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OWLS Honors Gina Johnnie, Doug Park

By Joslyn Keating

On March 19, OWLS recognized Gina Johnnie and Doug Park with the Roberts & Deiz Award for their significant contributions to promoting women and others outside the dominant culture. This year's version of the annual event was unlike any of the 27 preceding it. After OWLS canceled the 2020 award dinner to prevent the spread of the COVID-19 virus, the OWLS community joined together virtually to celebrate the two worthy award recipients this year.

Gina Johnnie, a partner at Sherman Sherman Johnnie & Hoyt, is a pillar of the Salem legal community. She has spent her career striving to lift up women and minorities through countless diverse avenues. For example, she has actively volunteered for the Campaign for Equal Justice and Habitat for Humanity, mentored young attorneys, served on numerous nonprofit boards, and enabled the creation of CourtCare in Marion County. In



Gina Johnnie

video appearances, former Chief Justices Edwin Peterson and Paul De Muniz praised Gina as an attorney whose example others should follow. Her colleagues described her as passionate, helpful, inclusive, warm-hearted, badass, and one of the top attorneys in her field.

When Gina took the virtual stage, her message was simple and impactful: do not be indifferent to others. She identified the myriad ways attorneys in her community utilize their skills to give back, including participating in the Imprint Program, establishing a mock trial initiative in the Salem-Keizer School District, and serving breakfast at the Union Gospel Mission. Gina asserted that each person, regardless of skill set or time commitments, can do something to support women and minorities for the betterment of all.

Doug Park, deputy general counsel at the University of Oregon, is revered as a generous mentor

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Doug Park

OWLS Statement Condemning Anti-Asian Violence

Oregon Women Lawyers stands with our fellow affinity bar associations, including the Oregon Asian Pacific American Bar Association (OAPABA) and Oregon Filipino American Law Association (OFALA), in condemning recent hateful anti-Asian violence.

Racism, discrimination, and violence against communities of color are products of pervasive white supremacy in this country. Asians, Asian Americans, and Pacific Islanders are the most recently obvious targets but by no means the only ones and this treatment is by no means new to this community.

The language that leaders and politicians use matters and we as a community cannot allow racist language to stand unchecked. Terms including "Wuhan Flu" and "Kung Flu" contribute to misinformation and an atmosphere where those

predisposed to violence against communities of color are emboldened to act.

National, state, and local leaders must speak out against this racist language each time it is used and must be held accountable when they are the perpetrators. Those who promote racism with such language should not be tolerated in positions of leadership or community trust.

While the recent gun violence against Asian women in Atlanta is the latest act of domestic terrorism committed by white supremacists, nearly 4000 hate incidents against Asian, Asian American, and Pacific Islander communities have been reported over the past year in the United States, including here in Oregon. Please stand with us to create a community that is safe for everyone.

March 18, 2021



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President's Message

What a Year

As I sit down to write my final President's Message, I am having a hard time encapsulating my feelings about my year as president of Oregon Women Lawyers. This past year has been a struggle. Struggle, in fact, does not seem an adequate word to describe what has been the most challenging year of my professional career thus far. With this struggle comes grief. Grief over lives lost to a terrible disease. Grief over lives lost to a system permeated with racism that persistently devalues the lives of Black and Brown people.

This year has also been marked for me by a deeper sense of gratitude. Gratitude for my health, and that of my family. Gratitude for love and a home that became a sanctuary. Gratitude for my friends and the sacred moments of deep connection. Gratitude for grocery store workers, farmworkers, scientists, and health professionals. Gratitude for a vaccine.

Over the course of this past year, a harsh light has laid bare many failings in our society. Our social safety net is not up to the task and has failed so many people. Women, including women lawyers, are leaving the workforce in record numbers, or are being crushed by the burden of employment and caretaking duties. Even the viability of our democracy was called into question. The wayfinding I have been doing to puzzle answers to so many questions has left me so very tired. The phone calls, emails, and Zoom meetings I've had with so many of you have let me know that I am not alone.

It is these points of connection that allow me to feel hope amidst the anxiety and fatigue. Knowing I have friends in the struggle has helped me get through many hard days. I have OWLS to thank for so many bright points in my career. It has been when the going really got tough, though, that I realized just how important this organization is to me.

OWLS members really stepped up this year. We held networking sessions for law students and new lawyers, to help welcome and look out for our newest community members. We held CLEs and

programs on wide-ranging topics such as Understanding Racism in Oregon, Developing Your Business in Challenging Times, and parenting through the pandemic.

We had countless committee meetings aimed at furthering our mission. We celebrated luminaries like Doug Park and Gina Johnnie. We connected virtually and from six feet away, in groups large and small, to lend expertise, encouragement, and empathy.

As my term as president ends, I feel a mixture of sadness and excitement. I will miss being on this board and miss having a front row seat to all of the amazing things that OWLS members are doing across the state. At the same time, I am eager to see what comes next and to be a part of it in a different capacity.

As we dig out of the hole created by the pandemic, returning to the status quo is not good enough. Not for us. OWLS is more relevant than ever, as we work and advocate together to create a legal community in which everyone can thrive. With the election of our 2021–22 board members, the OWLS board will be majority BIPOC for the first time in our history. I can speak firsthand to the thoughtfulness, skill, dedication, and grit possessed by the members of the OWLS board (both this year's and next). These women can lead.

I want to thank you all for your continued membership in this incredible organization. OWLS is here for us. We are here for each other.

In solidarity,

Maya Crawford Peacock
President, Oregon Women Lawyers



Maya Crawford Peacock

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

Upcoming OWLS Events

Queen's Bench Monthly Speaker Series Featuring Lorena Reynolds

Tuesday, April 13, noon–1 p.m.
via Zoom and Facebook Live
No cost. Register [online](#).

Create and Build Referral Partners through LinkedIn

Featuring Nedra Rezinaz

Friday, April 23, noon–1 p.m.
via Zoom
Register [online](#).

Queen's Bench I've Been F'd: Survivors Speak Out Featuring Anne Milligan

Tuesday, April 27, noon–1 p.m.
via Zoom
Register [online](#).

OWLS Introvert Committee Virtual Social Hour

Wednesday, April 28, 4–5 p.m.
via Zoom
No cost. Register [online](#).
Space is limited.

Mandatory Abuse Reporting CLE

Thursday, April 29, noon–1 p.m.
via Zoom
Register [online](#).

OWLS Mindfulness CLE Featuring Melissa Chureau, Wes Fitzwater & Tim Musgrave

Thursday, May 6, noon–1:15 p.m.
via Zoom
Register [online](#).

Queen's Bench Monthly Speaker Series Featuring Oregon Secretary of State Shemia Fagan

Tuesday, May 11, noon–1 p.m.
via Zoom and Facebook Live
No cost. Register [online](#).

Queen's Bench I've Been F'd: Meet Up

Tuesday, May 25, noon–1 p.m.
via Zoom
No cost. Register [online](#).

OWLS Introvert Committee Virtual Social Hour

Wednesday, May 26, 4–5:00 p.m.
via Zoom
No cost. Register [online](#).
Space is limited.

Imposter Syndrome Discussion Group

Featuring Susanne Aronowitz, Parna Mehrbani, and Melissa Chureau

Wednesdays, June 2, 9, 23, 30, 5–6 p.m.
via Zoom
Register [online](#). Space is limited.

Queen's Bench Monthly Speaker Series Featuring Multnomah County Commissioner Jessica Vega Pederson

Tuesday, June 8, noon–1 p.m.
via Zoom and Facebook Live
No cost. Register [online](#).

OWLS Chapter Summit

Friday, October 22, 11 a.m.–1 p.m.

OWLS Fall CLE

Friday, October 22, 1–5 p.m.
Details forthcoming.

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

Judge Bureta Appointed

Governor Kate Brown appointed OWLS member Jodie Bureta to the Marion County Circuit Court, effective March 11.



Judge Jodie Bureta

A year earlier, Judge Bureta had become a full-time judge pro tem and hearings referee for the court. After graduating from Willamette University College of Law in 2003, she worked for over ten years as a deputy district attorney for the Marion County District Attorney's Office, handling homicide and sexual assault cases, among others. She then worked for six years in the Civil Enforcement Division of the Oregon Department of Justice, focusing on elder abuse and Medicaid fraud.

Congratulations, Judge Bureta.



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Thank You, Outgoing OWLS Board Members

By Marisa Moneyhun

The OWLS Board of Directors sincerely

thanks its three outgoing board members: OWLS President Maya Crawford Peacock, Jennifer Nicholls, and Amanda Thorpe.



Maya Crawford Peacock

Maya Crawford Peacock has served on the OWLS board since 2012, and she is now concluding her term as OWLS' president. Maya has served on several OWLS committees, including the Awards Committee, Roberts & Deiz Award Committee, and Working Parents Committee. Maya helped found the Working Parents Committee with Past President Amber Hollister. Maya worked with represen-

tatives of most of Oregon's affinity bar associations to produce the Time's Up Oregon CLE in May 2019. She will continue to serve on the Oregon Legal Workplace Task Force, which was created out of that collaboration.



Jennifer Nicholls

Jennifer Nicholls joined the OWLS board in 2013. As a board member she has served on the Membership Committee, Awards Committee, Finance Committee, and Judicial Work Group. Jennifer is an active member of Rogue Women Lawyers, and she currently serves as its president.

Amanda Thorpe is completing her second three-year term on the OWLS

board. Amanda is active with Josephine County Women Lawyers, and served as its secretary from 2007 to 2020. In 2020, Amanda spearheaded a project in which OWLS collaborated with the Oregon State Bar Professional Liability Fund to create a network of attorneys willing to assist attorneys who needed substitute counsel due to COVID or COVID-related caregiving responsibilities.



Amanda Thorpe

Marisa Moneyhun, an OWLS board member, is a partner at Kehoe Moneyhun Law in Portland.

For more info about OWLS, please visit www.oregonwomenlawyers.org.

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Call for 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 varies and can be as little as 3–5 hours per month. Feel free to 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.

Hello, Lauren

OWLS is delighted to welcome Lauren Smiley as our new program coordinator.

Here's a note from Lauren:

Hi. I'm Lauren Smiley. I was born and raised in Glendora, California, a suburb outside of LA. I moved to Oregon in 2014 to attend Portland State University, where I earned a BS in philosophy. My love for philosophy is paired with a penchant for pondering the ethical implications of us as humans and our duty to one another.



Lauren Smiley

The world may seem increasingly dark (how did your pandemic bingo card turn out?), but there is light to be found in organizations like OWLS. It is an honor to be joining the OWLS team and community. The weight of our mission is so much bigger than me, and this is a privilege that I take do not take lightly. I am thankful to those who have shaped and molded OWLS to be a space of intersectional education, open accountability, and support. I am committed to being a student of others, I will always advocate for the folks not at the table, and I am here to support the volunteers that make all of this possible.

Farewell, Cassandra

OWLS bids a fond farewell to Cassandra Sumrall, OWLS' program coordinator for the past four years. Thank you, Cassandra, for all the wonderful work you have done for OWLS.

Here is a note from Cassandra:

It has been my honor to serve as your program coordinator. OWLS is more than a member organization, it is an amazing community. OWLS members volunteer so much of their time making this world a better place, sharing their expertise with others, and helping create a community that supports and nurtures law students, new lawyers, and underrepresented voices. The OWLS community works tirelessly to advocate for the change we want to see in this world, and I have continually been inspired by you all.

I leave OWLS feeling accomplished in the work we have done together in furthering our mission these past four years, bringing new tools and technology to our platform, and in helping this organization meet the challenges of our times. I will miss the open, accepting, and friendly nature of this community, but I leave secure in the knowledge that this 31-year-old organization is ready for the next 30 years.

I'd love to thank community members who had a big impact on me by name, but that would be far too many to list here, so thank you to the many OWLS members, OWLS committee leads and members, chapter leaders, OWLS board members, and of course Linda and Lauren, for making my time at OWLS so memorable.



Cassandra Sumrall

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OWLS' Second Imposter Syndrome Discussion Group

The OWLS Leadership Committee hosted a new Imposter Syndrome discussion group this winter, following the success of the first group last fall. Each group engaged in four one-hour discussions via Zoom to develop insights and strategies to identify and manage Imposter Syndrome. A common phenomenon affecting lawyers and other high achievers, Imposter Syndrome is a psychological pattern in which an individual doubts their skills, talents, or accomplishments and has a persistent internalized fear of being exposed as a "fraud."

Both discussion groups were facilitated by Tonkon Torp partner Parna Mehrbani, career and executive coach Susanne Aronowitz, and Oregon Department of Justice lawyer Melissa Chureau. For more information, see "How to Overcome Imposter Syndrome" in the Winter 2021 issue of the OWLS *AdvanceSheet*, located [here](#). The same mentors will hold another similar series in June.



Melissa Chureau

Roberts & Deiz Award

to many and a tireless advocate for young, BIPOC attorneys. In prerecorded video segments, his colleagues described him as a trailblazer, an ally, a leader, a role model, and a friend. Nicole Commissiong, U of O assistant dean for student affairs, commended Doug for instilling in others the belief that being an attorney from an underrepresented group can be a strength. U.S. Magistrate Judge Youlee Yim You praised Doug as a gifted attorney who selflessly passes along opportunities to others so that they can succeed. As an example of that practice, Jeslyn Everitt, U of O assistant general counsel, recounted Doug's successful initiative to diversify the university's litigation portfolio, resulting in a panel of outside counsel composed predominantly of women and those with diverse minority backgrounds.

When Doug spoke at the event, he extolled the virtue of ensuring the success of the next generations of lawyers in continuing to pursue the mission of providing equal protection and equal access, and thus a fair chance to compete. To magnify the importance of that mission, he gave examples of systemic discrimination, including the pervasive gender discrimination sparking the #MeToo movement

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and the recent surge in violent attacks against Asian Americans. Doug expressed his gratitude to be part of the legal community fighting discrimination. He concluded his remarks by encouraging the audience to "stay woke, my friends."

Other highlights from this year's Roberts & Deiz celebration included a guest appearance by U.S. Congresswoman Suzanne Bonamici, a vignette honoring Armonica Law Student Grant recipient Rayvn Goss, chatroom trivia, and a spoof recording of an OWLS Executive Board Zoom meeting, during which OWLS President Maya Crawford Peacock struggled to turn off her cat filter (very funny!).

The OWLS Foundation held a fundraising appeal and raffle during the event that generated over \$42,000 in funding to support the Foundation's grants. These funds will be used to provide scholarships and other financial assistance to law students outside the dominant culture.

Thank you to all who attended this memorable event, and congratulations to Gina and Doug.

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



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THE JUDGES' FORUM



My older brother enjoyed tormenting me. Among the many torments I suffered were his “unsolvable” riddles, which always painfully flustered me. Here’s one: A father and son are taking a road trip to the coast. Not far from home they are involved in a horrific auto accident. The father dies instantly and the child is critically injured. The child is rushed to the hospital and taken to the emergency room. Upon entering the trauma room the physician declares, “I can’t treat this boy! He’s my son.” My brother then smugly says, “Explain that.” After more than 40 years, I still cringe at all the fantastical explanations I came up with for how the father didn’t really die.

Perhaps you have had similar dissonant experiences. The ones where someone comes up to you at a conference and confuses you for someone else, and that someone else happens to be the only other Latinx lawyer at the conference. Or the one where opposing counsel at a deposition suggests that he should not speak with you without your attorney present, and well, you are the attorney. And maybe the one where you are taking a walk alongside your toddler daughter who has brown skin and your niece who is white, and a complete stranger comes up to them, leans forward, and proclaims with utter joy how beautiful your niece’s long curls are. And you’re thinking, “My daughter has equally beautiful long curls.” (Okay, there is a lot wrong with the last example.) Or maybe your experience is that of the perpetrator.

Categorization is a tool that humans are wired to use. It is efficient. It allows for quick decision making when fast thinking is necessary to survive. Categorization also allows us to more efficiently recall information about a thing or a group of things. In the realm of social categorization, however, the information we file about groups of people becomes stereotypes that defy individuality and can often lead to prejudice. Those associations can become strongly entrenched. Then, when we see a person from a certain group, information about that person is auto-filled, and for that matter,

Unconscious Bias in the Courtroom

By U.S. Magistrate Judge Mustafa T. Kasubhai (he/him)

*“Not everything that is faced can be changed,
but nothing can be changed until it is faced.”*

—James Baldwin

the opportunity to edit that auto-filled information may be locked in. We may never be aware of these split-second considerations that inform (or more accurately, mis-inform) our assessment of someone on the basis of their race, gender, gender identity, sex, body habitus, attire, speech, physical ability, or economic status. This, in a nutshell, is unconscious bias. At seven years old, my unconscious bias was already entrenched. I spent countless hours trying to force my brother to admit that the father had not died. It was only after he broke me did he then reveal that the doctor was the child’s mother.¹

Enter the courtroom. Our profession calls on all of us to evaluate almost constantly and quickly. Aren’t we then valuing each other, sometimes independently of the weight of the proffered evidence, arguments, and rulings uttered from our

mouths? Attorneys evaluate opposing counsel; judges evaluate attorneys; attorneys evaluate judges, litigants, witnesses, and potential jurors. Jurors evaluate everyone. The manner of speech, the way people dress and groom, and yes, the color of one’s skin, the perceived gender, and even physical ability play roles in this conscious and unconscious evaluation. Those considerations in most cases should have nothing to do with the evidence in a case, whether it is a domestic relations custody case or a patent lawsuit.

Oregon’s jury instructions have explicitly prohibited decision making based on bias. For example, former UCJI 5.03 read “[D]o not allow bias, sympathy, or prejudice to have any place in your deliberations.” As of last year, updated UCJI 5.03 reads:

You should make every effort to be aware of your biases, including

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Unconscious Bias in the Courtroom

unconscious biases, and what effect those may have on your decision making. In your deliberations, you must not be biased in favor of or against any party, witness, or attorney because of the person's disability, gender, gender identity, race, religion, ethnicity, sexual orientation, age, national origin, [or] socioeconomic status... We all have feelings, assumptions, perceptions, fears, and stereotypes about others. Some biases we are aware of, and others we may not be fully aware of. These hidden thoughts can affect what we see and hear, how we remember what we see and hear, how we interact with others, and how we make important decisions. All parties are equal before the law, so do not allow any personal feelings, sympathy, prejudice, or bias—whether conscious or unconscious—to influence your decision making.

Enter the Committee on Bias in the Justice System in Oregon. Several years ago, Oregon's federal public defender, Lisa Hay, delivered a presentation on un-

conscious bias. At the end of the presentation, she invited anyone interested in working on unconscious bias in the courtroom to contact her. Justice Adrienne Nelson did. Justice Nelson and Ms. Hay are the committee's current co-chairs. Members include state and federal practitioners of both criminal and civil law and judges from both state and federal court. It is a remarkable collaboration. While Ms. Hay marshaled the energy on the federal court side and helped to secure funding from the Attorney Admission Fund to help finance the jury education video, Justice Nelson was instrumental in leading the way for our state courts and bringing the funds together to finally produce and publish the video. Now, the Oregon Supreme Court encourages all state courts to use the jury education video that the committee produced.² You can also view the video online.³ Both of these leaders should be commended for their effort and success in moving the needle on tackling unconscious bias in our courtrooms.

Enter Oregon Women Lawyers. In February, OWLS hosted a CLE on unconscious bias. Federal Public Defender

Lisa Hay, long-time bar leader and Emerge Oregon co-founder Elisa Dozono, and this author shared the stage to discuss techniques for confronting unconscious bias in jury selection, the use of unconscious bias jury instructions, and working with the courts on this topic. OWLS recorded the presentation and has comprehensive written materials discussed in the CLE on file.

Enter the Takeaways. Unconscious bias is founded on assumptions, assumptions about people and how someone perceives them. These assumptions are the domain of privilege. It is the kind of privilege that derives from a relative comfort with our environment. It is the kind of privilege that does not require the perceiver to move outside of their comfort zone and question their sense of reality. This is the kind of privilege that is profoundly exclusive. When this kind of privilege operates in the courtroom, every decision maker in that room with unchecked unconscious bias excludes from consideration potentially meaningful and determinative evidence.

Tackling unconscious bias in the courtroom is not just about addressing race-based unconscious bias. Focusing on just one marker, however important that marker is, unnecessarily narrows the scope of this work and diminishes the conversation. Unconscious bias adversely affects countless categories of people based on their perceived race, sex, gender, gender identity, physical ability, and economic status. Unconscious bias prevents sound decision making. Our court systems need to incorporate tools to increase awareness and intentionality with respect to the role that unconscious bias

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Justice Adrienne Nelson



Lisa Hay


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

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

Remember the OWLS Foundation and give a lasting legacy. Join the OWLF Legacy Society.

Visit www.owlsfoundation.org/donations



OWLS
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Unconscious Bias in the Courtroom

plays, so that when we all evaluate evidence, we can do so in the absence of these charged cognitive shortcuts. Reducing unconscious bias will lead to better decisions.



Elisa Dozono

The more we talk about unconscious bias with jurors and among ourselves in the bar, the more we can correct for its impact in our decision making. Some have asserted that (1) raising the issue of unconscious bias in the courtroom can lead to a more prevalent exercise of unconscious bias or (2) the realization that we have unconscious bias does nothing to reduce the bias. Both assertions are wrong. The same arguments are made with respect to talking to kids about sex. Yes, it can be uncomfortable and awkward. Studies of both subjects (unconscious bias and sex education) suggest that raising awareness does not lead to more of either, but it does lead to better decision making. Talking about unconscious bias allows decision makers to practice a greater self-awareness of the thinking process. Practicing this self-reflection is akin to weight training. Our self-awareness tends to grow with practice, as does our health with fitness training. And like a muscle in disuse, the self-reflection that enhances awareness of biases will also atrophy if we fail to discuss biases openly.

So what can judges and attorneys do now? Judges can commit to playing the video in jury orientation for all trials. If we choose to exercise discretion about when to play the video and when not to play the video, we run the very real risk of injecting our own biases into the case. After all, if we are committed to a more thoughtful evaluation of the evidence in every case without bias (both explicit and unconscious) affecting the deliberations, then education on unconscious bias is necessary in every case. Attorneys can ask the judge to play the video in jury orientation. Someone has to take the lead. If judges are not yet aware of this training video, then give them the opportunity to make the decision-making process better. Both judges and attorneys can in-

corporate jury instructions that define unconscious bias. The 2020 supplements to the Oregon Uniform Civil Jury Instructions (specifically UCJI 5.00, 5.01, and 5.03) and

the Uniform Criminal Jury Instructions (specifically UCrJI 1001, 1004, and 1005) include definitions of unconscious bias. Get them. Use them.

Unconscious bias is not a political issue, nor is it a trend that can be paternalistically endured until its time has passed. All bias, including the particularly evasive unconscious bias, undermines the quality of decision making. Our justice system has explicitly prohibited using bias in jury deliberations. Now, with the jury training video and the updated uniform jury instructions, we have the tools to raise awareness about unconscious bias in our courtrooms. When we minimize



Judge Mustafa Kasubhai

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the effect of unconscious bias in the courtroom, the evidence will be fuller and richer. Not because the evidence has altered, but because the decision makers are viewing the evidence through clearer lenses. Better sight leads to better decisions, and that makes a justice system our communities can trust.

U.S. Magistrate Judge Mustafa Kasubhai of the U.S. District Court for the District of Oregon is based in Eugene.

Endnotes

1. This unconscious bias is grounded in gendered work roles. It also precludes from consideration that a child could have two fathers, mothers, or gender non-binary parents.
2. To read the memorandum to the Oregon State Bar, follow [this link](#).
3. You can view the video [here](#).



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”

Queen's Bench Speaker Series: Phoenixes Rising

By Judge Beth A. Allen

If there is one thing on which everyone agrees, it is that last year was like no other year in our lifetimes. For most of us, it was an extremely difficult year. Many find themselves asking, "Where do I go from here?" Our lives have changed. There has been good, and there has been awful.

The goal of the 2021 Queen's Bench speaker series is not to dwell on the awful, but to give us a chance to listen to speakers who have had their share of awful, and who rose from those circumstances to be leaders in their chosen fields. I think of these women-identified winners as Phoenixes having risen from the ashes. Some are lawyers, others are not. Each has reached a pinnacle in her career, and their stories will inspire you to view hardship not as something to get past, but as something from which to rise above.

In January we heard from Miranda Summer, who found herself profoundly deaf following an unusual virus. She had been on a trajectory to become a judge. The effects of the virus include not just the loss of hearing but also grave fatigue and sometimes difficulty processing information as quickly as she had in the past. Dreams of becoming a judge seemed out of reach. She spoke about overcoming those obstacles to obtain a judgeship in the City of Beaverton.

In February we heard from Mikki Gillette about coming out as a trans woman, jumping into the fray of the trans rights movement, and landing an amazing job at Basic Rights Oregon, a job that allows her to continue her activism.

Last month, we heard from Rebecca Marshall, a Portland radio celebrity who

decided it was time to leave the job she had loved and begin a career in an entirely different direction. She became a regional disaster officer for the Red Cross—just

in time for the onslaught of COVID and devastating fires throughout her region. Having only just met the people who worked for her, she was traveling to all corners of the Northwest helping families devastated by fires, while remaining cognizant of the threat of COVID spread, which rendered unworkable the usual congregate placements. Now that is literally rising from the ashes!

In the coming months, you will hear from Multnomah County Interim Health Director Ebony Clarke (in April), who has an amazing backstory of being raised by her mother, who was an addict (now in recovery); Oregon Secretary of State Shemia Fagan (May), born in Dufur, Oregon, raised by her father, and newly elected last fall to the second highest position in the state's executive branch, graduating from Lewis & Clark Law School along the way; Multnomah County Commissioner Jessica Vega Pederson (June), who was raised to be an activist by a large and loving activist family; and Oregon House Speaker Tina Kotek (August), who was raised by middle-class parents pinching their pennies to make sure she got a good education, and who began breaking



Mikki Gillette

barriers in the 1990s, fighting for domestic partner benefits at the University of Washington.

Later in the year, you will meet the Summit of Awesomeness. Just the name of this group of successful Portland lawyers is reason enough to "tune in" in September. Hear how these women, who were all at one time or another attorneys at Lane Powell, have created a "crew," decades in the making, that they can turn to for unquestioned support whenever it feels like their world is on fire, and how they raise each other up on their collective shoulders to let the world know their good works.



Ebony Clarke



Jessica Vega Pederson

Several other speakers are slated for later in the year, some of whom you will be familiar with, and others whom you will enjoy getting to know, each with amazing stories of overcoming the firestorms in their earlier lives to rise to become leaders in our state. Sign up for their talks [on this page](#) of the Oregon Women Lawyers website. We are hosting these speakers via Zoom, with a Facebook Live feed, for now. We hope that before the year ends, we will be back in person, meeting at the new Multnomah County Courthouse, enjoying hugs, and breaking lunchtime bread together in person once again.

Judge Beth A. Allen serves on the Multnomah County Circuit Court and is the 2021 president of Queen's Bench, the Multnomah County OWLS chapter.

[Editor's note: Ebony Clarke was not able to speak at the April event. Lorena Reynolds, managing partner of The Reynolds Law Firm, a recipient of the OWLS Workplace Leader Award, was slated to speak in her place.]

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Meet Lane County Circuit Court Judge Karrie McIntyre

By Joslyn Keating

The Lane County Circuit Court welcomed the Honorable Karrie McIntyre to the bench in 2015. She was appointed by Governor Kate Brown. Judge McIntyre moved from Pennsylvania to Portland in high school. She comes from a family awash with attorneys, including her father, her paternal grandmother, and her grandmother's five brothers. (In fact, her grandmother and granduncles once occupied a spot in the Guinness World Records for having the most attorneys in a family!) Although there may have been some familial expectation that she too would become an attorney, she did not initially envision that career path for herself. Instead, she expected to join the Forest Service and remain there.

After high school, Judge McIntyre enrolled at Oregon State University, where she graduated with a bachelor's degree in forestry. She then worked briefly as a timber surveyor and later as a wilderness ranger. Although she loved her forestry job, working through the winter months—and in the pouring rain and snow—catalyzed a change in her career path. After some time in forestry, Judge McIntyre enrolled in law school, first at McGeorge and then transferring to the University of Oregon. In the summer before her last year of law school, her father, who had been a long-time prosecutor, convinced her to give up an environmental law internship/externship to work in the Multnomah County District Attorney's Office. There she developed a fondness for litigation.

After law school, Judge McIntyre clerked for Lane County Circuit Court Judge Mary Ann Bearden for a year and half, broadening her exposure to other areas of law, including—serendipitously—family law. Judge Bearden became a lifelong friend and mentor to Judge McIntyre, nudging her to embark on each career move that would eventually lead her to the bench. In 2000 Judge McIntyre transitioned from judicial clerk to assistant district attorney at the Lane County District Attorney's Office. She remained in that position until 2006, handling a range of misdemeanor and felony cases. In 2006 she joined forces with Laura Parrish to form the law firm Parrish and McIntyre, where she practiced family and criminal law until her judicial appointment in 2015. Judge McIntyre

credits mentor-mentee relationships such as hers with Judge Bearden and Laura Parrish (among many others) as critical for long-term success, particularly for women lawyers.

Outside the courtroom, Judge McIntyre is actively involved in the community. At the appointment of Chief Justice Martha Walters, Judge McIntyre serves as chair of the State Family Law Advisory Committee. She is also on the National Council for Juvenile and Family Court Judges Advisory Committee for Family Violence and Domestic Relations. She recently received the 2020 Oregon State Bar President's Membership Service Award for her service to the bar throughout her career.

In the past, Judge McIntyre served on the Lane County Women Lawyers Steering Committee, and she was president, and a multi-year board member, of the Lane County Bar Association. She is committed to improving access to justice, particularly in the family law realm, including education efforts at the national, state, and local levels.

Throughout Judge McIntyre's career as a prosecutor, family law practitioner, and

judge, she has appreciated the opportunity to serve people in their times of crisis. She recognizes that people come to the court for resolution, and she strives to give each party their fair access to the court to be heard. This affords parties the ability to move forward with their lives with as little trauma as possible. She endeavors to operate her courtroom from a position of kindness and, in turn, is rewarded to observe parties acting graciously and humanely toward one another, even in their most trying and desperate times. She encourages attorneys to adopt kindness as a philosophy, especially those who aspire to become judges.



Judge Karrie McIntyre

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



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OWLS Foundation Grants Shape a More Just Future

By Melanie Kebler

Since 1999, the OWLS Foundation, sister organization to OWLS, has been working to educate and support historically under-represented people in participating in the legal system and accessing justice.

As of 2020, the OWLS Foundation has issued over \$300,000 in grants to aspiring law students and causes that support the OWLS Foundation mission. Law student grantees have benefited from support for textbook expenses, bar exam preparation, and mentorship from women judges in our community. The support that the OWLS Foundation provides to many deserving law students would not be possible without the generous support of our donors, including those who give at the annual OWLS Roberts & Deiz celebration.

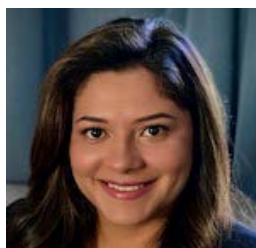
On that note, the OWLS Foundation is excited to report that at the recent 2021 OWLS Roberts & Deiz virtual event, attendees generously donated over \$42,000 during the OWLS Foundation's Special Appeal. Of the total amount raised, \$13,000 was donated by the OWLS Foundation's own board members. Thank you to all who donated. The OWLS Foundation is exceedingly grateful for your support and looks forward to passing these generous gifts on to worthy law students in the form of grants.

Despite the challenges posed by the COVID-19 pandemic in 2020, the OWLS Foundation was able to continue to provide our Vernellia R. Randall Bar Exam Grant and Armonica Law Student Grant, and we also continued to support the Multnomah Bar Association Fellows Program. Below are some details about the amazing law students who received OWLS Foundation grants in 2020.

Queen Rynders, a Lewis & Clark law student, was named a 2020 Multnomah Bar Fellow, supported by the OWLS Foundation for an assignment last summer with Legal Aid Services of Oregon. She



Queen Rynders



Suleima Garcia



Hope Skelton



This screen shot from the Special Appeal on March 19 shows auctioneer Misty Marquam (left) and OWLS Foundation President Kristie Gibson.

hopes to earn a certificate in international law. From 2015 to 2018, Queen taught in Egypt, Colombia, and the United Arab Emirates. She is a U.S. Air Force veteran and the recipient of a Military Outstanding Volunteer Service Medal.

Hope Skelton of Willamette University College of Law was our Vernellia R. Randall Bar Exam Grant recipient for 2020. The OWLS Foundation was impressed by Hope's commitment to public service and her tenacity as a single parent and first-generation college student. She plans to begin her legal career as a public defender and aspires to eventually open her own practice, which will focus on defending women in cases of revenge porn, harassment, domestic violence, and more.

"I want to make the law more accessible to women and empower them through the law to assert their rights over situations where they may feel powerless and hopeless," Hope said. The Foundation is honored to support Hope in her pursuit of these impressive and selfless professional goals.

From a field of many deserving applicants, six Oregon law students at three Oregon law schools were chosen to receive 2020 Armonica Law Student Grants: from Lewis & Clark Law School, Amanda Haines and Roxana Manesh; from Univer-

sity of Oregon School of Law, Cecilia Le and Sarah Osborn; and from Willamette University College of Law, Kirsten Parsons and Cindy Strahl. These outstanding women have been connected with judicial mentors as part of the grant program. The Foundation is grateful to Justice Meagan Flynn, Justice Lynn Nakamoto, Justice Adrienne Nelson, Judge Jodie Mooney, U. S. Magistrate Judge Youlee Yim You, and former Judge Eve Miller for their commitment to mentor our Armonica Law Student grantees.

The OWLS Foundation is proud of our work to lift up law students

while also increasing equity and inclusion in the legal profession. Past recipients have told us that they felt empowered, prepared, guided, confident, and connected due to the support they received through our grant programs.

"This grant afforded me more than just monetary support," said Suleima Garcia, a past recipient of the Armonica Law Student Grant and a current OWLS Foundation board member. "It connected me with a mentor to help me navigate the last year of law school and develop relationships with other lawyers. This was invaluable because I didn't know any lawyers. I am the first person in my family to go to college and to pursue a professional degree. Having someone connect me with attorneys who were inviting and supportive helped shape who I am as a professional."

As we all recover and hopefully move beyond the pandemic in 2021, please consider making a donation to the OWLS Foundation to support our important work to empower, prepare, and support law students from communities that have historically been unrepresented in the legal profession. Your donation helps us make a positive difference in our legal community and in our justice system.

Melanie Kebler serves on the Bend City Council and the OWLS Foundation Board of Directors.

OSB Climate Survey and MBA Caregiver Survey: The Results Are In

By Linda Tomassi

How can we recruit and retain attorneys from outside the dominant culture? Where does intervention need to happen? How do we create workplaces where lawyers and other legal professionals can thrive? The Oregon State Bar (OSB), through a climate survey, and the Multnomah Bar Association (MBA), through a caregiver survey, collected data from lawyers in Oregon to help the profession begin to understand what is needed.

The 2021 OSB and MBA Leadership reception was held on January 26 in the form of a virtual presentation of the surveys. Three dozen bar leaders joined researchers Connie Kim-Gervy, PhD, and Ben Kim-Gervy, PhD, of KGR+C. The couple hold their doctorates in psychology, and they specialize in diversity, equity, and inclusion (DEI) research.

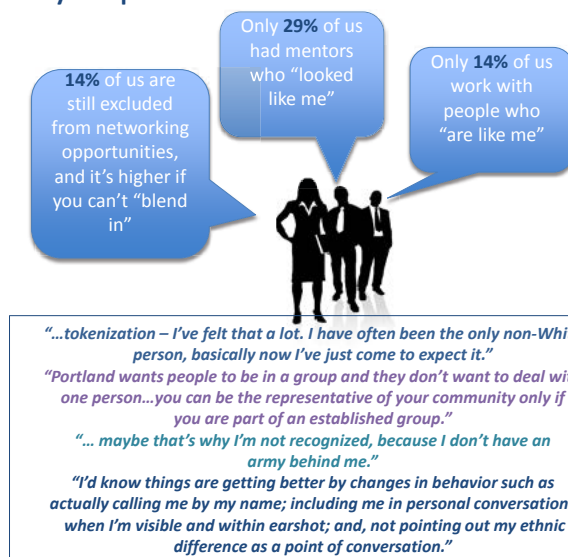
Under the leadership of MBA Past President Sarah Radcliffe, the MBA collected data on being a caregiver. Over 600 people completed the survey, which was created with input from OWLS and affinity bar members and sent to MBA members and members of Oregon's affinity bar associations in 2020. The survey sought to understand the labor taken on by legal professionals who were also caregivers.

The OSB collected data through a [climate survey](#) sent to about 3,400 OSB members in 2018, with about 10% responding. The survey was sent to bar members who self-identified as BIPOC, disabled, or LGBTQAI2+*. The bar wanted quantitative data for a baseline against which to measure in the future to see if improvements have been made. The goal "was to gain a thorough understanding of the current culture while identifying opportunities to enhance and extend our efforts to create a fully inclusive and equitable bar." The survey was fielded before COVID and before the Black Lives Matter protests of 2020. Most people who responded were members of the Black, Latinx, Asian Pacific Islander (API), or LGBTQ communities. The survey was followed up by focus groups.

The standard approach in research captures average, general trends across the population, so the majority, or dominant, voices are more strongly weighted. With

Isolation Challenges Are Prominent Across Many Aspects of Worklife

- Isolation and tokenization are connected in API members' experiences
- API members feel unheard when speaking up individually, and wonder if "representing community" is a requirement of being seen
- API members with greater difficulty "blending in" feel excluded from work social events, networking, and career development opportunities



the MBA caregiver survey, KGR+C sought to look within groups to allow them to center each group's lived workplace experience and to center the non-dominant experience in Oregon's legal community. They looked through an industry and systems perspective, seeking to understand what it's like to be an attorney in Oregon, and specifically in Multnomah County.

Here is a brief overview of the OSB climate survey findings presented:

- Only 26% of OSB members who took the survey felt highly satisfied, safe, and established in their careers.
- Oregon lawyers experience a lower job satisfaction compared to most other industries.
- A reasonable accommodation means something different to a person with a disability or disabilities than it does to someone without them.
- Frequent, ongoing equity and diversity issues have a "powerfully negative impact on Black OSB members."
- Of Black lawyers, 84% witness microaggressions on a regular basis, and 63% are frequent targets.
- "Black members describe racism in Portland as being either deliberate

or a result of well-intentioned ignorance."

- Black legal professionals experience "prove it" bias and "tightrope" bias, constantly having to prove that they are capable and competent.
- Some Black legal professionals on the receiving end of this racist treatment adopt a "go along, get along" attitude.
- Not many people are interrupting microaggressions.

Lawyers who attended the presentation said the following actions are needed:

- Provide resources to help navigate these issues. Where are the mentors to help?
- "Increase *genuine* accessibility and disability accommodations through the courts at least."
- Train judges about disability issues. If judges don't understand and champion the issues regarding accommodations for disabilities, nothing will happen.
- Keep the conversation going. Push back against the pushback for training on disability accommodations, racism, white supremacy, and microaggressions.
- Provide training to teach and

Continued on page 16

Leadership Committee Hosts Networking Event

By Sadie Wolff

On February 10, just before the snowstorm, the OWLS Leadership Committee hosted a virtual networking event for law students and new attorneys. Marisa Moneyhun of Kehoe Moneyhun Law, and co-chair of the committee, began by welcoming everyone and pointing out that events like this are particularly helpful during the COVID pandemic, because it has been especially difficult for law students and new attorneys to network while things are remote. At the same time, Marisa noted that this remote event provided an opportunity for law students and new attorneys from across Oregon, and even outside the state, to connect.

Marisa also took time to highlight some of the OWLS Foundation grants that are available: the Vernellia R. Randall Bar Exam Grant (\$5,000); the Armonica Law Student Grant, awarding \$2,000 to students in their final year of law school and matching the students with a woman judge or distinguished attorney mentor; the Justice Betty Roberts Leadership Conference Grant, for women and members of other historically disadvantaged groups who would like to attend a leadership conference but do not have sufficient funds; and the funding of a position with the Multnomah Bar Association Fellows Program, so that a first-year law student can work for a summer at the Portland office of Legal Aid Services of Oregon.

After Marisa's welcome and announcements, the 37 participants and 12 established attorneys met in three 20-minute breakout room sessions.

As a second-year law student who has been remote for the past year, I found the event particularly helpful. In my three breakout rooms, each of the attorneys offered unique advice. In addition, I had the opportunity to connect with students from the other Oregon law schools, and even one student who is studying in Indiana.

For those who could not attend the networking event, or who were assigned to other breakout rooms, what follows is some of the advice that has stuck with and guided me since the event. Kamron Graham, deputy public guardian and conservator at the Multnomah County Public Guardian and Conservator Office, recommended that students get in-court experience as much as possible before we graduate. Regarding advice for students

and new lawyers seeking employment, Rima Ghandour of Ghandour Law urged one breakout room not to be afraid to be direct with prospective employers. She also suggested that we pay attention to how many women and people of color are equity partners at the places where we interview.



Marisa Moneyhun

Traci Ray, the executive director at Barran Liebman, shared advice that she attributed to making a meaningful difference in her own career. She suggested seeking out attorneys who truly love what they do, learning from them, and potentially even aiming to work with them. In Traci's words, if we love what we do and work with others who enjoy their careers, we tend to do our jobs very well and enjoy the work along the way.



Valerie Sasaki

Kim Stuart, senior assistant county counsel in Washington County, recommended that we each find a personal mentor in addition to a professional mentor, and Valerie Sasaki of Samuels Yoelin Kantor encouraged us to find our tribe: those with whom we feel most comfortable. She suggested that we look within OWLS and consider other affinity groups as well. I can see why. As this event illustrated, connections can make all the difference.

On behalf of law students, thank you to all OWLS members who attended.

Sadie Wolff is a second-year student at Lewis & Clark Law School.

[Editor's note: On March 31, the OWLS Leadership Committee hosted a similar virtual networking event for new attorneys.]

Thank You

OWLS thanks the following attorney mentors for volunteering their time at our February 19 and March 31 Zoom networking events:

Maya Crawford Peacock

Heather Decker

Elisa Dozono

Eleanor DuBay

Jaimie Fender

Rima Ghandour

Kamron Graham

Kate Hall

Amy Heverly

Melissa Jaffe

Travis Merritt

Marisa Moneyhun

Ilene Munk

Valerie Sasaki

Anne Marie Schott

Rachele Selvig

Kimberly Stuart

Victory Walker

Peter Werner

Robin Wright

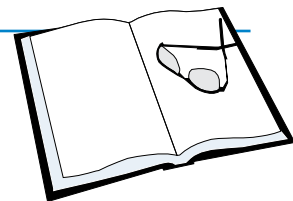


The Watergate Girl: My Fight for Truth and Justice Against a Criminal President

By Jill Wine-Banks

(Henry Holt and Company, 2020, 259 pages)

Book Review by Renata Gowie

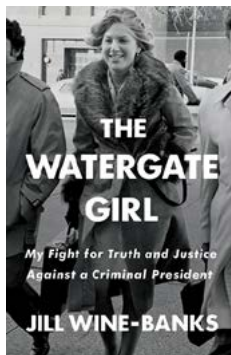


In *The Watergate Girl*, Jill Wine-Banks provides a behind-the-scenes account of the investigation and prosecution of the people involved in the cover-up of the June 1972 burglary of the Democratic National Committee headquarters in the Watergate office building in Washington, DC. Wine-Banks was the only woman on the prosecution team. Despite a title suggesting her diminution, Wine-Banks's memoir is about her career as a strong, powerful woman in male-dominated arenas.

Wine-Banks intended a career in "hard news" journalism. She had read *Gideon's Trumpet*, about the landmark Supreme Court case on the right to counsel in criminal cases, and learned that the author, Anthony Lewis, was a journalist who had attended law school. She surmised that law school would help her journalism career as well.

While attending Columbia Law School, Wine-Banks gained an interest in litigation. After graduation, she joined the U.S. Department of Justice in Washington, DC, where she was the first woman attorney in the Organized Crime and Labor Racketeering Section. She was in her 20s, traveling the country prosecuting local teamster bosses and boxing promoters who fixed fights. Opposing lawyers were bewildered by, and expressed disdain for, the "girl" in the courtroom, addressing her as "young lady" while addressing a male lawyer as "my esteemed colleague." One judge was so flummoxed by her gender that he refused to even acknowledge that she was a woman; he called her "gentleman" and referred to her with male pronouns. Undaunted, Wine-Banks responded to the sexism with "tireless work, impeccable preparation, and steeliness during cross-examination." She "worked hard and put up a brave, confident front."

By Memorial Day weekend 1973, Wine-Banks had been with the Department of Justice for four years. Archibald Cox, the recently appointed special prosecutor, hired Wine-Banks to join his team investigating the Watergate cover-up and obstruction of justice. One of the many details she provides in the book is that during that summer, *The Washington Post*



how the newspaper had obtained the confidential information. Bradlee responded that Cox had a "trash problem." The special prosecutor's team had been discarding confidential memoranda in clear plastic bags, and a janitor had been bringing the memoranda to the Post. The team immediately invested in a shredder, thereby preventing future leaks.

One weekend in October 1973, Wine-Banks decided to take some rare personal time to attend a family wedding in New York. After all, nothing major ever happened in Washington, DC, on the weekend. When she returned to her hotel after the wedding on Saturday, the night clerk handed her a message: "Cox fired. Office seized by FBI. Call immediately."

It would become known as the "Saturday Night Massacre." President Nixon, who had been resisting Cox's attempts to obtain tape recordings from the White House, ordered Attorney General Elliot Richardson to fire the special prosecutor. Richardson refused to do so, resigning his position rather than following Nixon's order. The deputy attorney general, William French Smith, similarly refused the directive and resigned. Ultimately, the third-ranking DOJ official, Solicitor General Robert Bork, fired Cox as the special prosecutor. On Nixon's directive, the FBI seized the special prosecutor's office, and FBI agents were still there when Wine-Banks returned the call.

Unsure whether they were still employed, the prosecutors set up interviews with the press to gain the public's trust. The press praised Wine-Banks's male colleagues for their aggressiveness in fighting for justice and their passion to

ran a front-page story, above the fold, detailing the special prosecutor's confidential evidence and analysis of that evidence. Furious about the leak, Cox called Ben Bradlee, the *Post's* executive editor, demanding to know

end government corruption. In contrast, the press remarked on Wine-Banks's physical appearance, referring to her as the "mini-skirted lawyer" or the "leggiest Watergate lawyer." They incorrectly reported her male equal as her boss.

Wine-Banks is perhaps best known for her cross-examination of Nixon's secretary, Rose Mary Woods. During the cross-examination, Woods demonstrated how she must have accidentally erased a portion of a recording of an Oval Office conversation that took place three days after the Watergate break-in. Woods explained that when she was transcribing the recording, she stretched behind herself to answer the telephone while keeping her foot on the pedal of the transcription machine. The theory was that the foot on the pedal caused the erasure, resulting in a gap of 18.5 minutes in the recording. The reenactment showed that it was physically impossible for Woods's foot to have remained on the pedal, and the "Rose Mary stretch" contributed to the nation's collective belief that Nixon had engaged in a cover-up and obstructed justice.

After the Watergate prosecution, Wine-Banks joined prestigious law firms and served as the first woman general counsel of the Army, solicitor general and deputy attorney general for the state of Illinois, and chief operating officer of the American Bar Association. She eventually returned to her original dream of journalism with a role as an MSNBC legal analyst. In 2008, Wine-Banks developed a friendship with another Watergate figure: Nixon's White House counsel, John Dean.

Wine-Banks's engaging account of the Watergate investigation and prosecution provides a history lesson for anyone unfamiliar with the Watergate scandal. One cannot help but think about the similarities and differences between the Watergate investigation and the investigation conducted by Robert Mueller, the special prosecutor in 2017.

Renata Gowie is an assistant U.S. attorney and the chief of the Civil Division at the U.S. Attorney's Office for the District of Oregon. Her office is in Portland.

Meet OWLS Board Member Sheeba Roberts

By Kalia Walker

Sheeba Roberts joined the OWLS Board of Directors in April 2019. Originally from Dallas, Texas, Sheeba earned a BA in English from Southern Methodist University, an MA in English from DePaul University in Chicago, and a JD from Lewis & Clark Law School. Prior to law school, she worked for eight years for health care nonprofits in Chicago in fundraising and legislative advocacy.

Sheeba is an attorney in the Portland office of Betts, Patterson & Mines, where she focuses her practice on business litigation, including both trial and appellate work. She currently practices extensively in federal court. Prior to joining Betts Patterson, she focused on litigating professional liability and employment law matters. Before entering private practice, Sheeba clerked for Judge Roger DeHoog of the Oregon Court of Appeals and Judge Kelly Skye of the Multnomah County Circuit Court.

Sheeba became involved with OWLS in law school after attending the Roberts & Deiz Award dinner. She recalls that the event inspired her, and she was excited to connect with others in the legal community who were committed to advancing women and legal professionals from non-dominant cultures.

Sheeba has since remained engaged with OWLS and currently co-chairs the Transformation Committee, which awards the OWLS Workplace Leader Award. This award highlights an Oregon legal employer making innovative and effective efforts to maximize opportunities for women, BIPOC, and people from underrepresented communities, and to promote a more healthful legal workplace. Sheeba says that her involvement with the Transformation Committee has been particularly rewarding because it has exposed her to innovative leaders working on diversity, equity, and inclusion issues and has provided a smaller space within the larger OWLS organization for meaningful networking.

Sheeba also recently became a member of the Working Parents Committee after she and her husband welcomed their son into their family during the pandemic. As a new parent navigating the challenges of working remotely during the pandemic, Sheeba has found the programming that the Working Parents Committee has provided to the legal community particularly helpful.

As we begin to look forward to returning to “normal” working conditions post-pandemic, Sheeba looks forward to

working with the Transformation and Working Parents Committees to learn how Oregon’s legal employers will take lessons learned from the pandemic to promote more equitable workplaces in the long term. Sheeba is optimistic that the pandemic will allow employers to provide greater flexibility to employees without worrying about sacrificing strong performance. She is also hopeful that legal employers will be encouraged to take meaningful action to address systemic bias in the legal community.

In her free time, Sheeba mentors law students and enjoys reading, traveling, and star gazing. She is also a fan of the Oregon Shakespeare Festival and looks forward to attending a show in person soon.



Sheeba Roberts

Kalia Walker is an attorney at Tonkon Torp in Portland.

OSB, MBA Survey Results

continued from page 13

empower people outside the dominant culture to interrupt microaggressions. Training sessions should also discuss the fact that the need for change lies with the system, and that the burden of effecting change—including educating offenders—is not theirs to bear alone.

- People need a place to go, a place where conversations about these issues will occur.
- Bring people with disabilities in the room to recommend reasonable accommodations.
- Workplaces need to be encouraged to hire people of color and to create “minority internships.”
- Workplaces need to “combat ‘prove it’ bias, particularly around promotions, so it is clear that promotions are earned and not a result of tokenization.”
- Good mentorship opportunities need to be normalized and not the luck of the draw. Finding a good fit

Black OSB Members Experience Widespread “Prove It” and “Tightrope” Biases

“Masked racism” manifests in frequent questioning of Black members’ positions of authority across legal settings and increases the salience of underlying prejudice

“Prove it” Bias

58% of us have to consistently provide evidence of competence and expertise to others



“Tightrope” Bias

And we have to make sure we don’t activate THEIR stereotypes of us! **47%** of us feel required to constantly monitor and change our behaviors to avoid activating the prejudices of others

“...here [in Oregon as opposed to the East Coast] there’s no expectation of seeing black people in these positions...that is, that masked pleasantries over an underlying belly of ‘Why are you here?’ ‘I’m surprised you’re here;’ ‘I’m surprised to see you in a position that maybe garners more authority over my position.’ ‘How’d you get in the room?’ ‘Who invited you?’”

KNOWHY

Continued on page 17

Lane County Women Lawyers' CLE on Self-Care

By Teresa Statler

The Lane County Women Lawyers (LCWL) chapter of OWLS presented a timely CLE on March 12: "One Year Later: Sustaining Self-Care in Quarantine." The presenter was lawyer and life coach Meredith Holley of Eris Conflict Resolution. Approximately 30 OWLS members attended via Zoom.

Meredith started the one-hour presentation by pointing out that even without having children or being a caregiver, women attorneys have been stressed during the pandemic with the challenges of working at home remotely, along with the fear of catching COVID-19, which can be life-threatening. In addition, between February and October 2020, Meredith said, 2.2 million American women left the labor force. Many women attorneys have reached a "tipping point," feeling that they cannot do everything that is being asked of them now.

The pandemic has caused symptoms of severe stress and burnout, and we must redirect attention to ourselves to combat them. The symptoms include fatigue, sleep disturbances, feeling hopeless, panic attacks, hair loss, high blood pressure, ulcers, and irritability, to name a few.

Meredith stressed that we should not use the concept of self-care to exhaust or shame ourselves into thinking that we are not "self-caring" enough. Rather, self-care can look different at different times, and it can look different for different people, just like individuals' work lives. The "recharge model" of self-care

is both internal and external. We should think about what activities, values, and priorities recharge us, and which we share with others, which may not necessarily make us feel better.

At this point in the presentation, attendees broke into small work groups to discuss Meredith's "Values and Priorities" worksheet, on which different areas in life were valued on a scale of 1 to 10, with 10 being the highest score. Meredith pointed out that we should be cognizant of strategies to get those areas that are important to us, but are not currently (due to the pandemic) being highly valued, to a higher level. Along with the expected areas/priorities of career, family, children, and physical and financial well-being are those such as pets, friends, spirituality, and mental/emotional well-being.

After individually completing the worksheet, work group members discussed among themselves the areas they actually valued at a high level and those they would like to value more. Each group came up with its top five priorities, and not surprisingly, these included mental/emotional well-being, career, and family. Many attendees, however, wanted to value friends, hobbies, and pets at a higher level.

Meredith encouraged us to choose recharge activities that are right for us. She told us that these categories are not rigid, meaning that at different times, an activity might be considered one in-

volving "sharing," and at another time, one of "recharging," which is more conducive to self-care.

She encouraged attendees to do a two-week "time study"

of activities undertaken and to score on another worksheet the value of that activity and whether it constitutes recharging or sharing. After two weeks, review the worksheet and note any activities routinely marked as sharing that are also scored as low importance; determine whether this activity could and should be eliminated. Also, notice any activity that was supposedly done to recharge, but yet, upon review of the worksheet, was actually marked as sharing. Such an activity might not be really needed now in our lives. Meredith told us to make a judgment about our time, and re-prioritize what is important for our mental and physical well-being.

Thank you, Meredith and LCWL, for an important and helpful presentation to assist us in getting through these personally and professionally challenging times.

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



Meredith Holley

OSB, MBA Survey Results

"is critical and needs improvement in the OSB program so it does not feel like lip service."

- "Build on the success of OLIO carefully and mindfully." [OLIO is the OSB's Opportunities for Law in Oregon program.] "Being upfront and being direct about keeping people away from the places that we try to build as safe spaces is a tangible thing that can be done and could actually have an impact."
- CLEs should "do discrimination cases—a useful tool—instead of sensitivity training. Stop trying to make people something they're not."
- Encourage firms to put sufficient resources behind DEI work, rather



Connie Kim-Gervy



Ben Kim-Gervy

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OSB, MBA Survey Results

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than the current climate that smacks of lip service.

More time is needed to discuss the results of the MBA caregiver survey. Caregiving during the pandemic shutdown shows intersectional differences in who is doing the caregiving. Caregiving time is disproportionately borne by women and BIPOC men, who are sleeping even fewer hours than before. The presenter gave a heavy sigh when beginning to talk about what can be done. As with most issues, the people who are most affected need to be in the room where decisions are made, and they need to be taken seriously. A post-COVID reality demands non-judgmental acceptance and accommodation. Policies and practices need to be in place so that people are taking necessary leave without recrimination.

How do we create workplaces where job satisfaction is high enough that people want to stay in the profession? We can stop wringing our hands and start using them to reach out to the people who need to be in the room to shape policies that will create workable and welcoming firm culture. And good snacks.

*Umbrella term for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, two-spirit and other non-majority gender identities and sexual orientations.

Linda Tomassi is the executive director of OWLS.

The graphics are courtesy of KGR+C.



The pressure to work in isolation – and the lack of any formal specialty bar or affinity group structure – leaves many PWDs struggling for opportunities and guidance



"There's next to nothing in place for PWDs. This gathering [the focus group] is bringing more of us together than we're used to! We're too small for a specialty bar. They have one for disability law, but not for disabled lawyers."

"The next generation of law students is going to graduate, and then what... are they going to come here? There's no disabled mentors, nobody to help them network or figure out how to fit in, nobody to show them the ropes who has dealt with anything similar. There's fewer physical accommodations than in larger cities, less access... why come?"

"We have to make PWDs feel more welcome and valued. That starts with the Judges. If they don't promote [DEI] then nobody else will do it."

KNOWHY

Conformity Demands are Strong Inhibitors, Making the Choice to "Come Out" Difficult



- There is nothing simple or standard about making the choice to "come out," even though the cost of *not* coming out is high

"Hiding is...exhausting. You have to build the way you communicate with people at work around the idea of concealing your identity. You end up spending your time at work focused on how you hide yourself from other people ... passing is always harder."

"The interesting thing about being LGBTQAI2+ is that there's always, you know, people coming out and at different times of life too."

KNOWHY

Hire a Contract Attorney!

At no cost to you, we circulate opportunities to our exclusive list of experientially diverse contract lawyers who are available for long- and short-term freelance legal projects around the state.

All you need to do is [email us](#) a brief description of the position expectations, location, and steps to apply. Within a few days' time, interested freelancers will directly contact you. Hiring attorneys can also request a "blind ad" where the interested contract attorneys reply to OWLS staff, who then simply forward that information to the hiring attorney.

The group comprises a wide range of attorney experience and practice area expertise, from new lawyers to 30-year "veterans." All must be bar members.