

# AdvanceSheet™

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## Women of Excellence

**Honorees lauded for their  
outstanding contributions  
to the legal community**

**By Judge Chanpone Sinlapasai  
and Judge Jenna Plank**

**O**n March 9, OWLS held its first-ever Women of Excellence Celebration honoring Oregon Attorney General Ellen Rosenblum, U.S. District Court Judge Adrienne Nelson, Multnomah County Circuit Court Judge Nan Waller, and Multnomah County Circuit Court Judge Angela Lucero for their contributions to the local and national legal communities.

Due to the COVID-19 pandemic, OWLS was unable to honor their accomplishments during the years they should have been recognized. In a packed room in the atrium of the Oregon Department of Justice offices in Portland, Attorney General Rosenblum gave opening remarks to welcome everyone to the event.

OWLS President Kristin Sterling introduced OWLS President-elect Adele Ridenour who

*Above from left: Judge Angela Lucero, Katherine O'Neil, Judge Adrienne Nelson, Judge Nan Waller and Oregon Attorney General Ellen Rosenblum.*

*Continued on page 12*

## Hay, Edwards to receive Roberts & Deiz Award on May 12

**By Lizz Esfeld**



*Lisa Hay*

**F**ederal Public Defender Lisa Hay and Metropolitan Public Defender Tristen Edwards are the 2023 recipients of the OWLS Roberts & Deiz Award and will be honored at the 30th award celebration on May 12.

The OWLS Roberts & Deiz Award

is presented annually to an individual based on their outstanding personal and professional contributions to promoting those from outside the dominant culture in the professional and wider community. The award honors the legacies of Justice Betty



*Tristen Edwards*

*Continued on page 6*



## President's Message

Maybe it's part of getting older, but I find myself saying "my heart is full" more and more often these days. I know it's probably a bit overused by some on social media, but there have truly been moments this past year that have invoked all of the warm fuzzies, and what I am left with is that sentiment.

Most recently, during one special week in March, I had the honor of emceeding the Women of Excellence Celebration on a Thursday night, leading my final board meeting as OWLS president two days later, and then attending the Queen's Bench 75th Anniversary Luncheon on the following Tuesday.

It was a bit overwhelming at the time, with so many back-to-back events, but at each turn there were heart-filling moments.

The thank-yous that poured in from the attendees and honorees, many of whom hadn't seen one another in person in years. The friendly groups that circled OWLS founder, Katherine O'Neil, to capture a picture with her at her namesake event. The sisterly-like love shared between Judges Jacqueline Alarcón and Angela Lucero at the podium. The gorgeous vase, delicious cake, and well wishes from the board following our Saturday morning in-person meeting. The giggles from board members opening their "swear" bags (cotton bags holding cards printed with fun, uplifting, slightly naughty affirmations). Standing in a room for pictures with eight other Queen's Bench presidents celebrating our small part in this storied organization.

At each turn, as I looked around the rooms full of colleagues and friends, I felt so appreciative of what the OWLS community has brought to me over the past 20-plus years.

I'm not sure what my very first OWLS event was, but I do remember, as a new and young litigation associate, frequently attending the monthly brown bag Courthouse Connection lunches at the Multnomah County Courthouse and monthly Queen's Bench luncheons at a variety of restaurants, where I really started making connections outside of those I already knew from law school.

Notably, at the summer Federal Courthouse Connection event in 2002, I was introduced to the members of the OWLS Dragonflies dragon boat



team who were getting ready to race in the Rose Festival dragon boat races, and I knew I had to be a part of it ("no experience necessary," they said, to those who wanted to join).

Later that fall, I would join the team, and I still paddle with them today. It's great fun to be able to answer "over 20 years" when anyone asks me how long I have been on the team.

Over the years, I immersed myself in all things OWLS. I joined committees. I chaired committees. I joined the dragon boat team. I co-captained the dragon boat team. I joined the Queen's Bench board. I led Queen's Bench. I joined the OWLS board. I led the OWLS board. I have learned so much about myself and the practice of law and, what's most important, I have made so many friends.

To wrap up this final message as OWLS president, I want to extend my thanks to the OWLS staff — Linda Tomassi, Lauren Smiley, and now Erika Maxon — the OWLS board, and the OWLS Dragonflies who have been so understanding about me missing practices and even a few races in favor of attending Saturday morning board meetings.

This has been a long journey with OWLS, and it is certainly not over. Everyone's path with OWLS is different, and mine is by no means a perfect roadmap.

As I figure out my next direction within the organization, I leave OWLS in the capable hands of incoming OWLS President Adele Ridenour and our amazing, and proudly majority-BIPOC, board.

My heart is full.

Kristin Sterling,  
President, Oregon Women Lawyers

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**Our mission is to transform the legal profession by pursuing equitable access to the legal system and equity for women and communities who are systemically oppressed.**

# Are you covered?

Learn about CEO Megan Livermore  
and the fund she oversees that protects lawyers  
from legal repercussions



**O**WLS member Jessica Wilcox recently spoke with Megan Livermore, the CEO of the OSB Professional Liability Fund, which provides malpractice coverage to lawyers in private practice in the state of Oregon. Read on to learn more.

**OWLS:** What is your professional background?

**Megan Livermore:** I became the Chief Executive Officer of the Professional Liability Fund in 2021. Before joining the PLF, I was a business and real estate attorney in Oregon for more than 15 years, with the majority of my legal career spent at two Eugene law firms — Gaydos Churnside & Balthrop PC and, most recently, Hutchinson Cox. I focused my practice around advising clients on strategic planning, business transactions, IP management, commercial and residential real estate transactions, and cannabis law.

My background also includes entrepreneurial experience, having helped to launch a successful tech company from startup to IPO. Before private practice, I served as a law clerk in the Trial Division of the Oregon Department of Justice and subsequently clerked for the Honorable Darryl L. Larson in Lane County Circuit Court. A homegrown Oregonian, I graduated from Willamette University College of Law in 2005 and was admitted to the Oregon State Bar that same year. I received my BS in Speech Communication, cum laude, from Oregon State University in 1994.

I served on the OWLS board from 2008 through 2013 and as board president 2012-13. I also served on the PLF Board of Directors from 2017 to 2021, serving as chair in 2021 until I took the CEO position. I was on the executive committees of the Oregon State Bar Diversity Section and the Cannabis Law Section and was a board member for OGALLA, the LGBT Bar Association of Oregon. As a result of my diversity work for the Oregon legal community, which is really important to me, I was honored with the Oregon State Bar President's Diversity & Inclusion Award in 2016.

**OWLS:** Why were you drawn to the PLF?

**Livermore:** Having been a member of the PLF Board of Directors, I was familiar with the organization and its strengths and challenges. I believe in our mission and am proud to be part of this one-of-a-kind program (in the U.S.) that Oregon bar members had the foresight to create in the late 1970s.

This organization has a world-class team of professionals who work collaboratively to deliver great service to the Oregon legal community, while providing a core public safety net.

**OWLS:** What is your favorite part of the job?

**Livermore:** So many things. Foremost, I really enjoy working with such an amazing group of people dedicated to helping Oregon lawyers manage the many challenges of private practice and beyond. The wrap-around support that

PLF staff offer attorneys experiencing some of their most difficult times — both professionally and personally — is a service to our profession and the clients represented by Oregon lawyers.

**OWLS:** Any exciting PLF developments or agenda items that you can share?

**Livermore:** Although we're definitely excited about the work we do, in many ways it's just business as usual. Our PMAP and OAAP teams, and occasionally our claims attorneys, continue to offer free and low-cost CLEs on avoiding malpractice traps, managing your practice, and improving your mental health and well-being.

Since March 2020, most of these programs have been presented as webinars — and then made available to stream online — which

*Continued on page 14*



Molly Jo Mullen

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# UPCOMING EVENTS

## First-Generation Professionals Discussion Group

Wednesday, April 12, noon-1 p.m.  
Multnomah County Circuit Court,  
1200 S.W. First Ave., Portland, Room  
12A

Are you the first in your family to go to college? Get a professional degree? Become a lawyer? If you think it would be helpful to talk with others who have had the same life experience, join Judge Alarcón on the second Wednesday of the month for that discussion.

Snacks provided. Bring your lunch. No cost. Law students and legal professionals welcome.

[RSVP to Judge Jacqueline Alarcón.](#)

## OWLS Online (formerly First Wednesday)

Thursday, April 13, noon-1 p.m.

**Topic: Whose land are you on? What to know about the Indigenous Land Back movement** by Lindsey Schneider  
Land thrives in Indigenous hands, and there are real, tangible ways

you can help return what was stolen by colonizers from tribes across North America. Indigenous scholar Lindsey Schneider addresses the ill-gotten legacy of settler colonialism with an introduction to the Land Back movement: the push to return stewardship of the Earth to its rightful guardians and restore balance to ecosystems for generations to come. Please join the OWLS Membership Committee for OWLS Online in even months on second Thursdays at noon. Online; [RSVP here.](#)

## Cascade Women Lawyers Monthly Luncheon

Wednesday, April 26, noon-1 p.m.  
Old Towne Pizza 118 N.W. Greenwood Ave., Bend  
The chapter meets the last Wednesday of the month from noon to 1 p.m. No RSVP necessary.

## Take Your Kids to Work Day

Thursday, April 27, noon-1 p.m.  
Multnomah County Circuit Court,  
1200 S.W. First Ave., Portland

Join OWLS and the Multnomah County Circuit Court judges at the annual Take Your Kids to Work Day noontime event. This is an opportunity for children and youth ages 5 and up to learn about the court process and justice system through participating in age-appropriate mock trials assisted by lawyers and judges. Participants will be welcomed by the judges, introductions will be made by participating judges and attorneys, then kids will go to their assigned courtrooms to begin mock trials. All are welcome. The judges ask that children in attendance be supervised by an adult and reminded to move quietly through the building, especially when in courtrooms. Be sure to leave time to park and go through security. No RSVP necessary.

## Career Transition Series

May 1, May 17, and May 31, noon-1 p.m.

1211 S.W. Fifth Ave., third floor, Portland

OWLS Leadership Committee's three-session luncheon program on career transitions

- **Monday May 1** will focus on laying the foundation and preparing for a career transition. Melissa Chureau, attorney and certified mindfulness facilitator and self-development coach, and Kirsten Blume, attorney counselor associate at the Oregon Attorney Assistance Program, will lead participants through various mindfulness and somatic exercises designed to identify strengths, priorities, values, and interests and discover how to prepare for career transition, whether that transition is within their current organization or with a new one, and whether the transition is to a new field or position entirely.

- **May 17** features attorneys who have made significant career transitions and includes panelists Donna Maddux, partner with Constangy's Portland office; Judge Ulanda Watkins, Clackamas County Circuit Court; and Melina Martinez, Portland State University Student Legal Services staff attorney

- **May 31: Moving forward.** This panel includes career coach Susanne Aronowitz and financial planner Hsin-



Oregon Women Lawyers'  
**2023 Roberts & Deiz Award Celebration**  
Friday, May 12 at 5:30pm

Program starts at 6:00pm  
*This is a reception-style event*

Please join OWLS & the OWLS Foundation  
for our 30th celebration honoring 2023  
Award Recipients  
**Tristen Edwards**  
Metropolitan Public Defender  
&  
**Lisa Hay**  
Federal Public Defender

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**Lisa Hay**  
Federal Public Defender

**Friday, May 12, 2023**  
5:30-8:30 p.m.  
The Loft at 8th Ave.  
2010 SE 8th, Portland

Tickets \$100  
Sponsor a public defender \$80  
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**Tristen Edwards**  
Metropolitan Public Defender

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# UPCOMING EVENTS

Cheng Kuo from Northwestern Mutual. Mental Health CLE credit pending. Cost includes lunch. Members \$110, Nonmembers \$150. [Register here.](#)

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## Josephine County Women Lawyers Monthly Luncheon

*Wednesday, May 3, noon-1 p.m.*  
La Burrita Restaurant, Grants Pass  
The chapter the first Wednesday of each month for networking, discussing court situations and more. No RSVP necessary.

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## Queen's Bench Monthly Luncheon - May

*Tuesday, May 9, noon-1 p.m.*  
Multnomah County Courthouse, 1200 S.W. First Ave., Courtroom 13C  
Queen's Bench Presentations are the second Tuesday of the month. No cost. Portland & Facebook Live; [Register online.](#)

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## Roberts & Deiz Award Celebration

*Friday, May 12, 5:30-8:30 p.m.*  
The Loft at 8th Ave., 2010 S.E. Eighth Ave., Portland  
Join OWLS and the OWLS Foundation for our 30th celebration honoring award recipients Metropolitan Public Defender Tristen Edwards and Federal Public Defender Lisa Hay. Email [linda@oregonwomenlawyers.org](mailto:linda@oregonwomenlawyers.org) for sponsorship opportunities or to sponsor a public defender. [Register online.](#)

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## Cascade Women Lawyers Monthly Luncheon

*Wednesday, May 31, noon-1 p.m.*  
Old Towne Pizza 118 N.W. Greenwood Ave., Bend  
The chapter meets the last Wednesday of the month. No RSVP necessary.

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## Josephine County Women Lawyers Monthly Luncheon

*Wednesday, June 7, noon-1 p.m.*  
La Burrita Restaurant, Grants Pass  
The chapter the first Wednesday of each month for networking, discussing court situations and more.



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## OWLS Online (formerly First Wednesday)

*Thursday, June 8, noon-1 p.m.*  
**Topic: Why U.S. laws must expand beyond the nuclear family** by Diana Adams  
The nuclear family model may no longer be the norm in the U.S., but it's still the basis for social and economic benefits like health care, tax breaks and citizenship. Lawyer and LGBTQIA advocate Diana Adams believes that all families, regardless of biological relationship or legal marriage, are deserving of equal legal rights and recognition. They present a vision for how U.S. laws can benefit all families — from same-sex bonds to multiparent partnerships — and explain how a more inclusive definition of family could strengthen relationships and community. Please join the OWLS Membership Committee for OWLS Online in even months at noon on second Thursdays. Online; no cost; [RSVP necessary.](#)

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## Queen's Bench Monthly Luncheon - June

*Tuesday, June 13, noon-1 p.m.*  
Multnomah County Courthouse, 1200 S.W. First Ave., Courtroom 13C  
Queen's Bench Presentations are the second Tuesday of the month. No cost. Portland & Facebook Live; [Register online.](#)

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## First Generation Professionals Discussion Group

*Wednesday, June 14, noon-1 p.m.*  
Multnomah County Circuit Court, 1200 S.W. First Ave., Portland, Room 12A  
Are you the first in your family to go to college? Get a professional degree? Become a lawyer? If you think it would be helpful to talk with others who have had the same life experience, join Judge Alarcón on the second Wednesday of the month for that discussion. Snacks provided. Bring your lunch. No cost. Law students and legal

professionals welcome. [RSVP to Judge Jacqueline Alarcón.](#)

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## Cascade Women Lawyers Monthly Luncheon

*Wednesday, June 28, noon-1 p.m.*  
Old Towne Pizza 118 N.W. Greenwood Ave., Bend  
The chapter meets the last Wednesday of the month. No RSVP necessary.

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## Josephine County Women Lawyers Monthly Luncheon

*Wednesday, July 5, noon-1 p.m.*  
La Burrita Restaurant, Grants Pass  
The chapter the first Wednesday of each month for networking, discussing court situations and more. No RSVP necessary.

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## Queen's Bench Monthly Luncheon - July

*Tuesday, July 11, noon-1 p.m.*  
Multnomah County Courthouse, 1200 S.W. First Ave., Courtroom 13C  
Queen's Bench Presentations are the second Tuesday of the month. No cost. Portland & Facebook Live; [Register online.](#)

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## First-Generation Professionals Discussion Group

*Wednesday, July 12, noon-1 p.m.*  
Multnomah County Circuit Court, 1200 S.W. First Ave., Portland, Rm. 12A  
Are you the first in your family to go to college? Get a professional degree? Become a lawyer? If you think it would be helpful to talk with others who have had the same life experience, join Judge Alarcón on the second Wednesday of the month for that discussion. Snacks provided. Bring your lunch. No cost. Law students and legal professionals welcome. [RSVP to Judge Jacqueline Alarcón.](#)

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## Save the Date OWLS CLE

*Thursday, Oct. 26, 1-4:30 p.m.*  
Location TBD, Portland  
**Topic: Qualified Immunity.** Keynote speaker Lauren Bonds, National Police Accountability Project executive director

## R&D Award

*Continued from page 1*

Roberts (1923-2011), a leader in Oregon politics and the first woman appointed to the Oregon appellate bench, 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 communities, becoming the first woman appointed 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 Black woman and woman of color on the Oregon bench.

Hay and Edwards embody Judge Deiz and Justice Roberts in their fight for social and racial justice. They exemplify the best of the legal system and the Oregon legal community. They have shown what justice can look like when delivered with compassion and tenacity.

Hay has dedicated her career to justice and change. She retires this year having improved many lives and having mentored many attor-

neys. Hay joined the Federal Public Defenders Office in 1998. After being appointed as the federal defender for the District of Oregon in 2014, she now has served as the head of that office for roughly eight years. During her time there, Hay was involved in many of the most formative criminal justice issues of our time. Her efforts to protect the constitutional rights of her clients illustrate her unwavering dedication to demanding compassionate and humane treatment of people caught up in the criminal justice system.

Hay also has dedicated her time to improving the diversity of the Federal Public Defenders Office and the criminal defense bar. Among other accomplishments, Hay and her office created an Assistant Federal Public Defender (AFPD) Diversity Fellowship Program to bring talented, new, diverse lawyers to the Federal Public Defenders Office.

Hay also started a training program to increase the diversity of the pool of investigators that the Federal Public Defenders Office uses to investigate cases, recognizing the tremendous benefits of having investigators with diverse backgrounds to provide more effective legal representation.

Hay leaves a legacy of justice, compassion,

and equity that will continue long past her departure.

Tristen Edwards, who is early in her career, shows that the future of public defenders is bright. She brings momentum and compassion to the field and continues the fight for justice we all believe in.

Edwards is a pioneer advocate for restorative justice in Oregon. She has tirelessly advocated for her clients at the Metropolitan Public Defenders Office since before she graduated law school, where her sensitivity to the unique experiences of women and people of color dealing with the criminal system has informed her governmental work on restorative justice.

Edwards, after advocacy through rallies she helped organize, was nominated to the Racial Justice Council (RJC) to advise the governor on policy reforms and legislative concepts related to racial justice. Edwards was called upon to serve as a member of former Gov. Kate Brown's Police Accountability and Criminal Justice Reform Committee of the RJC.

Edwards was deeply involved in the advocacy for and later participated in the rule-making process for the recently passed restorative justice bill, which provides \$4 million in funding for restorative justice programs statewide. She also encouraged other counties around Oregon to develop restorative justice programming and apply for the grant funding made possible by her committee's bill. She has been a leader in this process of systemic transformation.

In her short career, Edwards has demonstrated a future that is bright with leadership for the kind of justice Oregon needs; justice with compassion and equity.

Hay and Edwards exemplify the qualities we honor in both Justice Roberts and Judge Deiz. They have provided leadership, mentorship, and guidance to vulnerable populations. They embody the OWLS mission: to transform the legal profession by pursuing equitable access to the legal system and equity for women and communities who are systemically oppressed.

OWLS is proud to honor Lisa Hay and Tristen Edwards with the 2023 OWLS Roberts & Deiz Award on May 12. [Register for the celebration here.](#)

*Lizz Esfeld is an attorney at Betts, Patterson & Mines in Portland, and co-chair of the Roberts & Deiz Award Committee.*



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# Meet OWLS board member Silvia Tanner

By Judge Jenna Plank

OWLS board member Silvia Tanner sees the group as more than an organization of female attorneys. She views OWLS as a platform for advancing racial justice, the valuable mentorship of students and new legal professionals, and a place to support working parents in the legal field.

Tanner, originally from Bucaramanga, Colombia, grew up in a family that valued education. When her mother moved from Colombia to Argentina to pursue her master's degree, Tanner followed. Tanner taught Spanish in Argentina and formed a circle of ex-pat friends in the country. Through this community in Argentina, she met a man from Ohio who would later become her husband.

Tanner, who had never been to Oregon before, relocated to Portland when she was 22. She first enrolled at Portland Community College, then later at Portland State University where she majored in economics. Tanner was interested in heavily regulated industries and was particularly drawn to the energy and regulated utilities sectors. She realized that although it usually goes unnoticed by most, energy plays a huge role in everyone's everyday lives.

By the time she graduated from college, Tanner and her husband had decided to make Portland their long-term home. She enrolled in law school at Lewis & Clark, and graduated in 2015. She had her son during her 2L summer and found that being a parent, and in particular, a parent of color, was an isolating experience.

Already active in her school's Latino Law Society and Oregon Minority Law Students Association, she co-founded a student-parents group, became active in the OWLS' Working Parents Committee and found others who could relate to her experiences. Tanner is still greatly involved in the OWLS working parents committee, which she now co-chairs.



Tanner serves on the Energy Trust of Oregon board, is a member of the Hispanic Bar Association, helped create La Voz Latina award, and helped launch a training series about parenting issues and racial justice.

Upon graduating from law school, Tanner found the practice of energy law a perfect fit for her economics background and interests. She held various legal roles in a regional renewable energy advocacy nonprofit. She currently works for Multnomah County in a position focused on energy justice and just

energy transition.

She also has been actively involved in the Energy, Telecom, and Utilities section of the Oregon State Bar, and serves on the board of the Energy Trust of Oregon.

In addition to OWLS, Tanner has been a member of the Oregon Hispanic Bar Association for several years. She views her active

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## Tanner

*Continued from page 7*

membership in OWLS and the Oregon Hispanic Bar Association as a way to better the community — a vehicle through which she can reach out to lift up other young women of color. Tanner is particularly proud of work she was part of to create La Voz Latina award to recognize people and organizations working to advance the local Latinx community.

Tanner also is proud of the racial justice and bar-accommodation projects she participated in through OWLS. She and other Working Parents Committee members launched an award-winning training series focused on parenting issues of racial justice. She also participated in OWLS board efforts to amplify the advocacy of aspiring new attorneys who pushed back against the expectation that they should take the bar exam during the chaos of the early months of the pandemic.

In her free time, Tanner likes to dance, calling it her “zen” mode. A self-proclaimed extrovert, she loves to spend time with friends and family. She also likes to cook, run, and is a member of a women of color



*When not working, Sylvia Tanner enjoys getting outdoors. Here, she and her husband and son enjoy the scenery at Panther Creek Falls in Gifford Pinchot National Forest in Washington in 2021.*

book group that focuses on reading the works of female authors of color. Tanner also

is fiercely passionate about the mentorship of young women lawyers. Mentorship that is, in her words, “more than just coffee once a month.” She cites the dedicated attention of mentors in her life as having a profound impact on the trajectory of her career and life. Now an experienced attorney herself, Tanner tries to return that same mentorship to others in our community.

Tanner’s advice for young female lawyers is this: Pace yourself, set boundaries, and protect them. She points out that the legal field is a profession that uniquely rewards burnout, and that many young lawyers feel obligated to work themselves to the bone. Sharply increased rates of suicide and substance abuse are the natural byproduct of the structure of our profession.

Through the loss of a friend, Tanner learned early on that life doesn’t wait for you. In her words, you only have one life so you must choose thoughtfully how to spend it.

*Judge Jenna Plank is on the Multnomah County Circuit Court.*



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# Lee Ann Donaldson

By Jessica Wilcox

**L**ee Ann Donaldson makes things happen. One of the first things she tells me is that she has resolved to wake up at 5 a.m. this year to do virtual workouts three times a week to avoid burn-out. I believe her.

Years ago, Donaldson emailed me because she thought I would be a good wedding planner and asked for my help with her upcoming nuptials. We had only met a few times at Willamette Law, but her deduction was correct — I had, indeed, once been a wedding planner. “You seem like someone who can make things happen,” she told me at the time — well, it takes one to know one.

Donaldson’s path to the Oregon State Bar presidency was not a straight line. Like many of her generation, she had to constantly hustle to stay in the legal profession and is still not a partner at her firm, Nichols Law.

“Every single time I graduated with a new degree, the economy was terrible, and I had to pivot to make money. After undergrad, I worked in retail, and after law school I worked for my dad’s firm organizing documents. And I was so grateful for that safety net because I knew I wanted to stay in litigation,” she said.

“I worked for various firms, the courts, and I even hung my own shingle. I think being bounced around has given me experience as a boss, employee, contractor, etc., which I now use — and think is useful — when building my framework for this role.

“Having the courage to switch up positions — not staying at a job because I felt I had to, but rather focusing on recharging — has allowed me to stay in the legal field. That journey also allowed me to love what I do and provide my clients with a certain level of understanding and empathy.”

With the potential of another recession looming and fewer people applying to law school, Donaldson is aware that a priority for her presidency is to support new lawyers



and keep them in Oregon.

“The 2009 economic downturn still impacts the bar. Law schools shrunk and only one has started to increase class sizes since then. The bar is working with them to support law students and ensure they stay in Oregon by promoting the diversification of the bar, developing leaders in its institute, and spearheading community outreach opportunities,” Donaldson said. “And last year, the board approved the Comity Rule and now the Oregon Supreme Court approved it, so attorneys in good standing can easily become members of the Oregon State Bar.

“This is just one way that the board of bar examiners committee is expanding and creating additional pathways for licensure. The apprenticeship program and the third-year law school program will be up for public comment soon,” she added. “This will address the public defender crisis as well as provide more affordable legal resources to our community.”

Donaldson also specifically cites the impact of working with self-represented litigants at the Multnomah County Circuit Court for shaping her approach to her new role.

“The purpose of the Oregon State Bar is to serve the public, and my role at the court was public service — customer service really — which included lawyers, litigants, and judges. From that experience, I was exposed to all the different court programs as well as the ins and outs of civil, criminal, family, small claims, and landlord-tenant dockets on both sides. I bring that all with me to this job.”

Donaldson plans to support the Oregon judiciary by making sure it has adequate funding to serve all Oregonians. “We are close to implementing the Portal Project, an AI-based interactive service that helps people figure out what legal resources they need and

# Oregon State Bar President

connects them to those services,” she said.

Donaldson grew up around the law. Her father was an immigration attorney whose firm “helped people achieve the American dream and get into the U.S. for a better life.” She says she strives to emulate his diplomatic and calm approach to the law. However, it was Donaldson’s mother who encouraged her to apply to law school.

“I didn’t want to go at first because I saw my dad working all the time. But then he also coached all my sports teams and came to all my events growing up. That is why he worked on weekends, so he would participate in those lifetime things,” she said. “I make sure I do that too. I realized that not all jobs allow you to do that, but the law does.”

Donaldson is a music lover and recommends Beyoncé’s “Renaissance” and Samara Joy’s “Linger Awhile.” “Samara Joy’s new album is great while cooking. Her voice is iconic as is her musicality and phrasing — phenomenal. And ‘Renaissance’ is an excellent dance album — great for walking and pumping yourself up after disheartening encounters in life and work.”

For catharsis, Donaldson recommends the Disney+ legal series “She Hulk.”

“The first episode is actually called ‘A Normal Amount of Rage’ and demonstrates how the lawyer and Hulk can coexist so easily in a female attorney because she experiences a normal amount of rage on a daily basis,” she said. “I am not an angry attorney, but as a female attorney I have a normal amount of rage, which I actually think allows us to do better work.”

Finally, Donaldson recommends the children’s audiobook, “The Rabbit Who Wants to Fall Asleep” to all lawyers struggling with insomnia, “it’s why I’m able to wake up at 5 a.m. for workouts!”

*Jessica Wilcox works in employee and labor relations for the City of Vancouver, Washington.*

# Meet Multnomah County Circuit Court Judge Kelly Skye

By Ayla Ercin

**B**efore joining the bench, Multnomah County Circuit Court Judge Kelly Skye spent four years in the office of Gov. Ted Kulongoski, first as deputy general counsel and then as general counsel to the governor. In her role as general counsel, she led the screening process for judicial appointments across the state.

She spent a lot of time thinking about and discussing what makes a good judge — what the qualities of a good judge are, and what experiences and skills make an appointee likely to become a good judge.

Of course, Kulongoski is himself a former Oregon Supreme Court justice, and had his own opinions. The discussions were frequent and productive, but one thing he did not share immediately was his own assessment that Judge Skye herself demonstrated the qualities of someone who would make a good judicial appointee.

In 2009, Kulongoski appointed Judge Skye to the Multnomah County Circuit Court, where she has spent the last 13 years living up to the high standards she set for the bench.

Judge Skye wants the people who come before her in her courtroom to feel heard. They all have different circumstances, but they all need to have their legal rights protected. As a judge, she seeks to instill procedural fairness and humanity into a process that can sometimes feel inhumane. She sees it as an opportunity to work directly with people who might be at a low point in their life and will benefit from positive experiences within the court.

Judge Skye wants to be a resource to help

eliminate barriers to success for the people who appear before her. She says the best part about the day-to-day work of being a judge is the wide diversity of matters that come before her and the many different people she meets and works with in the court.

While her path to the bench may seem direct in retrospect, Judge Skye points out the elements of chance and luck that got her where she is. She earned her undergraduate degree in journalism from the University of Oregon and originally wanted to be an investigative journalist. She had paid externships after graduation, but didn't know how to move forward on that career path. She ultimately spent a good amount of time waiting tables and traveling before deciding to make the leap to law school.

Judge Skye still jokes that she blames classmate and fellow OWLS member Molly Jo Mullen for convincing her to go to law school. Mullen and Judge Skye were at the University of Oregon together as undergraduates, and both had taken political science classes with Professor James Klonoski.

Klonoski was an inspiration to them and many other students — teaching them about critical legal theory and encouraging an interest in the law. Mullen decided to take the LSAT, so Judge Skye decided to do it too.

Judge Skye went on to Northeastern University School of Law in Boston, a public interest focused law school.



Judge Kelly Skye

Judge Skye thinks it is ill-advised to plan your career to become a judge, because there are too few positions available, but she does think all future judges should aspire to be great trial lawyers.

When Judge Skye returned to Oregon after graduation, she took a job with the Metropolitan Public Defender Services, where she spent a lot of time learning trial and courtroom skills. She stayed at the public defenders'

office for 12 years, eventually working on management teams and supervising new lawyers. Judge Skye went on to be the legislative liaison for the Oregon Criminal Defense Lawyers Association and was introduced to Kulongoski through this role.

Outside of the courtroom, Judge Skye likes to get outdoors — she enjoys running, biking, and skiing. She is a recent empty nester, but spent a lot of time volunteering in the community with her kids. They volunteered at their local food pantry, for the Special Olympics, for city events, and for a local dog rescue. Today, Judge Skye has two dogs of her own, a German shepherd and a Doberman pinscher that she enjoys taking out on walks.

*Ayla Ercin is an attorney and the Executive Director of the Campaign for Equal Justice, a nonprofit that supports legal aid in Oregon.*

Judge Skye thinks it is ill-advised to plan your career to become a judge, because there are too few positions available, but she does think all future judges should aspire to be great trial lawyers.

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# First-generation legal pros tackle code switching, impostor syndrome

By Leona Yazdidoust

**O**n Jan. 11, a diverse group of legal professionals gathered in Judge Jacqueline Alarcón's courtroom to discuss their perspectives as first-generation legal professionals. Judge Alarcón was joined by Judge Chanpone Sinlapasai to help moderate the discussion and provide advice and support to the group.

Practicing law as a first-generation legal professional carries significant challenges. This was a safe space to form a community with similar members of the legal community.

The discussion began with each member introducing themselves and providing a brief

background on their experiences as first-generation legal professionals. Of the topics discussed, the concept of code-switching notably stood out.

Code-switching can occur when a member of an underrepresented group adjusts their language, behavior, and/or appearance to fit into the dominant culture. Members of this group shared that they occasionally found themselves adjusting their accent when speaking to different groups of people.

The concept of impostor syndrome was also discussed. Many first-generation professionals are affected by impostor syndrome, which causes individuals to feel as if they are underserving of their high achievements or talents.

A key takeaway from this discussion was to speak up and advocate for ourselves. Reaching out to a support system was another key tip from this discussion. Thankfully, the Oregon legal community provides many resources and mentorship opportunities.

When reflecting on this discussion group, two words that come to mind are impactful and inspiring. If you are interested in meeting with this valuable group, join Judge Alarcón on the second Wednesday of the month at the Multnomah County Circuit Court.

*Leona Yazdidoust is a 3L at Lewis and Clark Law School, and a Law Student Liaison with OWLS Queen's Bench.*

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## OWLS welcomes new program coordinator Erika Maxon

**P**lease join us in welcoming OWLS' new program coordinator, Erika Maxon (she/they).

Maxon joined the OWLS staff in February. She was born and raised in northern New Jersey and moved to the West Coast after completing her bachelor's degree in social work at Wheelock College in Boston. Before OWLS, Maxon managed business operations and volunteered for nonprofits in Portland for over a decade.

Among her accomplishments, Maxon was the founding treasurer of the Stadium District Business Group, writing initial grants and producing the first financial reports; was president of her former HOA where she helped secure initial funding for a three-phase, multimillion-dollar renovation project; is current treasurer of the Cascadian Order of Community Supported Brewing, a homebrewing nonprofit in Portland.

She recently won a silver medal for her Amburana Wood-Aged Porter and a silver medal for her Orange Mocha Porter at the SheBrew National Homebrew Competition. Maxon is a volunteer department lead for SOAK-Precipitation NW.



*Erika Maxon brings business operations management experience to OWLS as its new program coordinator.*

SOAK is the official regional Burning Man gathering for Portland and the surrounding areas. Maxon is coordinating the construction of the major burnable structure, a large-scale interactive art project built by nearly 100 volunteers over three months in Portland and then burned at a regional community festival.

Maxon has been training for her first sprint

triathlon, The Beaver Freezer, hosted at Oregon State University in Corvallis. She also enjoys strength training, HIIT workouts, and yoga. She is working toward semi-retiring her house- and pet-sitting business but still enjoys keeping fur-friends company from time to time, as well as hanging out at home with three resident ducks — Mal Brooks, Betty Beep and Penelope.



# U.S. Senate affirms Justice Adrienne Nelson as district court judge

Following her nomination by President Joe Biden in July, OWLS member and then-Oregon Supreme Court Justice Adrienne Nelson was affirmed as a federal judge for the U.S. District Court of Oregon by the U.S. Senate on Feb. 15.

Judge Nelson is the first Black woman to serve on the U.S. District Court for Oregon.

OWLS congratulates Judge Nelson on this achievement.



## Women of Excellence

*Continued from page 1*

recognized each of the award recipients and presented them with flowers and gifts. With the support of generous sponsors, attendees enjoyed a delicious spread of West African cuisine by Fatou Ouattara, of AKADI PDX, who appeared on the Portland season of "Top Chef."

OWLS honored Judge Nelson with the 2022 ABA Spirit of Excellence Award, AG Rosenblum with the 2021 ABA Margaret Brent Women Lawyers of Achievement Award, and Judge Nan Waller with the 2022 National Center for State Courts William H. Rehnquist Award for Judicial Excellence.

Judge Angela Franco Lucero was given the OWLS Katherine O'Neil Volunteer Service Award. The award is presented to an OWLS member who epitomizes steadfast dedication and long-term volunteer service to promote women and communities that are systemically oppressed.

This honor is not bestowed annually. Past recipients include: Katherine O'Neil in (2009), Terri Kraemer (2011), Phylis Myles (2012), Laurie Craghead (2013), Kathryn Root (2014), and Heather Weigler (2015).

Former OWLS president Judge Jacqueline Alarcón presented the 2023 O'Neil award to Judge Lucero with a moving introduction, noting that Judge Lucero has been a member of OWLS since she was in law school. For nearly 20 years, Judge Lucero has devoted countless hours to OWLS through her service on committees, the OWLS Board of Directors, and as OWLS president in 2018. She also is a founding member of the OWLS Clackamas chapter.

During her speech, Judge Lucero acknowl-

*Continued on page 13*



*OWLS President Kristin Sterling addresses the packed room at the first Women of Excellence Celebration on March 9 in the atrium of the Oregon Department of Justice offices in Portland.*



*From left, Judge Jacqueline Alarcón, Judge Angela Lucero, and Katherine O'Neil.*

edged the time, dedication, and energy O'Neil and other founding OWLS members spent cultivating the organization to ensure that women for generations to come are respected in the legal community and always

have a seat at the table.

Judge Lucero credited the role OWLS has played in her career and leadership growth. She said: "As Justice Sonia Sotomayor reminded us during the OWLS Queen's Bench





From left, OWLS President-elect Adele Rid-enour, OWLS President Kristin Sterling, Judge Jacqueline Alarcón, Judge Angela Lucero, Katherine O'Neil, Judge Adrienne Nelson, Attorney General Ellen Rosenblum, and Judge Nan Waller.



Judge Nan Waller



Partners in Diversity Executive Director Mari Watanabe, Business Oregon Executive Director Sophorn Cheang, and attorney Maya Crawford show off custom-made Statue of Liberty and owl cookies.

## Women of Excellence

*Continued from page 12*

Holiday Luncheon, 'Surround yourself with people who inspire you.' You inspire me; this legal community inspires me. OWLS helped shape the person I am today. I will always continue to give back to this legal community to mentor those who come after me."

The outstanding achievements of this year's award recipients was underscored by the attendance of OWLS founding president O'Neil and other past award recipients. The celebration gave people who had been separated by the pandemic an opportunity to reconnect in person. It was a night filled with big smiles and hugs, delicious food and fun to celebrate four exemplary members of



Dr. Nakeia Council Daniels, Judge Ulanda Watkins, and Judge Chanpone Sinlapasai



Laura Loera and Diane Ryner-son

the Oregon legal community.

**Judge Chanpone Sinlapasai and Judge Jenna Plank** serve on the Multnomah County Circuit Court.



**OWLS**  
Oregon Women Lawyers



## Livermore

*Continued from page 3*

allows more lawyers from around the state to access our content. The practice management attorneys and attorney counselors also blog regularly on "inPractice" and "Thriving Today," sharing thought leadership in their respective areas.

Our robust library of forms, checklists, and other practice aids (500 and counting!) will be updated this year, including practice management topics and substantive areas of law alike. We're happy to have completed the 2022 edition of the Oregon Statutory Time Limitations handbook, and we're anticipating 2023 revisions to our other longstanding publications, "A Guide to Setting Up and Using Your Lawyer Trust Account;" "A Guide to Setting Up and Running Your Law Office;" and "Planning Ahead: A Guide to Protecting Your Clients' Interests in the Event of Your Disability or Death." These are all big undertakings for our staff, but we know how much lawyers appreciate and take advantage of these resources.

**OWLS:** *What challenges do you face at the PLF?*

**Livermore:** A declining number of attorneys in private practice — and a more mobile workforce — has translated to fewer covered parties

to contribute to our shared risk pool. At the same time, the cost of claims has been rising in recent years, attributable to any number of factors. We work closely with our actuaries and investment advisers to plan ahead and prepare for various economic scenarios so we can continue to achieve our goal of providing a stable cost of coverage. Our interconnectedness with the Oregon legal community, our claims department's many collective years of experience handling legal malpractice claims in Oregon, and our multifaceted approach to risk management and loss prevention help us manage these fluctuations.

**OWLS:** *How has the legal insurance market changed in the past three years? What is driving these changes?*

**Livermore:** Like many industries, the field of lawyer professional liability coverage is experiencing some uncertainties due to the pandemic, a tough economy, and market volatilities. Potential malpractice traps that originated from COVID-19 — such as tolled statutes of limitations and court delays — have yet to fully ripen. Some states have seen large jury verdicts, triggering a cycle of escalating claims for damages. Excess carriers like the PLF face upward pressure from reinsurers seeking to increase premiums to recoup their losses.

Cybersecurity claims are on the rise as hack-

ers target more law firms. Though not all of these scams are successful, it's another reason to consider PLF excess coverage, which automatically includes a Cyber Liability & Breach Response Endorsement.

**OWLS:** *What trends are you seeing from your vantage that legal professionals may not be aware of?*

**Livermore:** We don't have enough attorneys in Oregon to meet the need for legal services — not just the public defender crisis but in civil practice as well. And communities in rural areas have been hit particularly hard. The OSB is working on some initiatives to help expand access to justice — the Licensed Paralegal program and alternative pathways to licensure, for example. The PLF will offer coverage for the licensed paralegals, and we're taking steps to put that in place when the program is launched.

Attorneys, like others, are dealing with increased stress at work and at home. As a result, we are receiving more requests for services from the Practice Management Assistance Program and the Oregon Attorney Assistance Program. Some of the challenges confronting the legal community over the last three years appear to be here to stay. The PMAs frequently assist lawyers who are still grappling with issues around virtual delivery of legal services, supervising remote staff, and integrating new technologies. The OAAP is continuing to see widespread distress and provide support to struggling legal professionals whose mental health and well-being are suffering.

Many of you won't be surprised to hear that our attorney numbers in Oregon are decreasing. People have been talking about the aging lawyer population for years. The fallout from the pandemic has likely accelerated some of this shift: early retirements; moves to other geographic areas made possible by remote work; career pivots to law-adjacent positions; transitions out of the law altogether after reflection and realignment of life and career goals, values, and priorities.

The PLF's long tenure in this industry affords us a bird's-eye view of the cyclical nature of unpredictable trends, inevitable adversities, and also, thankfully, positive developments. One thing we know for sure is that the legal profession will evolve and adapt to ever-changing circumstances, as will we.

*Jessica Wilcox is a Labor and Employment attorney for the City of Vancouver, Washington.*



By Susan Grabe

The 2023 legislative session started Jan. 17, marked by new leadership in the Governor's Office, new party leadership, and a newly elected Legislature made up largely of new members.

### New leadership

Gov. Tina Kotek announced three priorities for her budget: housing, homelessness, and behavioral health and education. She already has issued [executive orders](#) to implement her policy priorities. Not only does Oregon have a new governor, but the landscape and leadership in both chambers has changed. The Democrats no longer have a supermajority and need to work across the aisle to move things forward with 17 Democrats, 12 Republicans, and one Independent in the Senate; and 35 Democrats and 25 Republicans in the House. In the judicial branch, Chief Justice Meagan Flynn took on new responsibilities this past January, and the first Black woman was appointed to the U.S. District Court in Oregon — Justice Adrienne Nelson. Exciting news for women in leadership.

### Revenue forecast and whiplash

The chief responsibility of the Legislature is to craft a budget for the state. The Legislature started January expecting a deficit position in light of lost ARPA funding that had been used to backfill public safety agency budgets (close

## Legislative update



to \$700 million). This set off a flurry of budget reduction scenarios and planning for future downturns in the economy. Then, the March revenue forecast projected revenue up by about the same amount. It is now confirmed that the kicker will kick for individuals. (As a tax credit, no longer as a check.)

### Oregon Judicial Department budget

In spite of the funding roller coaster, the courts may still face a deficit that could cripple the progress that has been made since

the reductions the courts faced in 2008. OJD restored key services and staffing positions in the last budget cycle.

The Oregon Judicial Department has submitted a budget bill, [Senate Bill 5512](#), which received its first public hearing in March. OJD's priorities are to maintain current service level funding for operations and staffing, pretrial release programs and indigent defense, as well as behavioral health programs and services. See [OJD Summary](#).

### Oregon Campaign for Court Funding

The Oregon State Bar is again collaborating with the judicial branch to generate support for a fully funded court system. Each session, the OCCF recruits volunteers to meet with legislators and to testify in support of court funding both in Salem and throughout Oregon. To learn more about how you can help the OCCF and support court funding, visit the [campaign's website](#).

### OSB priorities

This legislative session, the bar's legislative priorities include adequate funding for the

*Continued on page 16*

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for Receiving the Vernellia R. Randall  
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To learn more about this grant and other grants,  
please visit <https://owlsfoundation.org/>

## Legislature

*Continued from page 15*

courts, indigent defense and low-income civil and immigration legal services. Included in those priorities are the bar's eight Law Improvement Program Proposals working their way through the Legislature.

This session, the bar, providers, and the courts are working together to increase funding for low-income civil and immigration legal services to address the gap in services due to increased need during the pandemic, economic downturn, and the loss of one-time ARPA funds. See Policy Option Package, [\[redacted\]](#)

### OSB law improvement bills

This session, the Oregon State Bar submitted eight bills for consideration to the Oregon Legislature. The bills, split equally between the House and Senate, each received a public hearing and work session in the respective judiciary committees. As of March 3, all eight [bar bills](#) have passed out of the first chamber and are moving through the second chamber.

Thank you to the OSB section and BOG volunteers for traveling to Salem to testify in support of the bar's law improvement bills.

### OJD policy bills

In addition, OJD also has five policy bills working their way through the Legislature. This year OJD's bills address a variety of concepts, from judicial compensation to collection of demographic data.

■ [Senate Bill 233](#) — Judicial Compensation. OJD has prioritized the need to increase [judicial compensation](#) to recruit, attract, and retain lawyers to serve as judges.

■ [Senate Bill 234](#) — Collect demographic data to identify disparate justice outcomes.

■ [Senate Bill 235](#) — Adds additional judicial positions to provide timely access to justice.

■ [House Bill 2224](#) — Pay jurors more than \$10 per day to keep democracy strong.

■ [House Bill 2225](#) — Court efficiencies and housekeeping changes.

### Membership

The membership of the full Senate and House Judiciary Committees and Joint Way and Means Committee, Public Safety Subcommittee can be found below.

[House Judiciary Committee](#)

[Senate Judiciary Committee](#)

[Joint Ways and Means Committee](#)

[Public Safety Subcommittee](#)

### 2023 legislative session information

For more about bills and hearings, visit the legislative website at [Oregon Legislative Information System \(OLIS\)](#).

*Susan Grabe is the Oregon State Bar chief communications and public affairs officer.*

## OWLS' Coffee Creek Correctional Institution Book Drive is Back

Like-new books with original binding sought.

### Current legal guides are especially appreciated:

- Family law
- Tax information
- Tort
- Oregon specific guides
- Post-conviction relief
- Appeals
- Civil rights

### Also wanted:

- Current popular fiction, including complete series
- Fantasy and romance please!
- Books written in Espanol
- New picture books for video visits
- Middle reader books



NOT ACCEPTING technical info books, survivalist, fighting, true crime or weapons books.

### May 1-16

Donate your books at collection sites

[Click here for list of sites](#)

### May 17-19

Books delivered from collection sites to Eileen Eakins' office in Lake Oswego during business hours

**Sunday May 21, 1:00 pm**  
Book Sorting Party

**May 22+**  
Deliver books to Coffee Creek

**Volunteers needed to transport and sort books. [Click here to help!](#)**

Attending the Roberts & Deiz Award Celebration on May 12? We're collecting books then too. Bring your like-new books in sturdy bags or boxes and drop them off with the OWLS volunteer in the coat room



# Oregon Women Lawyers Annual Report

## October 2021-September 2022

### OWLS speaks out

During this report year, OWLS joined an amicus brief in support of respondents in the U.S. Supreme Court case of *Dobbs v. Jackson Women's Health Organization*.

The brief laid out what was at stake if the Supreme Court overturned or weakened *Roe*



*v. Wade*: "Women and their families, including women attorneys, have relied heavily on the constitutional guarantee of the ability to decide whether to have an abortion when exercising

autonomy over their lives, health, families, and futures. Loss of the rights guaranteed by *Roe* and *Planned Parenthood v. Casey* would decimate women lawyers' ability to advance their careers and achieve gender parity in the legal field."

[Click here](#) for OWLS statements on access to reproductive health care and on human rights in Iran.

### OWLS chapters

We held our 10th chapter summit virtually in May 2022, featuring leaders from around the state and the OWLS Foundation.

**Lane County Women Lawyers** presented the third Chief Justice Martha Walters Award to Judge Suzanne Chanti, Lane County Circuit Court.

The award recognizes a Lane County attorney who has demonstrated leadership in the pursuit of equal justice for all. The recipient of this 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 workplace culture or mentoring promoted advancement in the legal profession for all.

The chapter also held its Fall Social in September with networking, bingo, a raffle, and prizes.

The **Queen's Bench** chapter continued its popular monthly speaker series under President Judge Beth Allen, followed by April Stone beginning in January. The 2021 annual holiday luncheon honoring women judges was held remotely and featured a

### From the Executive Director's Desk

*"I've learned that making a 'living' is not the same as 'making a life.'"*

— Maya Angelou

OWLS volunteers and staff continued to bring you unique programming in 2021-22. We have amazing and committed members. We did what needed to be done to navigate during the pre-vaccine COVID-19 pandemic, and by the time 2022 came around, realized how hard we were holding our breath, holding onto our lives, families and loved ones, holding on ... holding.

We don't talk much about it, let alone act, like a global pandemic is still impacting thousands of lives every day. Who can blame us? You build your book with business and friendships, with referrals and networking. You often learn about career transitions, support, parenting tips, inspiration, joy, additions to your Hood-to-Coast teams, vacation ideas, mentors and mentees, camaraderie, and job leads from casual conversations during CLEs, award presentations or networking events. The renowned OWLS listserv works its magic, but nothing quite replaces the sweet vibration of catching up with one another in person.

Meanwhile, you're still fighting harassment, misogyny, racism, and

homophobia in the workplace, at professional events, and in everyday life. You're still fighting for your clients, for bodily autonomy, (here is my letter to the editor of the Oregonian), to be treated equally regardless of gender, racial or ethnic identity. You're still being mistaken for the assistant, the caterer, the secretary, the defendant. It's exhausting, and you deserve a long, pampered, paid, peaceful break.

Around the end of this annual report year, I made a decision — and I hope you'll join me. I decided to embrace joy whenever and wherever I could find it. I can recognize my immense privilege, continue to work on being a better person and making the world a better place, and also find and hold onto joy. I can still be furious about injustices, and also find joy. I can slip into overwhelm, then remember to seek joy. I can care and love around devastating news or a family death, and emerge grateful and grasping for joy. Sometimes it's walking away from expectations that are too often internal and unreasonable. And for those who still strive for their own version of perfectionism, I offer words of wisdom from Eleanor Roosevelt who said "do what you feel in your heart to be right — for you'll be criticized anyway."

I am grateful for you and it is an honor being your executive director.

— Linda Tomassi

powerful storytelling program, "Recovering Out Loud — Busting Stigma and Feeling Better Together."

Other topics included licensing paralegals to prepare family law and landlord-tenant filings, alternatives to the bar exam, child care as infrastructure, transforming Oregon's bail system, and climate change.

The chapter welcomed new admittees to the bar, and welcomed those who took the bar in February 2022 with a well-attended event at Markowitz Herbold

The **Mary Leonard** chapter held a vir-

tual new admittee welcome in November featuring Oregon Attorney General Ellen Rosenblum and Judge Robyn Aoyagi of the Oregon Court of Appeals.

### Roberts & Deiz Award

OWLS and its sister organization, the OWLS Foundation, worked together to create a virtual Roberts & Deiz Award for the second time, honoring Judge Susan Graber, 9th U.S. Circuit Court of Appeals.

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# Annual Report

Continued from page 17

## Mentoring

OWLS' mentoring during the year was entirely online and focused on new lawyers and law students.

A benefit to this format is that students from all three schools were able to meet and talk with professionals from different backgrounds from around the state.

In January, Judge Jacqueline Alarcón reignited the First General Professionals Discussion Group at the Multnomah County Courthouse that was started by now-retired Judge Katherine Tennyson.

## Contract lawyer service

OWLS' Contract Lawyer Service provides employers with a medium through which to post contract positions to OWLS members participating in the service.

## Listserv communications

The OWLS listserv connects OWLS members around the state for personal and professional referrals, important discussions, and advice. The OWLS office is able to connect members with referrals around the country through the National Conference of Women's Bar Associations listserv.

## Education

The October 2021 Fall CLE, "Reparations, The Constitution and Oregon Law," was held online and featured scholar and keynote speaker Professor Brenne Pernell, who addressed the constitutional argument for reparations.

Panelists who addressed state and local efforts included state Rep. Janelle Bynum, state Sen. Lew Frederick, Roberta Phillip-Robbins, Rakeem Washington, and Cameron Whitten.

## Membership committee

Under the leadership of the OWLS Membership Committee, the idea for an online chapter became a program called OWLS Online, formerly First Wednesdays, and addressed topics including burnout, the City of Portland's new transformational paid pregnancy loss, chosen family bereavement policies, unconscious bias, neurodiversity, elections, and the link between brain injuries and crime.

# Thank you, sponsors

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## Leadership committee

The Leadership Committee brought back wealth management adviser Hsin-Cheng Kuo for a presentation on financial planning and managing student loans for attorneys, more programming on extinguishing impostorism, and Sidebar Socials at the law schools.

## Dragonflies

The OWLS dragon boat team got back in the water after a pandemic hiatus.

## Working Parents Committee

The Working Parents Committee brought its signature impactful programming to the community again this year, with a two-part program on "Stress-less Navigation of the

College Application Process for Parents & Students," along with the Campaign for Equal Justice, a program on accessing public service loan forgiveness.

## Affinity bars

OWLS continued to help organize Oregon's Affinity Bars online series created during the previous year for new lawyers and law students to network and learn from professionals from different backgrounds.

Along with OGALLA, we brought back in-person Brunch and Bedazzle at Perkins Coie (thank you sponsors Perkins Coie and Barran Liebman) before the Pride parade in June. We also held a well-attended law student summer networking social at Markowitz Herbold.