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## Mobilizing Our Community: The Future of Statewide CourtCare?

By Erin Dawson

In September 2017, CourtCare opened its doors in two facilities in Marion and Polk Counties. Each month, the number of children using the care increases. More families are served, more referrals to vital early childhood resources are shared, and the number of children attending court proceedings declines.

Portland attorneys are likely familiar with the amazing resource that CourtCare offers. Thanks to the hard work and generosity of the Portland legal community, Multnomah County residents have enjoyed access to CourtCare for 15 years.

For those outside Portland, CourtCare may be less well known. A quick primer: CourtCare is a free, quality childcare service for children who need a safe place when parents or guardians have business at the courthouse. CourtCare protects those children from courtroom testimony and inappropriate material. It offers caregivers the opportunity to fully participate in their legal proceedings without disruption. The court benefits from fewer set-overs and more engaged parties. In short, CourtCare provides a respite for parents, children, and the courts alike. Through its early childhood resource referrals, CourtCare also positively affects its client families long after the child leaves the service.

### Mid-Valley CourtCare's Unique History

In 2015, Gina Johnnie and the Honorable Jill Tanner, both OWLS members, led a group of Marion County lawyers and judges to form a steering committee with the goal of bringing a CourtCare program to Salem. The Oregon Law Foundation generously agreed to act as the fiscal sponsor for the fledgling organization. In 2016, the committee joined with early childhood learning professionals in Polk County to create a shared coalition, Mid-Valley CourtCare. Coalition members understood that the funding model used in Portland would not work in smaller communities. The same access-to-justice issues arise in all communities, however, regardless of size. It was clear that providing CourtCare services was vital to improving the health and functioning of Mid-Valley courts and families. Something needed to be done.

After aggressive fundraising within the local legal community, including a cornerstone pledge from the Oregon Women Lawyers Foundation, Mid-Valley CourtCare proponents took to the legislature to propose another solution. During the 2017 general session, Mid-Valley CourtCare introduced HB 3067 with the support and

*Continued on page 6*



OWLS President-elect Allison Boomer, Erin Dawson, Kate Denning, and Sarah Litowich (front row, left to right) show their support for CourtCare at the April 6, 2017, hearing for HB 3067 in the House Committee on Early Childhood and Family Supports. Wearing navy blue in honor of child abuse awareness month, CourtCare supporters, including legal professionals and early childhood community advocates, filled a large portion of the hearing room.



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## President's Message



Amber Hollister

On the waters of the Willamette River, at the end of a long workday in 2005, I had my first encounter with the power of the OWLS community. I was having

one of those days. Sometimes, the isolation of the practice of law can become palpable—the pressure to succeed, the striving to fit a mold, the fear of failure. It can, at times, be just too much.

But then I stepped into the dragon boat. Hip to hip, with an unwieldy wooden paddle in hand, I bobbed gently in a boat full of a dozen or so other women. I was reminded of my days fishing in Valdez and was comforted by the smell of the water. It was a relief to be surrounded by women in spandex and sweatshirts, instead of brands I've never known how to appreciate. At the call of the coach, we pushed off from the dock and started to paddle. Gliding out into the current, we began to move in tandem with each other, our paddles digging into the water in four-quarter time.

And all of a sudden, I found my breath. I was at ease, surrounded by the OWLS Dragonflies team. These women lawyers were steeped in the ethos of community. Together, we gutted it out, cheering each other's successes and comforting each other in defeat. Sweaty, out of breath, and often exhausted from professional pressures, we still knew that we would be stronger and go farther if we had each other's backs. And we did.

OWLS has found each of us at a different place in our life. Maybe you, too, attended an OWLS event, heard an OWLS speaker, or sat down for the Roberts & Deiz Awards Dinner at the end of a particularly difficult day. Perhaps you were moved by hearing a story not so different from your own, or were charmed by a person who shared a bit of vulnerability in a profession filled with seeming superheroes. Ultimately, if you were and are drawn to OWLS, I am willing to bet it is

because of the strength you find in this community.

In the last 13 years, I have watched my fellow OWLS members (including a number of OWLS Dragonflies) face daunting challenges and overcome them. I've witnessed members earn appointment as judges, attain hard-won seats as partners, and be selected for leadership positions throughout the legal community. I've seen OWLS members win relief for clients who never thought winning was possible, and make law that will protect Oregonians for years to come. While I in no way underestimate the talent and drive of each individual, I know that in this community we lift each other up in ways that are hard to measure, but exist all the same. When we focus our energy on common goals, we possess amazing strength.

The past year has been challenging for women lawyers and other lawyers from outside the dominant culture in so many ways. I have been struck by the bravery of the #MeToo movement because, well, #MeToo. I have been stunned by the decline of our civil discourse and the way in which divisive people use fear to drive a wedge between us. But I have also been heartened by the courage of the OWLS community and our willingness to stand up to hate and speak up for the most vulnerable among us. Even in these strident times, OWLS seeks to harness the power of our common humanity for good. I still have hope. Times like this are when communities like ours matter most.

Since first stepping onto that boat over a decade ago, my involvement in OWLS has only deepened. This year, I am honored to serve as OWLS president. My goal for this year is simple. I'll work to grow and nurture the OWLS community that has served as a safe harbor for me. I'll strive to make sure that others find their place on the boat, and are warmly welcomed, spandex and all.

Paddles up!

Amber Hollister  
President, Oregon Women Lawyers

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



## Chief Justice Martha L. Walters

**C**hief Justice Martha L. Walters began a six-year term as chief justice of the Oregon Supreme Court on July 1. She is the first woman to hold the position.

As chief justice, she will preside over the Oregon Supreme Court, make opinion-writing assignments, and serve as the administrative head of the Oregon Judicial Department. She succeeds Justice Thomas A. Balmer, who remains on the court.



Chief Justice Walters has served on the Oregon Supreme Court since 2006. She is a longtime member of Oregon Women Lawyers.

Congratulations, Chief Justice Walters.

## Join OWLS Trip to Cuba

**J**oin OWLS for an educational and cultural exchange to Cuba on Thursday, April 25, to Thursday, May 2, 2019. Earn CLE credit and experience Havana, Pinar del Rio, Cienfuegos, Trinidad, and Santa Clara on this seven-night trip.

OWLS members will stay at the iconic Hotel Nacional or at a local BnB and enjoy a variety of panels, presentations, and discussions with local Cuban lawyers. Along with CLE credit and discussions related to law, OWLS members will have many cultural learning opportunities, such as meeting Cuban artists and enjoying private performances from local musicians, as well as engaging in tours of historic landmarks, museums, and restaurants in Havana and beyond. Don't miss your chance to experience the food and people of this beautiful island nation.

The travel package includes ground transportation, lodging, most meals, entrance to museums, travel taxes, and gratuities, etc. Airfare is not included. Further trip details are forthcoming. To sign up, email OWLS Program Coordinator Cassondra Sumrall at [cassondra@oregonwomenlawyers.org](mailto:cassondra@oregonwomenlawyers.org).



Specialty bars celebrated the recipients of the OSB and MBA LSAT scholarships at the Tillicum Gathering at Davis Wright Tremaine on May 22 in Portland. Kasia Rutledge, scholarship recipient Mylexia King, and Cierra Brown are pictured here (left to right).

## OWLS Fall CLE – Journey to America: Access to Justice and the Oregon Refugee Experience

**O**WLS invites the legal community to our Fall CLE, entitled "Journey to America: Access to Justice and the Oregon Refugee Experience," to be held on October 26. This half-day CLE, hosted at Mercy Corps' international headquarters in downtown Portland, is designed to provide attendees with an on-the-ground understanding of a refugee's journey to the United States, and, ultimately, Oregon.

Did you know that over 65,000 refugees have resettled in Oregon since 1975? Whether you are a lawyer with expertise in family law, business transactions, real estate, commercial litigation (or any other topic), this year's Fall CLE will highlight what you can do to better understand the current refugee situation and ensure that Oregon's refugee community has access to justice.

Oregon refugees will provide first-person accounts of their experiences, and directors of resettlement agencies who assist in placement and services for refugees will highlight the refugee resettlement process. With group breakout sessions, video presentations, and moderated panel discussions, this engaging CLE will give Oregon lawyers real-life tools to provide direct assistance to Oregon refugees. Join us to learn about how you can use the skills you already have as a lawyer to increase access to justice for this group of new Oregonians.



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## New Officers Lead OWLS Foundation

**T**he Oregon Women Lawyers Foundation is excited to announce our 2018–2019 board officers, including President Sarah Freeman, President-elect Traci Ray, Secretary/Historian Trudy Allen, and Treasurer Katerina Kogan. The officers join our current board members in looking forward to our work this year: Tammi Caress, Suleima Garcia, Kristie Gibson, Kamron Graham, Jodee Jackson, Christine Meadows, Marisa Moneyhun, Diane Rynerson, layesha Smith, Jill Tanner, Janice Wilson, and Deanna Wray.

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, please visit [www.owlsfoundation.org/](http://www.owlsfoundation.org/).



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## Upcoming OWLS Events

### Summer Soiree OWLS Foundation

Portland  
**Thursday, July 12, 5–7 p.m.**  
Nel Centro, 1408 SW Sixth Ave.

### OWLS Dress for Success Fundraiser and Fashion Show

Portland  
**Thursday, July 19, 5–7 p.m.**  
Multnomah Athletic Club  
1849 SW Salmon St.

### OWLS Contract Lawyer Discussion Group

Portland and remotely  
**Friday, July 20, 12–1 p.m.**  
OWLS Headquarters  
121 SW Morrison St., Suite 1100

### CLE: Ethics from the Top Lane County Women Lawyers

Eugene  
**Thursday, July 26, 12–1:30 p.m.**  
Wayne L. Morse U.S. Courthouse  
405 East Eighth Ave.

### Cascade Women Lawyers CLE Featuring AG Ellen Rosenblum

Bend  
**Tuesday, Sept. 25, 4 p.m.**

### U.S. Supreme Court Term Review Mary Leonard Chapter

Salem  
**Thursday, Sept. 27, noon**  
Marion County Courthouse  
100 High St. NE

### Cascade Women Lawyers Chapter & OWLS Board Reception

Bend  
**Friday, Sept. 28, 5 p.m.**  
Hurley Re, 747 SW Mill View Way

### OWLS Annual Fall CLE & Reception

Portland  
**Friday, October 26**  
CLE: 1–5 p.m. Reception: 5 p.m.  
Mercy Corp Headquarters  
43 SW Naito Pkwy.

### Joan Seitz Law Society

Roseburg  
**First Tuesdays, noon**  
Daily Grind Café, 368 SE Jackson St.

### Josephine County Women Lawyers

Grants Pass  
**First Wednesdays, noon**  
La Burrita, 1501 NE F St.

### Lawyers’ Association of Washington County

Hillsboro  
**Third Wednesdays, 8:30–9:30 a.m.**  
Insomnia Coffee, 317 E Main St.

### Queen’s Bench Luncheons

Portland  
**Second Tuesdays, 11:45 a.m.–1 p.m.**  
Mark O. Hatfield U.S. Courthouse  
1000 SW Third Ave.

For more details, see the events calendar at [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

## OWLS Contract Lawyer Resources

By Lora Keenan

**F**or many years, two OWLS resources have supported contract lawyers (and the lawyers who hire them): the Contract Lawyer Discussion Group and the Contract Lawyer Listserve. Now there will be a third resource. A recent meeting of the OWLS Contract Lawyer Discussion Group launched the idea of creating a directory of contract lawyers.

The directory will be available to hiring lawyers to help them find good matches for their contract lawyer projects. It will also be available to members of the OWLS Contract Lawyer Listserve, so that members of that group can better connect among themselves. Participation is open to all members of the OWLS Contract Lawyer Listserve and is entirely voluntary.

Any OWLS member who is actively seeking contract lawyer work may join the OWLS Contract Lawyer Listserve. And any attorney may seek contract lawyer assistance through the listserve. To join the listserve, post a project, or inquire about being listed in the directory, contact the OWLS office at 503.841.5720 or [admincoordinator@oregonwomenlawyers.org](mailto:admincoordinator@oregonwomenlawyers.org).

*Lora Keenan is a writing coach and trainer, a freelance attorney specializing in appeals, and the legal writing specialist at Lewis & Clark Law School.*



# OWLS Welcomes New Officers and Board Members

At the OWLS board retreat on May 5 (left to right): Front row: Amanda Thorpe, Aruna Masih, Ericka Langone, Silvia Tanner, Maya Crawford Peacock, Hon. Kate von Ter Stegge; Second row: Jennifer Nicholls (with sunglasses on top of her head), Sara Kobak; Third row: Adele Ridenour, Jacqueline Alarcón, Hon. Allison Boomer, Susan Pitchford; Back row: Gloria Trainor, Amber Hollister, Megan Burgess, Kristin Sterling



In April, OWLS elected new officers and board members for 2018–2019. Amber Hollister was elected president, having served previously as president-elect, treasurer, and historian. Amber is the general counsel for the Oregon State Bar, located in Tigard.

The Honorable Allison Boomer was elected president-elect, having served previously as secretary. She is a magistrate at the Oregon Tax Court, in Salem. Megan Burgess was re-elected treasurer. She served previously as historian, and is an attorney with Peterkin & Associates in

Bend, practicing real estate and construction law. Maya Crawford Peacock was elected OWLS secretary and is the executive director of the Campaign for Equal Justice, headquartered in Portland. She served previously as historian. Joining the OWLS Executive Committee as historian is Jacqueline Alarcón, an attorney with Yates Family Law in Portland. All OWLS officers are also members of the board.

Judge Katharine von Ter Stegge of Portland was newly elected to the OWLS Board of Directors. Ericka Langone (Lake Oswego) and Silvia Tanner (Portland)

were appointed to the board to fill outgoing members' terms. Re-elected to serve another three-year term were Susan Pitchford (Portland), Adele Ridenour (Portland), Jennifer Nicholls (Medford), and Amanda Thorpe (Grants Pass).

OWLS thanks outgoing board members Judge Valeri Love, Kate DiSalle, Angela Franco Lucero, and Yumi O'Neil.

On March 17, the OWLS Board of Directors adopted the 11th Amended and Restated Bylaws, which include a reduction in the size of the board from 21 to 19 members.

## OWLS-MBA Panel on Diversity



Judge Pat McGuire, Judge Beth Allen

The OWLS and MBA Professionalism Panel: Practicing Diversity was held on April 13 at the Mark O. Hatfield U.S. Courthouse in Portland. Panelists were Washington County Counsel Kimberly Stuart, Marisha Childs of M. Childs Law Office, and Judges Pat McGuire and Beth Allen of the Multnomah County Circuit Court. The panel was moderated by Traci Rossi, the executive director of the Center for Women's Leadership.

The panelists discussed real-life hypothetical problems to demonstrate why promoting diversity and combating discrimination are key components of professionalism. The discussion addressed issues with peers, mediators, bosses, partners, and judges.



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## CourtCare

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assistance of Representatives Paul Evans (District 20), Carla Piluso (District 50), and Jodi Hack (District 19). The bill proposed a two-year pilot program in Marion and Polk Counties to study the use of the CourtCare model in Oregon's rural and urban communities. Despite a tough budget session, the legislature passed HB 3067 and agreed to fund the pilot program. Governor Brown signed HB 3067 into law in August 2017, and the doors opened in both counties the following month.

The last nine months have seen incredible successes for both Mid-Valley CourtCare sites. In May alone, the Marion County location served 95 children. Leadership for both organizations has worked hard to fully use the program to best serve the community. For Polk County, which is smaller, this means opening the program not only to people with business at the courthouse but also to those with related appointments. In Marion County, the offering is targeted to ensure that those who need CourtCare the most will always have access. The flexibility that CourtCare can offer to locations statewide is one of the key components of its potential for success.



Key leadership of the Mid-Valley CourtCare coalition includes (left to right) Brent DeMoe, director of the Polk County Family & Community Outreach Department; Lisa DeMoe, Polk County CourtCare representative; Rebecca Kueny, president of Marion County CourtCare (Marion County Lawyers Charitable Corporation); and Hon. Allison Boomer, OWLS president-elect and vice president of Marion County CourtCare.

### Keeping Mid-Valley CourtCare Funded

Despite the partial funding provided by the 2017 legislature, Mid-Valley CourtCare still requires significant private funding to keep its doors open. Community fundraising and grant-seeking efforts are continuing. Most recently, the Willamette Valley American Inn of Court, Oregon Women Lawyers Mary Leonard Chapter (OWLS MLC), and Surety Solutions presented "Salem Day Out for

CourtCare," a unique fundraising event. With tireless leadership from OWLS MLC President Tiffany Hamilton, the all-afternoon event offered a family-friendly pub crawl in downtown Salem, complete with live and silent auctions, a prize raffle, and art and dance opportunities for younger attendees. The event was a wild success, raising awareness of the program and an exciting \$11,000 (approx.) for Mid-Valley CourtCare.

Salem Day Out for CourtCare was emceed by Oregon State Bar President Vanessa Nordyke, an OWLS member (and a skilled auctioneer), with assistance from Polk County Family & Community Outreach Director Brent DeMoe and Marion County CourtCare President Rebecca Kueny, also an OWLS member. Numerous local businesses donated fantastic prizes and auction items. A very special "thank you" goes to the event sponsors who made the day possible: Platinum-level sponsor: Surety Solutions; Gold-level sponsors: OWLS Foundation, Doneth & Sturdivant Wealth Advisors; Silver-level sponsor: Sherman Sherman Johnnie & Hoyt; Bronze-level sponsors: Parsons Farnell & Grein, John Gear Law, Heather Van Meter, Hon. Cheryl Pellegrini, Law Offices of Keri Trask Lazarus, McGinty Belcher & Hamilton, Law & Mediation Office of Michelle Vlach-Ing, Tomson Burnham, and Carty Boaz.

### The Future of Statewide CourtCare?

Ask any member of the Mid-Valley CourtCare team—finding a way to make CourtCare a reality in a smaller community is not simple or easy. Although the available resources may be smaller than in a large urban area, the community need

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## CourtCare

and the cost of the service are likely to be just as high. Nine months after the doors opened in the Mid-Valley, a few lessons can already be extracted.

**First, collaboration is key.** Although funding efforts began as early as 2015, it took significant collaboration and community buy-in before the CourtCare initiative began to gain traction. Connecting with partners in Polk County with a shared vision was essential to success for both counties. Establishing relationships and credibility with early childhood organizations, crisis centers, the Oregon Department of Human Services, municipal courts, probation personnel, foster care providers, CASA, and local bar organizations was equally important. We are stronger together.

**Next, be creative.** No “one way” to approach a funding issue is always the best. When fundraising within the legal community seemed tapped out, Mid-Valley CourtCare, led by Brent DeMoe, reached out to the legislature. In addition, an arm of the coalition continues to seek local and statewide grant opportunities. Private support from a broader portion of the Mid-Valley network will be essential in the years to come.

**Third, never stop learning.** As part of Mid-Valley CourtCare’s next big step, coalition members will return to the legislature in 2019 with data and a hope for statewide CourtCare funding. To reach that goal, they will need to provide funding solutions. Lisa DeMoe, a former victim assistance coordinator, leads a team specially dedicated to researching nationwide models; they have been hard at work collecting statewide statistics in order to craft a solution with our legislative partners. Creativity (see above) and strategic problem-solving will be key to a successful outcome.

### Will You Help?

This effort is not limited to Portland or the Mid-Valley. The lessons learned from the pilot program can be applied in communities across Oregon. If you have the motivation to help—by donating your money, time, or expertise—you are needed.

For more information about supporting Mid-Valley CourtCare or to become involved in an effort to fund CourtCare statewide or in your community, contact Brent DeMoe ([demoe.brent@co.polk.or.us](mailto:demoe.brent@co.polk.or.us)) or Rebecca Kueny ([rebecca@pixtonlaw.com](mailto:rebecca@pixtonlaw.com)).

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Oregon State Bar President Vanessa Nordyke emceed Salem Day Out for CourtCare.



Visit the OWLS MLC Facebook page to see more photos from the recent Salem Day Out for CourtCare: [www.facebook.com/owlsmaryleonardchapter.org/](http://www.facebook.com/owlsmaryleonardchapter.org/). To learn how to launch a successful event with a similar family-friendly and community-energizing format, contact Tiffany Hamilton ([tiffanyhamiltonjd@gmail.com](mailto:tiffanyhamiltonjd@gmail.com)).

**Erin Dawson**, an attorney at Parsons Farnell & Grein, is a member of the OWLS Mary Leonard Chapter Board of Directors and the co-chair of the OWLS Membership Committee.

## OWLF Bar Exam Grant Awarded

By Terri Kraemer

**T**he OWLS Foundation is pleased to award a Vernellia R. Randall Bar Exam Grant to Britanie Martinez.

The grant is given in honor of Vernellia R. Randall, who has made a lasting contribution to the Foundation and is playing a significant role in efforts to give women and minorities greater access to the justice system.

Britanie is the single custodial parent of a three-year-old. She graduated from Lewis & Clark Law School in May 2018 and will take the July bar exam. Britanie is an only child and the first person in her extended family to go to college. She is passionate about immigration and criminal defense law and fighting for clients, including minorities and those in poverty, who deserve quality legal representation.



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# OWLS Co-sponsors Workshop on Interrupting Racism

By Teresa Statler

On April 18, OWLS and the Multnomah Bar Association's Equity, Diversity & Inclusion Committee co-sponsored a CLE workshop in Portland focusing on ways that attorneys can interrupt racism. The CLE was titled "Opt In to Race Forward." The speakers were Rakeem Washington, JD, executive director of the Portland Observer and instructor at PCC and PSU, and Kasia Rutledge, criminal defense attorney, OWLS member, and the recipient of the 2017 OWLS Judge Mercedes Deiz Award. Rakeem and Kasia led attendees in exercises to build skills to (1) recognize when racial oppression is happening and (2) interrupt and intervene in an appropriate way when we see it happening.

Interrupting racism is not always easy. One good interrupting strategy is to sit next to the person being attacked or bullied. In this situation, the interrupter should also evaluate whether this is an unsafe or just an "uncomfortable" situation. Another technique is to say things like "Let's take a breath here" or "Let's slow down the conversation." Also, we can ask, in a non-confrontational way,

"Can you help me understand what your intent was when you said ...?"

CLE attendees practiced these various techniques in small group scenarios.

Rakeem and Kasia also encouraged lawyers to focus more on "the system" than on racist individuals. They pointed out that systemic racism exists in schools, workplaces, and governmental agencies. They exhorted us to be more systemically aware when we read, watch, or "surf" the news. Rakeem and Kasia also noted that the U.S. legal system often perpetuates racism. We need to de-center "whiteness" in conversations of all kinds, since whiteness historically has been the norm, or standard. White people have historically relied on "the power" and "the system." That must change, the presenters said.

Lawyers should also interrupt racism in their own practices and work to cre-



Rakeem Washington (left), Kasia Rutledge

ate a more equitable legal community. Rakeem and Kasia discussed various things attorneys can do. These include isolating race and racism, listening to what non-white people have to say, embracing your own discomfort on the racism issue, demonstrating vulnerability and humility, avoiding minimization of others' experiences, and creating dialogue. The speakers noted that people should not expect to be rewarded for not being racist. They also pointed out that being "non-racist" does not stop racism; rather, being anti-racist does. In other words, there is an action component to interrupting racism.

OWLS thanks Rakeem and Kasia for equipping CLE attendees with tools and skills for interrupting racism, and for moving the race dialogue forward.

*Teresa Statler has a solo immigration law practice in Portland. She is also the chair of the AdvanceSheet Committee.*

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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).



## MBA Honors OWLS Members

Congratulations to the four OWLS members who received awards at the Multnomah Bar Association's annual meeting and dinner on May 2. Carolyn Walker received the MBA Professionalism Award, David Bean received an MBA Award of Merit, Amelia Anderson received the Young Lawyers Section Award of Merit, and Lisa Kenn received a Pro Bono Award.



## OWLS Members Win on May Ballot

By Joslyn Keating

Several OWLS members claimed victories in Oregon's May primary election. At the top of the ticket, Governor Kate Brown secured the Democratic nomination for governor, beating out two other Democratic nominees. Incumbent Congresswoman Suzanne Bonamici won the Democratic and Independent nominations for U.S. House of Representatives, First Congressional District.

Jamie McLeod-Skinner, in a crowded field of candidates, secured the Democratic nomination for the U.S. House of Representatives, Second Congressional District.

Susheela Jayapal won the District 2 seat on the Multnomah County Commission, besting three other candidates.

Several OWLS members have been elected or re-elected to the serve on the bench. The Honorable Meagan Flynn retained her spot on the Oregon Supreme Court, a position she has held since April 2017. The Honorable Rex Armstrong has been re-elected to the Oregon Court of Appeals, on which he has served since 1994. Kathy Proctor has been elected as a judge on the Washington County Circuit Court.

Jennifer Chapman has been nominated as one of two candidates vying for Position 2 on the Yamhill County Circuit Court.

The Honorable Fay Stetz-Waters and the Honorable Ulanda Watkins will each move forward to the 2018 general election. Judge Stetz-Waters is seeking election to the Linn County Circuit Court, to which she was appointed by Governor Brown in October 2017. Judge Watkins is seeking to retain her position on the Clackamas County Circuit Court, to which she was appointed in July 2017.

Oregon Supreme Court Justice Adrienne Nelson and Multnomah County Circuit Court Judge Katharine von Ter Stegge will move forward to the November ballot in their respective uncontested elections.

Congratulations, all.

*Joslyn Keating is an attorney for Cummins Goodman Denley & Vickers in Newberg. She represents employers and businesses.*

## OWLS Statement Opposing Family Separation at Border

Oregon Women Lawyers strongly opposes any policy of separating minor children from their parents when families present for asylum or cross the border into the United States for any reason. OWLS also strongly opposes any policy of placing minor children in immigration detention facilities. These unnecessarily cruel actions violate due process and are antithetical to OWLS' commitment to ensuring justice and equality.

The American Academy of Pediatrics has pointed out that by removing children from a parent or parents on whom they have relied throughout an arduous journey to the border, the U.S. government is engaging in child abuse that can result in irreparable harm with lifelong consequences.

The American Medical Association has adopted a resolution opposing the practice of separating migrating children from their caregivers in the absence of immediate physical or emotional threats to the child's well-being.

The United Nations High Commissioner for Human Rights has severely criticized the U.S. border policy of separating migrant minor children from their parents, calling such actions "unconscionable."

The separation of families and detention of minor children causes grave harm to children and their families. This inhumane policy has overwhelmed the criminal justice system and causes inefficiencies in the immigration court system when children, as young as toddlers, appear in court on their own, with no right to appointed counsel.

While the recent executive order appears to stop the routine practice of separating children from their parents, it does not present a lasting solution. OWLS calls on immigration authorities to immediately return the over 2,300 minor children who have been separated from their families to their parents. OWLS calls on congressional leadership to enact laws that will prevent these practices from ever recurring.

[We acknowledge the American Academy of Pediatrics, the New York State Bar Association, and the American Medical Association for their contributions to this statement.]

# Congratulations

## Heather Bowman

on joining the Professional Liability Fund as a claims attorney.

We are lucky to have worked with someone who makes saying goodbye so hard.

You will be missed. See you soon!

Your friends at Bodyfelt Mount



# Meet Columbia County Presiding Judge Jenefer S. Grant

By Bridget Buddill

When the Honorable Judge Jenefer S. Grant goes to the dentist's office, she reminds herself that "the feeling I'm having right now—this is how most people feel when they go to court." This consciousness about what the people before her may feel is among the reasons that, despite 11 years on the bench, her gavel has yet to see much action. "I've never used it. Okay, maybe once," Judge Grant said, recalling an instance when she threatened an attorney with contempt of court after he used racial epithets during a hearing.

Judge Grant, the presiding judge of the Columbia County Circuit Court, views her position as a judge as, first and foremost, one of public service. "I see my role as that of a problem solver," she said. "We are here to solve problems that people can't solve on their own." One example of this perspective is Judge Grant's commitment to making the Columbia County Circuit Court a trauma-informed court system in the near future, recognizing that crime victims, as well as many defendants, suffer from trauma that can be unintentionally triggered while interacting with judges,

court staff, and the justice system as a whole. "We don't want to re-traumatize a person just because we don't know how to respond," Judge Grant explained.

Judge Grant's penchant for considering new approaches may have been sparked during childhood. Though she spent many of her formative years in Portland, she learned a thing or two about resiliency when her family moved to Washington, DC, in elementary school, and then to France in eighth grade. She returned to Oregon for high school in Portland and then embarked on an undergraduate career that yielded several plot twists.

In college, Judge Grant worked full-time as a pharmacy technician, while also exploring chemistry, mechanical engineering, and international business. It was in the international business field that she met her husband, Charles. After deciding that she wanted to draft treaties, Judge Grant returned to DC to attend the George Washington University School of Law. After graduation, she and Charles moved to Barcelona for his work, where Judge Grant "studied for the bar," she quipped, using "air quotes," and learned

to make a mean pael-la, perhaps not knowing that the latter would soon come in handy.

When Judge Grant returned to Oregon to take the bar

exam and launch her legal career, an early 1990s recession made finding a job a real challenge. So Judge Grant did what any enterprising new lawyer would do—she opened a restaurant with her husband. "It was ludicrous, but we did it," she recalled, and for four years, she and her husband ran La Catalana, a Spanish place on SE 28th and Stark in Portland, back when rents in inner Southeast Portland "were \$350 a month." "We had a great time," she said.

When La Catalana closed, Judge Grant moved to St. Helens. There, she decided, law degree in hand, that "it seemed reasonable to go be a lawyer," and she began assisting with indigent defense work for an established attorney in town. About a year later, Judge Grant and two other lawyers formed Columbia County's first indigent defense consortium. Judge Grant then spent a decade representing clients in indigent criminal defense cases, dependency cases, and family law matters, which she described as "mostly social work" insofar as much of her client management was focused on helping her clients make "reasonable decisions."

In 2007, a vacancy on the Columbia County Circuit Court opened, and though Judge Grant had not considered becoming a judge, she thought, "I can do that," and she applied. When Governor Ted Kulongoski, indeed, appointed her to the bench, Judge Grant became the first woman on the Columbia County Circuit Court. Not long after her appointment, she faced a motivated challenger for her seat, which was, certainly at the time and even still today, a relatively unusual occurrence. Judge Grant mused that the challenge may have had something to do with her status as the county's first woman judge. She credits OWLS members for "their great support" of her during



Photo: Daphne

Judge Jenefer S. Grant

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Continued on page 11



## Take Your Kids to Work Day

**O**WLS and the Multnomah County Circuit Court judges hosted a Take Your Kids to Work Day in Portland on April 26. This annual event is an opportunity for children and youth ages five and older to learn about the court process and justice system through participating in age-appropriate mock trials assisted by lawyers and judges. Thanks to all who helped make this event a success.



Kacy Jones (top), Judge von Ter Stegge, and kids learning about the court system

## Presiding Judge Jenefer S. Grant

*continued from page 10*

that campaign. "They really had my back," she said.

Now, having been a judge for more than a decade—and presiding judge since 2012—in a small community, Judge Grant is accustomed to saying hello to a drug court participant at the grocery store and working out at CrossFit with the local chief of police. She considers the community, however, one of the biggest draws of being a judge. "This position," Judge Grant said, "is better than anything I would have pictured."

**Bridget Budbill** is a program analyst at the Oregon Criminal Justice Commission.

## LEAP Launched in Clackamas County



Left to right: Clackamas Women's Services (CWS) Board Past President Mike Wells; LEAP Steering Committee Chairperson Jennifer Dalglish; CWS Executive Director Melissa Erlbaum; Senior DDA John Wentworth; Judge Ann Lininger

**T**he Legal Empowerment Accelerator Program (LEAP) was launched with a reception, co-sponsored by the Clackamas County Bar Association and Clackamas Women Lawyers (CWLS), at Tumwater Vineyard on the evening of Thursday, April 19. Lt. Angie Brandenburg, the director of A Safe Place Family Justice Center, served as emcee, and Jennifer Dalglish, chairperson of the LEAP Steering Committee, provided an overview of the program. Clackamas County Commissioner Sonya Fischer spoke about the importance of and need for the program, and the event concluded with a speech from a local survivor.

LEAP will expand essential civil legal services for survivors of domestic and sexual violence in Clackamas County. It will also provide a select group of new attorneys with a unique opportunity to gain professional experience in a knowledgeable and supportive legal environment while also providing a predetermined amount of pro bono and sliding scale services to clients of A Safe Place. Please contact Jennifer Dalglish at [lawlibrary@co.clackamas.or.us](mailto:lawlibrary@co.clackamas.or.us) if you would like to get involved with or make a donation to this program.

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# Portrait of Justice Betty Roberts at Oregon Supreme Court

By the Honorable Allison R. Boomer

On May 24, a portrait of the late Justice Betty Roberts was unveiled in the Oregon Supreme Court building, where it now hangs, just outside the State of Oregon Law Library. Justice Martha Walters began the unveiling ceremony with her own remembrances of Betty, followed by Dian Odell (Betty's daughter), Maureen Leonard (Betty's former clerk), Lynda Lanker (the portrait artist), former Justice Virginia Linder, Attorney General Ellen Rosenblum, Judge Darleen Ortega, and Judge Ann Aiken.

Lynda described her meticulous process of capturing Betty's essence posthumously by reading Betty's memoir, *With Grit and By Grace*, interviewing family, and reviewing numerous photographs. Lynda put careful thought into each choice she made for the portrait, conveying Betty's personality and story through a single image.

Other speakers shared stories of how Betty had touched their lives. Betty was



known for her pragmatism and tenacity. She learned to take advantage of opportunities from watching her mother catch a stray chicken to feed the family during the Great Depression. Betty was a trailblazer and a role model. She did not

pursue leadership solely for the sake of her own ambition—she always sought to bring others with her. Betty strategized with other women seeking public office, providing them detailed plans of action leading to Election Day. When others shared stories of injustice and oppression, Betty listened and did not question their experiences.

Betty would be thrilled to see how far we have come in advancing diverse candidates to the bench and political office, but she would note that there is work yet to be done. Betty's portrait serves as a tribute to an incredible person and a reminder to all to keep working. Her portrait and story will undoubtedly inspire generations to come.

*The Honorable Allison R. Boomer, a magistrate at the Oregon Tax Court, in Salem, is OWLS president-elect and the OWLS liaison to the OWLS Mary Leonard Chapter, which is the OWLS chapter in Marion and Polk Counties.*

## OWLS Mary Leonard Chapter Presents CLEs in Salem

By Emily Crocker

On May 17, OWLS Mary Leonard Chapter (OWLS MLC) presented "Fairness in Housing," a half-day CLE that opened with an engaging presentation by Dr. Lisa K. Bates, an associate professor at Portland State University (pictured at right). Dr. Bates discussed the history of racial discrimination in housing and its longstanding consequences. Ed Johnson of the Oregon Law Center and Rachel Federico of Legal Aid of Oregon then addressed housing issues specific to low-income Oregonians. Ariel Nelson of Oregon Housing and Community Services finished off the day with a legislative update on housing. This three-hour CLE was held at the Willamette University College of Law.



On April 18, OWLS MLC and the Oregon Minority Lawyers Association (OMLA) co-hosted a CLE on immigration at the State of Oregon Law Library. Erin McKee (left) and Joseph Justin Rollin (second from left) discussed issues at the intersection of criminal law and immigration law, and Judge Xiomara Torres (second from right) spoke about the possible impact of immigration policies on juvenile dependency. This insightful one-hour CLE was coordinated by OWLS MLC Programming Chair Rachel Hungerford (right) and OMLA member Suzanne Trujillo (center).



On May 21, Tricia Olson, Barbara Jo Smith, and Nick Mishima (left to right), attorneys at Heltzel Williams in Salem, spoke at a one-hour CLE titled "New Tax Law Highlights for Non-Tax Lawyers." This interesting presentation, held at the Marion County Courthouse, was co-sponsored by OWLS MLC and the Marion County Bar Association.

*Emily Crocker is a trial attorney at the Gatti Law Firm in Salem and a board member at large for the OWLS Mary Leonard Chapter.*



# Lane County Women Lawyers' 2018 Spring CLE

## Sexual Harassment and the Law: Everything You Need to Know

By Kasia Mlynski

On April 27, Lane County Women Lawyers hosted its Spring CLE, "Sexual Harassment and the Law: Everything You Need to Know." Thirty-five participants gathered in a conference room at the Downtown Athletic Club in Eugene to listen and learn from four presentations about the different ways the legal world intersects with issues of sexual harassment.

In the first hour of the CLE, participants heard from attorneys Amanda Walkup and Andy Lewis of Hershner Hunter about the basics of sexual harassment law from an employer's perspective. They did an excellent job of covering the legal elements in a workplace claim for sexual harassment, while also providing practical advice that attorneys can give employers about drafting sexual harassment policies. Interspersed throughout the presentation were fact patterns from case law and the attorneys' own practices. The presenters knowledgeably answered questions regarding hypothetical situations and best practices.

The second presenter, Meredith Holley, recently started her own law firm in Eugene, the Freedom Resource Center. In her role as both an attorney and a life coach, Meredith works with clients to end sexual harassment and help them heal so they can find work that feels powerful and safe. In addressing how to recognize possible sexual harassment claims during a client interview, Meredith emphasized the importance of using trauma-informed methods for thoroughly questioning clients. She explained that women often use self-blaming and minimizing language to describe experiences that have negatively affected them at work, and it can help to initially tell your client that you believe her and explain that you need to ask detailed questions to assess potential legal remedies.

Meredith concluded by reminding participants that the law is one tool for solving problems, but trauma-informed practice takes into consideration other resources for assisting clients, such as connecting clients to counseling services and other appropriate community resources.

The next speakers were Rachel Edwards and Bryan Walsh, from the OSB Professional Liability Fund (PLF) and the Oregon Attorney Assistance Program (OAAP),



Left to right: Meredith Holley (Freedom Resource Center), Rachel Edwards (Professional Liability Fund), Bryan Walsh (Oregon Attorney Assistance Program)

respectively. Rachel, who is a PLF practice management advisor, explained that if an attorney experiences sexual harassment at work, it might have an impact on her ability to represent clients. Attorneys, Rachel said, may always speak to a free and confidential PLF claims attorney about how to avoid malpractice. Additionally, if an attorney decides that she needs to leave her firm, the PLF can work with her to create an exit strategy that minimizes risk. Brian then explained that in addition to the support the PLF provides, the OAAP offers free and confidential attorney counselors who can support attorneys who experience workplace sexual harassment.

The CLE concluded with a presentation from Amber Hollister, general counsel for the Oregon State Bar. Amber provided information on Oregon Rule of Professional Conduct 8.4(a)(7), which prohibits harassment based on any of several factors, including a person's sex or sexual ori-

entation. Amber noted that "ethics rules are a floor, not a ceiling," and she said that she "would never advise someone to practice in a way that is barely ethical." It is also important to remember that the Oregon State Bar does not proactively police lawyers, and therefore we as a legal community are responsible for holding each other accountable and addressing harassment within our profession.

In the current climate of #MeToo, the CLE was an important and timely conversation about the role the legal community can play in addressing sexual harassment claims and also the impact of sexual harassment in our own profession. The knowledgeable and engaging speakers provided useful information and resources to assist attorneys in navigating the complex landscape of sexual harassment and the law.

*Kasia Mlynski is a staff attorney at the University of Oregon Domestic Violence Clinic.*

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# Meet OWLS Board Member Adele Ridenour

By Stephanie Engelsman

Originally from Idaho, Adele Ridenour started her career in Boise as a clerk to Chief Justice Gerald Schroeder of the Idaho Supreme Court. She spent a year there, focusing mostly on civil cases but occasionally working on a criminal case. After some time with boutique law firms in Vancouver, WA, and Portland, Adele joined Ball Janik in 2010, where she specializes in construction litigation on behalf of property owners. She is licensed to practice law in Oregon, Washington, Utah, and Idaho.

Adele became a partner at Ball Janik in 2016 and is one of two female partners. Recently, she had the opportunity to assist in revising Ball Janik's partnership agreement, working into it a formal parental leave policy for partners. Adele did a lot of market research regarding partner leave policies in Portland and is very pleased that Ball Janik's new policy will be progressive and has the support of her male partners.

Adele attended Gonzaga University, majoring in political science. It was while she was there that Gonzaga basketball became so well known, and Adele lit up when she talked about the excitement that surrounded basketball games. Her husband—whom she met long after

graduation—also went to Gonzaga and is also an attorney.

A 2004 graduate of the University of Oregon School of Law, Adele serves on the UO alumni board as well as the OWLS board. She feels fortunate that women in her area of law always seem to support each other, even when they are opposing counsel. She knows this is not always the case for women lawyers, so her advice to women lawyers is to support other women and support OWLS.

Adele and her husband welcomed their first child, Eloise, to their family in February. Adele was able to take three months of maternity leave, and her husband was able to take paternity leave at the same time. Adele smiled when she talked about her daughter and the great fun she had on maternity leave. The family includes Watson, an English bulldog, who loves Eloise but is not thrilled about no longer being the center of attention.

Adele's advice to young lawyers is to "just say yes to whatever you can." She knows it can be daunting to do new things, but in her experience, that is the best way to learn how to be a good lawyer. "Don't be afraid of pro bono work," she says, as that is a terrific way to meet experienced lawyers and do good for the

community.

Adele follows her own advice, recently taking a position as a volunteer problem judge in Washington County. She is currently assigned to the

FED (landlord/tenant) and civil motion docket and is considering getting involved with the small claims docket.

Finding a healthy work-life balance is also imperative for young lawyers, she says. In her own personal life, Adele enjoys hiking and reading. She belongs to a book club—full of non-lawyers!—that she and a friend started back in 2006. While reading books is a delightful part of the book club, Adele says the highlight is the friendships she has maintained and the support she gets from the women in the club.

*Stephanie Engelsman is an attorney with the Metropolitan Public Defender in Portland in its major felony unit.*



Adele Ridenour

About 45 people attended the **Implicit Bias in the Workplace** CLE at Perkins Coie in Portland on April 25. The CLE focused on implicit bias in the workplace and the way that bias informs our decisions in the employment context. The CLE was co-sponsored by OWLS, the OSB Diversity & Inclusion Department, and the American Constitution Society, Oregon Lawyer Chapter. Pictured at right are the speakers (left to right): Blerina Kotori (Tonkon Torp), Emily Brown-Sitnick (Legal Aid Service of Oregon), and J. Nicole Rose (Legal Aid Service of Oregon).



The third annual **OWLS Habitat for Humanity Build**, sponsored by the OWLS Community Service Committee, took place on Saturday, April 28. Nearly a dozen OWLS members helped with the Brooklyn Pines project, which will provide stability for ten hardworking, local families. We'd like to thank project chair Jenny Eadie for organizing this year's participants.





# OWLS Screens Movie About Justice Ginsburg

By Renata Gowie

On May 9, OWLS members, families, and friends attended an advance screening of *RBG*, a documentary film by Betsy West and Julie Cohen about U.S. Supreme Court Justice Ruth Bader Ginsburg. The screening, held at Cinema 21 in Portland, was sponsored by Paulson Coletti Trial Attorneys.

The film is an inspiring love story. Justice Ginsburg's love of the law and dedication to equality in the law for women is a central theme. Early in the film, Justice Ginsburg quotes Sarah Grimké, a 19th-century abolitionist and feminist: "I ask no favor for my sex. All I ask of our brethren is that they take their feet off our necks."

Inspired by Justice Thurgood Marshall's career advancing equality in law for African Americans, then-attorney Ginsburg sought to apply the equal protection clause to women's rights. She characterized herself as a kindergarten teacher, one who had to educate the male judiciary about the discrimination experienced by women. In the mid-1970s, she argued six gender-discrimination cases before the Supreme Court, winning all but one.

She had a loving relationship with her husband of 56 years, Marty Ginsburg, a prominent tax attorney who died from cancer in 2010. He first had cancer when they were in law school; she typed his notes and assisted him in his studies while preparing for her own studies and raising a child. She graduated at the top of her class, but could not find a job because of her gender.

She was reserved and serious; he was outgoing and gregarious. Although many men of his generation expected their wives to be homemakers, Marty respected his wife's career and sang her praises. Indeed, he made the rounds in Washington, DC, promoting her when the Supreme Court vacancy arose in 1993. Then-Judge Ginsburg was 60 years old and not President Clinton's first choice for the Supreme Court, but, within 15 minutes of meeting her, he realized he would appoint her to the Court. The Senate confirmed her with a vote of 96 to 3.

Justice Ginsburg's children and granddaughter spoke affectionately of her, showing her personal side. She loves opera. She regularly works out to classical music with a personal trainer. She is a terrible cook.



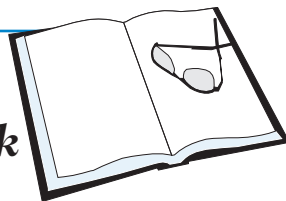
Attending the OWLS screening on May 9 (from left): Amber Hollister, Renata Gowie, Clem Ashley, Jackie Alarcón, Marisha Childs, Aruna Masih

As expected, the film devotes time to the cult-level admiration for the now 85-year-old justice, who has become a hero and icon as the Court has become exceedingly more conservative. Gloria Steinem calls Justice Ginsburg "the closest thing to a superhero." A superstar with an unlikely nickname, Justice Ginsburg is called the Notorious RBG, a play on the name of another larger-than-life Brooklynite, the Notorious B.I.G. And "you can't spell truth without Ruth." The attention amuses her. She works

into the early morning hours and has no plans to retire.

Justice Ginsburg was the second woman on the Supreme Court, but also the lone woman for three years. When asked the ideal number of women on the Supreme Court, Justice Ginsburg responded, "nine." The audience enthusiastically agreed.

*Renata Gowie is an assistant U.S. attorney and chief of the Civil Division at the U.S. Attorney's Office in Portland.*



# Because of Sex: One Law, Ten Cases, and Fifty Years That Changed American Women's Lives at Work

By Gillian Thomas

(St. Martin's Press, 2016, 291 pages)

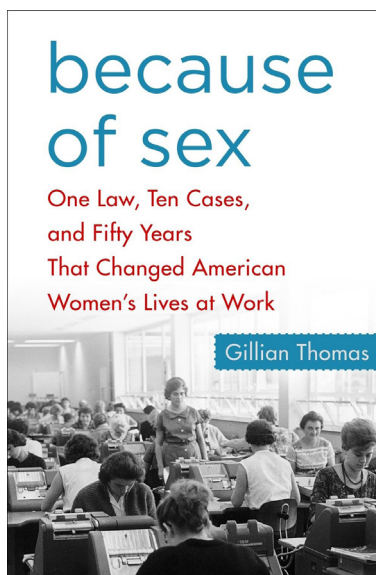
Book Review by Rachele Selvig

**B**ecause of Sex is a powerfully written exploration of legal battles that have been waged over sex- and gender-related workplace discrimination following the passage of the Civil Rights Act of 1964. Gillian Thomas presents ten Supreme Court cases addressing the unprecedented inclusion of the word "sex" among the Act's protection of race, color, religion, and national origin. Each of these cases has been significant in reshaping the workplace conditions into which women were integrated as a result of the Civil Rights Act, and each reveals the exceptional hardships that working women in the United States have endeavored to overcome.

Gillian Thomas, an attorney with the ACLU Women's Rights Project, is straightforward in her exploration of the Civil Rights Act and the subsequent sex- and gender-related cases that have been litigated at the Supreme Court over the course of 50 years, the earliest in 1971 and the latest in 2015. The cases are laid out chronologically, and each case is explored thoroughly, with Thomas's narrative often spanning from the minute the plaintiff was hired to the end of the Court's ruling and beyond. Because of this, the reader is able to become both emotionally and intellectually familiar with each case. Thomas is also able to describe the circumstances surrounding the cases with a rich attention to detail, making each story absorbing and engaging.

The first case that Thomas explores is *Phillips v. Martin Marietta Corporation*, which was decided in 1971. In this chapter, Thomas discusses the circumstances surrounding the corporation's refusal to accept the application of Ida Phillips for an entry-level position despite her qualifications, just because she was the mother of a preschool-aged child. Throughout her narrative account of Phillips's battle for justice, Thomas emphasizes the tenacity and perseverance of Phillips and her team. Ultimately, Phillips won the case, leading to an expansion of rights for working women across the country. As a result of *Phillips*, Thomas asserts, the phrase "because of sex" secured its significance in the American workplace.

Though *Phillips* did a lot to expand



the rights of working women, it also created new puzzles and opened the door for more cases to follow. Another case Thomas addresses is *Harris v. Forklift Systems, Inc.*, which was decided by the U.S. Supreme Court in 1993. This was the first sexual harassment case heard at the Supreme Court level for five of the Justices—Ginsburg, Kennedy, Scalia, Souter, and Thomas. Justice Ginsburg, however, a co-founder of the Women's Rights Project at the ACLU, was already notorious for her career litigating significant women's rights cases. Harris, the victim of traumatizing sexual harassment, won the case against Forklift Systems after a long and strenuous campaign.

Like *Phillips*, *Harris* was an important landmark in the legal battle for women's rights in the workplace, but it wasn't all-encompassing. Other cases outlined by Thomas in this book include cases regarding the elimination of "men-only" and "women-only" jobs, the employment rights that one has during pregnancy, the elimination of double standards for women's behavior in the workplace, and much more.

In today's context, this powerful book has an even greater impact. *Because of Sex* illustrates women's long-term struggle toward the acquisition of certain rights and respect in the workplace. The prevalence of Justice Ginsburg in many

of the cases chronicled in *Because of Sex* is especially interesting given the recent release of the documentary *RBG*, which focuses on her life and work.

With instances of sexual harassment and other sex-based discrimination becoming so prominent in the media and the Time's Up and #MeToo movements, it is clear that the Civil Rights Act of 1964 is one significant, yet incomplete, step on the path toward gender equality in the workplace and beyond. The bravery and importance of the people who fought against the workplace sex discrimination outlined by Thomas cannot be overstated. But the lasting lesson is that this fight is very much a work in progress. For that reason, this book is an important read for anyone with an eye on the progression of women's rights.

**Rachele Selvig** is a partner at *Cauble, Cauble & Selvig* in Grants Pass focusing on civil litigation, guardianships and conservatorships, probate, and estate planning.

For more info on OWLS, OWLS activities, or OWLS chapters, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

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# Dragonflies Race into 2018 Dragon Boat Season

By Sarah Liljefelt

**T**he OWLS Dragonflies is a competitive women's dragon boat team founded in 1999 and sponsored by OWLS. We are a team of Oregon lawyers and legal professionals who practice year-round in Portland and compete internationally. Members span from law students to judges, and include lawyers practicing in just about every area of law. Our paddlers are a force to be reckoned with, on and off the water!

The OWLS Dragonflies team provides an opportunity for legal professionals to enjoy regular outdoor workouts while paddling with a group of very friendly but very fierce water warriors. Dragon boating is a great team sport that builds endurance, strength, and wonderful friendships. The team provides an atmosphere for professional networking, as well as fostering professionalism between Oregon legal professionals, since bench-mates in the boat may appear on opposite sides of the bench in the courtroom.

This year, the OWLS Dragonflies are competing in at least six races, including the St. Martin's University Dragon Boat Festival in Olympia, Washington (April 28); the Rainier Dragon Boat Festival in Tacoma, Washington (May 19); the PKSCA Rose Festival Dragon Boat Race in Portland, Oregon (June 9 and 10); the Kent Cornucopia Days Dragon Boat Races in



Kent, Washington (July 14); the Victoria Dragon Boat Festival in Victoria, British Columbia (August 11 and 12); and the Portland Dragon Boat Festival in Portland, Oregon (September 8 and 9).

In 2017, the OWLS Dragonflies earned medals at five of their six races, and they hope to bring home "the bling" in many races this year also. They are well on their way, having earned a gold medal in the Women's Division B at both the Tacoma and Rose Festival races.

The 2018 race season ends in the fall, and at that time the Dragonflies will recruit new paddlers to join the team. We welcome female athletes of all ages,

fitness levels, and paddling experience. Next year will mark the team's 20th anniversary, and it is sure to be filled with copious amounts of sweat and accomplishment.

Check out the OWLS Dragonflies and get in touch with the team via our website, [www.owlsdragonflies.org](http://www.owlsdragonflies.org), or on Facebook, [www.facebook.com/owlsdragonflies/](https://www.facebook.com/owlsdragonflies/). As they say in the paddling world, "Paddles up!"

*Sarah Liljefelt is a member of the OWLS Dragonflies and a partner at Schroeder Law Offices in Portland, providing legal support to water users in the West.*

# OWLS Celebrates Pride at Brunch and Bedazzle

By Kamron Graham

**O**WLS-IN and OGALLA convened their third annual Brunch and Bedazzle to celebrate Pride on Sunday, June 17, hosted by Perkins Coie. Sponsors included Bennett Hartman Morris & Kaplan, Trainor Law, and Yates Family Law.

Over 40 people, including children and teens, came together to celebrate the LGBTQ community as either members or allies. The brunch provided space to make and decorate signs and bedazzle t-shirts demonstrating support, community, and LGBTQ pride.

Participants were then welcome to march with OGALLA in the Pride Parade that started in the NW Park blocks, meandered its way through downtown and old town, and ended at Waterfront Park. With 167 entries, the Portland Pride Parade is the largest in Oregon. The parade itself was watched by thousands of spectators cheering on LGBT pride and inclusion in Portland.

*Kamron Graham is deputy public guardian for Multnomah County and the immediate past president of OGALLA.*



*Among the many enjoying the event were Hon. Heidi Strauch and Hon. Amy Holmes Hehn (right).*

# Women's Wellness Retreat at Cannon Beach

By Karen A. Neri

The Oregon Attorney Assistance Program (OAAP) and Oregon Women Lawyers (OWLS) held their 11th Annual Women's Wellness Retreat for Lawyers at the Surfsand Resort in Cannon Beach on April 27 and 28. A wide-sweeping view of the ocean and the majestic Haystack Rock served as an inspiring and spectacular backdrop.

This year's theme was "Powering Up Our Resilience Through Mindfulness." Fifty-six women lawyers came together to learn, relax, and create new or sustain existing connections. With the help of our speakers, this two-day event was filled with thought-provoking presentations, reflections, and relaxation.

We kicked off Friday afternoon with a satisfying lunch, welcome remarks, and introductions. The atmosphere was casual, light, and cheerful. Speaker Virginia Terhaar, PsyD, encouraged us to turn off our phones for 24 hours and to observe any reactions to the urge to reach for our devices.

Our keynote speaker, Laura Mahr, JD, a mindfulness coach, defined mindfulness, resilience, and power. She distinguished between discernment and criticism in explaining mindfulness as the act of paying attention to the present without judgment. Nonjudgment can be understood as being less critical of one's present experience while engaging in discernment. Laura also conceptualized resilience as making use of mindfulness tools to bring us out of our reactive mode to a responsive mode, where we can make better decisions and enter a state of flow.

After Laura's presentation, we were given free time to enjoy our cozy rooms and make use of the pool, hot tub, and

sauna before returning for dinner. During dinner, attendees discussed their favorite ways of de-stressing, including any meditation practices, and the meaning of resilience. Most of us stayed behind for the beach bonfire. Friday night ended with our yoga teacher, Michelle Ryan, JD, guiding us with her soothing voice into complete relaxation through Yoga Nidra (sleep with awareness).

The next day, Michelle led us in a morning yoga session to help us feel grounded. We gathered for breakfast and readied ourselves for a presentation on Trauma-Informed Lawyering by Brigitte Rodriguez, MSW, and Ali Schneider, JD.

Brigitte helped us understand that trauma is an individualized experience and influenced by culture. She spoke of the main elements of trauma-informed care (realization of trauma's prevalence, its recognition, and responsiveness toward it) and the principles of a trauma-informed approach, such as safety, trustworthiness, and peer support. Ali then described the practical steps lawyers can take, such as creating a comfortable space, making one's legal services more accessible to clients with barriers, or spending more time introducing clients to the process during a consultation.

Virginia Terhaar later led us in a discussion on how to create a supportive legal community. She explained that the quality of our connections gives us our secured sense of self. She had us consider how we may use the ideas from the retreat to form or improve our relationships



*Laura Mahr gave the keynote speech.*

with other lawyers.

During lunch, attendees had the option of participating in an arts-and-crafts activity with creativity coach Megan Saint-Marie by creating a vision candle. Participants were given a candle to decorate as they envisioned their past, present, and/or future.

We wrapped up the retreat with Laura Mahr leading us through exercises and discussions that reflect how we can be responsive rather than reactive. She had us list our personal strengths and taught us mindfulness tools so we can build resilience, transform our emotions, and take actions that improve our well-being.

Special thanks to all of our speakers and the wonderful women lawyers who participated in our event. Your presence was truly valuable, significant, and impactful. Cheers to OAAP and OWLS for another successful retreat!

*Karen A. Neri is an attorney counselor with the OAAP. This article was originally published by the OAAP in the June 2018 issue of its newsletter, In Sight. It is re-printed here with permission.*

