resolution from the Judicial Conference of Oregon to the Oregon Supreme Court, asking that Canon 2 of the Oregon Code of Judicial Conduct be amended to "distinguish between organizations such as discriminatory clubs, to which we believe a judge should not belong, and purely private organizations or organizations that are dedicated to religious, ethnic, or cultural values of legitimate common interest to their

members, which are appropriate for judicial membership." The resolution expands Canon 2's admonishment that judges avoid impropriety or the appearance of impropriety to cover membership in any organization that discriminates on the basis of race, sex, religion, or national origin in its membership policies or in its practices.

Justice George Van Hoomissen, who chairs the committee that is reviewing the canons as a whole, invites comments from OWLS. The Hon. Mercedes Deiz serves on the committee and also welcomes comment. The review was prompted by the ABA's adoption of a new Code of Judicial Conduct and by two Judicial Conference recommendations, including one concerning membership in discriminatory clubs. The work should be completed early in 1992.

The chief justice recently distributed a booklet on "gender equality in the courts" to all judges.

WE'LL HELP YOU
INVEST FOR THE
FUTURE,
EVEN *if* YOU INVEST
SOMEWHERE ELSE.

The future has a way of arriving all too soon. So we can help you sort your way through stocks, bonds, mutual funds, CDs, annuities and all the other investment options. Call or come by. Even if you're not sure how to ask the right questions. And even if you might end up investing somewhere else. We're all in this together. 

OWLS in the National Spotlight

Two members of Oregon Women Lawyers have been in the national spotlight in the past few months.



Marsha Naegeli-Grenley

Mrs. Oregon America 1990, **Marsha J. Naegeli-Grenley**, traveled to the Soviet Union last year as a participant in the Mrs. America Pageant. However, many of our readers know Mrs. Oregon in another role—that of president and owner of Naegeli & Associates, a professional court reporting service in Portland.

Mrs. Oregon is married to Gary I. Grenley, a senior partner at Grenley, Rotenberg, Laskowski, Evans & Bragg.

Miss Oregon, **Carolyn Helen Ladd**, is one busy woman. Recently, she has been based in Washington, D.C., where she is an attorney for the National Labor

Relations Board. In the evenings, she has studied labor law in Georgetown University's LLM program. During her year-long reign, however, Ladd will take a leave of absence from her job and will attend classes at the University of Oregon Law School, while completing her master's thesis.

Carolyn Ladd graduated in the top 12 percent of her University of Oregon School of Law class. When she completes her LLM, she plans to study for an MBA with an emphasis in labor.



Carolyn Helen Ladd

stay on course. When people lack confidence, they are easily swayed.

Hollo recommends putting 10 percent of every paycheck away, reasoning, "You won't miss it now, but when you're 60 you'll be glad you did!"

And, of course, she feels it's important to diversify personal investments, balancing fixed and growth instruments.

Hollo also recommends keeping 10 percent of one's portfolio in cash—preferably a money market fund—to take care of emergencies and make it easy to take advantage of new opportunities without touching fixed or growth investments. Hollo warns that two outside factors can erode a portfolio: (1) our inability to plan on the rate of inflation and (2) our ability to control taxes only to a limited degree.

Though there is no perfect investment, Hollo recommends keeping a record of the pros and cons of each investment one makes. Then put together a balanced portfolio—one in which the various cons are offset by other pros.

Hollo feels passionately about the need for women to gain confidence in their ability to invest. She herself learned the hard way, after being left with five children to support and no knowledge of financial management.

However, she believes that once you know the basics, it's easy. You gain confidence that you know how to do it. In many ways, she says, buying stocks can be like buying

Elements of Money Management Seminar Offers Many Practical Tips

Ardeth Hollo, an OWLS member and investment advisor, held a seminar in May for fellow OWLS interested in "The Elements of Money Management." In her presentation, Hollo offered a host of tips.

One was that everyone should read *The Wall Street Journal*, which provides an overview of world affairs, helps its readers feel confident that

they are keeping up with current business affairs, and builds an important reservoir of financial knowledge—all in just 20 minutes of reading a day.

Many women Hollo meets are torn between various advisors and feel a great deal of anxiety because they just aren't comfortable making investment decisions. According to Hollo, women often feel insecure in the financial arena because they don't "know the terminology." That's hardly surprising, considering that until 25 years ago few women had money of their own to invest and never learned the ropes.

The first step to success with investments is to know oneself—to determine one's investment profile, including personal goals and tolerance for risk. The other most important ingredients are good investment principles and the discipline to stay with a well-thought-out program. If a person has confidence and then experiences some success, it's easier to



Senator Bob Packwood (R-Oregon) spoke to Queen's Bench at a breakfast on August 16, 1991.

What PBS did for the Civil War, I will do for your family history...but cheaper.

Preserve your family photographs on video. Titles, sound track, the works.

This message brought to you by Jane Reeder

Communication Concepts
476 Lantz Street SE
Salem, Oregon 97302

585-6837

children's clothing on sale. If you know where the good stocks are, you wait for a bear market and then buy.

If there is sufficient interest, another seminar will be scheduled on "Basic Differences Between Fixed and Growth Investments." Anyone interested in attending should call Diane Rynerson (775-9021). Diane also has copies of the handouts used in the first seminar.

THE BOOK SHELF



Kim and Joseph Crnich. *Shifting the Burden of Truth: Adult Child Sexual Abuse Survivors' Guide for Suing Abusers.* This new book by two OWLS members is written for adult survivors of childhood sexual abuse, their attorneys, and their therapists. The book is based on research, personal experience, and hundreds of questionnaires completed by survivors and the attorneys handling their suits. To receive more information or to order copies (\$15.95 post paid), phone or fax (503) 697-7045 or write to Recollex Publishing, 333 S. State Street, Suite 326, Lake Oswego, OR 97034.

City Auditor **Jewel Lansing** was recently the star of an autograph party celebrating publication of two books she has authored: *101 Tips for Women Candidates and Their Staffs* and *Campaigning for Office: A Woman Runs*. The latter book is a story-form account of her 1976 race for state treasurer. The books are available from R & E Publishers for \$9.95.

DEMONSTRATIVE EVIDENCE

COURTROOM GRAPHICS:
HAND DRAWN OR COMPUTER
AIDED EXHIBITS IN LARGE
FORMAT COLOR OR B&W
SPECIAL PROJECTS WELCOME
SLIDES • TRANSPARENCIES
790-0900
PICK UP AND DELIVERY

Coming Events

■ **Meeting the Challenges of the 90s: Sexual Harassment, Diversity & Co-Dependency in the Bar**, 9:00 to 5:00, Saturday, November 2, Valley Conference Center, Beaverton—Contact Susan Evans Grabe, 620-0222, ext. 380 or Lee Knottnerus, 226-6151.

■ **U.S. Bank Financial Services Open Forum**, 5:30 to 7:30, Thursday, November 14, 321 S.W. Sixth, Portland—R.S.V.P. by November 12, 275-5122.

■ **An Introduction to Financial Mastery**, 8:30 to 3:30, Saturday, November 16, Murdock Trust Building, Suite 725, 703 Broadway, Vancouver, WA—For information, call Jonnie Mann of the Women in Action Foundation, (206) 254-2585.

■ **Working Parents Forum, "How to Choose Daycare,"** Monday, November 18, Noon, The Merchant Cafe, 900 S.W. Fifth, Portland—Contact Nell Bonaparte, 224-9723, or Diane Rynerson, 775-9021.



1991-1992 Oregon Women Lawyers Membership Application & Renewal

NAME _____

FIRM/ORGANIZATION _____

ADDRESS _____

CITY/STATE/ZIP _____

PHONE _____ FAX _____

LOCAL CHAPTER (if any) _____

CHECK ONE

- \$45... **New Member** (law school graduates)
 \$15... **Member** (law students)
 \$25... **Associate** (out-of-state lawyers, non-lawyers, and those with incomes under \$10,000)
 \$45... **Membership Renewal** (1991-1992 dues)

PRACTICE AREAS:

- | | | |
|---|---|--|
| <input type="checkbox"/> Admiralty | <input type="checkbox"/> Criminal Law | <input type="checkbox"/> Patents & Trademarks |
| <input type="checkbox"/> Alternative Dispute Resolution | <input type="checkbox"/> Debtor-Creditor & Bankruptcy | <input type="checkbox"/> Pensions/ERISA |
| <input type="checkbox"/> Antitrust, Trade Regulation | <input type="checkbox"/> Environmental/Natural Resources | <input type="checkbox"/> Public Utility Law |
| <input type="checkbox"/> Appellate Practice | <input type="checkbox"/> Estate Planning & Administration | <input type="checkbox"/> Real Estate & Land Use |
| <input type="checkbox"/> Aviation | <input type="checkbox"/> Family & Juvenile Law | <input type="checkbox"/> Rights of Persons with Disabilities |
| <input type="checkbox"/> Business Law | <input type="checkbox"/> Government Law | <input type="checkbox"/> Securities |
| <input type="checkbox"/> Civil Rights | <input type="checkbox"/> Health Law/Malpractice | <input type="checkbox"/> Social Security |
| <input type="checkbox"/> Civil Litigation | <input type="checkbox"/> Labor Relations/Employment | <input type="checkbox"/> Taxation |
| <input type="checkbox"/> Computer Law | <input type="checkbox"/> Military & Veterans' Affairs | <input type="checkbox"/> Workers Compensation |
| <input type="checkbox"/> Construction | | <input type="checkbox"/> Other Practice Areas: |

MAIL TO:
OREGON WOMEN LAWYERS
P.O. Box 40393, Portland, Oregon 97240

New Members

Ellen D. Adler
Janet E. Anderson
Beverly Jane Ard
Penny Austin
Carol Robertson Bispham
Peggy A. Bond
Leslie Bottomly
Doris J. Brook
Lisa Brown
Barbara Gay Canaday
Susan D. Cardoni
Cheryl A. Chevis
Edward L. Clark, Jr.
Jeri-anne Cohen
Caryanne Conner
Barbara J. Coombs
Rosemarie Cordello
Elizabeth Cosgriff
Carey L. Critchlow
Rita Curtis
Georgia L. Daniels
Anne Davies
Richard William Davis
Susan W. Diehl
Linda K. Eyeran
Ann M. Feusse
Marlene E. Findling
Carla Maureen French
Alicia A. Fuchs
Jennelle Hall
Deborah J. Hewitt
Judy Hudson
Kim Jefferies
Judy L. Johnson
Jayne Johnston-Crowley
Stanley C. Jones
Garry L. Kahn
Lisa Kaner

Jacqueline L. Koch
Sandra L. Kohn
Nell E. Lange-Luttig
Bonnie T. Leiser
Amy Levinson
Margaret Mary Maguire
Deanna M. Makin
Stacey E. Mark
Mary A. Marshall
Mika Miyamoto
Barbara A. Monheit
Suzanne J. Noland
Charleen J. Oberst
Beverly J. Orth
Diane Brock Oser
Gayle (Gale) Patterson
Anna M. Peterson
Judy A. Peterson
Norma S. Poitras
Kathleen A. Pool
Janis Sue Porter
Margaret R. Raker
Helen Rives-Hendricks
Laura L. Roberts
Judith A. Rothrock
Gloria M. Roy
Marjorie A. Schmechel
Charlene Sherwood
Annetta L. Spicer
Stephanie P. D. Stayton
Kevin K. Strever
Susan M. Svetkey
Martha Takaro
Beverly Vance
Susan Watts
Lavina Gordon Wihol
Michael L. Williams
Elizabeth Yeats

Judges

Barbara D. Johnson
Portia K. Igarashi

Tidbits from Jackson County

On August 13 **Helen Althaus** and **Jeannette Marshall**, two of the women featured in our spring tribute to pioneer women lawyers, spoke to the Jackson County Bar about the early years of their practice. They were joined by male colleagues **Otto Frohnmayer** and **Harry Skerry**.

For the first time in Jackson County history, an all-woman team appeared in court. With **Barbara Jarvis** as municipal judge, **Becky Orf** prosecuted and **Jeni Feinberg** defended. Ms. Jarvis sits regularly as municipal judge for Jackson County.

CLASSIFIEDS

NANNYSHARE, RALEIGH HILLS/BEAVERTON AREA. Wanted: Someone with whom to share a full-time nanny at my Raleigh Hills/Beaverton-Area home beginning mid-December 1991 or January 1992. Call Mary-Anne Rayburn, 224-3113 (work) or 292-0246 (home).

CLASSIC OFFICES. Historic building near courthouse. Receptionist, conference rooms, word processing, fax, 9:00 a.m. - 5:00 p.m.. **Executive Suites**, 700 SW Taylor, **228-7191**.

DINNER IS SERVED! Flying Saucers Catering would like to cook dinner for you. Please send a SASE to 3301 SE 16th Avenue, Portland, OR 97202 for our current menu featuring 7 delicious, healthy, low-fat entrees packaged "To GO."

CONTRACT ATTORNEY REFERRAL SERVICE. This free program seeks to match Oregon Women Lawyers members with attorneys who need part-time or temporary legal help. Contact Sarah Rosenberg, 297-9448.

NEARLY NEW. S. W. Portland home for sale. 2 bdrm, 1 1/2 bath, fenced yard, deck, storage, gardens, quiet street. Easy I-5 and 217 access. Near Wash. Sq. and Multnomah Village. Built 1984—Excellent condition. \$92,500. Great starter home. Barbara Fishleder, 244-9997/639-6911 days.

Classified Rates: \$25 per insertion of 25 words or less; \$0.75 for each additional word.



P.O. Box 40393
Portland, Oregon 97240

BULK RATE
U.S. POSTAGE
PAID
PORTLAND, OR
PERMIT NO. 2346