

# AdvanceSheet

A newsletter published by Oregon Women Lawyers

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## SPRING DINNER CELEBRATES WOMEN IN THE LAW

Karen Berger Morello, Manhattan corporate lawyer and author of *The Invisible Bar*, will keynote OWLS' elegant spring dinner on Saturday, April 6, 1991 at the Westin Benson Hotel in Portland. A vivacious public speaker, Ms. Morello is widely published on a variety of law-related topics and also writes screen plays. *The Invisible Bar*, which was published by Random House in 1986, chronicles the history of women in America's legal profession from the seventeenth century to the present day. The title refers to the fact that women practiced law for centuries while their accomplishments were ignored and to the hidden barriers that kept (and perhaps still keep) them from attaining equality in the legal profession.

The April 6 dinner will especially honor six pioneer Oregon attorneys admitted to the Oregon bar between 1942 and 1960. Using the highly effective panel technique from our 1990 bar breakfast, we will ask each woman to present a capsule of her career and her life. Agnes Petersen, St. Helens, will moderate the panel, with Ms. Morello providing a national framework on the changing legal culture.

The pioneer panelists are: Grace K. Williams, OSB #42038, Canyon City; Jeanette Marshall, OSB #43010, Medford; Helen Althaus, OSB #45002, Ashland; Hattie Bretzel Kremen, OSB #51060, Salem; Carlotta Sorensen, OSB #52104, Salem; and Barbara Seymour, OSB #60080, Salem. A special invitation is being extended to all women lawyers admitted to practice more than 30 years ago.

Ms. Morello's chronicle of the 350-year struggle of women to become part of the nation's legal system is a vivid account of an unforgettable band of rebels, reformers, oddballs, and heroines who helped establish frontier justice and worked for suffrage, socialism, and civil rights. These, for example, were the women who crashed the gender barriers at Harvard Law School in 1950, only to face a ritual called

Karen Berger Morello, keynote speaker at the 1991 spring dinner



"Ladies' Day," in which they were called on to recite for the amusement of their nearly all-male classes. (Morello characterizes them as women who wouldn't take no for an answer—not when Clarence Darrow pronounced women attorneys deficient in "intellect," and not when California's law firms offered only one job, that of stenographer, to a recent law graduate who would one day be known as Supreme Court Justice Sandra Day O'Connor.)

The evening is planned as a celebration of the achievements of our pioneers, on the panel and in the audience, and of the future of women in the legal profession. All members of the bar, of all vintages, are invited to come and bring their families. The program committee also asks members to be mindful of "pioneers" in their communities who would appreciate a ride to the event and is able to arrange homestays for anyone coming from out of town. (For information, call Diane Rynerson at 235-8716.)

The event begins at 5 p.m. with no-host cocktails in the Westin Benson's Mayfair Room, followed by dinner at 6 and the program at 7. The cost is \$35 for members, \$50 for non-members, and \$25 for student members and members with limited incomes. Registration forms are available from Diane Rynerson (235-8716).

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## President's Message

As Oregon Women Lawyers gets well into its third year, we have a lot to be excited about. The end of 1990 found our membership nearing 700—an impressive feat when we compare ourselves with other women's bar associations across the nation.

But numbers don't tell the whole story. In response to specific requests, we sponsored a number of programs and workshops in 1990 that were designed to meet members' stated needs. The February seminar on "Burnout" was one such event, and according to one member it literally changed her life. Since the seminar she has started a new job and is now much happier and healthier.

Our second spring conference, *Jumping the Hurdles*, was attended by over 200 members and was intended to give women lawyers work-related skills in nine specific areas, many of which they had asked for help in.

This fall we also sponsored two workshops that members requested after the spring conference: "Making a Professional Presentation" and "Dealing With Difficult People." And in response to the frustrations expressed by some of our law student members, we have instituted a mentor program. (See related articles.)

Finally, Working Parents Forum, which sponsored presentations in August and November, is continuing to



develop as a source of information and support for individuals and firms confronting the difficult issues of meshing family and career responsibilities.

Oregon Women Lawyers' aspirations for 1991 are also high. On February 8 and 9 many members plan to attend the National Conference of Women Bar Associations meeting, being held in Seattle in conjunction with the ABA conference. In fact our own Katherine O'Neil has been appointed the NCWBA's first director from the Northwest. Then in the fall, Judge Kristena LaMar will teach a workshop on negotiation skills. And plans are well under way for the spring dinner, slated for Sat-

urday, April 6. (See page 1 article.)

Aside from programs that are already planned, we hope to fill the year with other workshops and seminars that meet your needs. So please let us know what you want. And if you have not yet become a member of Oregon Women Lawyers, now is the time. Your vision, energy, and financial support help make ours one of the most active women lawyers' associations in the United States.

## OWLS Helps Host ABA Meeting in Seattle Plan to Attend February 8-10!

by Nell Hoffman Bonaparte

When the American Bar Association holds its mid-year conference in Seattle February 8-10, 1991, Oregon Women Lawyers will be helping to present one of the sessions. Entitled "Practice in the 90s: Flexible Time, Job Sharing, Parent Track," the Saturday morning seminar will feature Portland City Attorney Jeffrey Rogers, the Hon. Ellen Rosenblum, Pamela Stebbins Knowles, Ruth Hooper, and Vicki Yates. The session is being offered by OWLS in cooperation with the National Conference of Women Bar Associations, the National Association of Women Lawyers, and Washington Women Lawyers.

The seminar will be held at the Holiday Crown Plaza Hotel, Sixth and Seneca streets in downtown Seattle, on Saturday morning, February 9. After our

presentation, a session on "Solving Gender Bias in the Courts" is offered, followed by a luncheon and keynote speech by Lynn Gold-Biken of Pennsylvania on "Negotiating from Strength." After lunch the program continues with a workshop on negotiating skills and an update from the Washington, D. C. based Women Judges Fund for Justice. The day concludes with an ABA organizational meeting to form a special interest group within the ABA Law Practice Management Section.

The conference as a whole begins Friday afternoon with registration and a cocktail reception at the offices of Lane, Powell, Spears, Lubersky (1420 Fifth Avenue, Suite 4100). We are holding the reception to offer an opportunity for participants to meet some of the women visiting Seattle for the conference.

Oregon Women Lawyers plans to make a good showing at the Seattle meeting and urges you to plan your own weekend trip there. If sufficient interest is shown, we can arrange for an OWLS outing at a restaurant or theatre.

To register, contact Nell Hoffman Bonaparte, chair, (224-9723) or Diane Rynerson (235-8716). A suggested contribution for the conference is \$25, with \$12 for the reception (\$15 at the door) and \$20 for Saturday lunch (\$25 at the door.) Hotel reservations are being handled by Faye at Azumano Travel Service. Her number is 1-800-888-7025.

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## OWLS Welcomes Two New Chapters—Lane County and Mid-Columbia Women's Bar



Mid-Columbia Women's Bar members gather for an informal meeting.

The newest chapters of Oregon Women Lawyers are Lane County Women Lawyers Association, a large, well-established organization, and a small, informal group of women attorneys, the Mid-Columbia Women's Bar.

**Lane County Women Lawyers** is headed by Lauren S. Holland, a partner in the firm of Jagger & Holland and an adjunct law professor of the University of Oregon School of Law. The Lane association has developed a program designed to help women lawyers deal with their careers and their families and to promote the fair treatment of women in the legal profession. In addition to holding



Lauren Holland

monthly general membership meetings, which alternate between social functions and educational programs, the association has an eight-member steering committee that meets monthly to help shape organizational policies. In 1990 the group also established a mentoring program, which Lauren facilitates.

Education activities also involve taking an active role in 1991 Law Day and educating local students about the role of women in all the law.

The Mid-Columbia group, by contrast,

numbers nine and has tended to meet informally on the third Wednesday of every month at a variety of locations. Recently the group began to operate on a somewhat more formal basis. In the fall, the women hosted Oregon Women Lawyers president Agnes Sowle, who suggested affiliation with the statewide organization. The suggestion was readily agreed to, says Claudia Burke, who is the group's contact person.

Large or small, formal or informal, these chapters are important additions to the OWLS "family." **Welcome!**



### A Pair of Workshops Is Presented To Hone Important Skills

On October 20, 1990 nationally known speech coach Marion Woodall shared her expertise with Oregon Women Lawyers in an intensive three-hour workshop entitled **"Making a Professional Presentation."** Participants discussed specific techniques for effective oral communication in such areas as political advocacy, closing arguments, CLE presentations, and firm business meetings.

Participants' reviews were enthusiastic and indicated that techniques learned in the workshop were so practical they could be put to use almost immediately.

The Washington State Bar has approved the program for 3.0 hours CLE credit, while the Oregon Bar has approved 3.5 hours credit.

**"Dealing With Difficult People"** was the title of another workshop, offered on November 17 by Lois Gold, MSW, and Helen Tevlin, Ph.D. The workshop taught coping skills useful in dealing with the types of difficult people lawyers are likely to encounter: opposing counsel, clients, judges, co-workers, and sometimes bosses. Participants supplied specific situations they had experienced, and those situations were used as examples to which the newly learned skills were applied. In addition, the presenters taught ways in which to say difficult things to others and ways to cope when someone doesn't "play fair." Participants in this workshop were also enthusiastic about putting their new skills to use. Oregon CLE credit is 3.5 hours.

### Followup Conference Planned For Fall

A conference in the fall is now being planned to follow up on issues raised at the April 6 dinner. The conference will examine lingering problems of sexual and racial discrimination and co-dependency in the legal workplace, as well as exploring opportunities for public service.

Members of the conference program committee are Katherine H. O'Neil and Susan Evans Grabe, co-chairs; Sybil Barrier, Diana L. Craine, Kimberly Crnich, Marge Garrow, Kathleen Jones, Lee Knottnerus, Debra Kronenberg, P. Conover Mickiewicz, Agnes Petersen, Nina R. Robart, and Nancy Walseth. "Nuts and bolts" support for the fall conference will be provided by a committee co-chaired by M. Kathryn Olney and Norma Freitas.



# If Affirmative Action Is the Answer, What Is the Question?

by Kathleen Saadat

Kathleen Saadat, director of affirmative action for the State of Oregon, gave a longer version of the following speech to Queen's Bench on September 11, 1990. Ms. Saadat will also speak at the upcoming Oregon Women Lawyers 1991 fall conference.

Since 1986, the state of Oregon has made definite progress in the area of affirmative action. As of June 30, 1990, the percentages of minorities had increased from 1.8 to 2.0 percent for Blacks, 1.9 to 2.4 percent for Hispanics, 1.9 to 2.2 percent for Asians, 1.2 to 1.5 percent for American Indians, and 1.3 to 3.1 for the handicapped.

While progress has been steady and we should be proud of it, we must also recognize that it is not enough to increase the number of minorities in the state work force by 1.3 percent in three years. A show of 5.4 percent minorities in managerial positions, while up from the 3.7 percent at the beginning of this administration, is not enough. A figure of 2.2 percent for disabled persons working as managers is not enough. And while women are 25 percent of the managerial work force (up from 18.4 percent at the end of 1986), they comprise 51.6 percent of the permanent full-time work force for the state. We must work harder.

I came to reinforce the perception that we are not doing enough but also to say that I believe we can resolve most of our problems, even those complicated by race. It won't be easy, but each victory will be rewarding and we have little choice but to work for victory. However, I am getting ahead of myself.

It is important to remember why the concept of affirmative action and related programs is with us in 1990. I am sure that many of the people in this room remember when racial discrimination not only was common practice but was legal. I remember clearly the colored waiting rooms in train stations, barren and dirty compared to the white waiting rooms. As a child in Tennessee, I rode



with my family in the colored section in the back of the bus, feeling angry at being told where to sit or stand because of my color. I also remember colored bathrooms when we were lucky enough to find a colored bathroom. Sometimes there was only a bathroom for white people. The movement of the 1960s grew out of frustration and anger, generated in the hearts of African-American men who, returning from fighting the "war to end all wars," found themselves again relegated to the status of second- and third-class citizens. Add to that the anger felt by all the Black people who had ever worked or wanted for something and had it denied them solely because of race.

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*"...if Oregon and the rest of the United States want economic survival in our global village, at the very least we must rid ourselves of gender, race, disability, and age related biases and develop a workforce that is truly competitive on a global scale."*

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It's also important to remember that the demand for equity was based on the concepts and philosophy set forth in the United States Constitution. Nothing was added; the demand was to make real what was already there.

The sixties produced a movement which could not be ignored, not by the United States or by the rest of the world.

And so this country set about changing laws and developing concepts and programs intended to bring about equality and equal opportunity for all citizens, especially in areas having the greatest effect on life, liberty, and the pursuit of happiness: areas such as housing, employment, justice, education, and economic opportunity. The concept of affirmative action developed as a means to remedy the effects of past and present racial discrimination.

Today, we still need affirmative action, for systemic discrimination has not been eradicated. *And we need to expand our definition of affirmative action if we are to meet the challenge of the year 2000.*

The kind of education needed to bring about greater understanding and equal treatment has also been severely neglected, because it is not popular or is viewed as politically controversial.

One of the essential ingredients of such an education is an accurate presentation of history which acknowledges the exploitation of women and of racial and ethnic groups in building this country and which recognizes that those same exploited people managed to make voluntary and significant contributions. The failure to acknowledge that exploitation makes it difficult to understand the rationale for affirmative action programs. As one of my friends put it, it is like getting a settlement when the person paying off never admits wrongdoing.

It is not enough for all of us to sit in the same room and expect proximity to erase the effects of what we have not learned about one another. We must be willing to put an end to the dialogue



*"We need to expand our definition of affirmative action to include educational efforts intended to prepare the existing workforce for Workforce 2000."*

of fear and distrust on the one hand and discontinue the tradition of patronization, condescension, and exclusion on the other. I have said that we need to keep alive and expand the concept of affirmative action. Why? Because as a state and as a nation we want to remain a viable competitor in the world market. Notice I did not say "because it is the right thing to do," nor did I say "because it is the law." What I have said is "because it will help to save our collective economic necks."

The U.S. Department of Labor report, *Workforce 2000*, makes projections and observations with which we should all be concerned. Among them:

- By the year 2000, a large portion of the workforce will be made up of workers who are older, female, and minority, especially Black and Hispanic. Eighty percent of new entrants into the workforce will be women, minorities, or immigrants.

- U.S. manufacturing will be a much smaller share of the economy. Service industries will create all of the new jobs and most of the new wealth.

- The new jobs in service industries will demand much higher skill levels than the jobs of today. Sixty percent will require training beyond high school. It will be the economic Dark Ages for people who cannot read, follow directions, and use mathematics.

My reading of *Workforce 2000* tells me that if Oregon and the rest of the United States want economic survival in our global village, at the very least we must rid ourselves of gender, race, disability, and age related biases and develop a workforce that is truly competitive on a global scale. Where it is impossible to rid ourselves of biases, we must learn to better manage the behaviors which are rooted in those biases. We must all learn to affirm one another's value—another kind of affirmative action. The world has changed dramatically in the last 40 years. We must learn

to live in it together: women, men, children—red, yellow, brown, black, and white.

*Workforce 2000* tells us that our economic destinies are linked both at home and globally. We had better work on resolving some of the problems we have simply allowed to fester until now.

The report says that it is important for the world economy to be stimulated and that efforts to improve our own economy must be undertaken in the context of strengthening the world economy. I want to quote a section that I believe to be especially important right now:

*The envy and anger that many in the United States feel towards Japan's success should not blind policy makers to the reality that as Japan (and every other nation in the world) grows richer, the U.S. will benefit.*

I quote further:

*Most of the steps that must be taken to improve U.S. competitiveness have little to do with changing the behavior of the Japanese or the Koreans.*

It is significant that this report addresses the current wave of anti-Asian sentiment in this country and stresses that it is not in our best interest to base policy on this sentiment. Questions we could all ask ourselves might be: Why is the fact that Japanese are buying into America considered an *invasion* (see *Newsweek* for October 9, 1989) when there is often no mention of the British, who own much of what used to belong to the United States? And, what do we think of the sellers of America?

We need to expand our definition of affirmative action to include educational efforts intended to prepare the existing workforce for Workforce 2000. Some of those necessary educational efforts are already underway, as an article in *Women in Unison* magazine makes clear: U.S. West's pluralism groups; Portland General Electric's interest in providing child care and elder care; the U.S. Forest Service's recruitment and training efforts; Nike's philosophy regarding the human needs of its employees, that company's plan to double the size of its northeast Portland store, and the

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\$100,000 trust fund to help with a gang-diversion program.

Pacific Power and Light, Weyerhaeuser, state government, and the Business Youth Exchange are all mentioned as working to address issues arising as a consequence of the changing demographics of the workforce. Affirmative action, mentoring programs, internships, apprenticeships, educational scholarships, and work opportunities all are being used to help address the growing need for post high school training.

Now about those who will be entering the workforce in the next 10 to 15 years, I want to point out that we are now at a place where our failure to provide quality education to all American children has started to work against us as a state and as a nation. We must move quickly if we are to minimize the negative effects of that failure.

It is expected that by the year 2000, the number of young workers between 16 and 24 will drop by about 8 percent, or almost two million. Minorities are expected to make up about 29 percent of new entrants, about twice what we

are now. If we were prepared to take advantage of the situation, this might be seen as a great opportunity for people of color and for women. However, the fastest growing job categories will require the highest education and skill levels, a reality that will put most of these jobs out of reach of those who have few or no skills.

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*"If you are not already involved in helping things change, get involved, take some action on behalf of yourself, your family, your life. Do it with eagerness, enthusiasm, passion, and love."*

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Given this reality, a great challenge faces us: how to educate, train, provide support for, and inspire groups of young people, many of whom may feel disillusioned, alienated, cynical, and hostile. Can we turn the tide when so many of our children are addicted to drugs, when so many are apparently without belief in a positive future, when so many question the value of living if they can't have it all—right now?

I know that we can meet the challenge and turn the tide. I know that if we make the decision and the commitment we can do this—and the hardest part will be examining ourselves and making changes on a personal level.

We need to look at the concept of role models. We have talked about the need for role models for Black and other minority children for at least 25 years. I agree that positive role models of all types are needed for all children. What bothers me is that we have talked about role models as though children of color live in a closed system where the only people they see or with whom they interact are other members of their respective ethnic or racial group. We must recognize that we are the role models about whom we have been talking for 25 years.

There are things for you to do within your institutions, agencies, and organizations that will help determine whether our reach for equality is successful:

- At the top of all our agendas—

professional, public, and private—we must put: **THE FULL PARTICIPATION OF MINORITY CITIZENS IN AMERICAN LIFE.**

- One way to start is to make sure affirmative action, race and gender relations, and plurality issues are on the agenda for your weekly staff meetings; on the agendas of your managers; and on the agendas of your churches, temples, and social clubs.

- We must help to develop and support programs that will meet the needs of women and minorities entering the workforce for child care and elder care.

- We need to learn more about the hiring of disabled people—what accommodation means and what resources may be available.

- Individually, you may want to consider getting onto boards and commissions that set policy. The state of Oregon has more than 225 boards and commissions that help to manage and operate state government by either setting policy, acting as advisors, acting as a regulatory body, or offering alternatives to the court system. This governor will have made about 2,000 appointments to boards and commissions during his four-year term. I encourage you to get involved.

- Resist the urge to become a brick in the wall that protects the status quo—stay human, stay humane, look for opportunities to help move things in a direction that will support diversity and inclusion.

- Use your ability to influence—your powers of persuasion—to facilitate positive change.

- If you are not already involved in helping things change, get involved, take some action on behalf of yourself, your family, your life. Do it with eagerness, enthusiasm, passion, and love.

Many of us have watched with gnashing teeth as the Supreme Court has torn apart much of what we have worked for in our ongoing reach for equality. Many

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## GET SOCIAL

OWLS continue to meet  
informally at noon the last  
Wednesday of each month at  
the Merchant Cafe,  
900 SW Fifth Avenue in Portland.  
Hope to see you there!



of us thought—hoped—that things would stay “fixed” in one area while we worked on another. Well, they didn’t and they won’t and in case you haven’t noticed, the rules have changed.

We can no longer afford to waste energy arguing about the difference between a civil-service score of 99.5 and 99.9 in a discussion about who is “most qualified.” The job is now to bring all of our workers up to and over that numerical score which indicates “qualified.” Where once signs hung on doors that said “For whites only,” the coming decade will find signs that say “Must be able to read, do math, and use a computer.” You can see that affirmative action is just one part of what needs to happen if we are to meet that challenge.

Sometimes it seems to me that we in America are living our lives as though we were watching television, waiting to see what happens next—to ourselves, to our children, to our world. Sometimes it feels as if we are not reaching for equality or anything else anymore.

I still believe in the idea of freedom. The stretching and reaching and clawing that I have done in my life to get there are just small footsteps on a long journey. I walk the same dusty, thorny, lonely path as my black South African sisters and brothers as they reach for equality and freedom. My steps rhyme with those of the people in Europe reaching for a new day, hoping for a new and freer life. My heart is attuned with the one in the chest of the young man in Tiananmen Square who stepped boldly in front of a tank, risking his life to make a statement about his commitment to be free, to be more like us in America.

As Americans, we need to remember that when we talk about the United States of America as the land of the free, the land of opportunity, we are talking about ideas that are not yet reality. When we talk about liberty and justice for all, we are talking about principles upon which this nation was founded but we must remember that we are still shaping the nation into that equal opportunity country where a Black woman can actually become president.

And now we are growing up and now we are in charge and we have work to do. I came to say “Affirmative action is one small part of the answer to the question: *How do we get to be that sweet land of liberty?*”

## Two Charter Members Pass Away

**Robert L. Bonaparte** passed away on December 22, 1990 from a longstanding heart condition. Many OWLS will remember Mr. Bonaparte’s enthusiastic participation in our first spring conference in 1989. He was the father-in-law of board member Nell Hoffman Bonaparte.

**Jill M. Heiman** passed away January 1, 1991 during childbirth. She was 40 years of age. At the time of her death, Ms. Heiman, a 1975 graduate of the University of Oregon Law School, was a PUC hearings officer. She is survived by her husband and seven-year-old daughter.

## Around Oregon

- **Central Oregon Women Lawyers** holds informal lunch meetings in Bend the second Friday of each month. For details, call Marge Garrow (382-3736).

- **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 Kneips (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).

- At the **Lincoln County Recipe Club**, women attorneys and other OWLs members in Lincoln County meet alternate Tuesdays at 5:30 p.m. at the Newport Hotel to discuss “recipes” for social change and for 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 is also sponsoring a mentoring program for Willamette University law students. For more 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, call Claudia Burke (386-1311).

- The **Multnomah County Bar Association Committee on the Status of Women and Minorities** meets monthly. 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 for lunch and a program featuring a guest speaker. All interested persons are also welcome at business meetings on the fourth Tuesday at 11:45 a.m. in the Standard Plaza Cafeteria, Room B (1100 S. W. Sixth Avenue). For information, call Trudy Allen (796-3665) or Shari Clark (228-5020). The February 12 speaker is Pamela Jackson on “Community Service: Making Dreams Come True.”

- **Women Lawyers of Southern Oregon** meets informally as a support group. For information, call Colette Boehmer (779-7552) or Helen Althaus (488-1159).



# Pioneers

by Helen F. Althaus

After Mary Leonard was admitted to the bar in 1886 (see the Summer 1990 issue of the *AdvanceSheet* for her story), the Oregon Supreme Court records show no woman admitted until ten years later, when Nina E. Wood was allowed to practice law in 1896. Then in 1897 came Florence Olson and Narcissa Conn and in 1898 two more, Gabrielle Clark and Olive S. England, followed in 1899 by just one—Anna M. Carson. The total shown is thus seven women lawyers before the turn of the century—only six admitted after Mary Leonard.

Between 1899 and 1902, no woman lawyer was admitted, though the comments of Justice Moore on the admission of Rachel L. Ray in 1902 made up rather handsomely for that three-year lapse. According to the *History of Bench and Bar*, Justice Moore paid Rachel the "high compliment of saying that after an

experience of ten years upon the bench, he was free to say that she passed the best examination of any student that had ever appeared before him."

Of the women admitted to the Oregon bar in those early years, little information is available. However, we do know something about Florence Olson.

Florence's career was in many ways different from that of Mary Leonard. For one thing, her lifestyle was very different; for another, she was confronted with less adversity. But in its way, her career was just as colorful, independent, and courageous.

**Florence Olson**, one of the two women admitted in 1897, had an impact on Oregon politics and history, even before she studied law. In the early 1890s, when Florence was 16 years old, she took part in the discussions, meetings, and campaigns advocating adoption of the initiative and referendum—or as they were then more often called—"direct legislation by the people." The Direct Legislative League, the granges, the Farmer's Alliance—all worked for these radical legislative reforms, which later (after adoption by Oregon about the turn of the century) would become known nationwide as the "Oregon system."

Florence Olson's stepfather was Seth Lewelling, the famous horticulturist and political reformer; her mother was Sophronia Olson Lewelling, an intellectual, reformer, and lover of the arts, who held Sunday afternoon "salons" at their home in Milwaukie, Oregon—events that included a wide variety of guests.

Among the various reformers, politicians, intellectuals, and artists who were responsible for the ultimate success of the drive for the initiative and referendum were the lawyer William S. U'Ren, often called the "father" of the movement, and J. D. Stevens, a well-known Shakespearean actor and "reciter." Florence Olson, Sophronia Lewelling, Alfred Luelling, and J. D. Stevens were all heavily involved in the Direct Legislative League. One writer has related that the teenage Florence drove her horse and buggy as far as Canby and

Molalla to speak on behalf of the initiative and referendum concept before granges and other groups.

A lawyer who grew up in Milwaukie after the turn of the century also remembers talking every day or so to Florence Olson and Herman Ledding, the lawyer she married during the 1920s after they had been "going together," it is said, for about 20 years. He commented that their conversations on public affairs and life and literature would be as relevant today as then—that both of them were always "100 years ahead of their time."

From 1898 until at least 1903, Florence served as a referee in bankruptcy in Oregon City and Milwaukie, the first woman—and apparently the only woman—to serve in that capacity in Oregon. In her later practice of the law, she became known as an insurance expert.

A fitting memorial to Florence, who lived to be 90 years old, is the Ledding Library which she and her husband established in their Milwaukie home. One of its purposes was to serve as a repository for books chosen to include works on both sides of all issues.

**Editor's Note:** The story of Florence Olson is condensed from "Women With the West in Their Eyes," published originally in the *Oregon State Bar Bulletin* in July 1976. After several decades of practice in Portland, author Helen Althaus retired to Ashland, where she is an active member of Southern Oregon Women Lawyers.

OWLS will honor author Helen Althaus and all women admitted to the bar before 1961 at our April 6, 1991 spring dinner. Plan on attending the dinner and inviting a pioneer to be your guest for the evening. Many would appreciate an offer of assistance with transportation.

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## Take Notice!

■ **Oregon Women Lawyers PAC a Reality.** After many hours of work, the OWLS' Political Action Committee is up and running. The PAC will promote the full participation of women in legislative and judicial branches of government and encourage legislation that aims at the social, economic, and political equality of women. PAC activities may include fund raising, endorsement of candidates, lobbying, and a speakers' barbecue.

The board, led by **Gail Vore**, includes **Barrie Herbold, Karen Elliot, Katherine Tennyson, Katherine Brown, Jeanne Atkins, Kathryn Augustson, Lea Ann Easton, and Maureen Leonard.** These women are interested in hearing from you. If you wish to join the PAC, call Gail Vore at 636-8773. If you want to work in, or promote women in, the judiciary, call Katherine Tennyson (284-3166). And if you want to help the legislative committee, call Katherine Brown (293-1618).

■ **Stories of Our Lives.** The OWLS office has VHS-format videotapes of our highly successful breakfast meeting at last fall's bar convention: a panel discussion featuring women from many areas of practice. On the tape, these women describe their careers and their plans for the future, providing effective role models for young women entering law.

The videos will be shown to Lewis and Clark and Willamette law students in the OWLS Mentor Project, but they are also available to members who wish to borrow them. If you're interested, call Diane Rynerson (235-8716).

■ **PLF Liaison Appointed To Work with OWLS' Working Parents Forum.** The Professional Liability Fund has appointed **Layne Ng** as its liaison with our Working Parents Forum. Layne's goal is to coordinate Fund programs and services with those of the Forum to better serve lawyers who are juggling family and career obligations.

**Other PLF News.** The PLF's Transition Group meets Thursdays at noon to discuss career moves within the law and into law-related careers. Contact Mike Sweeney (639-6911).

Statistics indicate that one in every four or five women were incest victims when they were growing up. Incest survivors are invited to join the PLF's support group meeting Tuesday noons (contact Layne Ng at 639-6911).

OWLS interested in alternative law-related careers are invited to the PLF's April 26, 1991 day-long seminar by **Hinde Greenburg**, entitled **"What You Can Do with Your Law Degree."** The event will be at the Portland Hilton.

■ **Job Resource Lists Expand.** Sarah Rosenberg reports that 25 attorneys are currently on the OWLS' contract attorney list and that lists will also be kept for attorneys seeking full-time jobs and for available paralegals.

■ **Now Accepting Ads for the 1991 OWLS' Membership Directory.** Advertising in the Oregon Women Lawyers' Membership Directory gets your firm's name before over 2,000 professionals, including all of Oregon's women attorneys and judges.

Plan to show your support for our organization by taking out an ad and be sure to mention us to others who might want to be included.

The deadline for sending camera-ready copy is February 22, 1991. Rates are \$75 for 1/4 page (business card size), \$275 for 1/2 page, and \$500 for a full page. For more information, call Diane Rynerson (235-8716).

■ **ABA Task Force on Women Seeks Speakers.** Noting that far too few qualified women are approached about speaking at Section programs, the Task Force on Women has decided to compile a directory of women committee members who are interested in speaking at committee programs and a directory of sources that program chairs can consult to locate women speakers. The task force is chaired by **Dianne K. Ericsson** of Portland (228-6351).

■ **Help Is Available!** The Mental Health Association of Oregon has prepared *The Help Book*, a guide with 800 listings of service provided by a host of helping agencies throughout Oregon. The cost is \$16.95, which includes shipping. To obtain a copy, write to the agency at 364 12th St. N.E., Salem, OR 97301 or call 1-800-452-5011.

## OWLS IN THE NEWS



Vice-President **Ruth Spetter** accepted the gavel from President **Stuart Foster** to preside over the state bar's Annual Business Meeting. As the bar's first female vice-president, Spetter was the first woman to preside over the year-end meeting.



**Noreen Saltveit** (left), **Charles Burt**, and **Katherine O'Neil** were recipients of the President's Membership Service Awards at the Oregon State Bar meeting.

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# Profiles

New to the board of Oregon Women Lawyers is attorney **Shirley A. Bass**, who serves as corporate secretary. Shirley—whose areas of practice include estate planning, elder law, and related issues—is involved in numerous community activities for the elderly, is sought after as a speaker by organizations that serve senior citizens, and has authored or co-authored various publications in her areas of expertise. We've asked Shirley to share with our readers her vision of the role Oregon Women Lawyers can play in the legal profession.

My hopes for Oregon Women Lawyers. . . Well, these hopes certainly include full achievement of our stated goals of equal rights and opportunities for women within the legal profession and the justice system. At our retreat in Cannon Beach last fall, the one non-lawyer present expressed surprise that women lawyers still encounter prejudice in their practice. She offered encouragement, saying that to the extent we are successful in breaking down barriers, the entire justice system and those affected by it will benefit. For me, it took an "outsider" to point out the importance



of and *raison d'être* for our organization.

None of us exists in a vacuum. To succeed, we need encouragement and opportunity. As a young woman coming of age in the fifties, I certainly was not encouraged to aspire to the legal profession. Today, by contrast, a coalition of professional women's groups—the Women's Summit—can work together and bring Gloria Steinem to Portland to give her brilliant and mischievous message of encouragement before a sellout crowd.

Now it is up to OWLS to help provide the opportunities. Because the task is so large, we risk becoming overly ambitious; but as we push for greater participation by women attorneys in the organized bars, on the bench, and in other leadership positions, our successes increase.

To paraphrase Virginia Woolf, achievement is not a solitary event; rather, the experience of the mass is behind the single voice. Therein lies the strength and virtue of OWLS. Through its encouragement, its fine education programs, its mentor projects, its support groups, and its opportunity for networking, our organization will help provide a climate in which the equality we seek becomes a habit and not merely an elusive goal.

## Mentor Project Off to a Strong Start

by Kathryn Ricciardelli



Law students and mentors attend kick-off.

***"I want to show my student the ropes that nearly hung me."***

That quote from a participating attorney explains the appeal of the Oregon Women Lawyers Mentor Project, developed in 1990. Clearly, the attorneys taking part in the program are enthusiastic about helping shape tomorrow's lawyers. The comment they most frequently make is, "I wish I'd had it!"

The program currently has over 250 attorneys and students from the three Oregon law schools. When they are paired, the attorney serves as an informal advisor and role model, providing a knowledge of the profession's inner workings that the student won't learn in law school. In addition, the program opens avenues of networking early in the student's legal training.

All in all, the Mentor Project appears to be off to a strong start in the various participating schools. According to Portland facilitator Andrea Redding, Lewis and Clark now has 46 attorneys and 92 students enrolled in the program. And at Willamette, 45 attorneys and 45 students are enrolled, with Elizabeth Stockdale as facilitator. Over half of those women attended an October 18 event.

At the University of Oregon, where a social event was held January 25, 10 attorneys and a like number of students are involved. Lauren Holland is the facilitator there.

If The Mentor Project continues to grow, it can do a great deal of good for all of us—established attorneys and students alike. I encourage you to be a part of this rewarding experience and "show a student the ropes." Please call me at 291-5225.



Dee Taylor (right) can't say enough good things about her mentor, Anne Pendergrass Hill (left). Dee is a foreclosure technician and law clerk at First Interstate Bank of Oregon, and Anne is associate general counsel there. Says Dee, "Anne arranged with my supervisor to allow me to work part time as a law clerk in the bank's law department. She never criticizes—instead she offers helpful suggestions and meaningful explanations. Anne includes me in business conferences that deal with the research project I'm working on—not as an observer but as an interested and welcome participant."





## OWLS Salutes Women Who Head Local Bar Associations

**Patricia Champion** of Roseburg currently heads the Douglas County Bar Association—one of five women in the state to serve as the president of a county bar.

Champion has worked in the Douglas County District Attorney's Office since 1980, the year after she graduated from the University of Oregon School of Law. In her current position as senior deputy district attorney, she is responsible for district court, consumer protection, and victims' assistance programs at the District Attorney's office.

In 1988 Champion was a candidate for district court judge. She is also on the board of the American Red Cross.

Other women who head county bar associations are **Elizabeth Baldwin** (Clatsop County), **Nancy Nickel** (Grant County), **Ruth M. Spetter** (Multnomah County) and **Deborah M. Phillips** (Mid-Columbia).



The Hon. Elizabeth Welch, District Court (left), Hon. Elizabeth L. Perris, U.S. Bankruptcy Court, and Hon. Dorothy Baker, District Court are all smiles at the December 1990 Christmas lunch of Queen's Bench.

## Coming Events

• **National Conference of Women's Bar Associations**, Mid-Year Meeting, February 8 and 9, Seattle, co-sponsored by OWLS—Nell Hoffman Bonaparte (contact person)

• **Career Skills Workshop: Moving Ahead in State and Local Bar Associations**, March—Kathryn Augustson (chair)

• **Spring Dinner**, April 6—Katherine H. O'Neil and Susan Grabe (co-chairs)

• **Alternative Dispute Primer: Mediation, Negotiation, and Arbitration**, To be rescheduled in the fall—The Hon. Kristena LaMar (chair)

• **Fall Conference: Discrimination and Co-Dependency in the Legal Workplace**, Susan Evans Grabe and Katherine O'Neil (co-chairs)



## 1991 Oregon Women Lawyers Membership Application & Renewal

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☐ \$45 . . **Membership Renewal** (1991 dues)

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|---|---|--|
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| <input type="checkbox"/> Antitrust, Trade Regulation    | <input type="checkbox"/> Environmental/Natural Resources  | <input type="checkbox"/> Real Estate & Land Use              |
| <input type="checkbox"/> Appellate Practice             | <input type="checkbox"/> Estate Planning & Administration | <input type="checkbox"/> Rights of Persons with Disabilities |
| <input type="checkbox"/> Aviation                       | <input type="checkbox"/> Family & Juvenile Law            | <input type="checkbox"/> Securities                          |
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| <input type="checkbox"/> Civil Rights                   | <input type="checkbox"/> Health Law/Malpractice           | <input type="checkbox"/> Taxation                            |
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**BRITISH HOUSE SWAP.** Professional couple (non-smokers) with small baby would like to exchange their home and auto in the village of Cranleigh, Surrey, for a like home/like family in Oregon or Washington for 2/3 weeks in July/August '91 or '92. For written info, leave name /address at (503) 222-4545 (Katherine O'Neil).

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