

AdvanceSheet™

A newsletter published by Oregon Women Lawyers

Volume 2, No. 3 Summer 1991



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

PIONEER WOMEN LAWYERS TRIBUTE



Keynote speaker Karen Berger Morello (left) with pioneer women panelists Jeannette Marshall, Barbara Ann Proebstel Seymour, and Carlotta Hendricks Sorensen.



Before the dinner begins, panelist Grace K. Williams (second from right) is congratulated by Jaye, Bob, and Cynthia Fraser.

On April 6, 1991 Oregon Women Lawyers paid tribute to "pioneer" women lawyers by hosting a gala dinner at the Benson Hotel. Sharing the head table were Karen Berger Morello, author of *The Invisible Bar*, and a panel of six Oregon women who had a variety of stories to tell about their careers. Here we present just a few of the highlights of the evening's program.

KEYNOTER KAREN BERGER MORELLO

When Karen Berger Morello writes about *The Invisible Bar* (the story of women in the American legal profession), she knows whereof she speaks. Morello became intrigued with her subject after suffering a series of setbacks and humiliations as a new law school graduate in the 1970s.

In 1969 Morello graduated from college and decided to go to law school, but her prelaw advisor had other ideas. "Why," he asked, don't you consider getting married instead?" Morello ignored the suggestion and got her law degree in 1972, only to find that jobs were not available to her. When she went to the Queens District Attorney's office for an interview, there were 13 candidates for the job she was seeking. The first 11 (men) were interviewed while the remaining 2 (women) were offered typing jobs.

When Morello *did* land a job in her profes-

sion, she was offered \$6,000 less than her male counterparts. But an attempt to get the amount increased resulted only in the following exchange:

Interviewer: "Are you married?"

Morello: "No."

Interviewer: "Well, then, why don't you let the guys buy you dinner?"

During the 1970s, Morello usually found that she was the only woman attorney in the courtroom and faced judges who persisted in calling her "honey." One even told her to "sit down and wait for your lawyer."

In Queens, such blatant sexism apparently was not unusual. Until 1964, women there had their own separate bar—for the simple reason that they weren't allowed to join the regular bar.

Continued on page 4

IF YOU AREN'T A MEMBER OF OREGON WOMEN LAWYERS, this is the last *AdvanceSheet* we can send you. We hope you have enjoyed reading it and will join us as members. Please use the membership application on page 11 to support Oregon Women Lawyers and keep the *AdvanceSheet* coming your way.

President's Message

A number of directors and members participated in the Oregon Women Lawyers' Spring Retreat April 19-21.



The agenda for that meeting was drafted in response to an increasing number of concerns and suggestions from both members and directors for improving the structure of the organization, the structure and function of committees, and the roles of directors and officers.

As you may know, OWLS has experienced phenomenal growth—from less than 100 members three years ago to over 800 today. The overwhelming consensus at the retreat was that our size now dictates a more formal organization and structure so we can better serve our members, remain representative of them, and promote the widest participation.

In response to these suggestions, the Board appointed a task force consisting of Nancy Walseth, Lee Knottnerus, and Sue Grabe to take on the onerous task of formulating ideas expressed at the retreat into written recommendations, for consideration at the board's June 1 meeting.

The task force analyzed other organizations' structures, OWLS' history and growth, our present organization and structure and our specific goals and needs. Based on this analysis the group recommended these steps be

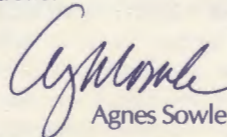
taken: (1) proposed amendments to the Bylaws; (2) a Committee Structure Manual; (3) job descriptions for board members and officers, and committee officers; (4) charges for standing committees; (5) orientation packets for new board members, committee chairs, and committee members; and (6) a yearly organization calendar.

I am pleased to announce that on June 1 the board voted to adopt these recommendations with few amendments. The board agreed with the task force's conclusion:

Organization changes of this magnitude are not easy but may be the most far-reaching and important actions in this organization's history. The organizational and structural changes are necessary to accommodate rapid growth; to enable the organization to function effectively and to ensure that the organization is both representative of its members and open to full participation.

The task force has agreed to work with the board to implement the changes in a way that will provide a smooth, effective transition. The board will present a report on the changes and the restated Bylaws to the membership at the Oregon Women Lawyers Annual Breakfast, October 4, 1991.

Thanks to Nancy Walseth, Lee Knottnerus, and Sue Grabe for their many hours of work and their excellent recommendations.


Agnes Sowle

CONFERENCE EXPLORES ALTERNATIVES TO LITIGATION

"They" say there's no free lunch, but sometimes "they" are wrong! That will be good news to Oregonians interested in alternatives to litigation as methods of resolving disputes. Thanks to funding support from the Multi-Door Courthouse Dispute Resolution Centers Experience, a branch of the State Justice Institute Dispute Resolution State Court Support Program, and joint sponsorship by several national and local sponsors, an in-depth conference on alternative dispute resolution will be offered in Portland absolutely free of charge. (Even the lunch is free and CLE credit is pending.)

The event, a **Multi-Door Courthouse Conference**, will be held on Friday, September 27, 1991, from 8:00 a.m. to 4:30 p.m. in Smith Memorial Center at Portland State University. It is sponsored by the ABA Standing Committee on Alternative Dispute Resolution, Multnomah Circuit and District Courts, the Oregon State Bar ADR section, the Multnomah Bar ADR committee, the Oregon Dispute Resolution Commission, and the Oregon Mediation Association.

The morning session will feature several nationally known speakers: Frank Sanders (Harvard Law School), Erika Gray (Director, Multi-Door Courthouse, Cambridge, Mass.), Melinda Ostermeyer (Director, Multi-Door Division of the Superior Court, District of Columbia), Kimberlee Kovach (Executive Director, A.A. White Dispute Resolution Institute in Houston, Texas), and Bill Drake (National Institute for Dispute Resolution). Moderator will be Judge Resa Harris (North Carolina).

The afternoon session will feature panels of Oregon judges, attorneys, and practitioners of mediation discussing such subjects as implementing the multi-door courthouse, current mediation programs in Oregon, mediating criminal cases, qualifications for mediators, standards for state-funded programs, cross-cultural issues, and ethics and standards of practice.

For more information, call Shannon Stewart, 248-3318.

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The sixty-sixth session was a case of good news-bad news for legislation affecting women. For advocates of domestic violence legislation, it was very successful and saw passage of all bills proposed by the Oregon Coalition Against Domestic and Sexual Violence. In the areas of insurance, sexual orientation, and reproductive choice, progress was impeded.

THE GOOD NEWS

Women and children were the winners as four bills brought new guarantees designed to support them in situations involving domestic violence, sexual abuse, and spousal support payments.

■ **Domestic Violence.** HB 2993 would require police officers to file reports on domestic disturbances when no arrests were made. According to Holly Pruett, executive director of the Oregon Coalition Against Domestic and Sexual Violence, this bill ensures that domestic crimes against women will no longer be invisible. Now these crimes can be tracked, giving a more accurate picture of the extent to which Oregon women are being battered.

Another bill, HB 2994, provides that police are no longer required to arrest all persons involved in domestic disputes. Instead, officers must determine which party is the assailant.

HB 3051 would provide an exception to the civil compromise statutes for crimes committed by family or household members. Proponents believe that the bill will prevent situations in which a battered spouse is coerced into accepting a compromise, as opposed to bringing criminal proceedings.

HB 2662 provides that a foreign restraining order shall continue to be effective 30 days after the protected person's arrival in Oregon. The bill is designed to protect those who are traveling through the state and those who have moved here but have not been able to register a restraining order with the Law Enforcement Data System.

■ **Sex Abuse.** The Family Justice Subcommittee of the House Judiciary Committee passed out several pieces of legislation that would expand remedies for sex abuse victims. One of the most

Sixty-sixth

LEGISLATIVE SESSION

A Mixed Bag for Feminist Legislation

by Katherine Brown
Lobbyist, Women's Rights Coalition

interesting, from a legal perspective, is HB 2668. This bill would enable a child abuse victim with amnesia to bring a tort action within three years of the date the person discovers the injury or, in the exercise of reasonable care, should have discovered the injury or the causal connection between abuse and injury. The Senate Judiciary Committee put a cap on the statute, requiring that the action must be brought no later than the injured person's fortieth birthday.

■ **Spousal Support.** HB 2445, which passed both houses, allows the court to reinstate spousal support in the event of early termination when the moving party can show that the reasons for termination have ceased to exist and the time frame of the original decree or order has not passed. The Senate Judiciary Committee added two minor amendments, including an attorney fee provision. However, the House failed to concur in amendments and the bill has been sent to conference committee. The committee chair, Rep.

Kelly Clark, supports the bill, so proponents assume that it will still reach the governor's desk.

THE BAD NEWS

Two of the Women's Rights Coalition's priority bills (on insurance and sexual orientation) passed the Senate by wide margins but were prevented from getting hearings in the House. Despite this opposition, Kelly Clark, chair of the Family Justice Subcommittee, held public information hearings that drew over 200 people.

■ **Insurance.** The first priority bill which did not get a hearing in the House was SB 1143, which would have prohibited insurance companies from using gender or marital status in setting insurance rates and benefits.

■ **Sexual Orientation.** The second bill blocked by the House leadership was SB 708, which would have prohibited discrimination on the basis of sexual orientation.

■ **Freedom of Reproductive Choice.** SJM 5, a memorial to Congress to pass the Freedom of Choice Act (which codifies reproductive choice protections of *Roe v. Wade*) passed the Senate without opposition, but was not given a hearing in the House, despite that body's overwhelming support of the measure. OWLS member, Jeanne Atkins, a lobbyist for Planned Parenthood, and Diane Linn, director of the National Abortion Rights Action League in Oregon, are confident the groundwork has been laid for next session's prochoice agenda.

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 The Guardian



Donna Frechette

PIONEER WOMEN LAWYERS continued from page 1

Morello's interest in the history of women in the legal profession took tangible form when she joined the Queens Bar and became its historian. "I said I'd go to the library and get books on the history of women lawyers," she said, "and there were *none!*"

"I began doing research," she told her audience, "interviewing at least 300 women. We were invisible to one another. . .it became a bar to advancing."

When Morello got into her subject she discovered one important thing all the women had in common: at every stage they thought they'd have to prove themselves and then everything would be okay.

"Not so," says Morello. "One danger I see is that it's not over yet, and we have to quit thinking we have to prove ourselves—dress for success, speak better or louder."

"We have to know we're okay as we are," Morello advised. "Don't change a thing. Don't buy a navy blue suit!"

In Morello's research, she found that women's assessment of their experience in the law profession changed from decade to decade. For many of the early women lawyers, nothing was more shocking than being a lawyer. "They broke the rules. . .chained themselves to the White House gates."

Women who entered the profession in the sixties always told Morello that "I was a good wife and mother"—even though no interview question had been asked that was intended to elicit such a response. Those women never saw anything about their experience as being unfair.

Those who entered the profession in the seventies, however, were again the rule breakers—and in the eighties, they were pacifiers, who insisted that nothing they had encountered was unfair.

Regardless of their motivation, said Morello, women are badly needed in the profession. "I think we need some new standards in this country. The legal system is not working for everyone. It's up to *women* to come up with something better."

And if women are going to do so, "we have to quit relying on the kindness of strangers. Today, the discrimination is more subtle. I'm still not a partner or the head of a major corporation!"

THE PANEL OF OREGON WOMEN

"Ripples" might have been the theme of the panel presentation that followed Morello's opening remarks. Moderator Agnes M. Petersen set the tone when she talked about one woman, Gladys Everett (now deceased), who was a link between the past and present for so many of Oregon's "pioneer" women lawyers—who became their best friend and showed them what the bar could be.

The six women on the panel were also role models and friends, who had an influence on Agnes's life and career. Ever-widening ripples.

The first panelist to speak was **Grace K. Williams**, who began to practice law in Canyon City during World War II and continued practicing while raising three children and helping run a large ranch 15 miles outside of town.

"We had no phone," said Williams, so clients came looking for me. . . They were willing to sit and hold my babies while we conferred."

In 1958, local business and ranching communities urged Williams to run for district attorney of Grant County. She did—and held the office for 20 years.

Jeannette Marshall has practiced law in another corner of the state for nearly as long as Williams. An excellent student with a voracious appetite for learning, Marshall was only 22 when she began to practice in southern Oregon. In 1946 she established her own law office in Medford, where she continues to work today.

Marshall was the first woman lawyer



A capacity crowd enjoyed a festive evening, thanks to careful planning by, among others, Sue Evans Grabe (below, left) and Nancy Walseth (right).

to practice in Medford and the only woman practitioner in Jackson County for most of her first 20 years of work there.

Helen F. Althaus had a career that ran the gamut from analytical chemist (a way to put herself through law school) to deputy city attorney in Portland to actress—with several stops in between.

Althaus has also paid a lot of attention to the women lawyers who preceded her as a "pioneer" and paved the way for the rest of us. In her presentation, she pointed to Florence Olson, who was admitted to the Oregon bar at the turn of the century; Manche Langley, who was admitted in 1909 and became assistant district attorney; Dorothy McCullough Lee, the reform mayor of Portland in the next decade; Doris Rae Keeler, who in the 1930s was the first lawyer for the Bonneville Power Administration and acted as administrator for BPA.

Althaus herself was admitted to the bar in 1945 and clerked for U. S. District Court Chief Judge James Alger Fee in Portland before she went to

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Agnes Petersen (above) was program moderator. Grace Williams (left, below) and Helen Althaus were two of the pioneer panelists.

work for the City of Portland.

"This was an era when women were permanent associates. . .when there were separate salary scales for women." And the battle isn't over yet. But, Althaus concluded, "I hope women will go into public international law. Women should try to get a judicial solution to disputes between countries."

Hattie Bratzel Kremen was unable to attend the dinner so her remarks were delivered by attorney Susan Hammer, who was inspired to become a lawyer when Kremen gave a talk at Hammer's junior high school.

Kremen came to the practice of law from a different route than many women followed—working for many years as a legal secretary and a court reporter. In 1947-48 she was employed in Nuremberg, Germany, at the Nuremberg War Trials—first as confidential secretary to Judge James Brand, presiding judge of the U.S. Military Tribunal No. II and then as official court reporter at the trials.

When she returned to the U.S., she attended Willamette College of Law. She received an L.L.B. and J.D. degree

from the Northwestern College of Law in Portland and earned the high paper on the bar exam.

At one point in her career, Kremen encountered blatant sexism, when her opponent for the post of Marion County district attorney ran a billboard challenging her qualifications.

"Would you," the billboard demanded, "hire a nurse to do a doctor's job?" "A Man for a Man's Job" was her opponent's answer, complete with a picture of him flexing his muscles.

Kremen's response? "The qualifications for the job come from the neck up!"

Carlotta Hendricks Sorensen told her audience that she stumbled into the law through sheer stupidity—"I didn't know that women weren't lawyers!" Nor did she know that women students were treated differently than men, but soon found out when authorities at Willamette University announced that she couldn't keep her car there. That was strange news to a girl who had been driving since the age of 14 through the vast open spaces of central Oregon. Besides, the men got to keep *their* cars—and could smoke in their rooms and have their own front door keys, privileges that were denied women students.

Throughout school and afterwards, Sorensen enjoyed the camaraderie and kindness of other women and women lawyers, while experiencing considerable discrimination—some not so subtle. She taught for a time in Los Angeles and Salem while trying to break into the legal profession. Later, she served as assistant attorney general for the Oregon Department of Employment and for SAIF, returning to private practice with an emphasis on workers' compensation. Before retiring in 1984, Sorensen also worked part time as a juvenile referee and hearings officer.

Barbara Ann Proebstel Seymour feels fortunate to have had a warm welcome to law school—from Charlie Howard at the University of Oregon (a man whose name was mentioned with affection by other speakers). Seymour went through law school with Agnes Petersen, whom Charlie Howard also encouraged. Seymour earned her law degree in 1959 and was in private practice a few years before going to work for the State of Oregon. Currently

Calling All Men Attorneys

If you have practiced in Oregon for more than 30 years and are *not* a member of Oregon Women Lawyers, this is probably the first copy of the *AdvanceSheet* you've received. We hope that you'll find this issue interesting and pertinent, but beyond that we have a request of you.

Here's How You Can Help

Agnes Petersen, chair of our Pioneer Women Lawyers panel at the April 6 dinner, noted that the pioneer *men* attorneys had the real perspective on the pioneer women in the bar. In fact, she said that the men who began practice with those women "could tell stories that would singe the paper they were written on."

We welcome *your* stories. We'd like them to singe future issues of the *AdvanceSheet*. If you have any anecdotes you would like to share with us, please sketch them out in writing and send them to us at P. O. Box 40393, Portland, OR 97240. We have collected the biographies of many of the pioneer women attorneys and would appreciate being able to include your stories in future features on those women.

she is a senior deputy legislative counsel assigned to revenue and taxation and to the House and Senate Revenue and School Finance committees.

As Seymour looked back on her education and career, she remembered with fondness the people who helped her and the women lawyers she met along the way.

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In the Driver's Seat

WHY OWLS SEEK GOVERNING POSITIONS IN THE PROFESSION

Queen's Bench Hears From OWLS in Leadership Positions in the Bar

Earlier this year, four members of Oregon Women Lawyers spoke to Queen's Bench about the factors that led them to seek positions on the American Bar Association House of Delegates and the Oregon State Bar Board of Governors. They included The Hon. Ellen Rosenblum (former member of the OSB Board of Governors and current member of the ABA House of Delegates), Sylvia Stevens and Julie Frantz (current members of the OSB Board of Governors), and Ruth Spetter (former member of the OSB Board of Governors and then president of the Multnomah County Bar Association). Here we review the highlights of their presentations.

The **Hon. Ellen Rosenblum** said she ran for a seat on the ABA House of Delegates because she believed that



the influential policy-making bodies of the bar were not meeting enough of the needs of younger attorneys, women attorneys, and the public and she felt that the first two groups needed to be a presence in the ABA House of Delegates. After serving as the second woman on the OSB Board of Governors (the first was Christie Helmer), Rosenblum went on in the summer of 1989 to unseat two incumbents on the House of Delegates, receiving more votes than either of them. (We might add that the House of Delegates has tended to be a male, East Coast institution—however well intentioned—and that in seeking a seat, Rosenblum ignored a "gentlemen's agreement" which had previously dic-

tated that one must not run against an incumbent!)

Rosenblum believes that women can make a difference by being there. She reminded her audience that whenever a judicial appointment is under consideration, members of the Committee on Judicial Appointment always interview state delegates. Therefore, if women want to be appointed to positions in the federal judiciary, they must be known to members of their state ABA delegation—and preferably to ABA delegates from surrounding states.

Rosenblum is currently a Multnomah County District Court judge.

Sylvia Stevens, who has always been active in bar committees, says that she quickly found women to be very much under represented in the state organization and decided she wanted to help correct the problem. Now, one-third of the Board of Governors is female.

One of Stevens' main concerns, however, is the lack of interest in taking part in state bar activities—the lack of support for such participation among the large firms. Stevens' reminded her listeners that service on the Board of Governors provides visibility for the woman and gives other women the sense that there is a role for women in the bar. She noted that we are lucky to have a president (Bob Fraser) who is sensitive to women's issues and that women on the board have called attention to new issues facing women lawyers. However, she also believes that Oregon Women Lawyers and minority lawyer associations must remain strong, independent organizations.

Stevens is a partner in the firm of Sussman, Shank in Portland.

Ruth Spetter followed Ellen Rosenblum as the third woman on the Board of Governors after having worked on numerous bar committees—a route she feels gives a woman tremendous



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Take Notice!

■ **Board Vacancies—Nominations Requested.** Nominations for membership to the board of Oregon Women Lawyers are now being accepted to fill several upcoming vacancies. All directors serve two years and are selected in part to promote a fair representation of geographic areas, minority members, and types of practice. If you are interested in becoming a board member, please contact Kathryn Augustson, nominating committee chair, at 226-7986. Voting takes place at OWLS' October 4 annual meeting in Seaside.

■ **The Campaign for Equal Justice Receives Grant.** The Meyer Memorial Trust has awarded a \$750,000 matching grant to the Campaign for Equal Justice. The award will help the organization maintain current levels of service and will make it possible to open an office in Josephine County; serve Southeast

Asian refugees in the tri-county area; reopen an office in Albina; start a juvenile justice unit; and provide service to rural areas in Lane, Marion, and Polk counties. Two-thirds of the clients are poor women, most of whom have children.

■ **Guide to Drafting and Implementing New Workplace Policies Now Available.** *Lawyers and Balanced Lives* is a guide to drafting and implementing workplace policies for lawyers that may prove invaluable to local law firms. The manual, which sells for \$44.95 plus \$3.95 postage, offers ideas for handling parental leave, alternative work schedules, and sexual harassment policies. The guide cites important reasons for adopting written policies, outlines essential components of such policies, offers excerpts from actual law firm policies around the country, and gives help in drafting and implementing policy guidelines. The guide is published by the American Bar Association Commission on Women in the Profession. Send a check, along with your name, address, and telephone number to: ABA Order Fulfillment Dept., 750 North Lake Shore Drive, Chicago, IL 60611. Allow 2-3 weeks for delivery.

■ **Share the Good News With Our Editor.** Have you recently been appointed to a board or commission, changed jobs, received a promotion, attempted a new challenge, or accomplished a personal goal? Please give the rest of us new inspiration. Phone Carolyn Buan (287-3063), who will include your good news in our next newsletter.

■ **Setting the Record Straight.** Celene Greene, executive director of the Oregon State Bar, announces that OSB will include, on dues statements for 1992, a line where members may—if they wish—indicate whether they are male or female. Such information will increase the accuracy and usefulness of the bar's records for those doing historical research.

■ **Working Parents Forum Goes International!** Nell Bonaparte, who heads OWLS' Working Parents Forum, recently received a letter from Prof. Joan Brockman of Simon Fraser University

in British Columbia. Brockman thanked Bonaparte for sending the results of OWLS' work on parenting and indicated that the law societies of British Columbia and Alberta are doing similar projects.

■ **Help Is On the Way.** Beginning this month, Oregon lawyers can call 620-0222 or 1-800-452-8260 (ext. 499) for information on family/career issues. The voice-mailbox will record callers' requests for information or assistance, and a member of the OSB Committee on Combining Family and Career will respond promptly. Information and resources are available concerning family leave policies, flexible work schedules and child care, findings of other state bar associations, and stress-related services of the Professional Liability Fund.

■ **Put on Your Thinking Cap.** . . . When you attend a conference, do you find yourself saying, *If I were planning this event, I'd include _____?* If so, you're just the person we're looking for. The Annual Spring Conference Committee is ready to begin for 1992 and needs several new members and lots of good ideas. If you are interested, please contact Lee Knottnerus, committee chair, at 226-6151.

■ **...Or Your Old Straw Hat.** Got a soft shoe routine or ??? Oregon Women Lawyers has signed up to "perform" at the OSB Talent Show at the October annual meeting. If you have ideas, talent, energy, sympathy, or an inability to say no to any volunteer activity, please call Diane Rynerson, 235-8716, and tell us you want to join the "cast." If nothing else, we can promise you a few laughs!

■ **Elusive OSB Presidency.** Three out of the four members of the Board of Governors eligible for election to the presidency of the Oregon State Bar for the 1991-92 term were women: Marilyn Harbur, Agnes Petersen, Sylvia Stevens. The Board of Governors at its June 1991 meeting elected the fourth, Bill Crowe, president.

■ **If you have not received your copy of the 1991 Directory, let us know by writing to P. O. Box 40393, Portland, OR 97240 or by phoning Diane Rynerson, 235-8716.**

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KARLA KNIEPS HEADS KLAMATH BAR

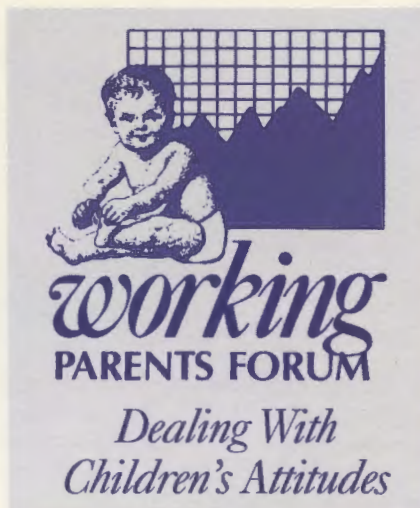
Klamath Falls attorney and OWLS member Karla Knieps has been elected president of the Klamath County Bar Association for the 1991-92 term. A graduate of the University of California, Hastings College of Law, Knieps is currently in private practice with the firm of Giacomini & Knieps. She focuses her practice on civil law, with emphasis on transactional services and dispute resolution.

As county bar president, Knieps hopes to get local attorneys more involved with the community and its schools, especially through a new "adopt a school" program. She also is heartened by the growing number of women lawyers in the county.



"When I came here in 1985, there was only one woman lawyer (Roxanne Osborne) in the D.A.'s office," says Knieps, who adds that "we now have six women lawyers and one woman judge (Osborne) in the county."

For Knieps, an active member of the bar and Oregon Women Lawyers, that spells progress.



At a May 21 meeting of Working Parents Forum, psychologist and lecturer Nancy Frisch offered some tips on helping children adjust to having both parents at work all day. Frisch, who wrote several articles on parenting before having children of her own now knows that the theory is all very well, but the trick is to apply it in a sensitive manner, under stress, when you're really fatigued.

Helping Children Adjust to Having a Working Parent

How can we make children feel "okay" about having both parents at work? For one thing, says Frisch, it helps if other mothers in the neighbor-

hood work, because children evaluate their own experience on the basis of the models they see around them. It's also a good idea for your family to socialize with other families in which both parents work.

It's best to discuss children's concerns quite openly, so they don't conclude that their parents go to work to avoid being with them. First give the child some sense of what you do and arrange a visit to your office. Describe your work in one *positive* sentence—for example, "Mom helps people." Or tell the child Dad works to earn a living.

If necessary, roleplay with the child and let him or her "go to work." In your role as the child, say that you're sad seeing Mom or Dad leave for work—then describe what you'll be doing that day. Be sure to say you'll miss Mom during the day.

Think twice about bringing your office frustrations home and airing them aloud. If parents complain about their work, they risk making an insecure child feel even less valuable ("Mom hates her work but she goes anyway because she likes it better than staying home with me.")

Another tip—make your daily homecoming a happy ritual, and let the celebration begin as soon as you walk in the door. Make this ritual a transition from work to home life. It may mean changing your clothes as soon as you get home or having you and your child do separate, predictable tasks (you get the paper, the child gets the mail). This kind of routine is comforting to a child.

Be sure you separate work from home. It's hard to switch gears from worrying about billable hours (adversarial behavior) to parenting, and it's doubly difficult when you're fatigued. Make a list of the kinds of behavior you want to display when you come home, keep the list in your car, and read it before you walk in the door.

Also, be willing to share routines with your spouse. Perhaps Dad gets the kids ready in the morning according to a routine and Mom is in charge after work. Use cognitive techniques to keep things in perspective. It's important, for example, that you sleep well at night. Find a relaxation technique that works and use it on a regular basis to keep your life on an even keel.

Northwest Women's Law Center Asks You to Help Identify Legal Issues That Affect Women

The Northwest Women's Law Center has funded a project to identify legal issues that have an impact on women in Washington, Oregon, Idaho, Montana, and Alaska. The Center will use the study both to pinpoint issues on which it should focus present litigation resources and to seek additional funding that will increase its ability to bring impact litigation. The legal issues that affect women cover a broad spectrum—the courts' treatment of domestic violence, laws governing abortion, child support orders and enforcement, and laws concerning discrimination in employment, housing, insurance, and credit, to name a few.

Now the Law Center is seeking OWLS members' help in two areas: First, the Center would like to know which legal issues you believe should be given the highest priority in its litigation plan. Second, the Center wants to hear from members who are interested in working as a cooperating attorney or as local counsel on cases the Center brings in Oregon.

Please let the Center hear from you. Contact Cheryl French, 2505 Third Avenue, Suite 309, Seattle, WA 98121 (206-782-4588).

Around Oregon

If you're not already active in a local women's law group, plan to attend a meeting of the group that serves your area of the state.

■ **Central Oregon Women Lawyers** holds informal lunch meetings in Bend the second Friday of each month. Recently **Layne Ng**, of the Professional Liability Fund, spoke on alcohol and chemical dependency. For details of upcoming meetings, call **The Hon. Barbara Haslinger** (388-5300).

■ **Corvallis Women Lawyers** meets with other women professionals each Thursday noon to discuss topics of mutual interest (currently career satisfaction and burnout). For details, call **Gretchen Morris** (754-1411).

■ In **Klamath Falls** an informal group of women lawyers meets occasionally for lunch. For more information, call **Karla Knieps** (884-7728).

■ **Lane County Women Lawyers Association** holds lunch meetings each month at area restaurants. Meetings alternate between networking functions and formal presentations by guest speakers on topics of interest to women attorneys. Lane County Women Lawyers also has an active mentoring program with the University of Oregon Law School's Women's Law Forum. For information about meetings, call **Lauren Holland** (343-1257).

■ As the **Lincoln County Recipe Club**, women attorneys and other Oregon Women Lawyers members meet alternate Tuesdays at 5:30 p.m. in the Newport Hotel to discuss "recipes" for social change and personal and professional growth. Members are also active in the Lincoln County Bar Association. For the next meeting date, call **Bernice Barnett** in the district attorney's office.

■ The **Mary Leonard Law Society** in **Salem** holds a lunch meeting the second Wednesday of each month (except July and August) at the Willamette University Center's Dining Room #1.

The group also sponsors a mentoring program for Willamette University law students. For meeting places and other information, call **Elizabeth Stockdale** (378-4620).

■ The **Mid-Columbia Women's Bar** meets informally on the third Wednesday of each month. For time and place of upcoming meetings, call **Claudia Burke** (386-1311).

■ The **Multnomah County Bar Association Committee on the Status of Women and Minorities** meets monthly. The committee is considering a gender-fairness-in-the-courts survey patterned after the recent very successful survey in Washington state. For details, call **Kathryn Augustson** (226-7986) or **Diane Polscer** (228-6351).

■ **Queen's Bench in Portland** meets at 11:45 a.m. on 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. Sixth Avenue). Upcoming programs include, on August 13, a talk by Oregon **Congressman Ron Wyden**; on September 10, a celebration of OWLS Mentoring Program; and on October 8, a talk by **State Rep. Vera Katz**. There will be a special breakfast meeting with **Sen. Bob Packwood** on Friday, August 16, 7:30 a.m., Pavillion Room, Portland Hilton Hotel. His topic is "Roe v. Wading Through the Thomas Nomination." Call **Trudy Allen** (796-3665) for details.

■ **Queen's Bench Social Focus Group** meets at noon on the last Wednesday of the month for lunch at The Merchant Cafe in the Standard Insurance Center. This is an informal time for networking, sharing tips on career development, and keeping up to date on events in Portland's legal community. For more information, call **Diane Rynerson** (235-8716).

■ **Women Lawyers of Southern Oregon** meets informally as a support group. Tuesday, August 13, there will be a lunch featuring **Helen Althaus**, **Jeannette Marshall**, and **Otto Frohmayer** discussing the early days of the bar. For meeting information, call **Colette Boehmer** (779-7552) or **Helen Althaus** (488-1159).


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 Lake Oswego, Oregon 97035

FALL CELEBRATION OF MENTORING

Queen's Bench will kick off the OWLS mentoring program for the 1991-92 school year at a luncheon Tuesday, September 10, at 11:45 a.m. in the International Club, Portland Hilton Hotel, 911 S.W. Sixth Avenue. (Take the round staircase in the hotel lobby.) The program will feature Kathryn Ricciardelli, chair of Oregon Women Lawyers Mentoring Program, and representatives of the Northwestern School of Law of Lewis and Clark College discussing results of the mentoring program's first year and plans for the 1991-92 school year.

The program offers a perfect opportunity for women attorneys who have not yet signed up as mentors to learn what the program is about and how they might fit in. Women who are already involved are asked to bring their student partners and invite a friend who might want to join the program. The event will offer everyone a chance to exchange ideas.

Lunch, a salad buffet, is \$8.50, payable at the door. For information, call Trudy Allen, Queen's Bench president (796-3665), or Kathryn Ricciardelli (291-5225).

OWLS SPONSORS MARKETING SEMINAR FOR WOMEN LAWYERS

On September 12, Oregon Women Lawyers will sponsor **Women Rainmakers: Techniques for Success**, a seminar on marketing legal services, at the Portland Hilton Hotel, 1 to 5 p.m. A reception follows the seminar from 5 to 7 p.m. The keynote speaker, Maryel Duzan, a legal consultant with Altman Weil Pensa in Seattle, will explain how to develop a personal marketing strategy; Susan Roedl of the Oregon State Bar will speak on marketing ethics; and Kevin Brown (Nike) and Anne Hill (First Interstate Bank) will present the client's perspective on hiring and retaining lawyers.

The seminar will also feature a panel of successful women lawyers, who will discuss marketing techniques and tips. For more information, call Helle Rode (224-8716) or Diane Rynerson (235-8716).

Coming Events

- **Working Parents Forum—Planning Session for Future Workshops** (those interested in being committee members are encouraged to attend), Wednesday, August 14, The Merchant Cafe, 900 S.W. Fifth, Portland—Contact Nell Bonaparte, 224-9723, or Diane Rynerson, 235-8716.

- **Women Rainmakers: Marketing in a Competitive Environment**, Thursday, September 12, Portland—Contact Helle Rode, 224-6440 or Diane Rynerson, 235-8716.

- **Working Parents Forum, "Building Your Child's Self-Esteem"** (speaker Eddi Miglavs), Monday, September 16, The Merchant Cafe, 900 S.W. Fifth, Portland—Contact Nell Bonaparte, 224-9723, or Diane Rynerson, 235-8716.

- **Alternative Dispute Primer: Mediation, Negotiation, and Arbitration**, Saturday, September 21, Standard Insurance Center Auditorium, 900 S.W. Fifth, Portland—Contact Diane Rynerson, 235-8716.

- **OWLS Annual Meeting and Bar Breakfast**, Friday, October 4, Shilo Inn, Seaside—Contact Ruth Spetter, 823-4047.

- **Communications Workshop: Making a Professional Legal Presentation**, (Marian Woodall, Presenter), Friday, October 18, Portland—Contact Nancy Moriarty, 221-1440.

- **Meeting the Challenges of the 90s: Sexual Harrassment, Diversity, and Co-Dependency in the Bar**, Saturday, November 2, Valley Conference Center, Beaverton—Contact Susan Evans Grabe, 620-0222, or Katherine O'Neil, 222-4545.



1991 Oregon Women Lawyers Membership Application & Renewal

NAME _____

FIRM/ORGANIZATION _____

ADDRESS _____

CITY/STATE/ZIP _____

WORK 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 dues)

PRACTICE AREAS:

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

New Members

Jacqueline Abel
J. Marc Abrams
Andrea J. Andersly
Jan Thomas Baisch
Dana Barnes
Linda M. Bolduan
Catherine P. A. Coburn
Shirley P. Cochrane
Suellen A. Dahlborg
Charles Davis
Barbara M. Dilaconi
Michelle S. Druce
Margaretta Eakin
Neva M. Elliott
Jeffrey P. Foote
Jaye Fraser
Donna Rae Frechette
Lynda Clark Golar
Kim D. Gordon
Myrtle Rae Greenwood
Barbara Halle
Lorie J. Harris
Mary M. Harris
Dawn Elizabeth Harrison
Connie L. Isgro
Renee Jacobs
Elizabeth K. Johnson
Laura H. Kosloff
Deborah L. Le Meitour
Elizabeth E. Lieurance

Virginia L. Linder
Jean P. Lowman
Christine S. Mascal
Anne L. Meagher
Holly Mitchell
Gloria Jean Morton
Barbara Ashley-Phillips
Shereen Ricoy
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Lois Omenn Rosenbaum
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Shelley P. Smith
David M. Taylor
Barbara H. Thompson
Mandi J. Tribble
Sherron Urban
Carolyn G. Wade
Mary Lois Wagner
Lori R. Waldrop
Deborah J. Warren
Karla Wenzel
Diane Wong
Suzanne D. Wuepper
Carla E. Youngs
Judges
Hon. Roosevelt Robinson

IN MEMORIAM

We were saddened to hear of the death Friday, July 12 of Jean Lagerquist Lewis, Oregon's first woman circuit judge. As a judge and as a member of the Oregon Legislature, Jean Lewis was particularly known for her efforts to help troubled youths and to bring improvements in the areas of domestic relations and civil rights.



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CLASSIFIEDS

NANNY SHARE, S.W. PORTLAND. Looking for parents interested in sharing nanny for my ten-month-old son in our home in S.W. Portland. Contact Sandy Hansberger, 222-6429.

SUSSEX HOUSE SWAP. Due to overwhelming response to ad for British house swap, Richard and Mandy Allon-Smith are acting as clearing house for OWLS members who would like to swap homes/cars with families in area of Guildford, Sussex. Write or telephone Allon-Smiths directly. #9 Park Drive, Cranleigh, Sussex, GU6 7HB, UK. Tel. 0483-275413.

TEACHERS NEEDED ABROAD. Sichuan International Studies University is looking for foreign experts with advanced degrees and teachers to teach English language, literature, writing, and other subjects. R. T. travel, monthly salary of 1,000-1,300 RMB, free lodging, medical care, and other benefits provided those who work a full year. Pro-rated for those who teach one semester. For information, call 472-1467.

Baoji Teachers College needs three English teachers for the 1991-92 school year. No experience needed, but knowledge of ESL useful. Modest salaries, housing, and utilities provided. Write San Dy Smith, Baoji Teachers College, Baoji City 721007, Shaanxi Province, PRC. Three teachers from Baiji are seeking similar positions in the U.S.

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, 281-5302.

MENTOR PROGRAM. Attorneys are matched with law students at the three Oregon law schools in an informal mentoring partnership, to the enrichment of both parties. Contact Kathryn Ricciardelli, 291-5225.

HALF-TIME POSITION. River Network seeks half-time person to handle real estate closings. Send résumé, writing sample, and cover letter to Lindy Walsh, P.O. Box 8787, Portland, Oregon 97207.

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

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