

# AdvanceSheet™

PUBLISHED QUARTERLY BY OREGON WOMEN LAWYERS

VOLUME 28, No. 1 WINTER 2017



## In This Issue

Rep. Suzanne Bonamici

*Balancing the Scales*

President's Message

Mary Leonard Chapter

Upcoming OWLS Events

Roberts & Deiz Awards

OWLS Members Elected

Breaking into Public Speaking

Eugene Event

Supporting Women Litigators

Lawyers' Assoc. of Wash. County

Capitol Update

Dress for Success

Women's Trial Academy

OSB Awards

Investiture of Judge Russo

Queen's Bench Honors Judges

OWLS Foundation Grants

Meet Kristin Sterling

Clackamas Women Lawyers

## A Conversation with Congresswoman Suzanne Bonamici

By Florence Z. Mao

On November 10, the OWLS Leadership Committee continued its series titled "Skills and Strategies for Emerging Political Leaders" at a luncheon event with U.S. Representative Suzanne

Bonamici, who represents the 1st Congressional District of Oregon. Moderated by Multnomah County Circuit Court Judge Karin J. Immergut, the event was the second of a series of presentations in which political leaders discuss their pathways to elected office. The series aims to strengthen the leadership skills of OWLS members and to inspire them to political activity at every level, from neighborhood associations to national office, while championing causes near to their hearts. The first event in the series was held in June 2016 and featured Oregon Attorney General Ellen Rosenblum.

During the November event, held at the Stael Rives office in downtown Portland, Representa-



From left: Susan Pitchford, Congresswoman Suzanne Bonamici, Judge Karin J. Immergut

tive Bonamici answered questions and discussed a variety of issues relating to her career both before and after entering politics. After law school, Ms. Bonamici was an attorney for the Federal Trade Commis-

sion in Washington, DC, where she practiced consumer protection law. She then moved to Portland and continued consumer protection work at a law firm, where she was one of the few women lawyers, and worked until her children were born. She recalled having to shape her own family-leave policy to accommodate their births. Noting that 25% of women in the United States return to work only two weeks after the birth of a child, Ms. Bonamici emphasized the need to update our nation's workplace policies to reflect the current workforce and family dynamics.

Ms. Bonamici encouraged those with young families to have honest discussions with their

*Continued on page 4*

## *Balancing the Scales: Film Examines Gender Inequality in the Legal Profession*

By Bridget Budbill

Atlanta trial lawyer and filmmaker Sharon Rowen poses a big question in her new documentary, *Balancing the Scales*: why do so few women reach the highest echelons of America's law firm leadership?

In an effort to find answers, Ms. Rowen spent 20 years interviewing a broad range of women lawyers, all of whom have something to say on the matter. Included in Ms. Rowen's interviews are United States Supreme Court Justice Ruth Bader Ginsburg, *Roe v. Wade* attorney Margie Pitts Hames, 11th U.S. Circuit Court of Appeals Senior Judge Phyllis Kravitch, civil rights attorney Gloria Allred, current and former members of state supreme and appellate courts, and women partners at law firms. OWLS and Bodyfelt Mount sponsored a screening of the film with Ms. Rowen on October 25 at the World Trade Center in Portland.

*Continued on page 6*



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## President's Message



Laura Craska Cooper

When I graduated from law school in 1991 (and law school enrollment was already more than 40% women!), I was sure that within 25 years, we would be beyond feminism and the need to push for equality. I thought that by now we would all have roughly equal representation in the seats of power. I was certain that organizations like OWLS would have lived past their usefulness. How sadly wrong I was.

Two of seven. Five of thirteen. Two of eleven. Twelve of thirty-five. Three of nine.

Those are, respectively, the numbers of women justices/judges at the Oregon Supreme Court, Oregon Court of Appeals, U.S. District Court for the District of Oregon, U.S. Court of Appeals for the Ninth Circuit, and U.S. Supreme Court.

50.32%

That's the percentage of women now enrolled in U.S. law schools, as reported in December. For the first time ever, that number has crossed the 50% threshold.

How much difference will that make? History to date is discouraging.

Women have been roughly at the 50% threshold in law school for over two decades. Despite that, a massive first-of-its-kind study of the demographics of the states' judiciaries recently found a huge gap in representation by women and minorities on the bench versus the population. Entitled *The Gavel Gap: Who Sits in Judgment on the State Courts?*, the study was conducted by a pair of researchers at Vanderbilt University and the University of Toronto and released in June 2016. It is depressing.

Among the study's findings, as reported by the American Constitution Society, under whose auspices the study was prepared: "Women are 51% of the population, and have been about 50% of law students for two decades, but

are just 36% of the legal profession and only 30% of all state court judges." In another finding, the study reports that white men are 30% of the population but make up 58% of all state judges; white women (31% of the population) make up another 22% of the state judiciary, leaving just 20% of the remaining seats to be apportioned between men and women of color. Men of color make up nearly a fifth—19%—of the population but only 12% of the state judiciary, and women of color, who make up 20% of the population, occupy a measly 8% of the state bench.

The study's findings are worrying because without representation on the farm team, it seems unlikely that women and minorities will have much chance to move into the big leagues any time soon.

And make no mistake, the "big leagues" are ripe for realignment.

President-elect Trump is inheriting 103 unfilled judicial vacancies from President Obama, who made nominations, but couldn't get them past a Senate controlled by the opposing party. Mr. Trump will not face that problem. To put that number in context, President Obama inherited only 54 vacancies from the outgoing Bush administration. Who will fill those seats remains to be seen, but it is not encouraging that President-elect Trump's list of 21 potential Supreme Court nominees includes only three women, and only three minorities, and none of them are minority women.

Why it is so difficult to shatter that ceiling is something we talk about all the time. Many of us have heard the war stories of the toll taken on any woman or minority who has ever attempted to assault the judicial heights.

Oregon Women Lawyers exists because of data like these. Our mission "to transform the practice of law and ensure justice and equality by advancing women and minorities in the legal profession" is as relevant as it has ever been. And yet, one of the most astonishing findings of the *Gavel Gap* study was that despite the underrepresented status of women, Oregon ranks *first* among the states for representation of women on the state

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

## President's Message

*continued from page 2*

bench. With sustained effort, we have managed to see 44.32% of the state's judicial seats filled by women, much closer than the rest of the country to the 50.53% of the population that women represent. We should take a minute to appreciate that fact and to recognize that OWLS almost certainly has had something to do with it. Nonetheless, while encouraging, something a little short of parity hardly equals victory.

This is especially true when we consider the representation of non-dominant cultures in the judiciary. The statistics for Oregon are much, much worse. The state ranks 34th overall in putting men and women of color on the bench. More than 22% of Oregon's residents are racial or ethnic minorities, but only 9% of our judges are of color.

Why do gender and race matter? Justice Sonia Sotomayor once observed: "Whether born from experience or inherent physiological or cultural differences, our gender and national origins may and will make a difference in our judging." Phrased differently, our lives are shaped, in part, by our gender and our cultural identity, and we tend to relate more readily—and more sympathetically—to those who are most like us. The background and gender of the women and men who sit on the bench ultimately determine the quality of life, and of justice, for the men and women who stand before the bench. Each and every plaintiff or defendant should be entitled to even odds that he or she will draw a judge who by experience, worldview, and cultural predisposition may be sympathetic to his or her case.

The data are in and very, very clear: While we have made a little progress, much more remains to be done to transform the practice of law and ensure justice and equality. The advancement of parity among women in the nation's law schools and the movement of more women onto the bench in Oregon are good signs, but the job is far from done. Justice is not yet blind, and while one corner of the blindfold remains lifted above the eyes, the work of OWLS remains so very important.



Laura Craska Cooper  
President, Oregon Women Lawyers

## OWLS Mary Leonard Chapter Hosts New Admittee Luncheon

By Rachel Hungerford

On October 31, the OWLS Mary Leonard Chapter (OWLS MLC) hosted its annual new admittee luncheon to celebrate newly admitted Oregon lawyers. For the first time this year, OWLS MLC had the pleasure of co-hosting the event with the Marion County



From left: Judge Meagan Flynn of the Court of Appeals, Gabby Hansen, and new admittees Franz Bruggemeier, Erica Tatoian, Rachel Morris, and Jon Zunkel-deCoursey

Bar Association and the Willamette Valley American Inn of Court. The presidents of all three organizations offered words of welcome to the new admittees and described the collegiality and camaraderie of practicing law in the mid-Willamette Valley.

The highlight of the luncheon was Oregon Supreme Court Justice Martha Walters's keynote address, delivered in a show-stopping Halloween costume. Justice Walters, disguised as an earthworm, offered advice about how to find meaningful and happy success in the law. Weaving the theme of the earthworm throughout her speech, she emphasized the interrelatedness of reality, the importance of hard work, and the equal importance of having fun.

Thank you to all the new admittees and other members of the local legal community who joined us for this event and made it such a success. A very special thank-you to Justice Walters for her poignant and humorous speech.

**Rachel Hungerford** is a staff attorney with the Office of the Legislative Counsel, in Salem, and chair of the OWLS MLC Programming Committee.

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# Upcoming OWLS Events\*

## Working Parents Committee Playdate

NE Portland

Monday, Jan. 16, 10:30–noon

Kids of all ages are welcome with an OWLS parent or caregiver. Contact Kyra Hazilla or Lindsay Kearl if you are interested in attending.

## Lane County Women Lawyers Professional Women's Networking Social

Eugene

Tuesday, Jan. 24, 5–7 p.m.

Oregon Wine Lab, 488 Lincoln St.

## Clackamas Women Lawyers Evening with an Author

Featuring Ruth Wariner, author of the *New York Times* bestseller *The Sound of Gravel*

Lake Oswego

Wednesday, Feb. 9, 5:30–7:30 p.m.

Lake Theater & Café, 106 N. State St.

## Free CLE by Phone: Cannabis CLE Series, Part II

Featuring Shannon O'Fallon of the Oregon Department of Justice  
Monday, Feb. 13, noon–1 p.m.

No need to register in advance.



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## Roberts & Deiz Awards Dinner

Portland Art Museum

Friday, March 10, 5:30–9:00 p.m.

## OAAP and OWLS' Tenth Annual Women's Wellness Retreat for Lawyers

Silverton

Friday and Saturday, April 7–8

Oregon Garden Resort

## Joan Seitz Law Society

Roseburg

First Tuesdays, noon

Daily Grind Café, 368 SE Jackson St.

## Contract Lawyer Discussion Group

Portland and by phone

First Tuesdays, except Feb., 1–2 p.m.

Garvey Schubert Barer

121 SW Morrison, Ste. 100

Discuss matters of mutual interest with contract lawyers and people considering working as contract lawyers.

## Queen's Bench Luncheons

Portland

Second Tuesdays, 11:45 a.m.–1 p.m.

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

## Family Law Mentoring Circle

Portland

Second Tuesdays, Feb.–June, noon–1 p.m.

Gevurtz Menashe, 115 NW First Ave.

## Josephine County Women Lawyers

Grants Pass

First Wednesdays, noon

La Burrita, 1501 NE F St.

## Lawyers' Association of Washington County

Hillsboro

Third Wednesdays, 8:00–9:30 a.m.

Manaia Coffee House and Island Grill  
Café, 203 E Main St.

\* Please check the events calendar on the OWLS website for more info.

## Congresswoman Bonamici

*continued from page 1*

spouses, children, and other family members about what life in politics would look like. Members of Congress spend most of their time in their home districts, reaching out to constituents and listening to them describe their needs. Ms. Bonamici estimated that she spends one-third of her time on Capitol Hill, working 70 hours per week, and two-thirds of her time in Oregon, working 60 hours per week.

She also encouraged young lawyers not to shy away from taking a professional break to focus on family. Ms. Bonamici took a 16-year break between leaving her law practice and working in the legislature, and found that the gap has not appeared to have a significant impact on her career.

Ms. Bonamici noted that although a law degree is not essential, a lawyer's knowledge of the legislative process and critical thinking skills are helpful to success in politics. She also credited her years in the Oregon House of Representatives and Senate with helping her understand the legislative process on both the local and national levels.

Ms. Bonamici encouraged those interested in politics to become involved in the local community, listen to diverse perspectives, and understand the issues that are important to people. Oregon's 1st Congressional District consists of Clatsop, Columbia, Washington, and Yamhill Counties and part of Multnomah County, and Ms. Bonamici's understanding of

issues that concern urban and rural constituencies helps her navigate local and national issues on Capitol Hill. She also encouraged OWLS members to introduce themselves to new people, research policies, and write to legislators on issues that are important to them.

Although women often face intense public scrutiny on the campaign trail—perhaps more so than men—Ms. Bonamici has found that gender plays a lesser role in day-to-day governance and policymaking on Capitol Hill. Female members of Congress often work together and across party lines on issues they deem important, such as education, the environment, science, and technology.

Ms. Bonamici encouraged those interested in politics to understand its difficult nature and to seek support from mentors, friends, and family. Although it can sometimes be difficult for women to ask for money, she emphasized that being comfortable with fundraising is necessary to achieve political success. It is also important to know how to effectively use social media and how to cultivate local media attention to communicate with the public, both on the campaign trail and in office.

Thank you, Congresswoman Bonamici, for your service to Oregon.

*Florence Z. Mao serves as a judicial law clerk for Judge Karin J. Immergut at the Multnomah County Circuit Court.*



# Judge Julie Frantz & Kasia Rutledge to Be Honored at Roberts & Deiz Awards Dinner on March 10

By Florence Z. Mao

Judge Julie Frantz of the Multnomah County Circuit Court has been selected to receive the 2017 Justice Betty Roberts Award for the promotion of women in the law and the community. Kasia Rutledge, an attorney with the Metropolitan Public Defender in Portland, will receive the Judge Mercedes Deiz Award for the promotion of minorities in the law and the community. The award recipients will be honored at the 25th Roberts & Deiz Awards celebration on Friday, March 10, at the Portland Art Museum.

The Justice Betty Roberts Award honors any Oregon-licensed attorney who has made an outstanding contribution to promoting women in the legal profession and the community. Upon graduating from Stanford University and Lewis & Clark Law School, Judge Frantz began her legal career at the Metropolitan Public Defender, where she represented and tried cases on behalf of indigent clients. Five years later she joined the civil litigation firm known today as Schulte Anderson Downes Aronson & Bittner, where she became the firm's first female shareholder. In 1992 she became the first woman president of the Oregon State Bar.

Judge Frantz left private practice in 1993, when she was appointed to the Multnomah County District Court. The following year she was appointed to the Multnomah County Circuit Court, where she served as chief criminal judge for 18 years and continues to promote access to justice. In 2014–2015 she was president of the National Association of Women Judges. Like Justice Betty Roberts, Judge Frantz is a trailblazer for women in the legal profession.

Judge Frantz continues Justice Roberts's tradition of serving as a role model and mentor for female lawyers. Her peers say that she has never said no to young female lawyers and law students when they ask for advice and support. Those who have appeared before her describe her as fair, caring, and respectful, as well as a judge who works tirelessly to open doors of opportunity for female lawyers. They admire her ability to balance her professional life while being fully present as a mother of two children. Outside the legal community, Judge Frantz serves on the boards of Habit for Humanity and



Photo: Dreams in Bloom Photography

*Kasia Rutledge (left) and Judge Julie Frantz will receive OWLS awards on March 10.*

the I Have a Dream Foundation. She has delivered meals for Meals on Wheels for almost 20 years.

Judge Frantz is described as passionate, devoted, and inspiring, traits that were also admired in Justice Betty Roberts. Thus, it is with great honor that OWLS presents Judge Julie Frantz with the 2017 Justice Betty Roberts Award.

The Judge Mercedes Deiz Award recognizes any Oregon-licensed attorney who has made an outstanding contribution to promoting minorities in the legal profession and the community. After graduating from the University of Missouri, Kasia Rutledge went to Lewis & Clark Law School, and while there, she clerked at the Oregon Law Center and the Federal Public Defender's Office. After graduating, Kasia went to work at the Metropolitan Public Defender, where she currently advocates for indigent clients charged with misdemeanors and felonies.

Outside of her demanding day job, Kasia engages in community outreach on many levels. She speaks at numerous events and trainings in Oregon and around the country to highlight problems that disproportionately affect people of color in the criminal justice system. Through Opportunities for Law in Oregon (OLIO) and the OSB New Lawyer Mentoring Program, she mentors minority law students and new attorneys by creating safe and inclusive environments in which their voices can be heard. Examples include hosting annual Thanksgiving feasts at her home and organizing on-campus barbecues for students of color.

Kasia works tirelessly to promote diversity, and she uses her voice effectively to speak out for—without speaking over—underrepresented groups in the legal community and beyond. Colleagues and mentees agree that Kasia's incredible ability to listen, learn, and care deeply about others allows her to build strong relationships and become an effective ally to minorities, people with disabilities, and the LGBTQ community. Kasia's mentees say that she is "a prime example of lawyering with love" and always takes time to mentor young attorneys at her office by helping them process the difficult emotional aspects of their work. More seasoned attorneys are inspired by Kasia's devotion to raising awareness on issues regarding racial and social privileges to build a stronger legal community that celebrates diversity.

Judge Mercedes Deiz made an inspiring contribution to promoting minorities in the legal profession and the community. Kasia's colleagues and mentees say she goes above and beyond to lift underrepresented members of our community and the legal profession. OWLS thanks Kasia for helping to advance our mission of promoting women and minorities in the law, and it is with honor that the organization presents the 2017 Judge Mercedes Deiz Award to Kasia Rutledge for her outstanding work promoting minorities in the law and the community.

*Florence Z. Mao serves as a judicial law clerk for Judge Karin J. Immergut at the Multnomah County Circuit Court.*

## Balancing the Scales

In *Balancing the Scales*, Ms. Rowen aims to illustrate both how sexism in the legal profession has changed over time and how it continues to prevent women from reaching gender equality in the profession. In one interview, Judge Kravitch described receiving a rejection letter from Harvard Law School in the 1940s, informing her that it simply did not accept women students. Justice Ginsburg, who began law school at Harvard and later transferred to and graduated from Columbia Law School in the 1950s, described feeling as though each time she answered a question in class, it was "not a test of self but of the entire sex."

Ms. Rowen's documentary also focuses on how present-day gender inequality in the law—while often less overt than in prior decades—still poses immense barriers to women's achieving leadership positions. As the American Bar Association's (ABA's) May 2016 *A Current Glance at Women in the Law* reveals, although men and women enter law school in virtually equal numbers (the 2014 entering class, for example, was 50.7% men and 49.3% women) and receive juris doctor degrees in similarly close numbers (the 2011 graduating class was 52.7% men and 47.3% women), that relative gender equality plummets after gradu-

ation. Overall, the ABA reports that in 2016, men made up nearly two-thirds of members of the legal profession—while women comprised just 36%.

Big-firm gender equity—largely the focus of Ms. Rowen's film—echoes that gap. As reported by the ABA, women make up just 21.5% of law firm partners and only 18% of equity partners. Gender inequality in the legal profession is even worse for minority women. According to a 2015 report by the National Association for Law Placement (NALP), minority women "continue to be the most dramatically underrepresented group at the partnership level, a pattern that holds across all firm sizes and most jurisdictions." Minority women made up just 2.55% of firm partners in 2015—a figure that has not changed since NALP first compiled the data in 1993. At the nation's largest firms—firms with 700 or more attorneys—minority women make up just 3.12% of partners.

A major factor discussed in *Balancing the Scales* is work-life balance—namely, how women attorneys with partnership-track aspirations seek to achieve their professional goals while maintaining a family life. Ms. Rowen attributes the dearth of women in firm leadership, in large part, to antiquated ideas regarding

continued from page 1



Deanna Wray, managing partner at Bodyfelt Mount (left), and Sharon Rowen

roles in career and family arenas for men and women.

"If we want partner track for women, they must be able to step back for a little while and still have a full career," said Ms. Rowen, during an audience question-and-answer session after the movie was shown. She predicts that with incremental changes through new generations of lawyers, firms that "don't flex will be left behind."

Visit [www.balancingthescalesmovie.com](http://www.balancingthescalesmovie.com) for more information on the film.

**Bridget Budbill** is an attorney at the Bonneville Power Administration.

## OWLS Members Elected in Nov.

By Joanna Robinson

Congratulations to all the OWLS members who prevailed in the November elections.


Governor Kate Brown defeated her opponent to continue as the state's chief executive. Attorney General Ellen Rosenblum secured her second four-year term to continue representing the legal interests of the state of Oregon. Congresswoman Suzanne Bonamici won her third full term in the U.S. House of Representatives, where she represents Oregon's 1st Congressional District.

Karin Power won a remarkable 71% of the vote in her bid to represent House District 41 in the Oregon House of Representatives. Ms. Power is an environmental attorney with the Freshwater Trust, a Portland-based river restoration nonprofit, and she has served as a Milwaukie city councilor.

Many other OWLS members won uncontested judicial elections.

**Joanna Robinson** is an associate attorney with Lindsay Hart in Portland.

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# Breaking into the CLE/Public Speaking Game

By Kamron Graham and Iaysha Smith

OWLS presented a 90-minute educational session titled “Breaking into the CLE/Public Speaking Game: A Panel Presentation and Discussion with Those Who Know How to Play” on November 1 in Portland.

The panel consisted of the Honorable Adrienne Nelson, Rima Ghandour, Kristen Gallagher, and Denise Cline. They offered practical insights and discussed their experiences on the public speaking circuit, as women and as members of diverse communities. The information provided was relevant to CLE and conference presentations, as well as any other public speaking one might do professionally or in a volunteer capacity.

Judge Nelson served as facilitator for the panel. She opened the discussion by reviewing her history as a prominent public speaker and the hurdles she had to overcome as a person of color and a woman. She discussed her involvement in multiple organizations and her role in promoting and supporting other women in public speaking opportunities. She also talked about the need for organizations to maintain referral lists of CLE presenters and the importance of “putting yourself out there.”

Rima Ghandour, a solo practitioner in construction law, outlined her experience as a nationally sought-after speaker. She said that speaking at conferences helped build her network and business opportunities as well as develop her public speaking repertoire. She noted that the efforts she has observed at the national level to reach out to a broad pool of potential speakers seem to have helped create more diverse lineups.

Rima offered practical advice about preparing a presentation, knowing your audience, and knowing yourself and your personality. She also talked about how to work with a panel or another presenter and making sure you can rely on one another.

The next speaker was Kristen Gallagher, founder of Edify Education Design, a Portland-based company that provides expertise on adult learning and develops training and educational tools for companies. Kristen discussed how to develop a CLE or other presentation. She has developed a set of steps to structure a learning presentation based on the acronym LOVE. *L* stands for *lead*: structure your argument or thesis. *O* stands for

*objectives*: what do you want people to learn? *V* stands for *verify*: make sure your audience understands what you said. *E* stands for *evaluate*: can your audience use your information in other scenarios?

The final panelist was Denise Cline, manager of the Oregon State Bar MCLE Program. Denise provided an overview of the current CLE accreditation process and a preview of changes coming down the pipeline. The appropriate forms for obtaining credit are on the OSB website, and her team is happy to answer questions.

The panelists offered tips on how to become a CLE speaker, such as starting by writing an article for a newsletter and offering to moderate a panel. It is key to make connections with people who put on CLEs and conferences and to make sure that those people know you are interested in being a speaker. The panelists also encouraged people to practice presentations with friends and colleagues who will offer constructive advice and feedback.

The audience was able to ask questions throughout the panel discussion, and the session concluded with a wine-and-



Rima Ghandour, Judge Adrienne Nelson, Kristen Gallagher, Denise Cline

cheese networking hour. The University of Oregon School of Law donated space on its Portland campus for the event, which was organized by Iaysha Smith and Kamron Graham, members of the OWLS Leadership Committee. The event sponsors were Arjun Law; Caress Law; and Summer Trainor, PC.

*Kamron Graham is deputy public guardian and conservator for Multnomah County. She is the chair of OGALLA, Oregon's LGBTQ bar association. Iaysha Smith, an OWLS Foundation board member, focuses on employment law at the Law Office of Iaysha Smith in Portland.*



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# Eugene Event Inspires the Next Generation of Lawyers

By Rebecca Ivanoff

On October 7, Lane County Women Lawyers joined with the Honorable Ann Aiken of the U.S. District Court, the UO Law School's Center for Career Planning and Professional Development, the UO Women's Law Forum, and the Federal Bar Association to present "The Art of the Possible: Harnessing Creativity, Courage, and Grit to Blaze a Path to Professional Happiness." Designed to inspire law students and new lawyers to think courageously and creatively about their future careers, the event featured 19 dynamic women from a wide range of practice areas and professions. It also served to recognize and welcome the Honorable Jolie Russo as Lane County's newest federal magistrate judge and to celebrate Patty Perlow, Lane County's first elected female district attorney.

The recently installed art exhibit at the Wayne L. Morse U.S. Courthouse provided a beautiful backdrop for the afternoon's events, which began with over 180 attendees enjoying a hosted lunch and opening remarks by Judge Aiken. Nicole Auerbach, a founding partner of Valorem Law Group and a



At the event, clockwise from top left: Mariann Hyland, Hon. Ann Aiken, Dr. Yvette M. Alex-Assensoh, Dr. Carol Pratt, Hon. Karen Overstreet, Elisa Dozono, Patty Perlow, Beth Heckert, Kelsie McDaniel

nationally recognized thought leader on alternative fee arrangements, served as the keynote speaker during lunch. Her address, entitled "A Worthy Journey Defies All Maps," set an inspirational tone for the afternoon's panel presentations by encouraging attendees to work hard, develop strong professional relationships, and always remain open to new and unexpected opportunities to use one's

passion as a guide for creating deeply meaningful work.

The afternoon's three panels included judges, law firm partners, government attorneys, higher-education administrators, lobbyists, entrepreneurs, nonprofit directors, and law professors. Panelists shared valuable insights on ways to attain personal and professional happiness. Their advice touched on a range of topics including (1) the importance of maintaining balance and engaging in self-care; (2) the value in developing strong mentor relationships; (3) the benefit of serving one's community; and (4) the necessity of being willing to move confidently toward opportunities that align with one's passions, even if that means taking a pay cut or involves a challenge that feels intimidating.

Following the panel presentations, a reception featuring food and drink from local businesses offered an opportunity for attendees to connect with colleagues while appreciating art from several Oregon-based artists. Judge Aiken closed the event by honoring Judge Russo and Ms. Perlow, and by expressing her appreciation for the honest and inspiring comments offered by each of the speakers. Feedback revealed that "The Art of the Possible" was a powerful event for law students and seasoned attorneys alike, leaving many feeling energized about the possibilities that exist within our profession.

*Rebecca Ivanoff is an associate director for career planning and professional development at the University of Oregon School of Law, and she is a member of the Lane County Women Lawyers' Steering Committee.*



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# A Call to Action: Supporting Women Litigators

By Elizabeth Biermann

I am grateful that Judge Karin Immergut took the time to write the important article for the Fall 2016 OWLS *AdvanceSheet* titled “Where Are the Girls??” as this is a question that I became personally entangled with in my own career a little over two years ago, after I became a mother. I share Judge Immergut’s concerns about the relative paucity of female litigators, especially in the upper echelons of our profession. Based on my experience as a nursing mother and civil litigator, I’d like to add to the article’s “Call to Action” and address the role the court can play in changing the culture of our profession and helping to prevent women’s migration from the law, and from litigation in particular.

This year, after eight years of building my career as a civil litigator, I made a tough decision that I had never even contemplated just a few years ago: I hung up my suits and switched to a transactional practice. In essence, I became one of those women in the statistics cited by Judge Immergut who has opted out, not from the law entirely, but from litigation. At times, I regret that I went so far down that path, only to “give up” litigation and the opportunity to be a role model for those women who will follow behind me.

Judge Immergut points out that “there is no single reason for the migration of women from the law,” and I agree, both as for women in general and for myself. There is no single reason I decided to leave litigation, but a series of small reasons.

One of those reasons arose out of a five-day civil jury trial in Oregon state court. I tried the case as the first-chair attorney with a (male) partner at my firm. During the course of that trial I was still nursing my son and was put in the position of having to explain to the court and opposing counsel that I would need to take an extended morning and afternoon break to pump breast milk. No stranger to the court, and having served as a judicial clerk in Multnomah County, I know that judges are loathe to slow down a jury trial more than necessary, for a myriad of important reasons, and especially out of respect for the jurors’ time, so I desperately did not want to make this request.

Despite my hesitation, based both the implications of the imposition I was asking the court to make on everyone’s

time and my personal discomfort with raising this deeply personal topic in a public forum, I went ahead and asked for the breaks because I really had no choice—my son was nearly nine months old and utterly dependent on my milk supply for sustenance. (In addition, I was sure that no one in the courtroom wanted to see the visual results of what would happen if I skipped a pumping session.)

I raised the issue at the end of a pretrial conference after asking to go off the record: I matter-of-factly explained that I would need an extended (30-minute) break in the morning and in the afternoon to pump, and I asked the court and opposing counsel to accommodate this request. The court granted my request, but during the trial, which started the following week, I was given the full 30-minute break only on the morning of the first day of trial; my breaks were shortened to no more than 20 minutes for the remainder of trial. On one occasion, I returned promptly to the court from a pumping break to find that the court had reconvened the jury and continued the trial without me.

On top of the normal stresses of trial, which are not insignificant, this experience left me feeling frustrated, embarrassed, and marginalized. Irrespective of their intentions, the court and other attorneys felt it was fine to proceed without me. Judge Immergut points out that some mothers may leave litigation because they feel they “cannot do it all”—I know I felt that way in this case. I was literally not permitted the opportunity to both meet the needs of my son and participate fully in the trial for my client. Under these circumstances, it is easy to see why an attorney of any gender might leave that courtroom with the impression that the culture of our legal profession is not for mothers.

I do not believe that anyone in the courtroom was ill-intentioned. I assume that the creep of other pressures—of the jury, the witness schedules, and the court’s docket—simply ended up outweighing my individual request. But I do think that small acts like these add up and send a message to women attorneys about their perceived value and their role.

*Continued on next page*

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## Lawyers' Assoc. of Washington County Bowls for Dress for Success



LAWC bowlers included (left to right) Heather Murray, Elizabeth Inayoshi, Judge Michele Rini, Kristine Almquist, Rebecca Guptill, Mary Bruington, Judge Beth Roberts, Sara Kearsley, and Kelly Morgan.

**T**he Lawyers' Association of Washington County (LAWC), an OWLS chapter, held a bowling fundraiser for Dress for Success Oregon on October 22. LAWC covered the cost of lane fees and prizes at Sunset Lanes in Beaverton so that 100% of the proceeds went directly to Dress for Success Oregon.

Along with clothing donations, the group raised \$425 to assist the nonprofit with its mission to "empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life."

All the bowlers professed to have a great time, despite the lack of bowling talent most claimed.

For information on how you can get involved with LAWC or on upcoming events, please contact Rebecca Guptill at [rguptill@harrislawsite.com](mailto:rguptill@harrislawsite.com).

## A Call to Action

*continued from page 9*

The problems Judge Immergut points to—that women lack confidence, they feel they cannot juggle it all, and the culture is not accepting of them—are problems that judges also can help solve, by sending the message to *all* the attorneys in the courtroom that attorney-mothers will be treated as leaders, will not have their confidence undercut by procedural or scheduling slights, and will be afforded the basic opportunity to engage in the profession so they can meet their goals of becoming top litigators.

If our profession truly wishes to keep women, and mothers, from migrating from the profession, then women need not only support from our firms, but also support from the courts in which we litigate our cases. Courts can assist by providing adequate physical facilities to accommodate breastfeeding mothers (including a refrigerated place to store milk for the duration of a full day of trial). Judges can assist by being willing to think creatively and flexibly about how to address these types of concerns as they arise. OWLS has already compiled a list of lactation facilities for breastfeeding mothers located in courthouses and other public buildings. [See link in blue box below.] Unfortunately, a quick review of the list highlights the need for improvement, as only seven courthouses in Oregon are listed.

Perhaps with more awareness and attentiveness to these issues, the collective efforts of firms, women, and courts might start to add up in a such a way that instead of migrating away from the legal profession, women will feel empowered to participate with confidence. Maybe then we can once and for all stop wondering, "Where are the girls?"

*Elizabeth Biermann focuses her practice on real estate and business transactions, loan documentation, and business entity choice and formation at Tomasi Salyer Martin in Portland.*

OWLS' list of lactation facilities for breastfeeding mothers is at [www.oregonwomenlawyers.org/resources/lactation-facilities-for-breastfeeding-mothers/](http://www.oregonwomenlawyers.org/resources/lactation-facilities-for-breastfeeding-mothers/).

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The Oregon Women Lawyers Foundation, the 501(c)(3) sister organization to OWLS, is proud to focus on educating and supporting women and minorities in order to further their access to and participation in the justice system.

We fund the **Armonica Law Student Book Grant**, the **Vernellia R. Randall Bar Exam Grant**, the **Justice Betty Roberts Leadership Conference Grant**, and the **Janis Hardman Medical Support Grant**.

To learn more about the Foundation, our grants, or to donate, please visit [OwlsFoundation.org](http://OwlsFoundation.org).





Oregon's 2017 legislative session started with organizational days on January 9 and will end no later than July 10. The legislature will be grappling with a variety of complex challenges due to a substantial budget shortfall of \$1.8 billion and several proposals addressing statewide issues. Expect to see debates about transportation and infrastructure, revenue, affordable housing, PERS, education, and health care funding during the session. Proposals will also surface that may affect the practice of law, such as changes to family law, business formation, juvenile law, and the criminal justice system.

Despite the national sweep by the Republican Party, Oregon stayed firmly in Democratic control. Oregonians retained Kate Brown, a Democrat, as governor and maintained a Democratic majority in both the House and the Senate. The Democrats hold an edge in the House, 35–25, although Democrats are one vote shy of a supermajority needed to pass tax and revenue measures. In the Senate, the Republicans picked up one seat, to be filled by Alan DeBoer, after a hotly contested race for the seat held by the late Dr. Alan Bates, in Medford. The result is 17 Democrats and 13 Republicans in the Senate, also one vote shy of the supermajority needed to pass revenue measures or increase taxes.

The numbers in the House and Senate set the stage for serious negotiations on revenue and policy issues in 2017. The defeat of ballot measure 97 (the proposed 25% corporate tax increase) and the need for a transportation package reinforce the need to find common ground to resolve issues important to all Oregonians. The fact that Speaker Tina Kotek has named two Republicans as chairs of Ways and Means subcommittees demonstrates that compromise is possible.

In the November 2016 election, three legally trained candidates were elected to statewide office, and nine were elected to the Oregon House of Representatives. Governor Kate Brown is a former family law attorney, legislator, and secretary of state. Attorney General Ellen Rosenblum, formerly a trial judge and judge on the Oregon Court of Appeals, was reelected. Dennis Richardson, a retired trial attorney and former state legislator, was elected as Oregon secretary of state.

Two new legally trained legislators will join the House of Representatives: Karin Power (Milwaukie) and Richard Vial (Wilsonville). For a complete list of legally trained legislators, visit [www.osbar.org/pubaffairs](http://www.osbar.org/pubaffairs).



By Susan E. Grabe

The Oregon State Bar's priorities for 2017 are funding for the courts (including eCourt maintenance and court facilities), indigent defense, and low-income legal services. The bar also has a package of law improvement bills sponsored by different bar groups and the OSB Board of Governors. See the website for details.

The Citizen's Campaign for Court Funding, led by Ed Harnden and Peter Bragdon, has been reinstituted. The goal is to mobilize members of the Oregon State Bar and members of the business community to advocate for court funding.

The Oregon Judicial Department's (OJD's) top priorities include these:

- Maintenance of the Current Service Level budget
- Maintenance of Oregon eCourt
- Judicial compensation
- Nine new judgeships
- Safe courthouse facilities

The OJD's other budget priorities include improving court services to children and families, adequately funding the courts' collection of unpaid fines and fees, continuing the operation of drug courts statewide, and staffing the Supreme Court's fairness and outreach efforts.

Governor Brown's recommended budget was released in December with a general fund allocation for the judicial branch that is \$1.04 million lower than requested. This is because the governor must submit a balanced budget even though she does not have budgetary authority over the judicial branch. The final funding decision will be made by the legislature toward the end of session. To that end, the bar will have a Day at the Capitol during the session, which will focus on educating legislators about the need to fund the courts, indigent defense, and low-income legal services.

#### Upcoming Policy and Budget Issues

Several issues to be addressed by the legislature will specifically affect lawyers. The \$1.8 billion budget shortfall is one. Others include funding for courthouses and maintaining Oregon eCourt.

**Courthouse Construction.** The Oregon Judicial Department (OJD) will ask for

\$246.5 million of bonding authority and \$1.1 million of general fund dollars for courthouse replacement and construction. The legislature asked Chief Justice Balmer to develop a timeline of prioritized projects for consideration by the legislature. The list includes completing the Multnomah County Courthouse and building new courthouses in Hood River, Clackamas, and Lane Counties. In addition, these funds will support seismic and system upgrades for the Oregon Supreme Court building as well as general improvement projects.

**Oregon eCourt.** The Oregon eCourt project spanned eight years (2008–2016), cost \$91 million, and was completed on time and under budget—a huge success in the world of state technology projects. Final implementation occurred in August 2016 with the move to mandatory e-filing statewide. The transition to eCourt also envisions the use of more interactive forms in the future. In the 2017 session, OJD will be requesting \$10.7 million in other funds to cover the cost of maintaining the Oregon eCourt system. How those funds will be generated, whether from the general fund, filing fees, or a mix of filing fees and general fund, is yet to be determined.

**Indigent Defense.** The bar has supported a resolution to ensure funding to maintain current services for indigent defense, as well as fair compensation and reduced caseloads for attorneys representing parents and children. The Public Defense Services Commission has testified that it would need an additional \$13.3 million this biennium (a 5.2% increase) due to an unanticipated increase in cases in the system. The legislature's Emergency Board approved \$4 million for trial-level defense work and death penalty cases.

The 2017 session will also address other issues that lawyers care about, including Medicaid expansion, revenue-raising proposals, and proposals from the Attorney General's Office regarding public records, student loans, the Oregon Evidence Code, and telephone testimony. Other issues will include another run at legislation regarding grand juries and some modifications in view of the Supreme Court's *Horton* decision, which limited the recovery of noneconomic damages in tort claims.

Stay tuned for legislative developments of concern to the bar by subscribing to the *OSB Capitol Insider*. You can do that by modifying your communication preferences on your member dashboard.

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

## OWLS Raises \$6,900 for Dress for Success

Everyone had an amazing time at the annual OWLS Dress for Success Fundraiser and Fashion Show, held on October 13 at the Mark O. Hatfield U.S. Courthouse in Portland. Dress for Success provides interview clothing, career development tools, and job retention resources for women trying to break free from the cycle of poverty. This year's fashion show raised \$6,900 for Dress for Success Oregon. OWLS thanks our superb emcee, Edie Rogoway; the planning committee; our terrific sponsors; and all the lawyers, men and women, who modeled lawyer attire with great style.



From top, left to right: Sophia Grotkin, Gevurtz Menasche; Gustave (Tavo) Cruz, Farleigh Wada Witt; Ensley Ray and Shayda Le, Barran Liebman; Matt and Gabe Weaver, Ball Janik

## Learning at Women's Trial Academy

By Adele J. Ridenour



Recent graduates of the Women's Trial Academy (left to right): Back: Jovanna Patrick, Aurelia Erickson, Trish Walsh, Jennifer Gould, Jacqueline Swanson; Front: Adele Ridenour, Alice Newlin, Jessica Spooner, Rachel Bertoni, Elizabeth Oshel

This past October, I, along with nine other female lawyers of various backgrounds and experience levels, embarked on the two-day journey that is otherwise known as the Rothauge & Kaner Women's Trial Academy. Created and directed by Lisa Kaner and Renée Rothauge, two of Oregon's most respected and fearless litigators, the Women's Trial Academy is a two-day CLE course designed exclusively for female attorneys, with an eye toward turning even the most novice attorney into a battle-tested trial lawyer.

Armed with a real-life case, participants must prepare and deliver mock opening and closing arguments, as well as prepare and conduct both direct examination and cross-examination. The CLE concluded with a mock voir dire session supervised by a professional jury consultant. The entire course, including the comments made and the case materials, is confidential, so specific details will not be shared here.

What I can reveal is that participants were videotaped during their mock opening and, yes, forced to watch their own video as a way of examining their presence and style, including everything from word choice, voice level, tone, and overall body language and movement. Numerous professionals from throughout Oregon, including Judge Janice Wilson,

Judge Cheryl Pellegrini, Karie Trujillo, Judy Snyder, Janet Hoffman, Shannon Vincent, Sheila Potter, and Laura Dominic, were also on hand to provide sage advice and suggestions about how each participant could best improve her trial presence and skills.

The entire experience was both exhilarating and exhausting, as was intended. Lisa and Renée designed the course to simulate real-life trial conditions, including the intense pressure and curve balls that will inevitably get thrown one's way once trial is underway. Every single participant, myself included, walked away feeling empowered and more confident in her abilities.

I cannot emphasize enough how wonderful this course was for my classmates and me. I know that I will forever be grateful to Lisa and Renée for creating this fabulous program and for introducing me to an inspiring network of female colleagues from around the state. I will call them first the next time I need to workshop an opening or a direct. Thank you, Lisa and Renée, and all those who worked so hard to make the Women's Trial Academy a success.

*Adele J. Ridenour is a partner at Ball Janik in Portland, specializing in construction litigation and Title IX. She is also a member of the OWLS Board of Directors.*

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# OWLS Members Honored at OSB Awards Luncheon

By Teresa Statler

Several OWLS members were honored at the annual awards luncheon presented by the Oregon State Bar on December 15 at the Sentinel hotel in Portland. Oregon State Bar President Ray Heysell presided and noted that the bar now comprises 15,000 members, and that the awardees this year were especially deserving of the honors they received.

The Honorable Stacie Beckerman and the Honorable Valeri Love received the President's Membership Service Award, which honors attorneys for contributions made to the profession. U. S. Magistrate Judge Beckerman was honored for her work as president of Queen's Bench in 2016 and for invigorating that OWLS chapter's monthly luncheons with a series of presentations united by the theme "We can do more." She was also honored for her longstanding support of law students and new lawyers. Judge Love, a "champion for equality," was honored for her support of juvenile justice issues and her work to raise both the public's and the bar's knowledge about juvenile dependency and foster children. One of her nominees wrote that she is "everything her last name attests."

The President's Diversity & Inclusion Award went to OWLS members Derily Bechthold and Megan Livermore. Derily, a Portland deputy city attorney, was honored for mentoring minority law students and for her work developing programs for minority lawyers. Derily is active in OAPABA and OMLA, and one of her nominees wrote that "she's everywhere, open and notorious!" Megan, a Eugene litigator, OWLS past president, and new member of the Professional Liability Fund Board of Directors, was honored for her volunteer service and activities in and for organizations such as OWLS, Lane County Women Lawyers, the Lane County Bar Association, and OGALLA, among others. Ray noted that she is a tireless, thoughtful, and dedicated advocate for those organizations.

The Honorable Douglas Tookey, a judge on the Oregon Court of Appeals, received the President's Public Service Award. Judge Tookey is an adjunct professor, volunteer, and mentor at Willamette University College of Law. An active OSB committee member, Judge Tookey is also a mock trial coach, working with minority students through Salem's Classroom Law Project.



Clockwise, from top left: Judge Valeri Love, Megan Livermore, Judge Douglas Tookey, Jennifer Dalglish and her daughter, Sandy Hansberger and her son, and Dave Bartz



Photo: Teresa Statler



The President's Public Leadership Award was presented to OWLS member Jennifer Dalglish, Clackamas County's law librarian. Luncheon attendees were told of her "calling to public service" to both the public and the Clackamas County bar. Jennifer was a founding member of Clackamas Women Lawyers in 2006 and chairs the steering committee for A Safe Place in Clackamas County, a support and services organization for domestic violence survivors.

The Edwin J. Peterson Professionalism Award went to OWLS member David F. Bartz, Jr. Dave, a shareholder at Schwabe, Williamson & Wyatt, was honored for his longtime focus and work on diversity in Oregon's legal community and legal system. After receiving the award, Dave paid homage to Justice Peterson's work on the diversity issue many years ago. Dave also stated that "professionalism is built on justice for all."

The bar's highest award, the Award of Merit, was given to Sandra Hansberger, the former executive director of the Campaign for Equal Justice (CEJ). Before presenting the award to Sandy, Ray noted

that she has devoted her entire legal career to improving legal services and justice for all in Oregon. Through her work as a staff attorney at St. Andrew's Legal Clinic and as a clinical law professor at Lewis & Clark Law School, she focused on access to justice. She also made sure her law students understood the concept of professionalism. Sandy was a founding member of OWLS and has been involved in several bar committees over the years. In her position at CEJ, she was instrumental in raising \$11 million from bar members and others to support legal services for vulnerable Oregonians in need. Ray concluded his remarks by stating that Sandy "exemplifies all that is good in the legal profession."

OWLS congratulates all the award recipients and thanks them for their commitment to the bar and to all Oregonians.

*Teresa Statler is a sole practitioner in Portland whose practice emphasizes immigration law. She is chair of the AdvanceSheet Committee and chair of the Professional Liability Fund Board of Directors.*



# The Investiture of U.S. Magistrate Judge Jolie A. Russo

By Hon. Stacie Beckerman

Many OWLS members were in attendance to witness the formal investiture of U.S. Magistrate Judge Jolie A. Russo on October 21, 2016, at the Wayne L. Morse U.S. Courthouse in Eugene.

Judge Russo was appointed to and assumed the federal bench on February 25, 2016, following 28 years of service to the U.S. District Court for the District of Oregon, first as a staff attorney to the Honorable James Redden, and later as a senior staff attorney to the Honorable Ann Aiken. Judge Russo has also served as an adjunct law professor at the University of Oregon School of Law since 2004, and as an adjunct law professor at Lewis & Clark Law School. Judge Russo is an active community volunteer, and has also served her legal community on several boards, including those of Oregon Women Lawyers, the Federal Bar Association, and the Multnomah County Bar Association. She earned her JD from Lewis & Clark Law School.

Judge Russo is the fourth woman to serve as a U.S. magistrate judge in the District of Oregon, following Magistrate Judges Janice Stewart, Patricia Sullivan, and Stacie Beckerman. Magistrate Judge Youlee Yim You assumed the bench a few days after Judge Russo. They are the seventh and eighth women to serve on the U.S. District Court for Oregon since 1859, following U.S. District Judges Helen Frye, Ann Aiken, and Anna J. Brown, in addition to the other U.S. magistrate judges. In addition, three women have served on the U.S. Bankruptcy Court for the District of Oregon since 1978: Judge Polly S. Higdon, Judge Elizabeth L. Perris, and current Chief Bankruptcy Judge Trish Brown. Judge Susan Graber is the only woman judge from Oregon to serve on the Ninth Circuit Court of Appeals.

At the formal investiture ceremony, Paul Bruch, Judge Russo's courtroom deputy, opened court, and Chief Judge Michael W. Mosman welcomed Judge Russo's many friends, colleagues, and family members in attendance. In honor of Judge Russo's many years of mentoring law students and young lawyers, a distinguished group of lawyers whom Judge Russo has trained over the years spoke in her honor: David Higgs, Rachel Rose, and David Svelund. Following their remarks, Divisi, the University of Oregon's a cappella choir, performed a



At left: Magistrate Judge Jolie A. Russo, Chief Judge Michael W. Mosman. Below, from left: Judge Marco A. Hernández, Magistrate Judge Jolie A. Russo, Chief Judge Michael W. Mosman, Magistrate Judge Stacie Beckerman, Magistrate Judge Youlee Yim You



Photos: Chad Tucker

beautiful arrangement of "Imagine," by John Lennon.

OWLS member Danielle Hunsaker, a partner at Larkins Vacura Kayser, then spoke about Judge Russo's professionalism and friendship. OWLS board member Susan Pitchford, a partner at Chernoff Vilhauer, assembled a group of lawyers from the federal bar who rose up from the audience and each handed Judge Russo a flower while reciting lyrics from "Forever Young."

Chief Judge Mosman administered the oath of office, and Judge Russo's sons, Max and Nico, performed the enrobing honors, as Judge Russo's partner, Lynn Barkley, beamed from the front row. Judge Russo made inspiring remarks,

honoring Magistrate Judge Thomas Coffin, whose seat on the bench she fills, and District Judge Ann Aiken, with whom Judge Russo worked for many years. Following the courtroom ceremony, guests celebrated Judge Russo at a lively courthouse reception.

Judge Russo, along with her newest colleagues, Judges You and Beckerman, benefited from the helpful guidance they received from the OWLS Judicial Work Group during the judicial appointment process.

**U.S. Magistrate Judge Stacie Beckerman** is the immediate past president of Queen's Bench, the OWLS chapter in Multnomah County.

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# Queen's Bench Honors Oregon Women Judges

By Gloria Trainor

December 13 marked the 26th OWLS Queen's Bench holiday luncheon honoring Oregon women judges. The luncheon took place at the Sentinel hotel in Portland and featured a remarkable lineup of speakers.

U.S. Magistrate Judge Stacie Beckerman, the outgoing president of Queen's Bench, kicked off the event by congratulating the newly appointed 2017 Queen's Bench Board of Directors. Incoming President Kate von Ter Stegge offered her sincere thanks to all who planned the event and introduced the Queen's Bench luncheon CLE schedule for the upcoming season. Incoming Vice President Rima Ghandour then announced the judges in attendance, and each stood to applause and recognition for contributing to the advancement of women in the legal profession in Oregon.

Judge Beth Allen announced a \$500 donation from Queen's Bench to the Multnomah County Circuit Court's Court-Care program, which provides no-cost child care for parents who are tending to business at the courthouse. Oregon Women Lawyers President-elect Angela Franco Lucero then announced the recipients of the 2017 Justice Betty Roberts and Judge Mercedes Deiz Awards, and both received enthusiastic applause from the audience. [Please see story on page 5.]

Next, Judge Beckerman and four women she invited to tell their personal stories delivered the keynote address. Judge Beckerman noted that the theme for this year's Queen's Bench luncheons was "We can do more," a theme that inspired her to ask herself what more



From left:  
Top: Anne Milligan,  
Andrea Thompson;  
Middle: Jennifer  
Martin, Kristin Tierney.  
Bottom: Attendees  
included Diane  
Rynerson, Trudy Allen,  
Judge Janelle Whipper,  
Justice Lynn Nakamoto.

Five photos: Dreams in Bloom Photography



Photo: Teresa Statler

she could do to help those who are struggling. She selected four women who inspire her, and she learned their personal stories over lunch. Anne Milligan of Fisher Phillips LLP, Andrea Thompson and Jennifer Martin, both Lewis & Clark law students, and Kristin Tierney, an author, each shared her deeply personal struggle to overcome adversity and reach success and achievement nonetheless. The audience was deeply moved by the

unique presentation by each woman and her courage to be vulnerable in sharing her story. In conclusion, Judge Beckerman told the audience that her gift of the season was hope.

Attorney General Ellen Rosenblum concluded the event by leading the audience in singing "Let There Be Peace on Earth."

**Gloria Trainor** is a family law and personal injury attorney at Summer Trainor PC in Portland.

In 2016 Queen's Bench moved its annual law student networking event out of doors, to O'Bryant Square in Portland. There, on October 23, a group of 50 law students and Queen's Bench members served 500 warm meals to people in need. Participants included (left to right):

Top: Lewis & Clark law students Laney Ellis, Martha Izenson, and Ann Marie Schmidt with Judge Stacie Beckerman;  
Bottom: Lewis & Clark law student Mieke DeVrind with Kate von Ter Stegge;  
Lewis & Clark law students Pendrey Trammel, Lawrence Pittman, and Katie Devlin.



Queen's Bench board member Rima Ghandour was awarded the Muslim Educational Trust's Community Service Award at a ceremony on November 12, cheered on by other OWLS leaders. Shown above are Rima Ghandour (right) and Iyasha Smith.



# OWLS Foundation Congratulates the 2016 Armonica Grant Recipients

By Trudy Allen

The OWLS Foundation (OWLF) is pleased to congratulate 2016's recipients of the Armonica Law Student Grant, which awards \$1,000 for textbook costs to each of six 3L students attending the three Oregon law schools who can demonstrate a commitment to the Foundation's goals through their personal volunteer or educational experience. This grant program also matches each recipient with a judge, who will be a mentor for the student for the year. The 2016 recipients are Jen Penaherrera, Angela Rico, Laura Koistinen, Tessa Copeland, Gabriela Perez-Mendoza, and Bailey Moody.

Jen Penaherrera, who is attending the University of Oregon School of Law, is a 2016–2017 Wayne Morse Fellow. She is using that opportunity to frame a discussion around intersectionality, an area about which she is passionate. Her mentor is Lane County Circuit Court Judge Josephine Mooney.

Angela Rico, also at UO Law, believes strongly in the importance of giving back, having experienced the help and support

est Law Project, helping to raise funds for students who want to work with underserved communities. She has also clerked at a civil rights law firm. Laura is paired with U.S. Magistrate Judge Stacie Beckerman.

Tessa Copeland, also at Lewis & Clark Law School, has been active in numerous activities that promote the OWLS mission, such as diversity work at the law school and both pro bono work and board service for immigration-related organizations. Her mentor is Multnomah County Circuit Court Judge Adrienne Nelson.



Magistrate Judge Stacie Beckerman (left) and Laura Koistinen

Gabriela Perez-Mendoza, at Willamette University College of Law, always dreamed of becoming a lawyer, but achieving this dream is just the beginning. She is committed to doing legal work in service of immigrant populations and the indigenous peoples of the world, in pursuit of human rights and dignity. She is paired with Marion County Circuit Court Judge Cheryl Pellegrini.

Bailey Moody, also at Willamette, is president of two organizations at the law school, the Women's Law Caucus and OUTLAWs, the LGBTQ law student organization. She currently works in the area of indigent criminal defense and hopes to continue with similar work serving her community upon graduation. Her mentor is Oregon Supreme Court Justice Lynn Nakamoto.



Ted Kulongoski, then a justice on the Oregon Supreme Court, and Armonica Gilford in 1997

OWLF thanks this year's mentor-judges for their service and support of the Armonica Grant program. Special thanks go to Judge Adrienne Nelson, who is serving as a mentor for the ninth time and was one of the first mentors when this grant program started in 2007.

Members of the OWLF board and advisory board gathered with recipients and judges at three events in late November and early December to celebrate the Armonica Grant recipients in Eugene, Portland, and Salem. Pictured here are two of the recipients with their mentor-judges at the event in Portland. During this event Judges Eve Miller and Adrienne Nelson both talked about their personal recollections and warm admiration for Armonica Gilford, for whom the grant is named.

Armonica was the first black woman to serve as an assistant attorney general in the Oregon Department of Justice. She was the recipient of OWLS' Judge Mercedes Deiz Award in 1997. She served on the OWLF board from 1998 to 2004. After she died in October 2005, due to complications from a car accident, the grant was created as a memorial, to honor her many professional and personal contributions to the community.

*Trudy Allen has retired from the practice of law. She is the historian and secretary of the OWLS Foundation.*



Judge Eve Miller (left) and Angela Rico

of many others on her own journey. She is active in specialty bars and nonprofits serving immigrant communities. She is paired with Clackamas County Circuit Court Judge Eve Miller.

Laura Koistinen, at Lewis & Clark Law School, was inspired by her mother to pursue education at almost any cost. She is a board member for the Public Inter-

For more information about the OWLS Foundation, please visit [www.owlsfoundation.org](http://www.owlsfoundation.org).

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



# Meet OWLS Board Member Kristin Sterling

By Gwyn McAlpine

Websites disagree about the source of the quote “If you want something done, ask a busy person.” But if you have worked with Kristin Sterling, OWLS board member and co-chair of the Roberts & Deiz Awards Dinner Committee, you know the quote characterizes her.

Kristin graduated from Lewis & Clark Law School in 2000 after receiving undergraduate degrees in journalism and political science from the University of Arizona. After a few years of seeking the right fit, including working as a litigator and a real estate agent, Kristin began her current position at Stoel Rives as an environmental insurance attorney. She specializes in cost recovery for environmental clean-ups, from gas stations to superfund sites. She has been at Stoel since 2005 and appreciates the flexibility the firm has afforded her to pursue her other commitments and community involvement.

Kristin gives her time and abilities abundantly to organizations she cares deeply about. In addition to serving on the OWLS board, Kristin has served on the boards of Queen’s Bench, DragonSports

USA, the Bach Cantata Choir, and the Oregon Kayak & Canoe Club, and she has filled multiple officer and committee leadership positions. She is also a certified race official through the U.S. Dragon Boat Federation.

As many can attest, Kristin brings a “Midas touch,” improving the process and organization of everything in which she is involved. Things just get done. When people hear that Kristin is chairing a committee or running a race, they want to take part, knowing that the experience will be rewarding and their time will be well spent.

But Kristin has learned over the years that to make an impact, she cannot spread herself too thinly. She admits that she has a hard time stepping back unless she knows the job is in good hands. Thus, she has been making a conscientious effort to not pledge her services unless she knows she has the bandwidth to do so absolutely.

Her advice to colleagues is to carefully evaluate your level of commitment and to pursue your passions, rather than what will look good on a résumé. It is not fair to yourself or the organization to volun-

teer and then not be able or be engaged enough to do a good job. “The opportunity will still be there to get involved when you can commit fully,” she notes.

Outside of work and community commitments, Kristin enjoys paddling with the OWLS Dragonflies, cheering on the Arizona Wildcats, Portland Trail Blazers, and Portland Timbers, and listening to a wide variety of music, especially when performed by her talented husband, Lorin. Kristin is in the process of moving and is looking forward to no longer living out of boxes.



Kristin Sterling

*Gwyn McAlpine is the director of knowledge management services at Perkins Coie in Portland. She helps lawyers share information, collaborate, and be more productive.*

## Clackamas Women Lawyers Events

By Ericka Langone

Clackamas Women Lawyers (CWLS) held its annual holiday party on Saturday, December 3, at the office of its president-elect, Bonnie Carter. The event was a fundraiser for CWLS to help us continue to sponsor events in furtherance of our mission to transform the legal profession to ensure justice and equality by advancing women and minorities.

As is our tradition at the annual party, we announced the 2017 CWLS Executive Board, which, in addition to Jacqueline Alarcón as immediate past president and Bonnie Carter as president, includes Grace Pauley as vice president, Annalise Oetken as secretary, Wendy Leik as treasurer, and Shannon Wilson as our member at large. We are very excited to have so many fresh faces on our executive board.

Our first major event in 2017 is our annual “Evening with an Author” event, to be held on February 9, 5:30–7:30 p.m. at the Lake Theater & Café in Lake Oswego. We are featuring local author Ruth Wariner and her memoir, *The Sound of Gravel*. At the age of 15, Ruth left the polygamist Mormon colony in Mexico where she was raised and moved to California with her three youngest sisters. While raising her sisters, she earned a GED and put herself through college and graduate school. She is now a high school Spanish teacher in Lake Oswego. Her story is a gripping tale of triumph, courage, and resilience.

Tickets for the event are \$45 for OWLS members and \$50 for non-members, which covers a hardback copy of the book, appetizers, and non-alcoholic beverages. This event is not exclusive to attorneys, so please feel free to bring a friend!

*Ericka Langone is assistant general counsel at FP Transitions in Lake Oswego.*



*Enjoying the CWLS holiday party (top to bottom, left to right): Robin Day, Angela Laidlaw; Jacqueline Alarcón, Angela Franco Lucero; Judge Eve Miller, Grace Pauley, Jeremiah Rigsby*

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