

# AdvanceSheet™

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## OWLS Co-hosts Workshop on Racism

By Teresa Statler

On November 13, OWLS, the OWLS Foundation, and several affinity bar associations hosted a CLE titled "Understanding Racism in Oregon: A Workshop for the Legal Community." The two presenters, Kasia Rutledge and Rakeem Washington, of Engage to Change, gave attendees tools to raise awareness of racism as an important step in making positive change in Oregon, with an emphasis on change in Oregon's legal community and judicial system. Workshop attendees examined the racism embedded in Oregon's history, which reverberates in what Black and minority Oregonians experience today. Attendees explored ways in which this history affects current practices, beliefs, and attitudes and how to see and understand when racism is occurring.

Kasia, a capital defense attorney with a background as a public defender, is an anti-oppression educator. Rakeem, formerly of Youth, Rights & Justice and now with Portland Community College, does racism education and related policy work. Both presenters encouraged attendees to focus on Oregon's history when thinking about combating racism. For example, Kasia noted that the land on which we live is land that originally belonged to Native people; she encouraged attendees to check their address against the data contained in the following website: <https://native-land.ca>. This author learned that her home in NE Portland is on land belonging to the Clackamas, Cowlitz, and Confederated Tribes of the Greater Grand Ronde. Both presenters acknowledged the work locally of Black Lives Matter in responding to nearly two centuries of violence and racism in our state.

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Kasia Rutledge (left) and Rakeem Washington

## Allyship CLE Co-hosted by Cascade Women Lawyers

By Kristin Scheel Downes

Cascade Women Lawyers and the Deschutes County Bar Association hosted a one-hour CLE on allyship on November 12. The presenter, Iván Resendiz Gutierrez, is a recipient of the Oregon State Bar President's Diversity & Inclusion Award, an OWLS member, and a litigation attorney on Miller Nash Graham & Dunn's appellate, education, and employment and labor relations practice teams. He is also the son of Mexican immigrants, the first person in his family to graduate from high school, the first to graduate from college, and a brother to two members of the U.S. Armed Forces (the Marine Corps and the Navy).

Iván offered many insights on being a good ally and then shared powerful best practices for shaping diverse law firms. He was remarkably open about his thoughts, and he welcomed tricky questions from participants.

Iván began his presentation by orienting us with working definitions of allyship. Citing Sophie Williams, author of *Anti-Racist Ally, An Introduction to Action and Activism*, he offered this: "Allyship and anti-racism is active, daily work, but racism and white supremacy is everyone's problem, and we all need to be a part of the solution."

Roxane Gay, in her article "[On Making Black Lives Matter](#)" for *Marie Claire*, explained what is needed: "Black people do not need allies. We need people to stand up and take on the problems borne of oppression as their own, without remove or distance. We need people to do this even if they cannot fully understand what it's like to be oppressed for their race or ethnicity, gender, sexuality, ability, class, religion, or other marker of identity. We need people to

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# OWLS to Give Roberts & Deiz Award to Gina Johnnie and Doug Park at March 19 Virtual Celebration

By Gina Ko

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On March 19, 2021, OWLS will present the 2020 Roberts & Deiz Award to Gina Anne Johnnie, of Sherman Sherman Johnnie & Hoyt in Salem, and Doug Park, deputy general counsel for the University of Oregon, who is located in Eugene. We will honor them virtually due to the COVID-19 pandemic.

The OWLS Roberts & Deiz Award is typically presented each year to individuals selected based on their outstanding personal and professional contributions to promoting those from outside the dominant culture in our community. The award honors the legacies of Justice Betty Roberts (1923–2011) and Judge Mercedes Deiz (1917–2005), who worked to promote and advocate for women, people of color, LGBTQ individuals, and those with disabilities. Justice Roberts served as a leader and mentor in the Oregon political and legal community, becoming the first female appointee to the Oregon appellate bench. Judge Deiz was a trailblazer, working tirelessly to create opportunities for people in marginalized communities. She was the first Black woman admitted to the Oregon bar and the first woman of color on the Oregon bench.

**Gina Johnnie** has spent her career helping marginalized communities. Her long list of civic contributions includes positions of leadership with the Salem Outreach Center; Salem Kiwanis Club; YWCA Salem; Marion County Bar Association; Boys & Girls Club of Salem, Marion and Polk Counties; Habitat for Humanity of the Mid-Willamette Valley; and the Oregon State Bar Board of Governors. Gina's commitment and passion for service to each of these organizations has been described as "exceptional."

Moreover, Gina's many generous contributions to organizations and individuals have had a profound impact on her community. She single-handedly



Gina Johnnie



Doug Park

processes all mortgages for people who are purchasing their first home through the Mid-Willamette Valley Habitat for Humanity program. Jerry Ambris, executive director of the Mid-Willamette Valley Habitat for Humanity, noted that Gina's work "is directly empowering and making life better for countless individuals in non-dominant cultures throughout Oregon." His organization's ability to depend on Gina's legal counsel has better equipped it to fulfill its mission of providing everyone with a place to live.

Gina has also served as a mentor and an example for attorneys in Salem. She has welcomed many to legal practice in Marion County. Colleagues say that her efforts have "allowed them to feel free to authentically be themselves." Her legal leadership has led the way to creating policies at her firm to better accommodate new mothers, foster better work-life balance, and support nontraditional schedules with flexible work hours and telecommuting. Additionally, her strong voice in the Marion County Courthouse Connection program, which facilitates discussion between judges, attorneys, and law clerks in the courthouse, has ensured that the group addresses topics like access to justice and environmental justice.

Lastly, Gina was integral in bringing the CourtCare program to Marion County. CourtCare provides free, quality childcare in a safe, licensed environment for children whose parents or guardians

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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.*

# OWLS Board Seeks Candidates

**T**his spring, the 19-member Oregon Women Lawyers Board of Directors will have openings. If you have played a leadership role with an OWLS chapter or committee and are interested in serving on the OWLS board in support of the OWLS mission, please consider serving on the board. Board members provide financial oversight, fundraising, and strategic direction and help to shape the future of OWLS programs and policies. The OWLS board is an active board, and members must actively participate on at least two working committees.

Board elections occur in April, with new members taking office May 1 for a three-year term. Meetings are held eight times a year; approximately six of those are currently held on Saturday mornings. Board members are limited to two three-year terms.

If you want to help guide OWLS through the coming years—and form valuable connections with other attorneys around the state in the process, please complete this [statement of interest](#) and send your current resume to OWLS President-elect Jackie Alarcón, at [jlalarcon@yatesfamilylaw.com](mailto:jlalarcon@yatesfamilylaw.com), by end of business February 12.



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OWLS *AdvanceSheet*.

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## Upcoming OWLS Events

### Queen's Bench Monthly Presentation

Featuring Beaverton Municipal Court Judge Miranda Summer  
**Tuesday, January 12, noon–1 p.m.**  
via Zoom and Facebook Live  
No cost. Register [online](#).

### OWLS Introvert Committee Virtual Social Hour

**Wednesday, January 27, 4–5 p.m.**  
via Zoom  
No cost. Register [online](#). Space is limited.

### Queen's Bench Monthly Presentation

**Tuesday, February 9, noon–1 p.m.**  
via Zoom and Facebook Live  
No cost. Register [online](#).

### OWLS Leadership Committee Law Student & New Lawyer Career Path and Career Development Breakout Discussions

**Wednesday, February 10, 5–6 p.m.**  
via Zoom  
No cost. More information TBD.

### OWLS Mary Leonard Chapter 60th Anniversary of the Freedom Rides: A Civil Rights CLE

**Tuesday, February 23, noon–1 p.m.**  
via Zoom  
Visit the Mary Leonard [website](#) for details.

### Queen's Bench Monthly Presentation

**Tuesday, March 9, noon–1 p.m.**  
via Zoom and Facebook Live  
No cost. Register [online](#).

### OWLS Roberts & Deiz Award Virtual Presentation

**Friday, March 19, 5–6:15 p.m.**

### OWLS Leadership Committee New Lawyer Networking

**Wednesday, March 31, 5–6 p.m.**  
via Zoom  
No cost. More information TBD.

For more information, please visit the OWLS [events calendar](#) on our website, [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).



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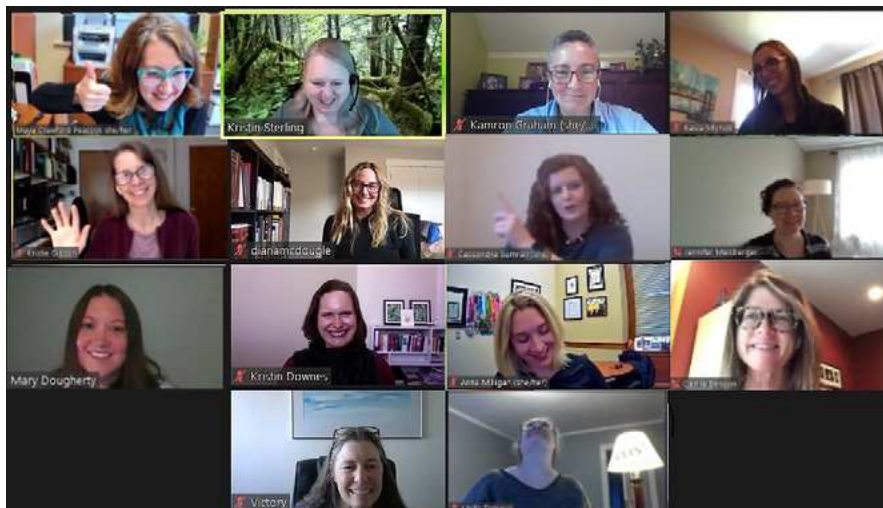


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# OWLS Hosts Chapter Summit

By Mary L. Dougherty



Participants in the seventh annual OWLS Chapter Summit (left to right):  
(top row) Maya Crawford Peacock, Kristin Sterling, Kamron Graham, Kasia Mlynski;  
(2nd row) Kristie Gibson, Diana McDougale, Cassandra Sumrall, Jennifer Meisberger;  
(3rd row) Mary Dougherty, Kristin Downes, Anne Milligan, Carrie Benson;  
(bottom row) Victory Walker, Linda Tomassi

On October 23, the OWLS Membership Committee hosted five OWLS chapters and OWLS leaders for the seventh annual OWLS Chapter Summit. For the second year, the summit was offered by video conference; this was the first time, however, that it was held with 100% video participation. Cassandra Sumrall, OWLS program coordinator, provided a comprehensive presentation about chapter management best practices, leadership team and member communication strategies, and succession planning. Cassandra provided useful tips for planning calendars, financial policies, and chapter continuity, with specific examples for recruiting new leaders and maintaining organizational memory.

Maya Crawford Peacock, OWLS president, was joined by Kristin Sterling, OWLS treasurer; Kristie Gibson, OWLS Foundation president; and Kamron Graham, OWLS Foundation president-elect, for a panel discussion about OWLS board and committee projects that will modernize and update the mission statement, expand virtual events and programs, promote an understanding of strategies to disrupt systemic racism, and improve engagement with the advancement of diversity in the legal community throughout the state. Also discussed were fiscal support from member dues; member benefits, including reduced rates for pro-

gram and event registration; and grants and support from the OWLS Foundation. Additional details about these projects and resources for chapters, including the presentation slides and video, are available on the [OWLS website](http://www.owls.org).

Anne Milligan, president of Queen's Bench (the Multnomah County OWLS chapter); Kristin Scheel Downes, president of Cascade Women Lawyers (Deschutes County); Carrie Benson, president of Gorge OWLS (GrOWLS), covering Hood River and Wasco Counties; Kasia Mlynski, chair of Lane County Women Lawyers; and Victory Walker, president of Josephine County Women Lawyers, then engaged with other participants in a lively exchange. They discussed strategies to stay connected during the pandemic while balancing Zoom fatigue, intersecting social bubbles, and evolving public health recommendations with outdoor gatherings and virtual chapter programs, including award presentations, CLEs, socials, and movie nights.

OWLS members and chapter leaders are encouraged to contact the OWLS Membership Committee or the OWLS office for assistance with joining or volunteering with one of our vibrant regional chapters or statewide committees.

**Mary L. Dougherty** is a tax attorney in Portland and serves on the OWLS Board of Directors.

For more info about OWLS, please visit [www.oregonwomenlawyers.org](http://www.oregonwomenlawyers.org).

# OWLS Members Win Election

By Joslyn Keating

Several OWLS members emerged victorious in November's general election. In the category of partisan elections, Ellen Rosenblum won reelection for Oregon's attorney general against Republican Michael Cross. Melanie Kebler was successful in unseating the incumbent, Justin Livingston, for Position 1 on the Bend City Council. With Melanie and her incoming class of councilors, a female majority will comprise the city council for the first time in Bend's history.



Melanie Kebler

In the category of contested nonpartisan elections, Adrian Brown won Position 12 on the Multnomah County Circuit Court. Kelly Lemarr won Position 5 on the Washington County Circuit Court.

Four additional judges ran for and secured uncontested judicial positions: Court of Appeals Judge Jacqueline Kamins, Lane County Circuit Court Judge Kamala Shugar, Deschutes County Circuit Court Judge Alycia Sykora, and Multnomah County Circuit Court Judge Steffan Alexander. All four had been appointed by Governor Kate Brown, and this was the first time they had run for election in their appointed positions.



Judge Kamala Shugar



Judge Alycia Sykora

Congratulations to these OWLS members.

**Joslyn Keating** is an attorney for Reinisch Wilson Weier in Portland.

# OWLS Members Receive OSB Awards

**O**WLS congratulates the OWLS members who received Oregon State Bar (OSB) awards in 2020. The awards were presented by Liani Reeves, 2020 OSB president, during a virtual event held on November 6.

**Chief Justice Martha Walters** received the Wallace P. Carson Jr. Award for Judicial Excellence. The award recognizes an Oregon judge who has made significant contributions to the judicial system and is a model of professionalism, integrity, and judicial independence.



*Justice Martha Walters*

Here are excerpts from Liani Reeves's remarks at the event: "First appointed to the Oregon Supreme Court in 2006, she became the first female chief justice in Oregon's history in 2018. . . . Little did she know that two years after her appointment as chief justice, she would be faced with such a tremendous challenge, ensuring justice while maintaining health and safety during a global pandemic. Chief Justice Walters has worked tirelessly since February to ensure that the Oregon justice system preserves the rights of criminal defendants, civil litigants, crime victims, domestic violence victims, and more, all while ensuring that staff and attorneys, parties and witnesses, defendants and victims are not exposed unnecessarily to COVID."

**Judge Karrie K. McIntyre** received the OSB President's Membership Services Award, which honors attorneys for contributions made to the profession. Here are excerpts from Liani's remarks at the event: "Judge McIntyre has been a Lane County Circuit Court judge for five years, and while she has handled many types of matters, it is her leadership on family law issues that brings her the award today. . . . [S]he has spent a great deal of time

this year advising Chief Justice Walters on how best to keep family law matters moving forward during this time of virtual appearances, and has been an important voice on the impact of COVID on child custody, parenting time, and support matters. As chief justice has noted, Judge McIntyre is a tireless advocate for Oregon's families and how our courts may better serve them."



*Judge Karrie K. McIntyre*

**Cassandra Sumrall**, OWLS program coordinator, received the Public Leadership Award, which is given to someone who is not an OSB member and who has made significant contributions in any of the areas covered by the OSB president's other awards. Here are excerpts from Liani's remarks at the event: "Cassandra went far, far beyond her job description this year to make sure that all Oregon

lawyers were able to connect with each other, support each other, and continue to serve their clients and the public in spite of extreme challenges. While we've all had



*Cassandra Sumrall*

to learn new ways to work, Cassandra was a leader in how to do it, pivoting immediately to new online platforms and helping lawyers figure it out. . . . We thank Cassandra for her leadership this year and the tremendous support she's provided to lawyers throughout the entire state."

You can [view the videotape](#) of the awards event on the OSB events webpage. For additional information on the recipients and why they received the awards, see "Above and Beyond: Annual OSB Awards Honor Service to Members and the Public," by Gary M. Stein, *Oregon State Bar Bulletin*, October 2020.



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## Riding the Circuit in the 7th

I am the presiding judge in Oregon's 7th Judicial District. Our district consists of five counties in North Central Oregon: Hood River, Wasco, Sherman, Gilliam, and Wheeler. We border the Columbia River and include portions of the Deschutes and John Day Rivers. Our district includes Celilo Village and part of the Confederated Tribes of Warm Springs Reservation. We include the famous town of Antelope, once known as Rajneeshpuram. The 7th Judicial District encompasses about 6,650 square miles and about 55,000 people.

Our five-county district is presided over by four judges. Judges John Olson and Karen Ostrye have their primary offices in Hood River. Judge John Wolf and I have our offices in The Dalles. We all take our turn traveling to Moro (in Sherman County), Condon (Gilliam) and Fossil (Wheeler) for court, usually on Fridays. We do our best to attend all the "outer" county matters in person. The philosophy of the district is that it is just as important for a judge to be seen in person there as in our busier courthouses. All four of us have been elected by all five counties. I was the first elected female judge in our district, but now 50% of our judges are female.

Traveling to and presiding over matters in the outer counties is my favorite part of the job. The drive is spectacular in the summer and treacherous in the winter. It takes about 2.25 hours to drive out to Fossil, assuming no ice, snow, moving cattle, elk migration, or wheat, hay, or cherry harvest. We usually must plan for longer. Typically, a Friday trip includes a docket in Wheeler County (Fossil) in the morning and Gilliam County (Condon) in the afternoon. Sherman County dockets are scheduled on separate Fridays. [Here is a short video](#) that Judge Karen Ostrye made as part of our "Courts Can" presentation to the Oregon Judicial Conference in October.

The drive to the outer counties includes river views, prairies, deep canyons, and wind mills. I have seen deer, elk, antelope, coyotes, pheasant, quail, and eagles. I am always certain to gas up, get my coffee, and use the restroom before heading out. Services are few and far between. Radio reception is also scarce. But every car that passes waves!

Our courthouses are all different. The Sherman County Courthouse is brand new and state of the art. The Gilliam

## THE JUDGES' FORUM



**Presiding Judge Janet Stauffer**  
7th District Circuit Court



Courthouse is sleek and functional. Hood River's has a great view of the Columbia River. Wasco's is big and stone, and the main courtroom is spectacular.

The Wheeler Courthouse is unique. A fainting couch sits next to the bench. I suppose the judges used to get exhausted riding the circuit. There is also a pot belly wood stove in the jury room to keep things cozy.

Law in our district is different than in other areas of the state. In the outer counties, juvenile matters and probate are often heard by the justice courts, rather than the circuit court. Crimes like livestock at large and hunting without proper licenses and tags are more common than shoplifting. Dress is casual for our participants: jeans and boots are

the norm. Sometimes I feel a little funny about asking folks to remove their hats in court. Lawyers, judges, and clerks still dress our parts in suits, robes, and appropriate court attire. I once had to point out to an appointed defense attorney that even though his clients were wearing jeans, they expect their lawyer to look like a lawyer.

Jury trials are interesting. Jurors in some of our counties serve for a year. In criminal cases, almost everyone knows the district attorney, the officers, the clerk, and each other. A few years ago, I had a jury trial go late in Wheeler County and decided to order dinner for the jurors. Not an easy chore. The diner/bar ended up cooking us some frozen pizzas. For a while I was concerned that I would need to feed the jurors pickled eggs and pigs' feet from the tavern. Next time I will plan ahead.

Another judge in our district had a two-day trial. She stayed at a local home (bed and breakfast). Bathrooms and kitchen were shared, as it turned out, with the DOJ lawyers who were trying the case. In the morning she had to hide out in the bathroom, waiting for her chance to scoot through the adjoining kitchen after the lawyers finished their breakfast. No restaurants were open in the winter, so for dinner she drove to the next town (Condon) to get something from the market frozen food section. There she ran into the defense attorney, also shopping for his dinner. Another judge had to make do with a bag of grapes for dinner. We have all learned our lesson: best to prepare!

I asked the other judges in our district to contribute to this article. Here is what they had to say:

Judge John Olson: "In the winter, the freezing fog around Condon almost must be experienced to be believed. And I love shopping at Country Flowers' store Powell's Bookstore annex." Yes, there is a Powell's Books in Condon!

Judge Karen Ostrye: "My favorite thing is the wheat in the wind. One time it was so striking that, even though I had gone out there for work on Friday, I drove my husband back out there the next day (Saturday) so he could see it. I finally made the connection – amber waves of grain."

Judge John Wolf tells the story of heading to Wheeler County in a snow-storm when he was a lawyer. He was concerned about being late for court until he realized he was following the taillights of the judge.

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## Roberts & Deiz Award

have court or other local government business. The program shields children from witnessing tense and disturbing court proceedings, providing a critical resource to some of the most vulnerable members of Marion County's marginalized communities.

OWLS is equally delighted to honor **Doug Park** with the Roberts & Deiz Award. After law school, Doug interned at Eugene Legal Aid and then worked as a public defender in Washington, for the ACLU of Washington, and in the private sector before returning to Oregon to join the Oregon Department of Justice as a senior assistant attorney general in the Trial Division. At the Department of Justice, Doug rose to a position of leadership as one of the few Asian Pacific American litigators to frequently appear in Oregon's trial courts. During his time at the DOJ, he received the Outstanding Achievement Award, the DOJ's highest professional honor. Doug now serves as the first Asian Pacific American deputy general counsel of the University of Oregon.

Part of Doug's success is due to his extraordinary professionalism and ability to connect, even in the midst of contentious litigation. This ability to connect extends to a willingness to mentor students and lawyers on every level throughout the state. As one junior colleague noted, "I can confidently say that I have never heard someone in the workplace, let alone in a supervisory/senior role, ask, 'How can we best support you?' as much as Doug. Not only has he asked me countless times, but I have heard him ask current law student externs, past law students, and the partners and friends thereof."

Doug's mentorship efforts have included an annual Oregon Asian Pacific American Bar Association picnic at his house, which brings together judges and

lawyers from Eugene, Portland, and Salem to meet with students outside the dominant culture. The event allows these students to access and form connections with legal leaders they may otherwise not have the opportunity to meet but for Doug's efforts.

That being said, Doug's most remarkable contribution may be his commitment to using his influence and professional capital to advance those from non-dominant cultures within his own workplace. Doug has actively promoted diversity in hiring at both the Oregon Department of Justice and the University of Oregon's Office of the General Counsel, resulting in palpable changes to the composition of those offices.

Furthermore, Doug has required firms hired to represent the university's interests to show a commitment to diversity, opening substantial opportunities for attorneys from outside the dominant culture within the larger legal community. Doug's example and encouragement have also pushed other universities'



*The award honors the legacies of Judge Mercedes Deiz (left) and Justice Betty Roberts, shown here in 1982.*

general counsel offices to apply similar requirements in their hiring decisions, resulting in additional seats at the table for attorneys outside the dominant culture on a national scale.

Congratulations to Gina Johnnie and Doug Park. It is with great honor that OWLS will present them with the OWLS Roberts & Deiz Award on March 19. OWLS, our community, and our profession are grateful for the work they have done.

**Gina Ko** is an attorney at Reinisch Wilson Weier in Portland.

## Riding the Circuit

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We all are very proud of our district. The work is even more varied, the drives are harrowing but beautiful, the people are interesting. In talking with judges and lawyers, and even our governor, I always invite them to "God's Country." Upon arrival, they usually agree. Please come out and see us after the pandemic. Any of our judges will be happy to show you around.

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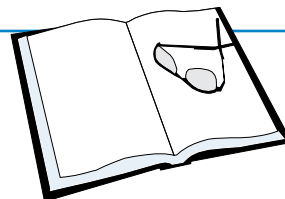
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## My Own Words

By Justice Ruth Bader Ginsburg, with Mary Hartnett and Wendy W. Williams  
(Simon & Schuster, 2018, 400 pages)

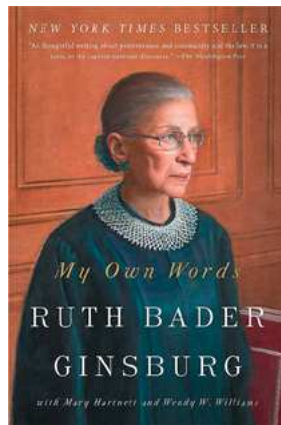
Book Review by Jenna Plank



**M**y Own Words, by the late Justice Ruth Bader Ginsburg, with Mary Hartnett and Wendy Williams, is equal parts biography, legal treatise, and history lesson. Through a unique compilation of articles, tributes, speeches, and landmark opinions written by Justice Ginsburg throughout her life, the book offers glimpses of Ginsburg's personal life, the path of her legal career, her fundamental beliefs on individual rights and equality, and the day-to-day business of sitting on the U.S. Supreme Court.

The book features articles by Justice Ginsburg dating back to elementary school, and they demonstrate that by age 13 she possessed an unparalleled intellectual curiosity and gift for written communication. Her collegiate articles in the Cornell University *Daily Sun* reflect an early respect for individual liberties far ahead of the times in which she wrote. While still in college, she publicly critiqued Supreme Court rulings on government wiretapping, arguing that

"even if the situation today demands increased vigilance on the part of the government, restraints on individual rights in the fields of individual privacy, morality, and conscience can be a cure worse than the disease."



Justice Ginsburg also wrote dozens of tributes over her lifetime that spotlighted figures she credits with paving the way for her own opportunities and accomplishments.

Ginsburg, for example, highlighted the feats of Belva Lockwood, who in 1873 became the first woman in the United States to receive a law degree, in 1879 succeeded in lobbying Congress to allow her admission to the U.S. Supreme Court Bar, argued two cases before the Supreme Court, and twice ran for president despite being unable to vote in the presidential election. Ginsburg's written tributes also include nods to the first Jewish Supreme Court justice, Louis Brandeis; the first female Supreme Court justice, Sandra Day O'Connor; groundbreaking women's rights activist Gloria Steinem; and the wives of early Supreme Court justices who also shaped the face of American law.

Part three of the book is entirely focused on Ginsburg's writings and work on gender equality and women in the law. In 1970 Justice Ginsburg chaired her first student panel on women's liberation at Rutgers University, and by 1971 she had worked with the ACLU in writing two briefs focused on gender discrimination. In 1972 Ginsburg was appointed to serve as the coordinator of the ACLU's Women's Rights Project, for which, over the next ten years, she participated in the submission of 24 briefs to the U.S. Supreme Court and appeared six times to present oral argument before the Court.

The *Frontiero* reply brief is one of then-attorney Ginsburg's groundbreaking arguments to the Supreme Court,

urging the Court to find that sex-based classifications in the law were suspect classifications deserving strict judicial scrutiny. Ultimately Ginsburg lost her argument that the Court should treat sex as a suspect classification, but she was successful in later cases in convincing the Court that sex-based classifications deserved an "intermediate" standard of review. That legal groundwork was then used to strike down countless federal and state laws featuring gender-based classifications and distinctions.

Parts four and five of the book are largely dedicated to Justice Ginsburg's notable Supreme Court opinions and dissents on the issues of gender, equal rights, and reproductive rights. Among those is Ginsburg's opinion in *United States v. Virginia*, which held unconstitutional the exclusion of women from the Virginia Military Institute. Her dissent in *Ledbetter v. Goodyear Tire* argued that a narrow interpretation of Title VII gutted the spirit of the law and thereby enabled the continuation of unequal pay for women. Her dissent in *Shelby County v. Holder* argued for the continuation of the preclearance mandate in the Voting Rights Act of 1965, recognizing that de facto voting disenfranchisement of minority groups was still very much alive in many parts of the nation. In *Gonzales v. Carhart*, she vehemently argued in dissent that precedent required the Court to strike down as unconstitutional the Federal Partial Birth Abortion Act, stating that "the Partial Birth Abortion Act, and the Court's defense of it, cannot be understood as anything other than an effort to chip away at a right declared again and again by this Court—and with increasing comprehension of its centrality to women's lives."

In sum, the book provides a fascinating first-hand look at the professional career of our nation's second female Supreme Court justice, and one of the true pioneers of gender equality. Ever championing the value of women in the workforce, particularly in the law, when Justice Ginsburg was asked when there would be enough women on the Supreme Court, she replied, "When there are nine."

**Jenna Plank** is a senior deputy district attorney at the Multnomah County District Attorney's Office.

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# Remembering Justice Ruth Bader Ginsburg

By Judge Ann Aiken

Aside from pictures of my family, the most precious photograph displayed in my chambers is from a spring evening in the late 1990s, just after I became a United States district judge. It was taken at a celebratory dinner held at the United States Supreme Court, which capped off a week-long orientation program for new federal judges. The photograph shows 27 newly confirmed Article III judges and Supreme Court Justice Ruth Bader Ginsburg. That group of new judges is significant in itself. At the time, we were celebrated as the largest single batch of women and people of color ever appointed to the federal bench. More significant for me, personally, is the story of that evening and how it led to my connection with Justice Ginsburg, which I treasured throughout her life.

My guest for the dinner was my oldest son, Jake, then a college freshman in D.C. My husband, Jim, had concluded that it would be an incredible experience for Jake. So, Jim remained in Oregon to work and take care of our four other sons. The evening began with a cocktail hour, at which we were to be joined by some of the justices of the United States Supreme Court. We weren't told which justices to expect, because the number always seemed to vary. Nevertheless, being the civic and legal nerds that federal judges typically are, we were very excited. As the cocktail hour was concluding, without a justice having yet joined us, in walked the diminutive Justice Ginsburg, wearing a stunning red silk suit and warm smile. She was immediately mobbed by our group of star-struck jurists. (Even then, you could say that she was "notorious.")

As dinner was announced, Justice Ginsburg walked toward me, and I introduced myself and Jake. Since we were from Oregon, she wanted to know if I knew Steve Kanter, her dear friend, and she was eager to tell me how much she loved Sokol Blosser wine. We bantered back and forth about Oregon as we walked into the dining room. As it turned out, Justice David Souter also joined us for dinner, and Jake and I were assigned to his table for the evening. (Justice Souter stories will have to wait for another day.)

Earlier that day, I had gone to the gift shop at the Supreme Court and purchased five red-covered pocket United States Constitutions. My plan was to ask the

justices who attended our dinner to sign one for each of my sons as a priceless memento of the evening. As the dinner was concluding, I asked Justice Ginsburg to please not leave without signing the pocket Constitutions I had bought for my sons. She immediately looked at me and said, "Please go get your son, and be ready to come with me when I give you the signal."

Like any good trial judge, I knew better than to question an appellate order. Hardly believing our good fortune, I hurried back to our table, where Jake was talking with Justice Souter. I quietly told him that Justice Ginsburg had invited us to go "somewhere" with her following the dinner. As soon as Justice Souter finished signing the Constitutions, I looked across the room, and Justice Ginsburg gave me a high sign that she was ready to leave. We gathered up our things and quickly followed her out of the room.



*Justice Ginsburg signs copies of the Constitution for Judge Aiken's sons, including Jake Klonoski, at right.*

Justice Ginsburg was upbeat and gracious. She immediately began a conversation with Jake that continued as she led us into her chambers. As her beloved husband, Martin Ginsburg, entertained their friends who had also attended the dinner in another room, Justice Ginsburg spent more than an hour and a half talking with us, especially Jake, about the law, law school, her background, and life

*Continued on page 10*

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## Remembering Justice Ruth Bader Ginsburg

in D.C. She was warm, curious about us, and shared her love for the arts as our conversation touched on many topics. And, of course, she signed all five pocket Constitutions.

As I looked around her chambers, I noticed that all of the memorabilia displayed there reflected her travels, love of art, and the many gifts from her family, clerks, and friends. But without a doubt, the most prized possessions in her chambers were the photographs of her children and grandchildren. When the time came for us to say our goodbyes, she walked us to the elevator, ensured that we knew how to get out, and asked me to feel free to call on her anytime and visit her again. I thanked her for taking the time to talk with us, and I promised her that I would look for an opportunity to invite her to Oregon for a speaking engagement event featuring Sokol Blosser wine.

As we negotiated our way out of the Supreme Court building and started walking back to my hotel—the buses carrying the other judges were long gone at this point—Jake turned to me and excitedly asked why I thought Justice Ginsburg had invited us to join her in her chambers. At

first, I had several theories, some more light hearted than others. But as I have reflected on that evening and my subsequent interactions with her, I believe that Justice Ginsburg actually reached out to me that night because my guest for the dinner was my son. I think when I explained that I wanted her to sign those five pocket Constitutions, one for each of my children, she realized that I would juggle being a mom and a federal judge for years to come. Everything I have come to learn about her since, including seeing the film *On the Basis of Sex*, has convinced me that it was her way of supporting and encouraging another woman who was also committed to pursuing a judicial career on the federal bench while maintaining an active family life.

Over the years, we briefly touched base many times, and I did work hard to coordinate that promised trip to Oregon, to unveil the portrait of Oregon Supreme Court Justice Betty Roberts. Unfortunately, Justice Ginsburg's health issues prevented her from making the trip. But I am immensely lucky to have developed a relationship with journalist Irin Carmon, co-author of *The Notorious RBG* and my fellow Ginsburg groupie.

*continued from page 9*

Irin graciously visited Oregon last year to speak with first-year law students about Justice Ginsburg's life and work at the annual Art of the Possible conference in Eugene. It was the next best thing to having Justice Ginsburg there herself.

In telling the story about the night I first met Justice Ginsburg, I cannot help but also recall the last time I spoke with her. In the spring of 2018, I visited D.C. to celebrate the birth of my granddaughter, Lily. Jake was also being sworn into the United States Supreme Court Bar that week and invited me to come with him to the event. Following the ceremony, the newly sworn lawyers enjoyed a hosted breakfast at the Supreme Court. To everyone's surprise, Justice Ginsburg appeared and joined our group at the breakfast. She posed for photographs with the new members of the bar. She was as spunky as ever and completely engaged with the young lawyers as she told inside stories about the Supreme Court. And so it was that nearly 20 years after first meeting her, in one of those miracles of irony and fate, I found myself back at the Supreme Court speaking for the final time with Justice Ginsburg, this time the guest of my son.

I am forever grateful that Justice Ginsburg reached out to me at the beginning of my time on the federal bench. Her doing so reinforced my commitment to work hard in my profession, live a full family life as a parent and spouse, and work to integrate it all in an effort to leave my community and the world a better place.

We all stand on the shoulders of those who came before us. Justice Ginsburg's life's work for gender equality was to enable all people to have family lives while still being "in all places where decisions are being made." But Justice Ginsburg also cautioned, and the arc of her life showed, that "real change, enduring change, happens one step at a time." We should remember Ruth Bader Ginsburg by taking every step, big or small, that we can in service to the cause of equal justice for all people. In short, we should live not for ourselves, but for our community. Because, as she showed us, when we do that, what we are really doing is lifting our children and all future generations onto our shoulders.

*Judge Ann Aiken, an OWLS founding member, has served on the U.S. District Court for the District of Oregon for 23 years.*



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## Out with 2020 and in with the New Year!

### The 2021 Legislature

**T**he Oregon Constitution sets forth the requirement that full legislative sessions held in odd-numbered years meet for no more than 160 days. By statute, the 2021 session will begin on January 11 with organizational days, followed by the official start on January 19. At this point, due to COVID-19 safety restrictions, the session will likely consist of remote hearings until March or April, when it is hoped that in-person floor sessions to vote on chamber bills will be able to safely resume.

Legislators will focus on the upcoming budget deficit (which is currently undetermined), bolstering Oregon's faltering economy, and addressing independent contractors, tax reform, and privacy legislation, as well as police accountability, pretrial detention, bail reform, changes to the Indian Child Welfare Act, and aid-and-assist legislation. Important from the bar's perspective will be funding for the court system and the Office of Public Defense Services.

The 2021 legislature will once again have Democratic majorities in both chambers, and will include ten legally trained legislators.

In the Senate, there will be an 18–12 Democrat advantage again. The Senate picked up one new legally trained legislator. Senator-elect Kate Lieber (D-Beaverton/Aloha) will join Senate President Peter Courtney (D-Salem), Senator Betsy Johnson (D-NW Oregon), and Senator Floyd Prozanski (D-Lane County) in January.

Senator Shemia Fagan, a Democrat, will be leaving the legislature as she moves on as the newly elected secretary of state. In addition, Senator-elect Lieber was voted in as a Senate assistant majority leader.

In the House, Republicans gained one seat, resulting in a 37–23 advantage for the Democrats. One new legally trained legislator, Jason Kropf (D-Bend), will be joining the House in January. He will join Representative Ken Helm (D-NE Washington County), Representative Karin Power (D-Milwaukie), Representative Dan Rayfield (D-Corvallis), Representative Kim Wallan (R-Medford), and Representative Marty Wilde (D-Eugene). Representative Rayfield is expected to continue in his role as co-chair of the Joint Ways and Means Committee, and Representative Wallan continues as the House Republican whip.



By Susan E. Grabe

### The Courts and the Pandemic

On November 18, Chief Justice Martha Walters issued Chief Justice Order (CJO) 20-047, which encourages remote proceedings and imposes restrictions on in-person court operations, in response to the increasing spread of COVID-19. The CJO took effect on November 19, and it will remain in effect for the foreseeable future. [CJO 20-047 is available here.](#)

In summarized terms, CJO 20-047 provides as follows:

- Courts may conduct any proceedings or operations they determine are appropriate as long they do so by entirely remote means—meaning that case participants appear by remote means and not in the courtroom.
- Circuit courts may conduct specified proceedings in person, including criminal trials subject to speedy trial requirements; other criminal jury trials if the presiding judge approves on a case-by-case basis; juvenile delinquency adjudications; and Category 1 and Category 2 proceedings (set out in the order). Courts are encouraged, however, to use remote means if reasonably feasible and permitted by law, even when an in-person proceeding is allowed.
- A presiding judge may, in certain specified circumstances, on a case-by-case basis, permit a particular proceeding to be conducted in person.

CJO 20-047 reflects the advances made by the Oregon Judicial Department (OJD) to date in conducting remote proceedings statewide. OJD is currently reviewing recommendations from individual bar members and OJD work groups. Please continue to communicate with OJD through [ojd.cjofeedback@ojd.state.or.us](mailto:ojd.cjofeedback@ojd.state.or.us), as Oregonians work together to improve court access through remote means during the pandemic and beyond. For more information, visit [the OJD webpage on COVID-19](#) or [the Oregon State Bar's COVID-19 resource page](#).

OJD's priorities for the 2021 legislative session include aid-and-assist legislation,

pretrial release, online dispute resolution, new judge positions in Deschutes and Douglas Counties, and funding for court operations, the Multnomah County Legal Resource Center, and other court facility improvements. You'll find [details here](#).

### The OSB LIP Package

The Oregon State Bar introduced seven OSB law improvement legislative concepts for pre-session filing during the Joint House and Senate Judiciary Committee hearings in December. The OSB Law Improvement Program (LIP) allows bar groups to participate in the legislative process. Law improvement legislation includes proposals to clarify statutory ambiguities, modify unforeseen "glitches" in major legislation passed in previous sessions, and codify case law as necessary.

For the 2021 session, proposals were submitted by the OSB Board of Governors, the Consumer Law Section, the Council on Court Procedures, the Debtor-Creditor Section, the Estate Planning and Administration Section, the Indian Law Section, the Military and Veterans Law Section, and the Nonprofit Organizations Law Section. For additional information on the proposals, please visit [the OSB Public Affairs webpage](#).

*Susan E. Grabe is the director of the Oregon State Bar Public Affairs Department.*

## 2020 Special Sessions

**A**fter the Short Session That Wasn't, the legislature had not one, not two, but three special sessions in 2020 to conduct business critical to the state in light of the pandemic, ongoing protests and civil unrest, devastating wildfires, and economic upheaval.

The 2020 regular session adjourned on March 5, having passed almost no legislation. The session, however, was followed three days later by Governor Brown's Declaration of Emergency Due to Coronavirus. That emergency declaration, and the various executive and judicial orders that followed, set the stage for the three special sessions during 2020. Please visit the OSB COVID-19 webpage for the latest Chief Justice Orders and Executive Orders.

The first special session ran from June 24 through 26 and addressed issues related to the pandemic, unfinished business from the 2020 regular session, and several bills broadly related to policing.

*Continued on page 12*



## CLE Speakers Needed

**O**WLS is working to create a database of lawyers who are outside the dominant culture and wish to serve as speakers, panelists, or presenters. Our survey seeks that information and also has space for OWLS members to indicate if they would like training in presenting CLEs or workshops.

Oregon's legal community is filled with such a diversity of talent that it is not acceptable that lawyers are still attending CLEs, workshops, and panel discussions in which all the speakers are straight, cisgender, able-bodied, white men.

To participate in, or to check out, our survey, [click here](#). If you have any questions about this project, please contact OWLS Executive Director Linda Tomassi at [linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org).

## 2020 Special Sessions

A second special session convened for a single day on August 10 and addressed primarily budget matters relating to the pandemic, as well as one additional bill relating to policing. For more information on legislation passed in the first and second special sessions, go to [2020 Oregon Legislation Highlights](#).

The third special session of 2020 was called by Governor Brown for Dec. 21. As with the two previous special sessions,

the state Capitol was closed to the public. All hearings were conducted remotely to ensure COVID-safe health protocols, with floor session votes conducted in shifts. Protesters without masks and with firearms demanded entrance to the Capitol, destroying building entrances and disrupting the proceedings. Nonetheless, the following four bills were passed:

**HB 4401**, relating to residential tenancies and extending the eviction mor-

atorium to June 30, 2021, and providing landlord financial relief

**HB 4402**, relating to claims arising during the COVID-19 emergency period and providing limited liability protection for schools

**SB 1801**, relating to restaurant relief and "cocktails to go"

**SB 5731**, transfers state funds to the Emergency Board (\$600 million for COVID-19 and wildfire costs)

*continued from page 11*

## Workshop on Racism

At this point in the presentation, attendees were asked to indicate how they were feeling, via a Word Cloud survey on the Zoom platform. Many responded that they were exhausted, impatient, worried, and overwhelmed; others answered that they were hopeful, engaged, and ready.

Kasia encouraged attendees to think about "positionality" when thinking about racism. Positionality is the way in which all parts of one's identity affect who one is as a human being. In other words, there are different perspectives on racism, depending on who you are. Remember, Kasia said, that your view of racism is not the only one; by recognizing positionality, you can better engage on this issue.

Both presenters then set forth a suggested structure for engagement on racism—how we can come together and have long-overdue conversations. This structure includes the following:

- Isolating race and talking about it, while considering intersectionality (other issues such as class and gender).
- Listening!
- Embracing discomfort. White people are often uncomfortable when talking about racism, but they need to "lean in" when this happens.
- Reflecting critically about your worldview—how have you learned about race?
- Leading with vulnerability and hu-

mility—being honest about what you don't know, and apologizing if necessary.

- Avoiding the urge to minimize others' experiences. There is often a lot under the surface.
- Sharing lessons and protecting stories.
- Engaging in dialogue.

The presentation then segued into slides and photos and a discussion of the many aspects of Oregon's racist past. For example, attendees were reminded of the flooding of the Wishram and Wasco people's sacred fishing ground at Celilo Falls so that The Dalles Dam could be installed. Other racist parts of Oregon history include the internment of Japanese Americans during World War II and the displacement of thousands of Black Portlanders after the Vanport flood in 1948.

We were also reminded by Kasia and Rakeem that many of the racist experiences of Native and Black Oregonians are not well known, even though these communities resisted the racist actions. The effect of these negative experiences lived on in the bodies, minds, and hearts of the people affected. Their pain, trauma, and disconnection have been passed down to the current time and present generations. Attendees then briefly discussed the importance of understanding Oregon's racist history; some suggested that reparations be made.

After a short break, the presenters

focused on distinguishing between being non-racist and being anti-racist. Kasia and Rakeem said that we must be anti-racist: we must be active and interrupt racism when we see it happening, rather than doing nothing and calling ourselves non-racist. Attendees shared in small groups various times when they were non-racist instead of anti-racist. The discussion continued with Kasia and Rakeem reminding white people that we need to understand our internalized (white) supremacy and entitlement, and we should look for where this might show up in ourselves and in our organizations.

We must also focus on the impact that a comment might have on the person hearing it, even though we might not "intend" it to be racist. Think first: what is your intention in asking or saying this? Finally, we must de-center whiteness. Unknowingly, so much of what we do and our societal norms are white-centered. Likewise, it is a burden for Black people to be constantly educating the rest of us, even though they want change to happen.

There is still much work to do to dismantle racism. OWLS thanks Kasia and Rakeem for this thoughtful, important, and eye-opening presentation.

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

*continued from page 1*

# How to Overcome Imposter Syndrome

By Karla E. Márquez

This past fall, several OWLS attorneys and students met for a four-part discussion group to further understand and address imposter syndrome and gain tools to overcome self-doubt and increase confidence.

"We formed the discussion group in response to feedback we received after presenting a program for OWLS in July 2020 on imposter syndrome," said Portland-based career and executive coach Susanne Aronowitz. "Participants in that [and previous] programs expressed a real desire to collaborate with others who experienced imposter syndrome and to work through some of the strategies we offered." Susanne co-facilitated the discussion group with Tonkon Torp partner Parna Mehrbani and Oregon Department of Justice lawyer Melissa Chureau.

## What Is Imposter Syndrome?

Imposter syndrome is not a disease or an abnormality. It can affect people of any gender, age, and occupation, but it is more prevalent in underrepresented and marginalized communities, and in people with disabilities. A self-identified "imposter" may feel like their accomplishments are not earned, and their ideas and skills do not warrant others' attention.

Three types of people might experience imposter syndrome: "the smart one," the "hard worker," and the one "trying to survive." When a person labeled by others as "the smart one" struggles with a task, the inability to meet expectations can result in imposter syndrome. The "hard worker" might experience imposter syndrome after completing a task because they fail to recognize their competence and ability. The person who has faced adverse life experiences and is "trying to survive" might have trauma-triggered responses, such as an inability to make decisions or a need for isolation.

Imposter syndrome is common in professions in which most of the work is created privately but consumed and judged publicly, like law, the arts, academia, and software development. It also tends to be common among high achievers.

## Tools to Combat Imposter Syndrome

During the first meeting, participants reflected on situations in which imposter syndrome emerged, and asked: Why do we experience imposter syndrome? How does imposter syndrome impact us personally and professionally? Participants

also shared what they wanted to take away from this discussion group.

During the second meeting, participants learned to reframe thoughts that contribute to feeling imposterism by completing the "Making the Case to Yourself" worksheet, which presents a three-step process for reframing thoughts:

**Step 1:** Recognize your thought. What is the thought that you are dealing with, and what triggered it? How does the thought make you feel?

**Step 2:** Examine your thought. Is it kind, helpful, or useful? What evidence is there to support the thought, and is that evidence reliable?

**Step 3:** Reframe your thought and choose a response. Is there a different explanation that could be true for the thought? What evidence supports the new explanation? With awareness of the new explanation, how can you choose to respond to the triggers in a way that is true, helpful, and rooted in reality?

Reframing thoughts can help participants think like "non-imposters" and advocate for themselves as they would advocate for others. Working through the worksheet might not prevent the feeling of imposterism from resurfacing. Nonetheless, it can interrupt the narrative that causes a person to feel incapable, unworthy, or afraid to pursue a goal.

The third meeting focused on recognizing and celebrating wins. Keeping a written record of accomplishments and daily "wins" is evidence that most of the negative thoughts you have about yourself are unfounded. For each day between sessions three and four, participants were asked to fill out a log with the following prompts: What was the win? What did you do to contribute to the outcome? What does this win say about you or the qualities that you bring?

The final meeting encouraged participants to create a buddy system. "One of the recommended strategies to help acknowledge and overcome imposter syndrome is to have trusted friends, mentors,

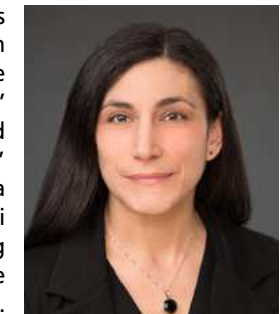


Susanne Aronowitz

and colleagues with whom you can share 'imposter' thoughts and feelings," said Parna Mehrbani about building a supportive environment. "A buddy can help correct negative (and likely inaccurate) assumptions and thoughts and help provide positive (and likely more accurate) explanations."

Dealing with imposter syndrome was a new concept for some, while others entered the discussion group with experience combating self-doubt and sought a supportive community. The OWLS four-part discussion group provided every participant the opportunity to continue on their journey to thinking like a "non-imposter."

*Karla E. Márquez is a second-year law student at Lewis & Clark Law School.*



Parna Mehrbani

## Resources

- Elizabeth Cox, "What Is Imposter Syndrome and How Can You Combat It?" [TED-Ed](#).
- Susanne Aronowitz, "Imposter Syndrome: A Secret Epidemic in the Legal Profession," [Oregon State Bar Bulletin](#), August/September 2017.
- Neha Sampat, "Using Tech Tools to Tackle Imposter Syndrome," [The Belong Blog](#), July 24, 2019.

## Thank You, Shari Pearlman

Last fall, after 21 years as a mainstay at the Oregon Attorney Assistance Program, Shari Pearlman moved to British Columbia to work at a similar organization there.

Thank you, Shari, for all that you did for Oregon's legal community. We will miss you.



# Meet Circuit Court Judge Morgan Wren Long

By Stephanie Engelsman

Judge Morgan Wren Long's history and background made her a clear choice for the Multnomah County Circuit Court when a position in the Family Law Department became available. Her mother was a foster care provider in Virginia, so Judge Long was surrounded by foster siblings from an early age; her two younger siblings were eventually adopted by her family.

After graduating from Virginia Commonwealth University, Judge Long moved to Portland, following the man she later married. After a delightful year working as a front desk receptionist for a local massage school—and enduring free massages—she enrolled at Lewis & Clark Law School. She had always been fascinated by criminal law and ended up taking several courses related to juvenile law.

Judge Long's first job during law school was with Emily Cohen, who was seeking an assistant with experience talking to children in the foster care system. Next, Judge Long was a certified law student (CLS) in Washington County for a newly created CLS program in its juvenile department. There she did a lot of dependency work and misdemeanor delinquency work. That experience led to her first job after graduating from law school—she worked for Gary Bertoni for three years, focusing on juvenile law.

She then spent two years with Ridehalgh and Associates, working as a criminal defense attorney with a specific focus on juvenile law and also getting a start in family law. She then started her own firm with a friend, doing similar work before becoming pregnant and going on maternity leave.

When her first-born was about one, Judge Long started handling a few cases for Troy & Rosenberg, and about a year later, she joined the consortium in Washington County, where she split a juvenile and adult major felony caseload. Her knowledge of and experience with all facets of the system allowed her to pick up all parts of a case, representing the client, for example, when his child was taken away, he was charged with a crime, he needed to defend against a restraining order, and he wanted to file for divorce.

While on maternity leave with her second child, Judge Long learned of an open referee position in Multnomah County and obtained the job. About two years later, in September 2019, Governor Brown appointed her to the circuit court bench, and in May 2020, Judge Long was elected to the position.

Judge Long's practice as an attorney and a judge has been affected by having kids in ways she hadn't even imagined. She remembers a time when there was no nursing room in the Washington County Courthouse: during jury trials, she would run to the public bathroom during a break, put a towel down on the floor, and pump there before running back into the courtroom to resume trial. During a trial in Lincoln County, she pumped in her car during a break. As a result of these experiences, Judge Long takes it upon herself to be incredibly understanding when new moms are involved in the dependency system. She will order—if the mom wants to breastfeed—that DHS provided resources to the mom, including a pump, freezing bottles, and a cooler,



Judge Morgan Wren Long

and then get the breastmilk to the baby.

Regarding the idea of "work-life balance with kids," Judge Long's advice is to always try make time for yourself. So much of the concept of work-life balance is a balance between family and work, with little attention paid to the individual's specific needs. Making time for one's self is often very hard for working mothers, as we often do much of the emotional work, as well as behind-the-scenes things like making dental appointments and play dates for the children. To Judge Long, self-care is more than taking a shower or getting sleep. That is just basic care. Self-care is permitting yourself to carve out boundaries and setting some time for yourself.

The hardest parts about the COVID-19 pandemic for Judge Long are losing her in-laws from her family's "bubble" and needing to keep her chambers door closed at the new courthouse. She is an open-door person and wants people to come in and talk. She has managed, however, to find a two-fold silver lining: She has been overwhelmed with how gracious and supportive the other judges have been. When daycares and schools were closed in the early days of the pandemic and she was doing the heavy lifting of parenting while working full time (her husband was heavily involved in the technology rollout to help teachers pivot from in-person to online instruction at a regional level), her colleagues took on extra in-court work to allow her to work almost entirely from home. The other thing? After hearing people call his mom "Your Honor," her elder son took to doing the same, which made for some very funny requests: "Your Honor, can you wipe my butt?"

*Stephanie Engelsman is an attorney with Youth, Rights & Justice in Portland.*

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# Chief Justice Walters Award Presented to Judge Debra Vogt

By Shannon Richard

Lane County Women Lawyers presented the second annual Chief Justice Martha Walters Award to the Honorable Debra K. Vogt via a virtual ceremony on December 11. The award was created to recognize a Lane County attorney who has demonstrated leadership in the pursuit of equal justice for all. The recipient of the award is a person who has transformed the law through advocacy to create or encourage equal opportunities for individuals facing obstacles to achievement and whose innovative approach to work-place culture or mentoring promoted advancement in the legal profession for all. The award is presented annually.

Lane County Women Lawyers created this award as something that would be uniquely "Eugene." The inspiration for the award came in 2018, when Justice Martha Walters was unanimously elected by her colleagues to serve as chief justice of the Oregon Supreme Court. The award is intended to celebrate and recognize women lawyers who have contributed to our state's legal community, have stood for equal justice for all, and live in Lane County.

Our 2020 honoree, Judge Debra K. Vogt, epitomizes these qualities. She has been contributing to our state's legal community since 1994, when she served as law clerk to Judge Maurice K. Merten. Thereafter, she joined the Lane County District Attorney's Office, and in 2006, she took a seat on the Lane County Circuit Court. She is currently serving her second term as presiding judge.

Throughout her legal career, Judge Vogt has championed equal justice for all. Judge Jodie Mooney elaborated on this point during the virtual award ceremony:



Participating in the December 11 event (left to right): (top row) Kasia Mlynski, Judge Jodie Mooney, Chief Justice Martha Walters; (middle row) Shannon Richard, Judge Debra Velure, Judge Karrie McIntyre; (bottom row) Judge Debra K. Vogt

"Judge Vogt should be the standard for us all. You see, for Judge Vogt, access to justice for everyone is not a slogan for a sign, or a meme. It is a baseline. Equal access is as fundamental to justice as a palpable pulse is to life itself. There is no

work, please see page 15 of the Fall 2020 OWLS AdvanceSheet. You can watch the [video of the ceremony](#) on YouTube.

**Shannon Richard** is an assistant attorney general in the Oregon Department of Justice.

justice if it is not available to everyone."

We were unable to gather in person in December—for good reason—so our celebration was conducted via Zoom. It included remarks from Chief Justice Walters, the award's namesake and inspiration. Judge Mooney presented the award to Judge Vogt, and Judge Karrie McIntyre then conducted a lively question-and-answer session with our honoree.

For more information on Judge Vogt's

## Tomasi Salyer Martin is pleased to announce two new associates.

**Stephen Thorpe's** practice focuses on land use, real estate, and consumer and commercial real estate litigation. His broad experience ranges from advising clients during the land use entitlement process for affordable housing developers to litigation involving business disputes, foreclosures, and bankruptcies.



**Blake Van Zile** joins the firm with several years of litigation experience in Washington and Oregon. Blake's practice is primarily focused on consumer and commercial real estate litigation, and she also supports the firm's real estate transactions and land use practices.



At Tomasi Salyer Martin, we are always passionate about our clients' success.

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# Queen's Bench Hosts Holiday Luncheon Online

By Jenna Plank

December 8, 2020, marked a Queen's Bench Annual Holiday Luncheon Honoring Women Judges like no other. The entire event took place online, but it managed to feature the traditional salutations to the women judges in our state, thanks to the incoming and outgoing Queen's Bench (QB) boards and presidents, riveting speakers, and even a virtual fashion show. In all, the event was fantastically entertaining, educational, and inspiring.

Anne Milligan, the 2020 QB president, kicked off the "lunch without a lunch" with an inspirational reading by Danielle LaPorte. Judge Beth Allen, the 2021 QB president, then welcomed the women judges in attendance and outlined the 2021 QB speaker series, "Women Who Have Overcome." Judge Allen explained that the 2021 speaker series will be dedicated to the topic of women who have overcome adversity, with the goal of sparking inspiration for future women to seek their places on the bench. Judge Allen concluded her remarks by announcing that QB was sending fabric masks (featuring all the women justices of the U.S. Supreme Court) to all women-identified judges in Oregon in lieu of the traditional floral centerpieces. She then turned the event over to the 2021 QB president-elect (the 2022 president), Ann Marie Schott.

Schott presented a donation of \$2,000 to Multnomah CourtCare on behalf of Queen's Bench and announced that QB would sponsor an OWLS Foundation Armonica Grant in 2021. The Armonica Grant is a \$2,000 textbook grant awarded to a few Oregon law students in their final year of law school. Schott also emceed the inaugural annual best-dressed award, with all entries being made via Zoom. While there were many cheerful sweaters and lovely hairstyles, this year's first-place best-dressed award (a framed picture of RBG) was given to Bonnie Richardson for her festive full dress and stole combination.

This year's speakers were Larry Muzzy and retired Multnomah County Circuit Court Judge Douglas Beckman, in a conversation moderated by journalist Rachel Saslow. In 1996, Muzzy was one of the first juveniles to be tried, convicted, and sentenced under the new Ballot Measure 11, and Judge Beckman was the judge tasked with handing down the verdict

and sentence. At age 17, Muzzy was convicted in a court trial of aiding and abetting a robbery in the first degree, and he was sentenced to spend the next five years at the MacLaren Youth Correctional Facility.

Muzzy, who now lives in North Carolina with his partner and two children, reflected on his experience and stated that at age 17 he didn't really understand his situation until long after the trial. Muzzy said he remembered almost



Larry Muzzy during the Dec. 8 event

nothing from the trial or sentencing other than there were so many people from his neighborhood, school, and community in the courtroom to support him. Muzzy's memories of the justice system really start after the judge handed down his sentence. Muzzy remembers being mad at the world when he arrived at MacLaren.

Judge Beckman's recollection of the trial and sentencing, events that occurred over 20 years ago, is very clear. Judge Beckman described Muzzy's case as the case that made him "almost not want to be a judge anymore." Judge Beckman described Muzzy as a good kid in a bad crowd. He explained that while the mandatory sentence under Measure 11 was arguably fair for the defendant who wielded the knife during the robbery, it was unfair to assign that same sentence to an aider and abettor like Muzzy, who played a very minor role. Judge Beckman said he felt like nothing more than a "rubber stamp," unable to give consideration during sentencing to Muzzy's minor role, the fact that he was a scholar-athlete, or his massive community support. Judge Beckman worried that the sentence was simply going to crush Larry Muzzy.

Muzzy persevered. He said that through the program at MacLaren, he went from blaming everyone but himself



Anne Milligan during the Dec. 8 event

to developing accountability, identifying thinking errors, and eventually finding within himself a way to "bounce back." During a very emotional conclusion, Muzzy took a moment to speak directly to the judge who sentenced him 24 years ago. Muzzy told Judge Beckman that he understood that the judge's hands were tied, and said that the judge shouldn't feel guilt over the sentencing, and that this process had given him (Muzzy) a lot of healing.

Judge Beckman replied that he still feels a lot of emotion over this and that soon after the trial, his colleagues had asked him why he hadn't just found Muzzy not guilty. He explained that as a judge, he had taken an oath to honor the rule of law and that based on the evidence, he simply had to convict Muzzy. Judge Beckman says that now, in retrospect, he wishes he had found Larry Muzzy not guilty all those years ago.

Larry Muzzy concluded by saying that while he has healed and moved on, his felony conviction continues to prevent him from engaging in many activities, including volunteering at his kids' school and coaching his child's soccer team. He is actively seeking a pardon from Governor Brown. Judge Beckman added that Larry Muzzy's case calls for clemency.

After the presentation, breakout groups were facilitated to allow continued discussion and reflection on the program. Many members, including several of our wonderful women judges, participated. This event marked a great bookend to the year 2020, and it highlighted that community can still be fostered even in these socially distanced times.

*Jenna Plank is a senior deputy district attorney at the Multnomah County District Attorney's Office.*

# OWLS Members Monitor and Protect Voting Sites

By Gloria Trainor

Oregon lawyers—many of them OWLS members—traveled far and wide to volunteer as election monitors in November. Each made the decision to brave out-of-state travel despite COVID-19, took time from work and family, and used personal funds to travel to Michigan, Arizona, or Nevada to protect voters. They don't necessarily have party affiliation in common, but their common thread is their galvanized commitment to civil rights and their passion for protecting those rights.

Many election monitors have a history of protecting democracy. Megan Hinzdel, who traveled to Nevada for the 2020 election with colleague Kathryn Olney, grew up in Oregon. She recounted sitting at the kitchen table as a child and listening to the adults in her life discuss their ballots. In 2016, Megan volunteered during the presidential campaign, ringing doorbells and phone-banking to make sure voters were registered or knew how to register if they had not yet done so.

After that election, Megan committed to do more in 2020. When she arrived at her scheduled polling place on Election Day this past November—a large library in Las Vegas—she found a well-oiled machine. Poll workers were working smoothly and seamlessly, COVID-19 precautions were in place, and everyone who showed up to the polling station voted. She found the experience rewarding and plans to do it again in the future.

Ken Lerner, who traveled to his home state of Michigan and was stationed as an election monitor in Wayne County, had a similar experience. In 2016, he and his wife, Katherine McDowell, traveled to Nevada, and they enjoyed watching the predicated red state go blue. This year, Ken identified Michigan as an important swing state, and concentrated his efforts there. Over the summer, Ken called Mich-

igan voters to be sure they were aware of the Michigan primary election, held in August. On Election Day, he was stationed at a convention center in the Detroit area, and was glad to find voters able to move in and out of the polling place with ease, casting their ballots without interference or long waiting lines.

Despite their joint effort in 2016, Katherine and Ken decided to divide and conquer in 2020, and Katherine focused her efforts on Arizona. Before the election, she volunteered to “chase and cure” in that state. That process involves reaching out to voters who received mail-in ballots but didn't return them, to ensure that they had the correct information about how to timely do so (the “chase”). The “cure” involves reaching out to voters who returned mail-in ballots but were subsequently given provisional ballots, indicating that they needed to address and correct an issue before their votes could be counted.

For Election Day, Katherine flew to Tucson, Arizona, and monitored the election at a voting site. Despite the challenge of hot, sunny weather, she too found that voters had a safe and effective experience. She reported seeing many young people and people of color casting votes, and celebration was in the air. As voters exited the building after they finished voting, bursts of clapping and cheers erupted.

Although there was no evidence of widespread voter fraud, voting in the 2020 election was not entirely smooth for all voters. Iván Resendiz Gutierrez and Liani Reeves also served as poll observers in Nevada. They volunteered at polling places during early voting and on Election Day. On Election Day, check-in machines failed at their polling place throughout the day. Technical support that was supposed to be readily available was

not. Mostly, these technical glitches resulted in longer lines than expected, which was particularly challenging in the hot sunshine.

Nonetheless, Liani



Katherine McDowell

and Iván forged ahead to protect voters. When voters were turned away without voting, poll observers approached to ask why the voter was leaving without casting a ballot, then tried to assist in resolving the issues that created barriers to voting. When uncomfortable situations arose that might intimidate voters (e.g., law enforcement officers arriving in a group [who turned out to simply be voting too] and a voter in line who discussed his positive COVID-19 test loudly over the phone), poll observers triaged the situation and provided solutions. All had the simple goal of ensuring that each voter who turned out would cast a ballot that was counted.

As voters, we are lucky to live in Oregon. The election monitors I interviewed shared that sentiment. We take for granted how easy it is to vote in Oregon, and it is important, election monitors said, to do our part to ensure that all Americans are provided the opportunity to have their vote count.

*Gloria Trainor is a solo practitioner at Trainor Law PC. Her practice includes plaintiff-side personal injury and employment discrimination, and domestic relations work focused on the LGBTQ+ community.*

## OWLS Committees Seek Volunteers

Volunteer committees are the backbone of Oregon Women Lawyers. Committee work is one of the best ways to support OWLS—and make friends and professional connections in the process. Committee members are members of OWLS.

Committee work varies in duration and time commitment, with some committees serving as limited-term “project” committees and others providing year-round guidance and oversight for issue areas. Most committees meet once a month or once every two months and can be joined by OWLS members in any location, as meetings are held by phone or video conferencing, as well as in person. The time commitment can be as little as two hours per month. Please contact the committee chair of any committee you'd like to join. Or respond to this [brief 5–7 minute survey](#) to discover the best committee fit for you. We welcome your participation.



# Meet OWLS Board Member Marisa Moneyhun

By Renata Gowie

**M**arisa Moneyhun joined the OWLS Board of Directors in 2019. A lifelong Oregonian, Marisa was born in Portland but raised in Clackamas County. After graduating from Clackamas High School, she earned a bachelor's degree in political science from the University of Oregon. She earned her law degree in 2007 from Willamette University College of Law.

Marisa pursued a legal education even though she did not see herself in litigation or at a big corporation. She was attracted to the intellectual side of the law and knew she wanted to pursue the education side, but did not know what type of law. She began her legal career as a judicial law clerk for Judge Dale Koch on the Multnomah County Circuit Court. She also has the distinction of being the first-ever law clerk for Judge Karin Immergut, now a federal district judge after a decade on the state trial bench.

After her judicial clerkships, Marisa worked with a small firm, where she worked on some estate planning matters, which she enjoyed. Since 2013, Marisa has been a solo practitioner, with an office in downtown Portland. Her practice involves estate planning, guardianship,

and probate administration. Marisa finds the work rewarding. She is, she says, a counselor who provides compassion and guidance for difficult life circumstances.

Marisa became involved with OWLS as a friendly way to meet people in the legal profession, and she liked the people she met. Indeed, she is now part of a long-running book club that consists of OWLS members who have become great friends. Marisa has served on the OWLS Awards Committee, and recently joined the *AdvanceSheet* Committee. She also serves as co-chair of the OWLS Leadership Committee, which helps develop leadership skills by identifying its participants' strengths. The successful Emerging Leaders series is one example. Marisa is proud that the Leadership Committee has been able to pivot to Zoom events during the pandemic, which has allowed for greater attendance, particularly outside the Portland metro area. One such event is aimed at helping women sell themselves during negotiations, a daunting but vital task for most woman lawyers. Before joining the OWLS board, Marisa was actively involved with the OWLS Foundation board.

Aside from OWLS, Marisa is involved with the Oregon Law Commission Pro-

bate Modernization Work Group, which seeks to update the probate code. She is a Region 5 delegate to the Oregon State Bar's House of Delegates. She previously was in the Gus J. Solomon Inn of Court and a volunteer attorney with the ACLU. For fun and relaxation, Marisa spends time with her husband and three-year-old son. She also likes to garden and quilt.

When asked for advice for women lawyers who are new to the profession, Marisa urges involvement and connections. Oregon is a small legal community, and it is important to connect not only with one's peers, but with people who are less experienced and more experienced. The students in the years behind you in law school may someday be in a position to help you. The people ahead of you in the legal profession can help you with where you want to go in your career.

*Renata Gowie is chief of the Civil Division at the U.S. Attorney's Office for Oregon.*



Marisa Moneyhun

## OWLS Welcomes New Law Students

By Jennifer Knowles

**T**he OWLS Leadership Committee hosted a virtual welcome and networking event on October 14, offering new law students the opportunity to learn about and connect with OWLS and the greater Oregon legal community. The committee partnered with admissions and career services staff at each Oregon law school to craft a beneficial event and to reach students.

The 45-minute event was timed to accommodate working professionals, evening students, and day students. And while all law students were welcome, first-year, evening, transfer, and LLM student groups received focused invitations through law school publications, email, and social media.

The program featured an overview of OWLS before shifting into breakout rooms. OWLS President Maya Crawford Peacock opened the event by offering a welcome and overview of OWLS, sharing information on the chapters, goals, and current projects.

OWLS Foundation President-elect Kamron Graham detailed the Foundation's mission and work, including grant and scholarship opportunities. Leadership Committee co-chair Marisa Moneyhun listed upcoming OWLS events, highlighting that they—like OWLS membership—are free to law students. She then introduced the breakout room topics, designed to encourage conversation.

As a current law student, I briefly addressed why OWLS is an important organization, the contributions it makes to our communities, and how students can support the OWLS mission. Contact information for Oregon's affinity bars and the OAAP was also provided, and students were encouraged to connect with those organizations.

Because the event was held remotely, attendees included students from each of Oregon's law schools and attorneys from around the state, fostering connections that might not have otherwise occurred. The attorneys attending reflected the

strength and diversity of the OWLS membership, which several students said increased their interest in joining OWLS.

Responses in the post-event survey were incredibly positive, with all respondents indicating that they would attend similar events in the future. Many participants said they wanted more than 20 minutes in the breakout rooms, and all willingly shared contact information to foster ongoing conversations.

The Leadership Committee is considering how and when to offer similar programs and seeks to connect attendees to ongoing OWLS events and volunteer opportunities. Please consider ways you can join this effort, and feel free to share ideas or your commitment to be involved by emailing OWLS Executive Director Linda Tomassi at [linda@oregonwomen-lawyers.org](mailto:linda@oregonwomen-lawyers.org).

*Jennifer Knowles, a second-year student at Lewis & Clark Law School, volunteers with the OWLS Leadership Committee.*

# OWLS Members Receive MBA Awards

By Teresa Statler

On October 14, in a virtual ceremony and celebration during its 114th annual meeting, several OWLS members received awards from the Multnomah Bar Association (MBA). Two OWLS members received MBA awards for their pro bono work. **Tamara Maher**, who practices elder law and estate planning in Portland, received the Senior Law Project Volunteer of the Year Award. She was honored for her ten years of service to the program and for the 135 seniors she's helped over that time period. **Dallas DeLuca**, a shareholder at Markowitz Herbold, was given the MBA's Award of Merit for his volunteer work for Legal Aid Services of Oregon (LASO). Over the past ten years, Dallas has taken on challenging cases pro bono and has worked hard to reduce barriers to justice for low-income individuals.

**Kamron Graham** received the MBA's Diversity Award. In introducing Kamron during the ceremony, Rima Ghandour and Hugo Gonzalez Venegas pointed out that Kamron's professional life has been all about fighting for the "voices not heard." She is a "natural leader" who has mentored others in the legal community and has been a force for diversity. She has volunteered for the Q Center, United Way, and other organizations, and she has served on the OWLS Foundation board,

the Oregon State Bar Board of Governors, and the Queen's Bench board, and as co-chair of OGALLA, the LGBT Bar Association of Oregon. In her remarks, Kamron thanked the MBA and also set forth three wishes: that the Black Lives Matter movement be more than just "a sign in the yard," noting that since white people created racism they must solve it; that LGBTQ people feel pride, love, and support; and that we all live in a world in which we do not need diversity awards.

**Diane S. Sykes** also received the MBA's Diversity Award. She was given the award for her passion and calling for the protection of civil rights in Oregon. Throughout her career at the Oregon Department of Justice and now as a solo practitioner, Diane has never given up her role as a defender of poor and minority people in Oregon, according to Judge Angel Lopez and Judge Melvin Oden-Orr, who introduced her. Diane, in her remarks, also thanked the MBA, as well as her many



Kamron Graham

mentors over the years who kept "the wind in my sails." She also stated that she has been fortunate to do work that drives her passion and helps communities she cares deeply about. She urged her fellow lawyers to continue to strive for an inclusive legal workforce, as well as to educate others about racism and implicit bias in the law and in our communities.

During the MBA's annual meeting and celebration, the late **Susan Hammer**, a longtime OWLS member, was also remembered for her work with the MBA. Sarah Ratcliffe, the MBA's immediate past president and the ceremony's host, noted that Susan was the MBA's president in 1987–1988 and was the recipient of its Professionalism Award in 2006. OWLS congratulates all the MBA's awardees on their well-deserved recognition.

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



Diane S. Sykes

## Remembering Marcia Alvey

Oregon Women Lawyers mourns the loss of Marcia Alvey, who died from complications following a surgery in November.

Marcia, a graduate of Lewis & Clark Law School, was admitted to the Oregon State Bar in 1987. She was a warm, kind, smart, and generous woman, and a trial lawyer for over three decades. Marcia supported Basic Rights Oregon (BRO) through her legal practice, and volunteered her time with Catalyst, BRO's transgender leadership development program. [Click here](#) to watch Marcia's moving coming-out video.

Our hearts are with her family and other loved ones. [Click here](#) if you wish to make a donation to Basic Rights Oregon in Marcia's memory.



Effective January 1, 2021, Eleanor A. DuBay has been elected president of Tomasi Salyer Martin PC, an 8-lawyer, Women's Business Enterprise women-owned law firm with a strong commitment to providing excellent client services, while enjoying a balanced life in the Pacific Northwest. Eleanor's practice primarily focuses on representing financial institutions, businesses and individuals in collection matters, including secured transactions, bankruptcy, litigation and general real estate issues. The firm also has thriving financial services, land use and real estate practices.



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# Charges Against Jennifer Kristiansen Dismissed

By Joslyn Keating

An article in the Fall 2020 issue of the *AdvanceSheet* chronicled the harrowing experience of Jennifer Kristiansen, an OWLS member, during a Black Lives Matter demonstration in July. As explained in the article, federal agents arrested and assaulted Jennifer while she peacefully protested among the “Wall of Moms.” She was charged with misdemeanor assault of an officer and misdemeanor failure to obey a lawful order.

While awaiting a trial date, Jennifer signed a deferred resolution agreement that, in October, resulted in the unconditional dismissal of the assault charge with prejudice. The agreement also provided for the dismissal of the failure-to-obey charge within 90 days following the satisfaction of several requirements, including completing ten hours of community service. Jennifer completed her community service hours by volunteering with Resistance Labs, an organization dedicated to supporting progressive activism and candidates through text-banking campaigns. Fittingly, Jennifer spent part of her mandatory volunteer time reminding people—through a Black Voters Matter texting campaign—to vote and instructing them on how to register to vote. Jennifer met the remaining terms of the deferred resolution agreement in mid-December, resulting in the dismissal of her failure-to-obey charge with prejudice on December 31.

Jennifer considers the pretrial dismissal of her criminal charges to be a victory. It validated her unyielding belief that the federal government did not have a case against her.

*Joslyn Keating is an attorney for Reinisch Wilson Weier in Portland.*



Jennifer Kristiansen

## Cascade Women Lawyers: Allyship CLE

*continued from page 1*

use common sense to figure out how to participate in social justice.”

Quoting Sophie Williams, Iván said, “An ally is someone who uses their privilege, and is willing to make personal sacrifices, to advocate for the rights of marginalized people—without seeking praise or reward.”

In our individual allyship work, Iván explained, we need to (1) listen, (2) be aware of our bias, (3) take responsibility for educating ourselves and others, and doing the research, (4) acknowledge that even though we may feel harm or have overcome some type of adversity, the current conversation may not be about us, (5) stand up and resist, even when we are afraid or something is at stake, and (6) own our mistakes and de-center ourselves.

When we make a mistake (and we will make mistakes), practice saying, “Thank you for letting me know.”

Again Iván cited Sophie Williams: A “savior is someone who looks for praise whilst othering those they claim to help with performative, or self-serving, actions.”

An ally, Iván explained, does not (1) participate for the gold medal in the “Woke Olympics,” (2) behave as though you know it all, (3) make assumptions (e.g., not every member of a marginalized community feels oppressed or has a shared experience), (4) tone police (e.g., “I would move if you would ask me more nicely”), or (5) take credit for the hard work of others who have been doing this work way longer than you.

Do not give up.

The message that still echoes within me today is Iván’s reminder that white people do not do this work for BIPOC only. We do it because it also matters to us. For example, white men should not call out sexism and racism solely because women and BIPOC are offended. White men should call it out because the white men are also offended.

To diversify our law firms and support minority attorneys, Iván offered many specific actions we can take within our firms:

- Evaluate the firm’s systems and policies for unintended and/or historic bias, including work allocation, inclusion at firm events, internal trainings, and committee appointments.
- Make leaders accountable for diversity and inclusion goals by measuring diversity and inclusion competence and factoring it into the compensation process.
- Count diversity and inclusion-related activities toward “organization commitment” or other qualified billable hours.
- Partner with affinity bar associations to identify and hire diverse lateral attorneys
- Build or help build a choir of people



Iván Resendiz Gutierrez

within the firm who can give advice and guidance to minority attorneys (mentors) and people who have agency and clout and are willing to advocate for career growth and opportunities for minority attorneys (sponsors).

- Institute reverse mentoring, whereby senior attorneys are paired with junior minority attorneys to open channels of communication and foster understanding
- Sponsor all firm lawyers’ memberships and participation in women’s, LGBTQ+, and affinity/minority bar associations and their programs and events.
- Sponsor minority attorneys’ participation in professional development conferences.
- Conduct internal programs for minority lawyers that include sessions on business development and networking skills, leadership development, presentation skills, billing practices, and other pertinent topics related to career and professional development.
- Develop and support diversity and inclusion networks and affinity groups within the law firm.
- Evaluate and remedy any issues of accessibility in the office building, workspace, and parking facility.

Thank you again, Iván, for offering us your perspective on how to support our friends and colleagues with specific actions to further allyship and anti-racism work.

*Kristin Scheel Downes is a transactional attorney at Scheel Legal in Bend and president of Cascade Women Lawyers.*