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Lisa Hay, Tristen Edwards in the spotlight

Roberts & Deiz Award 30th annual celebration returns in-person

This year's recipients of the Roberts & Deiz Award are Federal Public Defender Lisa Hay (left) and Metropolitan Public Defender Tristen Edwards.



By Ayla Ercin

On May 12, Oregon Women Lawyers held the 30th annual celebration honoring the recipients of the Roberts & Deiz Award. The event was held at The Loft at 8th Avenue and was a return to an in-person event for the first time in three years. It was both a new format and a new location for the award celebration, which featured reception-style seating and a move to the east side of Portland after many years at the Portland Art Museum.

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OWLS members lauded at Multnomah Bar's annual event

By Rachel Edwards

The Multnomah Bar Association hosted its 117th annual Meeting, Dinner, and Judges Reception on May 24 at the Hilton Hotel in downtown Portland. The evening started with a reception in the atrium on the second floor of the hotel with a glass ceiling allowing for a view up to the downtown Portland skyline. The room was packed with judges and lawyers.

After being ushered into the dining hall, MBA President Tim Resch called the meeting to order,

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MBA Diversity Award recipient Judge Rima Ghandour.



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President's Message

These are exciting times for OWLS. There has been much to celebrate of late and still lots more important and thought-provoking programming coming your way later this year. First, after three long years of being remote and hybrid, we are finally back to holding in-person events and programming.

In March, we held the Women of Excellence Celebration, which toasted the accomplishments of four remarkable women within our legal community — Judge Angela Lucero, Judge Adrienne Nelson, Judge Nan Waller, and Attorney General Ellen Rosenblum.

We then followed up this celebratory spirit by honoring Tristen Edwards, of Metro Public Defenders, and Lisa Hay, of the Oregon Federal Public Defender's office, with this year's OWLS Roberts & Deiz Award. In a time when Oregon's public defense system is facing an unparalleled crisis, OWLS was deeply honored to elevate and highlight the work of these two fantastic attorneys.

Edwards and Hay each gave heartfelt and inspiring speeches. I encourage everyone to reflect on their remarks and to find ways, large and small, to emulate their service within your own practice and community.

At the end of April, OWLS hosted its first in-person board retreat since the start of the pandemic. A wonderful time was had by all, as evidenced by the colorful and creative owl figurines that our attending board members crafted. Who knew so many of our board members had such a creative streak?

During our retreat, we discussed ways to engage with our members and chapters and to educate and empower those who seek to further OWLS' mission. Helping with those efforts are new board members Ayla Ercin, executive director of the Campaign for Equal Justice; Lizz Esfeld of Betts



Patterson & Mines PS; Taylor Hale of Peterkin Burgess; Gina Ko of Reinisch Wilson PC; and Jammel Nicole Rose, contracts and procurement supervisor with the Multnomah County Health Department.

These women each bring a unique voice

and enthusiasm to the OWLS board, and we are so excited and thankful for their service.

I would also be remiss if I did not acknowledge the hard work and dedication of our departing board members — Kristin Sterling, OWLS' immediate past president, and Emily Lohman and Keshmira McVey. Each has helped shape OWLS for the better, and I am grateful for their passion and friendship these last few years.

Looking forward to upcoming events, on Thursday, Oct. 26, OWLS will host its annual Fall CLE at the University of Oregon's White Stag building in downtown Portland. This year's CLE will focus on the doctrine of qualified immunity and its ever-changing jurisprudence, both nationally and locally.

The CLE will feature a number of renowned experts, including UCLA School of Law professor and author Joanna Schwartz, who will provide introductory remarks, and Lauren Bonds, executive director of the National Police Accountability Project, who will give the keynote address.

In the afternoon, J. Ashlee Albies, of Albies Stark & Guerriero, will moderate a panel discussion featuring Athul Acharya, executive director of Public Accountability; Juan Chavez, director of the Civil Rights Project at the Oregon Justice Resource Cen-

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OWLS board members showed their creative side in April when they crafted these cute owls out of Play-Doh at their first in-person board meeting since the pandemic.

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.



President

Continued from page 2

ter; and Chris Gilmore and Andy Jones with the Multnomah County Attorney's Office, with a focus on the doctrine of qualified immunity as applied in Oregon.

Following the CLE will be a reception co-sponsored by OWLS and the OC-NBA, also to be held at the University of Oregon's White Stag building.

Our prestigious lineup of speakers was made possible because of the hard work of this year's volunteer Fall CLE Committee, which includes Albies, as well as Justice Brooks of Foster Garvey PC; Ekua Hackman of The Commons Law Center; Anne Milligan, Deputy City Attorney with the City of Portland; and Jammel Nicole Rose.

If you are interested in learning more about this year's OWLS Fall CLE or opportunities to help sponsor, please reach out to Linda Tomassi at linda@oregonwomen-lawyers.org or 503-841-5720 (call/text) for more information.

Finally, I want to give one last shout-out and message of thanks to Laura Craska Cooper, Amber Hollister, Judge Allison Boomer, Judge Angela Lucero, Maya Crawford-Peacock, Judge Jacqueline Alarcón, and Kristin Sterling. They are the OWLS presidents whom I have had the privilege of serving alongside as a member of the OWLS Board of Directors these past years.

They led this organization with tenacity, wit, kindness, and grace. I hope to make each of them and all other OWLS members, past and present, proud as together we continue the work of fulfilling 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.

Adele Ridenour,
President, Oregon Women Lawyers

Maximize your impact as a community volunteer

By Amanda Lamb

The Queen's Bench Monthly Speaker Series on May 9 featured a discussion on how lawyers can contribute to the community through their volunteer work.

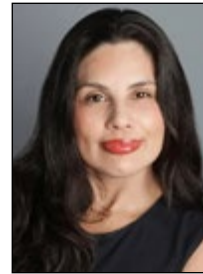
The session featured speaker Melissa Bobadilla, a personal injury lawyer with her own firm. Bobadilla spoke about lawyers' natural inclination to volunteer stemming from a desire for justice, not just in the courtroom, but throughout the community. But the question is how to identify which volunteer opportunities to pursue that make the best use of one's skills and interests.

Bobadilla began the session by describing her background as a part-time law student and new parent. As she described, the message we all received in law school (particularly during tight job markets) was that we had to network as much as possible to make the connections required to get a job after graduating. However, as a woman coming from a culture that did not emphasize professional networking (Bobadilla is Latina), Bobadilla instead turned to service in legal clinics to build skills and make connections. Thus, a lifelong passion for volunteer work began.

Bobadilla offered several key questions to ask yourself while exploring or engaging in volunteer opportunities. First, what are your interests, including interests outside the law? Bobadilla stated her desire to give back to the profession but also noted the importance of ensuring your volunteer roles are different from your professional role to avoid burnout. She noted that attorneys have specific skills in bringing people together to solve or mediate problems, and these skills can be used in nearly any setting.

For instance, Bobadilla found that volunteer work outside of the legal world provided a break from exclusively legal work and offered a more well-rounded experience. While volunteering for groups including the Oregon Zoo Foundation Board and the Beaverton Traffic Commission, Bobadilla found she was able to use legal skills, but in a different setting.

Alternatively, Bobadilla recommends that, even if volunteering in the legal field, try



Melissa Bobadilla

a different type of law. In serving on the Public Defense Board, she found that focusing on criminal law instead of the civil side was engaging and fulfilling.

The second question Bobadilla recommended asking is, what do you have time for? She cautioned against taking on too much, but instead, be picky about where you devote your time. If the opportunity or the cause does not interest you, say no. If you are limited on time, Bobadilla recommends finding short-term volunteer opportunities. For example, her firm led campaigns for emergencies such as the 2020 Oregon wildfires and providing warm winter clothing for migrant workers. These campaigns are short in duration, have a specific purpose, and thus do not require a long-term commitment.

In asking what you have time for, Bobadilla recommended setting boundaries and focusing on when you are willing to donate your time. For example, she has chosen to reserve weekends entirely for her family, meaning any volunteer opportunities must occur during the workweek.

Finally, Bobadilla told participants that after you have engaged in a volunteer opportunity, you also have to ask when is the right time to leave? She recommended that when you feel like you are done with the board, step down. While it can be done gracefully, it is necessary in setting boundaries and protecting your time.

While some of these tips may seem simple, Bobadilla noted many lawyers fail to pursue volunteer opportunities with a strong plan. She suggested approaching volunteering with the same care as you might approach your career: know your interests, understand your goals, and ensure the volunteer work fits your work-life balance. In doing so, you will ensure you can contribute to your community in a way that enriches your life.

Amanda Lamb is a civil rights attorney at the Oregon Justice Resource Center.

UPCOMING EVENTS

Queen's Bench Monthly Luncheon

Tuesday, Aug. 8, Sept. 12,
Oct. 10 noon-1 p.m.
Multnomah County Courthouse,
1200 S.W. First Ave., Courtroom 13C,
Portland & WebEx
Queen's Bench Presentations are
the second Tuesday of the month.
Lunch can be ordered in advance on
the [Queen's Bench website](#). No cost.
[Register Online](#).

First Generation Professionals Discussion Group

Wednesday July 12, Aug. 9, Sept. 13,
Oct. 11, noon-1 p.m.
Multnomah County Circuit Court,
200 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? Talk with
others who have had the same life
experience — join Judge Jacqueline
Alarcón on the second Wednesday
of the month. Snacks provided. Bring
your lunch. No cost. Law students and
legal professionals welcome. [RSVP to Judge Jacqueline Alarcón](#).

Brunch & Bedazzle with OGALLA & OWLS Portland

Sunday, July 16, 9-11 a.m.
Perkins Coie, 1120 N.W. Couch St.,
10th Floor, Portland
Join us at Perkins Coie for brunch and
T-shirt decorating before the Portland
Pride march. This year OGALLA is in the
parade. After you Brunch & Bedazzle,
you are invited to join OGALLA in the
parade. Friends and family of all ages
welcome. Contact admincoordinator@oregonwomenlawyers.org with
questions. No cost. [Register online](#).

Washington County Lawyers Meet & Greet Luncheon

Wednesday, July 19, Aug. 16, Sept. 20,
Oct. 18, noon-1 p.m.
See OWLS website for location.
The chapter meets the third
Wednesday of the month. Inquire
with chapter co-chairs for questions:
Kay Teague, kay@ktlawoffice.net or Amanda Thorpe, athorpe@ktlawoffice.net



thecaublefirm.com. No RSVP necessary.

Cascade Women Lawyers Monthly Luncheon

Wednesday July 26, Aug. 30, Sept. 27,
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.

Gorge Women Lawyers (GROWLS) Monthly Luncheon

Wednesday, July 26, Sept. 27, noon-1
p.m.
Bargeway Pub, 1535 Bargeway Road,
The Dalles
Wednesday, Aug. 30, noon-1 p.m.
Riverside, Hood River Inn, 1108 E
Marina Drive, Hood River
The chapter meets the last Wednesday
of the month. Luncheons alternate
between Hood River and The Dalles.
RSVP requested. [RSVP here](#).

Josephine County Women Lawyers Monthly Luncheon

Wednesday Aug. 2, Sept. 6, Oct. 4,
noon-1 p.m.
La Burrita Restaurant, Grants Pass
The chapter meets the first
Wednesday of each month for
networking, discussing court
situations, and more.
No RSVP necessary.

OWLS Online

Thursday, Aug. 10, noon-1 p.m.
Topic: Work is not your family by
Gloria Chan Packer
You may need to hear this (if you
haven't already): Your job is not
your family. While you can develop
meaningful relationships with your
colleagues, calling work your family
can actually breed burnout and be
detrimental to your mental and
emotional health. Mental wellness
educator Gloria Chan Packer walks

through the exercises you need to
shift your perspective and redraw the
boundaries between your work and
personal life so you can feel freer and
more empowered. [RSVP here](#).

Aug. 28-Sept. 4
OWLS office is closed.

Cascade Women Lawyers Reception with OWLS Board

Friday, Sept. 29, 2023, 5-7 p.m.
Brix Law, 15 S.W. Colorado Ave. Ste.
3, Bend
Details to come.

OWLS Online

Thursday, Oct. 12, noon-1 p.m.
Topic: The haunting truth of ghost stories by Coya Paz Brownrigg.
Ghost stories reveal much more than
the ghouls and spirits that haunt
them. Settle in for a spooky delight as
theater educator Coya Paz Brownrigg
lays out three types of bone-chilling
tales and exhumes the grave truths
they hold about longing, meaning,
and the cultural value of eerie
encounters. [RSVP here](#).

OWLS Annual Chapter Summit

Thursday, Oct. 26, 10-noon
University of Oregon's White Stag
Building, 70 N.W. Couch St., Portland
**Topic: Centering Diversity, Equity,
Inclusion & Accessibility; Road to the
Bench: A CLE in a Box for Chapters;**
roundtable discussion. More details
coming soon. [Register online](#).

OWLS Fall CLE

Thursday, Oct. 26, 1-4:30 p.m.,
reception to follow
University of Oregon's White Stag
Building, 70 N.W. Couch St., Portland
Topic: Qualified Immunity with
keynote speaker Lauren Bonds,
National Police Accountability Project
executive director; introductory
remarks by Professor Joanna Schwartz,
author of "Shielded: How the Police
Became Untouchable."
More details coming soon. Contact
linda@oregonwomenlawyers.org for
sponsorship opportunities. [Register online](#).

LCWL members donate professional attire to women

By Jeslyn Everitt

On May 19, the Lane County Women Lawyers held a Spring Clothing Drive and Happy Hour at Claim 52 Kitchen in Eugene. Over 25 attorneys attended and donated hundreds of items, including suits, dresses, and other gently used professional clothing.

The donated attire was delivered to the local nonprofit Hope & Safety Alliance, which provides advocacy and other services to survivors of domestic and sexual violence and operates within urban and rural communities in Lane County. The Hope & Safety Alliance thanked LCWL and said they were impressed by the amount of clothing donated.

The event marked the first happy hour of the summer for the LCWL. "It was great to see so many community members join us at the happy hour, including an attorney who shared it was the first event she had attended since 2020," said co-chair Shannon Richard. "We have several more events in the works and are excited by how LCWL has been continuing to build and grow community in Lane County."

Jeslyn Everitt is an associate general counsel at the University of Oregon and member of the OWLS Lane County chapter.



Lane County Women Lawyers Steering Committee members Kasia Mlynski, Jeslyn Everitt, Shannon Richard, and Chelle Haynes participated in the Spring Clothing Drive and Happy Hour, where hundreds of pieces of professional attire were donated to the nonprofit Hope & Safety Alliance.



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Meet Lane County Circuit Court Judge Beatrice Grace

By Malcolm MacWilliamson

Judge Beatrice Grace wants you to know: “We all have things to offer in this profession, and there is room and need for each of us.”

Judge Beatrice Grace’s path to the Lane County Circuit Court bench has not been a traditional one. Inspired and encouraged by her mother, whom Judge Grace calls the “single most incredible person” that she knows, Judge Grace began taking nursing prerequisites in high school at age 16 with her mother. Continuing classes through her high school summers, Judge Grace earned her LPN at age 18 and finished nursing school at 19. For the next two-plus decades she worked as an ER nurse — but not before touring in Europe with her band as a bassist. Yes, really.

Judge Grace’s musicality is impressive. A classically trained violinist and pianist, she quickly picked up bass, and then keyboards, and has played Celtic fiddle in several bands. The ease with which she moves between instruments reflects a skill that Judge Grace identifies as being vitally important to her job as a judge: listening.

“Judges have a duty to listen,” Judge Grace emphasizes. “Hearing people, making people feel heard ... that is an important part of being a judge. You never know the butterfly effect that just listening can have. When we fail to engage in active listening, what important information do we miss? What conclusions do we jump to?”

These sentiments reflect the kindness and empathy that Judge Grace works hard to exhibit in her courtroom. “We must be gracious to each other. It’s OK to make mistakes; life is too big and exciting and interesting to confine yourself to one thought and convince yourself that you are right,” she says.

Judge Grace’s nontraditional path to and through law school has served as powerful preparation for her service on the bench. She



When not in the courtroom, Judge Beatrice Grace plays music and enjoys the outdoors. Clockwise from above: Judge Grace at the coast with her daughter; enjoying a beverage while taking in the scenery; and hiking in Utah.



recalls her mother taking in and caring for many kids who had survived abuse and neglect. At 17, Judge Grace began to serve as an advocate for survivors of sexual assault and domestic violence. Her experiences supporting survivors continued during her nursing career, and later, when Judge Grace entered law school at the University of Oregon School of Law and went on to work in the school’s Domestic Violence Clinic. Judge Grace says her time in the clinic offered invaluable experience for being in court, working with clients, and presiding over trials.

All this prior work was important preparation for her to serve as a judge. “I am always

happy to go to work. It’s hard — sometimes it feels treacherously difficult — but I am so appreciative to get to do this work,” Judge Grace says. “It is the work of my heart.”

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Shining a light on dark chapter in U.S. history

Tulsa Race Massacre, burning of Black Wall Street in 1921 must not be forgotten

By Allison R. Boomer and
Natasha A. Zimmerman

On May 22, the Mary Leonard Chapter was honored to host a CLE presentation by Ron Silver at the Oregon Law Library titled "The Destruction of Tulsa's Black Wall Street — Greenwood 1921."

Attendees were regaled with a history of race relations and the civil rights movement spanning 1919 through 1921 when WWI soldiers returned home looking for work, fear of collective action and communism spread, and racial tensions flared in numerous cities.

This history set the stage to understand how the May 31, 1921, attack by a white mob in the Greenwood District of Tulsa, Oklahoma, fits within the nation's race history. The mob destroyed over 35 blocks of the city, looting and burning businesses, homes, churches, a hospital, and library. Nearly 300 people died, making the attack the bloodiest [racial massacre](#) in American history.

The events in Tulsa and subsequent white-washing of the rich and vibrant history of free Blacks in the 19th and 20th centuries provided new perspective on efforts to discredit and nullify individuals and experiences throughout the United States today.



Ron Silver talked about the Tulsa Race Massacre at the May 22 CLE presentation hosted by the OWLS Mary Leonard chapter. (Erika Maxon)

Silver has lectured extensively on the history of civil rights in the U.S. for the Department of Justice, as well as many federal agencies and bar associations throughout Oregon and Washington, including numerous presentations to OWLS. Silver previously served as an assistant U.S. attorney for 33 years. During that time, he was chief of the civil division in the Portland office for seven years and special counsel for community engagement his last year in the office, coordinating outreach with Oregon's Muslim, African American, and LGBTQ communities in particular.

Since retiring from the U.S. Attorney's Office, Silver has served on the advisory board for the Center for Immigration Defense and the board of the Somali American Community of Oregon. He continues to sing with the Northwest Community Gospel Chorus.

Silver has taught civil rights history in

Even with his broad knowledge about the civil rights movement, Silver said he only recently learned about the Tulsa Race Massacre. The challenge for each of us is to keep shining a light on those dark areas of our history and our present in which individuals are treated unfairly, stifled from sharing their stories, and shut out of the judicial system.

A bonus of the presentation was the opportunity to visit the Oregon Law Library and to see the upgrades to the Supreme Court Building. Thank you to Ron Silver for providing this thought-provoking presentation.

Allison R. Boomer is the presiding magistrate of the Oregon Tax Court and past president of OWLS. **Natasha A. Zimmerman** is a hearings referee with the Marion County Circuit Court and co-president of OWLS' Mary Leonard chapter.

Judge Grace

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When asked about her law school journey, which she undertook as a single mom, Judge Grace recalls feeling disillusioned at times. As the first in her family to attend law school, she believed she was entering a profession that would be fairer, both procedurally and substantively, "perhaps because [the profession] is about justice." But faced with the reality that our judicial system does not always produce fair and just results, Judge Grace now works passionately to create space for those who have not been heard or listened to or who have not been treated fairly or justly.

Judge Grace explains that "the benefits of diversity and inclusivity in the legal community and judiciary are numerous, actual, practical, emotional, and philosophical." She professes

what many overlook or refuse to see: that "having equity lifts all boats. It doesn't put anyone in a worse position."

In her free time, Judge Grace enjoys continuing to exercise her musical muscles by writing songs on piano and playing bass and violin — folk, rock, and Celtic fiddle, primarily — with anyone who will join her. Judge Grace also enjoys hiking, visiting the Oregon coast, and spending time with her two awesome kids, ages 16 and 21, whom she calls "two of the most amazing, smart, and genuinely lovely people I am lucky enough to know."

Judge Grace expresses an overwhelming gratitude to the legal community, which is full



Lane County Circuit Court Judge Beatrice Grace enjoys the sights in Germany.

of so many people who have supported and encouraged her path to the bench. "If I started naming names of all those who supported and encouraged me," she says, "the list would be vast — it would just be huge." And as much as Judge Grace is grateful for the help, support, and encouragement that she has received, she believes everyone is entitled to receive that same kind of help, support, and encouragement.

"We have a long way to go in making sure everyone is as supported as I have been."

Malcolm MacWilliamson is an attorney at Schwabe, Williamson & Wyatt in Portland.

A mindful approach to starting something new

By Amanda Lamb

How many among us have not made a transition at some point in our career?

Personally, about 15 years in and I have made no less than five major career transitions, some voluntarily and others forced by circumstance. And while some required significant thought and planning, I never used as mindful and deliberate approach as was discussed during the OWLS Career Transition Speaker Series in May.

Throughout the three-session series, presented by the OWLS Leadership Committee, a variety of speakers provided both inspiration and practical tips on making career transitions.

Session 1: The inspiration – Learning from women who made significant career transitions

In the first session, Angela Polk, supervisor of the Legal Resource Center at the Multnomah County Circuit Court, moderated a discussion among three women with diverse backgrounds who all successfully made career transitions. While each transition was for different reasons and to different positions, each panelist spoke about the importance of approaching a transition with honesty and a plan.

Judge Ulanda Watkins, Clackamas County Circuit Court

Judge Watkins began her legal career in public defense out of a desire to be in the courtroom and to tell other people's stories. But after 15 years in that field, Judge Watkins chose to move to a firm focused on insurance defense. Despite little experience in civil practice, Judge Watkins quickly moved up in the firm, eventually overseeing new offices in Washington. But Judge Watkins' next big challenge was running for circuit court judge in Clackamas County, a position she was elected to and has now held for six years.

Throughout the session, Judge Watkins emphasized that all her transitions were intentional and out of a desire to serve. And, while the job is important, work-life balance also matters. Judge Watkins spoke about her

own family dynamics and how to ensure that any job you transition to is both fulfilling and meets your goals for your family.

Donna Maddux, partner at Constangy, Brooks, Smith & Prophete, LLP

Maddux was a 20-year career prosecutor when she was approached by a firm focused on data privacy and cybersecurity. Though she originally believed she would spend her entire career as a prosecutor, she was open to at least listening to the call of other opportunities. As life circumstances changed, Maddux found herself needing the flexibility offered by remote work and not having to spend every day in the courthouse. Thus, she ended up taking the risk and completely shifting her career.

Maddux noted the humbling experience of knowing little about her new position after gaining significant expertise as a prosecutor. After the excitement of starting the new position wears off, many people start to miss their comfort zone.

However, she suggested pushing through that discomfort and staying in the new position at least a year. She also recommends talking to others who are or have made major career transitions.

Melina Martinez, attorney with PSU's Student Legal Services

Prior to joining PSU's Student Legal Services team, Martinez worked in complex litigation for five years. However, health issues forced Martinez to step back from the litigation world. Martinez discussed how hard the transition was, but that she was able to find a position that allowed her to be a lawyer and serve clients, but without such a significant impact on her physical and mental health.

She suggested starting a potential career transition with an honest and realistic conversation with yourself about what you need (including for your own mental health) and what you can do. Additionally, after a successful transition, help others, especially students and young lawyers, on how to put up necessary boundaries to protect their health.

Session 2: The why – Mindfully identifying what you want to transition to

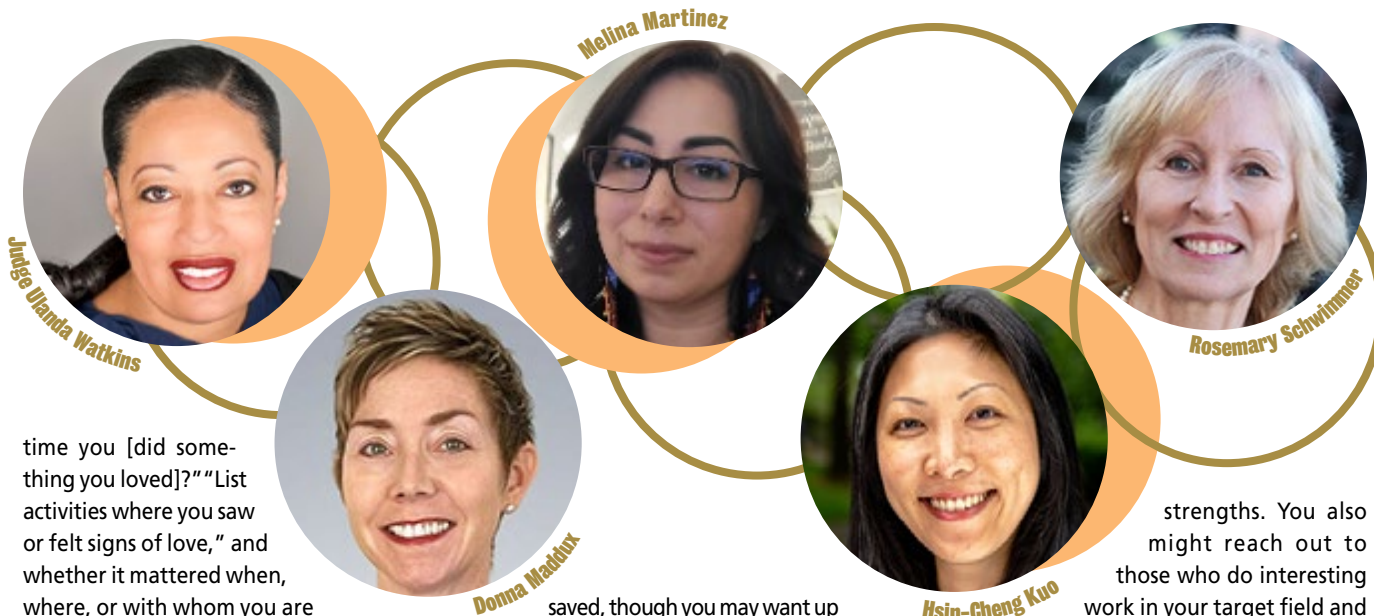
The second session of the series focused on reversing the trend toward unhappy and unfulfilled lawyers. Speakers Melissa Chureau, a senior assistant attorney general at the Oregon Department of Justice and mindfulness teacher, and Kirsten Blume, an attorney counselor associate at the Oregon Attorney Assistance Program, provided a series of exercises to help identify what you want to transition to while employing mindfulness techniques to minimize the stress of a transition.

First, the speakers provided some troubling research into the well-being of the typical lawyer. The legal field has earned its reputation for being about logic, stress, competition, and anxiety. An American Bar Association report from 2017 confirmed this and found that lawyers and law students have higher rates of stress, anxiety, and depression, relative to the general public. Also, research suggests the most unhappy of all professionals is a 42-year-old female lawyer. Yikes.

What can we do to not become (or stop being) that most unhappy of all working people? The speakers recommend adding mindfulness practices to your work and life. For instance, some studies have suggested people are happiest when what they are doing in the moment is the same thing they are thinking about. In other words, instead of thinking about the next task we need to do, the looming deadline, or what we want for dinner, we actually focus on what we are doing in the present moment.

The session then pivoted to taking a mindful approach to identifying what you want to transition to. For example, participants completed the "Red Thread" questionnaire from Marcus Buckingham's "Love + Work," which asked questions aimed at ensuring at least 20% of your time is devoted to doing things you love. The exercise defined love in the work context as something you instinctively volunteer for, you can disappear into, and that you feel mastery over. The three main questions were, "When was the last

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time you [did something you loved]?" "List activities where you saw or felt signs of love," and whether it mattered when, where, or with whom you are doing the task.

The series of exercises, all focused on ensuring a mindful transition, asked participants to look internally both at what they want and how they can get it in the least stressful way.

While many lawyers know how to develop their own career goals and create a step-by-step plan to meet them, the speakers during this session asked participants to look inward and create a more well-rounded plan not just for their career, but for their general well-being.

Session 3: The how – Practical steps toward transition

After spending two sessions inspiring participants to want to transition, legal career coach Susanne Aronowitz moderated the last session on the practical aspects of making a major career move. This session promoted building a transition plan, including how much money you need to meet your financial goals, how to market yourself, and how to build relationships with the people you need to meet.

Ensuring your transition meets your financial goals

While it may not be a primary motivator in seeking a career transition, the amount of money you need to make the transition possible is an important topic. Portland-based financial adviser Hsin-Cheng Kuo provided some practical tools for tackling that topic. First, she recommended trying to figure out how much unpaid time might be needed during a transition and building savings to get through that period. At a minimum, Kuo suggested having at least three to six months of living expenses

saved, though you may want up to a year's worth. And these savings must be actual liquid cash, not equity or credit cards.

Second, Kuo suggested taking a practical look at your costs of living and financial goals to ensure that your next position will have the salary you need to live comfortably. Kuo said that most people need to earn at least \$75,000-\$78,000 just to live in Oregon. To determine how much you need to live, identify your monthly spending and this becomes your minimum salary, after taxes. For example, if you spend \$5,000 per month, you need \$60,000 per year. Factoring in taxes, your minimum salary is approximately \$90,000.

Then, you have to consider your financial goals. For instance, Kuo recommends saving approximately 20% of your salary for retirement (depending on your current age and likely retirement age). Additionally, you may want to buy a vacation home, put your children through college, or pay off debts. Kuo recommends writing down your financial goals in the near-term (next two years), midterm (two to five years), and long-term (next 10 years), and determining how much money you need to meet those goals. Finally, add up your current spending with costs of meeting financial goals, and look for positions that meet those needs.

Marketing yourself

Rosemary Schwimmer, an attorney recruiter at Boly:Welch, provided a series of practical tips to build a reputation as someone who can take on your target position, regardless of your past experience. First, she recommends reaching out to peers and colleagues, asking them to help you assess your own

strengths. You also might reach out to those who do interesting work in your target field and ask what firms or organizations

might appreciate your experience. Schwimmer emphasized that the purpose of these meetings is not to market yourself, but instead to gather information.

Next, Schwimmer covered how to market your experience and convey expertise in your target subject area. For example, she recommended using LinkedIn to post information relevant to your target field in order to start getting recognized as a subject-matter expert. In terms of building a resume, Schwimmer suggested keeping it stylistically traditional (with no distracting pictures or graphics) but tailored to each specific job you apply for by using the word in the job requirements in your resume.

Finally, she recommended owning your age and not removing graduation dates or other markers. The job you want sees maturity and experience as an asset.

Conclusion

The Career Transitions Speaker Series provided many different perspectives on the steps involved in making a transition, from identifying your highest values to building up your resume. While many have made transitions, few likely used as mindful an approach as was recommended during this series.

Using the tools provided and implementing the suggestions ensure that whatever steps are actually taken are done after understanding how those steps meet your personal, financial, and career goals.

Amanda Lamb is a civil rights attorney with the Oregon Justice Resource Center.

OWLS announces new officers, directors

Oregon Women Lawyers (OWLS) is pleased to announce its new officers and directors for 2023-24. Adele Ridenour was elected as OWLS president, having served previously in each position on the executive committee: president-elect, secretary, treasurer, and historian. Ridenour is of counsel at Markowitz Herbold in Portland and serves as a volunteer pro tem judge in Washington County.

Marisa Moneyhun was elected as president-elect, having served previously as historian. Moneyhun is a founding partner of Kehoe Moneyhun Law LLC.

Silvia Tanner was elected historian, having served previously as secretary and historian. Tanner is the senior sustainability analyst at the Multnomah County Office of Sustainability and also serves on the board of the Oregon Hispanic Bar Association and the Energy Trust of Oregon.

Elizabeth Ballard Colgrove was elected as secretary. Colgrove is assistant attorney in charge at the Oregon Department of Justice Medicaid Fraud unit and served previously



OWLS officers and directors on retreat at the Oregon coast. Back row from left: Mary Dougherty, Judge Rima Ghandour, Gizem Demirel, Lizz Esfeld (red hair), Marisa Moneyhun (dark, flying hair), Taylor Hale, Elizabeth Ballard Colgrove, Emily Brown-Sitnick
Front row from left: Ayla Ercin, Silvia Tanner, Judge Kamala Shugar, Gina Ko, Adele Ridenour, Jessica Price

as treasurer. She is past president of Queen's Bench, OWLS' Multnomah County chapter.

New to the executive committee as treasurer is Jessica Price. Price is special counsel

for the University of Oregon, assistant vice president for research integrity, and lecturer with Clark Honors College.


All OWLS officers also are members of the board.

OWLS also is pleased to announce its newly elected board members Ayla Ercin, Elizabeth "Lizz" Esfeld, and Taylor Hale. New board members Jammel Nicole Rose and Gina Ko were appointed to fill vacant seats. Incumbent board members elected to continue board service are Suleima Garcia and Mary Dougherty.

With over 1,200 members, Oregon Women Lawyers' 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. OWLS is committed to the advancement of women and lawyers outside the dominant culture. To achieve this goal, we provide and support programming that includes attention to issues of gender, race, ethnicity, sexual orientation, and ability.

We strive to make meaningful connections with other affinity bar organizations, and attorneys outside of the dominant culture not encompassed within any particular affinity bar, and to partner with them to provide support for all underrepresented lawyers in our profession.

— Linda Tomassi,
OWLS Executive Director,
linda@oregonwomenlawyers.org



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Whose land are you on?

What to know about the Indigenous Land Back Movement

By Lori Hymowitz

On April 13, OWLS Online offered the insightful presentation “Whose land are you on? What to know about the Indigenous Land Back Movement.”

After each attendee introduced themselves, they viewed a brief TEDxMileHigh presentation by Indigenous scholar Lindsey Schneider.

Schneider is a descendant of the Turtle Mountain Band of the Chippewa Indians. Her grandmother and parents survived the trauma and abuse of the Indian boarding school system, and the generation before them fought to keep their tribe from being terminated by the federal government.

Schneider discussed issues such as management of biodiversity by Indigenous people and talked about how tribal people were instrumental in bringing back the coho salmon population.

In the Pacific Northwest, in the 1990s, the Nez Perce tribe told the state of Idaho they wanted to bring coho salmon back to the rivers. This was not encouraged, but they did it anyway by getting eggs from the hatchery that were going to be thrown away, incubating them, and they “basically snuck the fish back into the river” where they are now thriving.

Schneider said it’s not so much how settlers took the land, it’s how it has been treated since, with oil spills, pipelines, and other industries. Colonialism is about extracting resources, she said.

The movement exists because the land is in crisis, Schneider says. Tribes’ shared philosophy is that “we come from the land and the land is what sustains us, and therefore we have a responsibility to care for it.”

The Land Back Movement is about “reasserting Indigenous relationships with the land. These are relationships that are based upon tens of thousands of years taking care of our homelands.” They “treat the land like it’s a relative.” It is about “radically rethinking how we related to the land and other living beings.”



Lindsey Schneider

“We come from the land and the land is what sustains us, and therefore we have a responsibility to care for it.”

*Lindsey Schneider,
Indigenous scholar*

Another point she addressed was the impact that oil pipelines have on tribal land — such as oil spills.

Addressing key issues in the Land Back Movement, such as the radical concept of whose land are we on, Schneider said there are many options for supporting the effort, such as bequeathing the land back to its original tribe. Her underlying message was why restoring Indigenous land rights is good for the planet, in that it does the most good for the most people, rather than good for

the few, meaning industry. To that end, the Native Land mobile app is a useful tool for showing which tribes were on the land you currently occupy.

The presentation provided another great opportunity to meet and get to know the other attendees in a smaller virtual setting.

To view Schneider’s Ted Talk presentation, visit: <https://tinyurl.com/mw7ksjxp>

Lori Hymowitz is a staff attorney at Stoll Berne.



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‘Keep up the fight!’

Women lawyers in the 1970s, who helped break biases, improved legal profession for other women, now pass the torch to today’s attorneys

By Kamala H. Shugar

Lane County Women Lawyers (LCWL), together with the Lane County Bar Association’s Diversity, Equity, and Inclusion Committee, welcomed Oregon Attorney General Ellen Rosenblum and retired Eugene attorney Diane DePaolis who shared their experiences as women lawyers in the 1970s.

The “Lunch and Learn” program, held in Judge Debra Velure’s courtroom at the Lane County Courthouse, was attended by about 30 people including recently retired Chief Justice Martha Walters, attorney John VanLandingham, and attorney Claudette Mirassou McWilliams, all of whom began practicing law in Eugene during the ‘70s. The program included a packet of historical documents from the early days of the Women in Law Committee of the Lane County Bar Association. The lively discussion was moderated by Lane County Circuit Court Judge Kamala Shugar.

The impetus for the event was Attorney General Rosenblum’s recent discovery of a file of records from her years as the “Chairer” of the Committee from 1977-80. She explained that terms like “chairer” and “note taker” were used in place of “chairman” or “secretary” to avoid sexist connotations.

She also highlighted that the committee was primarily composed of women lawyers in Eugene, but could not have existed without key male allies like Bob Fraser, Joe Richards, Les Swanson, and many others who endorsed and supported the work of the committee. Together, the committee members kept their fingers on the pulse of issues facing women lawyers and the profession and identified areas for education and improvement in the culture and practice of the local bar.

AG Rosenblum also shared a pamphlet that was developed and distributed by the committee at a local bar luncheon in March 1977 titled “How to Conduct a Non-Sexist Lawyer Interview.” With the help of Joe Richards, the committee presented the pamphlet along with a role play of an interview at that bar



From left, Lane County Circuit Judge Kamala Shugar, Attorney General Ellen Rosenblum, retired Chief Justice Martha Walters, retired attorney Diane DePaolis, Lane County Circuit Judge Debra Velure.



Attorney General Ellen Rosenblum, left, talks with retired attorney Diane DePaolis.

luncheon. The pamphlet became nationally recognized as a resource for practitioners and firms as they adjusted to the increase in women attorneys in the legal profession.

The committee also tackled important issues such as the conduct of speakers and attendees at the swearing-in ceremony of new admittees to the bar, and law firms’ screening of clients as to whether they preferred a male or female attorney to represent them in their case.

DePaolis shared tales from law school as it adjusted to increased women in the class-

room, including a monumental meltdown during a contracts class and how the women law students banded together to stand for respect and decorum in the classroom. DePaolis also recounted the challenges women faced in finding professional courtroom attire, sometimes resorting to men’s suits and ties or neck ribbons to meet expectations. She shared the process of serving on the local rules committee as it sought to revise the expectation of courtroom attire beyond a

Continued on page 13

Women lawyers

Continued from page 12

coat and tie for men, struggling to describe appropriate attire for women.

DePaolis is credited with authorship of the language that is still in the rules today: "... and for the female, correspondingly professional attire." She thoughtfully observed that this definition should probably be further updated to include nongendered language.

Though AG Rosenblum and DePaolis like to refer to themselves during this time as "rabble rousers," the record paints a different picture: one of discipline, organization, accountability, and detailed recordkeeping. Each time an issue arose, for example, the telling of sexist jokes at bar lunches, the committee requested the local bar board take action. When no response was received, the committee wrote a formal letter identifying the problem and formally requesting the board take action. Still not receiving a response, the committee took on the task of editing the Speaker's Guide to include an admonition that speakers avoid the pitfall of telling racist, sexist, or ethnic jokes. They then sent the proposed guide to the board for consideration and adoption.

Basically, this committee was relentless, and although they did it politely and professionally, they didn't take "no" for an answer. Thankfully, their diligence and persistence helped to make lasting changes for the hundreds of women who have followed in their footsteps and who now stand on their shoulders in the profession of law.

As parting thoughts, the pair encouraged the crowd to "Keep up the fight!" They urged Lane County Women Lawyers to consider more current issues that require organization and diligence to make sure the work of women attorneys, like Attorney General Rosenblum and DePaolis, is not undone. They highlighted threats to reproductive health care, challenges faced by BIPOC and other traditionally marginalized communities, and emerging issues for LGBTQ individuals, specifically trans, nonbinary, and gender-queer attorneys and clients as they try to navigate the very binary structure of the legal system.

Those present were charged with carrying the torch and organizing into the next era.

Kamala H. Shugar is a Circuit Court Judge in Lane County.



From left, retired Chief Justice Martha Walters, Attorney General Ellen Rosenblum, retired attorney Diane DePaolis, and retired Administrative Law Judge Claudette Mirassou McWilliams.

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Oregon Women Lawyers

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ROUNDTABLE DISCUSSION

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1:00PM - 4:30PM, RECEPTION TO FOLLOW

TOPIC: QUALIFIED IMMUNITY
KEYNOTE SPEAKER: LAUREN BONDS,
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• LOCAL LEADERSHIP PANEL DISCUSSION

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Roberts & Deiz

Continued from page 1

The event began with a welcome by OWLS immediate past-president Kristin Sterling, followed by current OWLS Foundation President Julia Markley, who spoke about the foundation's grants, fellowships, and mentoring work focused on increasing equity, inclusion, and belonging in the Oregon legal profession.

A fun and successful fundraising appeal was followed by the awards ceremony. The OWLS Roberts & Deiz Award honors the legacies of Justice Betty Roberts, a beloved mentor and advocate for women lawyers, and Judge Mercedes Deiz, a trailblazer in the Oregon Bar and the first woman of color on the Oregon bench. Recipients are recognized for their outstanding work promoting the success of legal professionals outside the dominant culture. This year, Metropolitan Public Defender Tristen Edwards and Federal Public Defender Lisa Hay were honored as the recipients of the Roberts & Deiz Award.

Tristen Edwards is an early career lawyer working at the Metropolitan Public Defenders Office who stands out as an innovator and leader. Edwards' colleagues introduced her as a lawyer who is committed to bettering the systems she works in, a public defender who goes above and beyond to help her clients, a mentor who fights for her mentees, a strong advocate for female attorneys and for women of color, and a community builder who is truly committed to restorative justice.

Among her many accomplishments, Edwards founded the Oregon Criminal Defense Lawyers Association's Diversity, Equity, and Inclusion Committee and serves as its co-chair. She served on former Gov. Kate Brown's Police Accountability and Criminal Justice Reform Committee of the Racial Justice Council and was instrumental in furthering restorative justice initiatives in Oregon.

Edwards was awarded the Oregon New Lawyers Division Award of Excellence in 2020, and, while in law school, she co-founded the Washington Square Legal Services Charitable Bail Fund and directed the Suspension Representation Program for public school students facing suspension.

Edwards delivered a powerful speech about community building and the web of relationships that holds us together. She

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From left, Jamie and Cass McLeod-Skinner and Kathryn Olney.



This year's Roberts & Deiz Award recipients, (left) Tristen Edwards and Lisa Hay.



Mimi Luong, left, and Judge Maalik Summer.

From left, Nellie Bernard, Naomi Levelle-Haslitt, and Sophie von Bergen.



OWLS immediate past-president, Kristin Sterling, started off the awards event with a warm welcome.

Roberts & Deiz

Continued from page 14

described her work as founded on the idea that we are part of an interconnected community. Her restorative justice efforts offer healing to the entire community when harm is done, instead of focusing on isolation and over-incarceration. Edwards helps communities find their own credible messengers to interrupt gang violence; her work encouraging diversity in the defense bar has been founded on fostering relationships; and her work as a public defender has deepened her own capacity for empathy.

Edwards ended her acceptance speech by thanking the audience for being in community with her that night, and reminding us all that “building community and fostering relationships are some of our greatest tools [because] these are the tools that strengthen the web that holds us together.”

Lisa Hay, the federal public defender for the District of Oregon, also was honored as a recipient of this year’s Roberts & Deiz Award. Hay has been serving as the federal public defender since being appointed to the post in 2014, but has been with the office as an attorney since 1998. During her tenure, Hay has handled many high-profile cases and leads an office of dozens of attorneys representing criminal defendants in federal court.

Hay was introduced by her colleagues in the legal community as an incredible role model for women in defense work, as a leader and a longtime defender still willing and able to look at processes and practices with fresh eyes, and as an advocate who never quits and never gives up. Hay is an established leader who uses her platform to lift up the work of all of her colleagues.

In her acceptance, Hay spoke graciously of her work as a member of a caring and dedicated team — she focused the attention of the audience on the wider work of public defenders instead of on herself alone.

She spoke of her receipt of the Roberts & Deiz Award as a recognition of all public defenders, and highlighted the extraordinary work of her colleagues during the pandemic — their group effort to help incarcerated clients with information, outreach, and connection at a time when uncertainty and fear reigned.

Hay eloquently linked the purpose of the Roberts & Deiz Award to the work of all public defenders: Where the Roberts & Deiz Award “celebrates unsung heroes who mentor and lift up and give voice to those who otherwise are not visible in the dominant culture,” public defenders, in turn, “lift up the voices of those who are incarcerated, those who are lost, those who are being forgotten.” Hay accepted the award on behalf of all public defenders.

The evening ended with a reception and an opportunity for the audience to mingle and speak with the honorees.

Ayla Arcin is the executive director of the Lawyers’ Campaign for Equal Justice.

THANK YOU FOR YOUR SUPPORT AT THE 2023 ROBERTS & DEIZ AWARD CELEBRATION!

The Oregon Women Lawyers Foundation, the 501(c)(3) sister organization to OWLS, seeks to advance and enhance equity, inclusion and belonging in the Oregon legal profession and to promote access to justice for underserved people.

To learn more about the Foundation, our grants, or to donate, please visit www.owlsfoundation.org.



MBA Awards

Continued from page 1

recognized the efforts of the current and former MBA Board of Directors and staff, and welcomed the new directors.

Multnomah County Presiding Judge Judith Matarazzo welcomed and introduced all judges in attendance at the event. She then discussed the state of the court and how the court and our community have emerged stronger since the pandemic. Oregon Supreme Court Chief Justice Meagan Flynn then discussed the initiatives started in 2019 as part of the Oregon Judicial Department's Strategic Campaign to improve the judicial system. They have made substantial advancements as part of four commitments made to Oregonians, including 1) improving services and outcomes to underserved Oregonians; 2) improving access to justice; 3) enhancing trust and confidence in Oregon state government; and 4) creating a workplace and courthouse culture that is supportive, inclusive, and embraces diversity.

The president of the Young Lawyers Section (YLS) Board, Nikki Abercrombie, then described the goals of the YLS. As an inclusive section of the MBA, the YLS section encourages engagement in whatever way young lawyers find it is easiest. It works to provide leadership, networking, professional development, and service opportunities to young lawyers. Abercrombie recognized OWLS member Marry Karam as a YLS Rookie of the Year. Karam joined the YLS Membership Committee in the fall of 2022 and soon after helped to organize a fundraiser for the Immigrant and Refugee Community Organization (IRCO), which serves the holistic needs of Oregon's immigrants, refugees, and other marginalized community members. The drive provided hygiene essentials, household items, and other basic supplies to IRCO's target population in their time of need.

The MBA Awards of Merit were bestowed on three OWLS members this year. This award is given to volunteers who have demonstrated an enduring commitment to the mission of promoting justice through service, education, leadership to the MBA, the community, and the legal profession. Emily Fox, Jollee Faber Patterson, and OWLS President Adele Ridenour received the award for their work on the MBA Fellows Taskforce. Fox and Patterson developed the MBA Fel-

Continued on page 17



YLS Award recipients (from left) Emily C. Templeton, Joseph C. Baxter, Marry A. Karam, and Caulin M. Price with YLS President Nikki Abercrombie (right).



MBA Merit Award recipients (from left) Adele J. Ridenour, Jollee Faber Patterson, Emily Teplin Fox, and Judge Jacqueline L. Alarcón stand on stage with their plaques.



MBA Professionalism Award recipient David Markowitz and his longtime secretary Candy Barnett.

MBA Awards

Continued from page 16

lows Program, which aims to diversify the Oregon bar. The first class of Fellows was selected during the 2018-19 school year. After supporting the program as a summer sponsor, Ridenour joined the task force in 2019. All three are passionate about the Fellows Program, which provides a 1L summer paid internship, substantial scholarships throughout law school, multiple networking opportunities, judicial mentorship, and other resources designed to support the Fellows' success in law school and later in their careers.

The Pro Bono Awards recognized three dedicated OWLS members who work tirelessly to increase access to justice and make legal services accessible to everyone. Pro bono, which is short for the Latin phrase "pro bono publico," which means "for the public good," aims to provide legal services to those who cannot afford it. We truly appreciate the strong commitment these attorneys have to increasing access to justice.

April Stone received the Michael E. Haglund Pro Bono Award for her work through Legal Aid's Domestic Violence Project. She has worked with survivors of domestic violence and people at risk of losing their housing, providing more than 150 hours of pro bono work. Elizabeth Lemoine received the Legal Aid Pro Bono Volunteer of the Year Award. Since 2004, she has been providing legal help to Multnomah County seniors through the Senior Law Project, also volunteering each month through the Hollywood Senior Center. She has provided legal assistance to more than 770 seniors at all levels, ranging from advice to full representation and drafting legal documents. Tiffany Davidson received the Pro Bono Award of Merit in recognition of her pro bono work with the Victim Rights Law Center. She also volunteers with other organizations, including Legal Aid's Domestic Violence Project.

Rima Ghandour, a Multnomah County judge, OWLS board member, and past Queen's Bench president, received the MBA Diversity Award. This honors those who have shown a long-term commitment to fostering diversity and inclusion in the MBA and Multnomah County legal community.

After joining the bar in 2003, Judge Ghandour practiced in Multnomah County and was admitted to four additional state bars, focusing on civil litigation and pro bono work



Pro Bono Award recipients (from left) Elizabeth R. Lemoine, Tiffany Davidson, Julie A. Stevens, Bethany A. Bacci, and April Stone with Shelby Smith (far right).

on behalf of refugees. She was appointed to the Multnomah County Circuit Court in December 2022.

As stated by her friend and attorney colleague Kamron Graham, "there would not be enough time to talk about all that she has done."

Graham went on to say that Judge Ghandour "has lived and breathed diversity and inclusion and has respect and openness to all people and cultures, and there is no one who deserves this award more than her."

Judge Ghandour accepted the award and went on to provide insight into how we can all do more to make this world a better place. She said we can do this, first, by taking a moment to look around and recognize that there are others working to make things better. To build and maintain that community, we must feel that connection to one another.

Judge Ghandour reminded us that "we need to be seen, heard, included." In terms of our differences, the more the better. And she said that "our differences are what makes us stronger as a society, as a community. Stronger, more resilient, more innovative, more interesting, and just better."

The MBA Professionalism Award went to attorney and OWLS member David Markowitz. This award goes to those who have exhibited the highest ethical standards and exemplary conduct in the practice of law, and for making the practice of law more enjoyable.

As a founding partner at Markowitz Her-

bold with over 48 years of litigation practice in Oregon, Markowitz is recognized as a highly skilled litigator and remarkable legal talent. He is well-known and respected in Oregon and nationally for his popular CLEs on depositions and trial skills, demonstrating a kind, caring, and "tough but fair" approach to practicing law.

Markowitz started off his acceptance speech by recognizing his legal secretary of 44 years, Candy Barnett, who just recently retired, stating that he could not have made it without her.

He went on to describe the "Oregon way of practice" as a relatively small group of attorneys compared to other states, and the importance of remembering that how we act today toward our fellow Oregon attorneys will heavily influence how they will act toward us tomorrow. Civility in practice is truly the golden rule, and treating others how you would want to be treated makes the practice of law easier and much more enjoyable. Markowitz also described how he tries to "look for the least combative winning solution." It is a good reminder that you can be a skilled advocate for your clients and maintain professionalism.

Thank you to all our OWLS members for your service to the legal community and for continuing to inspire us.

Rachel Edwards is a practice management attorney at the Oregon State Bar Professional Liability Fund.

Kids go to court on Take Your Child to Work Day

By Judge Jenna Plank

April 27 marked the return of Take Your Child to Work Day at the Multnomah County Courthouse. After an almost three-year hiatus, the event was well attended by kids of all ages from schools throughout the county. In all, about 75 youths took part in organized mock trials and tours of the new Multnomah County Courthouse.

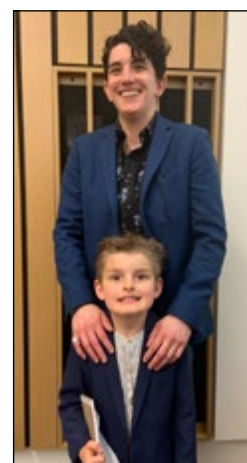
Always the highlight of the day, two sessions of age-appropriate mock trials were facilitated by participating attorneys and judges at the courthouse. Kids ages 5 and up had the opportunity to act as prosecution, defense, judge, jury, and trial witnesses. As usual, the youngsters excelled in their various roles, with lots of smiles and laughs throughout. Many kids could be overheard telling their parents they wanted to be lawyers someday and asking when the next mock trial event would be held.

A special thanks to Circuit Court Administrator Barb Marcille and Judge Beth Allen for their assistance in facilitating the events at the courthouse, and a big thanks to all other parents, judges, and attorneys who assisted with the mock trial sessions.

Judge Jenna Plank is on the Multnomah County Circuit Court.



During Take Your Child to Work Day on April 27, youths from schools across the county got to see the inner workings of the Multnomah County Courthouse, going on tours and taking part in mock trials. Below right: Austin Batalden, partner at Morris, Stannard & Batalden Family Law, brought Levi Batalden to the event.





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During the mock trial, lawyer Leah Watson advised Rowan Watson who served as the victim's attorney, seen here with key witness, Karsen Riley

OWLS donates books to Coffee Creek

By Teresa Statler

On Sunday, May 21, 12 OWLS members met at the law office of Eileen Eakins in Lake Oswego to sort the bags and boxes of books that will be donated to the women at Oregon's Coffee Creek Correctional Facility.

This year's book drive, the first since 2017, was spearheaded by Keturah Taylor, on behalf of OWLS' Community Service Committee.

At the sorting party, the books were culled and organized to be certain they were appropriate for the Coffee Creek library and that they were in good condition. Books donated included fiction of all types, nonfiction, and many children's books (for the women to read to their children during family visits).

Forty-one boxes of varying sizes were packed and will be taken to Coffee Creek sometime this summer. Taylor estimated that the books numbered approximately 1,500 and at \$2 per book, that totals a financial contribution of approximately \$3,000.

Thanks to all OWLS members and friends who donated, collected, and delivered books, and thanks to everyone who gave time on a Sunday afternoon to organize the books for this worthy project.

Teresa Statler recently retired from her solo immigration law practice.



Above: Monica Logan sorts through books to be given to women at Coffee Creek Correctional Facility. Left: Tea Godfrey, left, and Leila Duntley help cull and organize the donated books.



Washington County OWLS to co-host summit

By Mary Dougherty
and Ashley McDonald

On Oct. 26, the Lawyers' Association of Washington County and the OWLS Membership Committee are co-hosting the annual Chapter Summit, a hybrid event in Portland before the Fall CLE. The summit will take place at the University of Oregon Law White Stag Building in Portland.

The summit will feature a roundtable discussion of strategies to create a culture of welcome and belonging. Additional topics will include: centering diversity, equity, inclusion, and accessibility (DEIA) in programs

and events to recruit, retain, and support a diverse legal community; and committee presentations about planning special events, including the Road to the Bench CLE to promote local discussion, transparency, and advice about navigating the judicial selection process.

Members who are interested in volunteering for leadership with an existing chapter, reviving an inactive chapter, forming a virtual chapter, or forming a new chapter are encouraged to view the ["OWLS Guide to Chapter Development,"](#) a video on YouTube, and to complete the [OWLS Volunteer](#)

[Interest Survey.](#)

The summit is always a great networking opportunity and a lively discussion of the interests and needs of members statewide. We hope to host OWLS leaders from every chapter and committee this year.

Mary Dougherty is an estate, tax, and business attorney with Brownstein Rask LLP in Portland. Ashley McDonald is a commercial and intellectual property litigation attorney with Focal PLLC in Seattle. They are co-chairs of the OWLS Membership Committee.

Shortlisted

Her Honor: Stories of Challenge and Triumph From Women Judges

Edited by Lauren Stiller Rikleen
(American Bar Association,
2023, 311 pages)

Book Review by Teresa Statler

"Women were gaslit by an alternate reality of senseless rules that served only to reinforce privilege."

This is just one of the many meaningful quotes from this new book, which tells the stories of 25 remarkable women judges from three different generations. The short vignettes, six of which are about judges who are no longer with us, are full of wisdom, the testimony of the various injustices suffered by these trailblazing women, and stories of success.

The book opens with a somewhat gratuitous chapter on U.S. Supreme Court Justice Sandra Day O'Connor by one of her former clerks. This reader thought it a bit fluffy and superficial. Thankfully, all the other chapters (including the last one about Justice Ruth Bader Ginsburg) are interesting, and at times, mesmerizing. As editor Lauren Stiller Rikleen points out in her introduction, "[a]ll of the judges have lived lives of deep influence."

Those profiled include three judges from the U.S. Court of Appeals for the Ninth Circuit: Marsha Berzon, Mary Schroeder, and M. Margaret McKeown. Other profiles include short bios of two impressive women who started their legal careers in the 1950s: Joan Dempsey Klein, who served on the Supreme Court of California, and Rosalie Erwin Wahl, who was an associate justice on the Minnesota Supreme Court.

Coincidentally, both were born within days of each other in August 1924, and both strove to make a difference while overcoming incredible difficulties and discrimination in their legal careers. Justice Klein "recognized discrimination against women for what it was ... and made a commitment to [herself] that [she] would devote a certain portion of every day to try and eliminate discrimination against women."

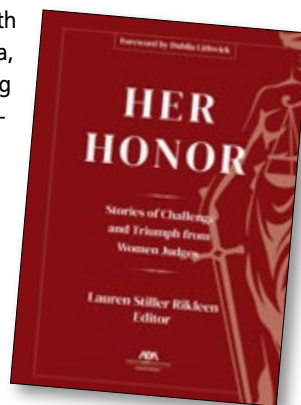
The book contains other inspiring vignettes about the lives of seven minority judges, including Bernice B. Donald of the U.S. Court of Appeals for the Sixth Circuit whose essay is titled "The Spark of Manifest Injustice," and

Tani Cantil-Sakauye, the 28th chief justice of California, who tells us about being "Overlooked, Underestimated, and Interrupted."

Throughout these women's (for the most-part) riveting stories, the reader learns that there is more than one way to become a judge: Many of the women had prior careers before going to law school, including that of being teachers, journalists, and even a blackjack dealer. Almost all stress the importance of mentoring and talk about how they themselves were mentored and are appreciative of that fact, even if the mentor was a man.

Many of them recount their difficulties in finding a job as a lawyer; more than one made "cold calls" on law firms to ask for employment, with varying success. Indignities during the interviewing process in the 1950s and 1960s, especially, were common; one judge was asked what type of birth control she was using. (She walked out of that job interview). Some had no female role models growing up and came from poor and/or dysfunctional families. Once lawyers, they took many different paths to becoming a judge — there were several public defenders, solo practitioners, and more than one woman who was in practice with her husband or another family member. After becoming a judge, three of the women profiled served on the International Criminal Court in The Hague; their stories were especially engrossing. Others talked about the roles of chance and serendipity in them being able to serve as a judge. Still others recount a slow and steady professional climb to the bench.

For Oregon readers, the "life and highly interesting times" of the late Oregon Supreme Court Justice Betty Roberts, as told by Diane Rynerson and Attorney General Ellen Rosenblum, is especially absorbing. They talk about her unusual road to the bench, which included serving in the Oregon House of Representatives before attending law school, and graduating from Lewis & Clark Law School in 1966. The authors say Justice Roberts was "well prepared" for the bar



exam, "but the distractions of professional family life proved to be too much and she failed by one point." She persevered and passed the next year, before serving in the Oregon House for the next 10 years. This reader did not realize Justice Roberts, before becoming an associate judge on the Oregon Court of Appeals, had never been a practicing lawyer or a trial judge. Rynerson and Rosenblum laud Justice Roberts'

"lived experience" and "her deep and practical approach to solving problems," as well as her "skill as both a listener and a speaker," all of which "made Oregon's appellate courts the better for her presence."

The book is ably edited by Stiller Rikleen, a lawyer and nationally known speaker, trainer, author, and consultant on building a diverse, respectful, and inclusive workplace culture. Besides the chapter about Justice Roberts by Rynerson and Attorney General Rosenblum, other writers include former clerks for the judges who have died, and the judges who present themselves via essays with catchy titles, such as "Never Remain Silent in the Face of Injustice." Most of the profiled judges are (or were) state Supreme Court justices or federal judges in either District Court or on one of the Federal Circuit Courts of Appeal. Many of them were founders and/or active board members of the National Association of Women Judges (NAWJ).

The editor states in the book's introduction that all of the women judges profiled have been awarded the ABA's prestigious Margaret Brent Women Lawyers of Achievement Award. However, and curiously, one of the profiled judges in the book is the former Chief Justice of Canada, Beverly McLachlin, who did not (and could not, as she is not an American lawyer) receive the award. Although her essay, "Dealing With Criticism" contains interesting points, she really should not have been included in a book highlighting American women judges. Nevertheless, this book is an inspiring and stimulating read, and it is a book all women lawyers should add to their personal to-read lists.

Teresa Statler recently retired from her solo immigration law practice.

By Susan Grabe

After a six-week walkout, the longest in Oregon history, a compromise brought Senate Republicans back to the Capitol on June 15 to vote on budgets and a number of policy bills. The legislative session ended on June 25, having passed the state's budget, but a significantly smaller number of bills than in most sessions.

Gov. Tina Kotek had three priorities for her budget moving into the 2023 legislative session: housing and homelessness, behavioral health, and education. These priorities set the stage for discussions between the new governor and the Legislature. However, the unity of the 2023 session soon broke down and was marked by dissension around abortion, gun control, and gender-affirming care as well as a constantly changing revenue landscape. Thirteen senators, both Republican and Independent, protested by refusing to attend floor sessions, which meant there was not a quorum to conduct business until they returned in the final days of the session.

Priorities for the Legislature and Kotek also included increased funding for technology, statewide broadband internet access, climate change, wildfires, and the interstate bridge.

Oregon State Bar law improvement legislation

This session, the Oregon State Bar successfully submitted eight bills for consideration by the Legislature as part of its Law Improvement Program. These bills came from the Board of Governors and from bar sections. Each of these eight bills have been signed by the governor and will go into effect Jan. 1, 2024.

Of particular interest is Senate Bill 306 from the OSB Board of Governors. The bill updates statutory language to facilitate the implementation of the licensed paralegal program approved by the Oregon Supreme Court last year. The bar will begin accepting applications for licensed paralegals this July, and will begin issuing licenses in January 2024.

For additional information on the bar's 2023 legislative package, please see the 2023 OSB Scorecard.

The bar received an additional \$1.2 million for civil legal services and \$818,333 to continue the immigration legal services program through the 2023-25 biennium.

Thank you to the BOG, section, committee members, and volunteers for your efforts in the legislative process.

Legislative update



Court funding

The courts fared relatively well this session, with the Legislature passing a new budget above the courts' current service level. The Oregon Judicial Department (OJD) budget for the 2023–25 biennium, [Senate Bill 5512](#), provides approximately \$750 million in total funds to OJD for the two-year period.

The new budget includes new or continued investments in:

- The rollout of the statewide pretrial release program;
- Protective proceedings;
- Expungement;
- Remote proceedings;
- Compensation plan changes;
- Collaborative grants and agreements; and
- The backfill of a revenue shortfall in the eCourt program, among other less material changes.

OJD also received funding for courthouse construction investments in the 2023-25 legislative session in the form of bonding authority for the renovation or replacement of a number of Oregon's courthouses. This project, which has been ongoing for more than a decade, is a partnership between the Oregon Judicial Department, the Oregon Legislature, and the counties where the courthouses are located. This biennium, the Legislature provided bonding authority and a state match for a number of counties to move forward with their courthouse plans.

Four counties received bonding authority to replace their existing courthouses: Clackamas, Morrow, Curry, and Benton. In addition, two counties, Deschutes and Columbia, received bonding authority for renovations. For each of these courthouses, the county will provide matching funds to support the cost of the project.

In addition to the state bonding authority, three additional counties — Harney, Umatilla, and Hood River — received one-time funding from the American Rescue Plan Act for funding for renovations or replacement planning.

Thank you to the members of the Oregon Campaign for Court Funding for all of your outreach in support of court funding this biennium.

Public defense restructure

Two bills address issues related to Oregon's public defense system. Senate Bill 337 is a restructure of Oregon's public defense commission and includes an amendment to address the unrepresented defendant crisis. A report is due back to the Legislature this fall. The second, SB 5532, is the budget bill for the new commission.

[Senate Bill 337](#), the bill to restructure the public defense system in Oregon, included funding for a number of components of the new Oregon Public Defense Commission, and sets forth a staggered implementation timeline. Under SB 337, Oregon's public defense commission will move from the judicial branch to the executive branch on Jan. 1, 2025.

The bill allocated \$39.9 million to Oregon's public defense commission, \$34.5 million of which is to support the reform of the public defense system. These investments include:

- Increases in hourly rates of pay for attorneys, investigators, and interpreters,
- One-time incentive compensation for the retention of both recently hired contract providers as well as experienced contract providers,
- Continued funding of a financial and case management system,
- Augmented staffing by establishing eight positions,
- Funding for an economic analysis on the minimum hourly pay for appointed counsel.

SB 337 also appropriates \$5.5 million for a pilot program to hire nine state employees to serve as trial-level appointed counsel along with supporting staff. The pilot project will focus in two geographic regions of the state to respond to the unrepresented defendant crisis. The priority of the state attorneys and staff are unrepresented defendants currently in-custody. In addition, the bill was amended to create regional task forces to address the unrepresented person's crisis. The first report is due to the legislature Sept. 1.

[Senate Bill 5532](#), the public defense budget

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Legislature

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bill, provides \$535.5 million for the Public Defense Services Commission (Oregon Public Defense Commission as of January 1, 2024) for the 2023-25 biennium. This is a total funds increase of 14.8% over the 2021-23 legislatively approved budget.

The bill includes new or continued investments in the following:

- Caseload adjustments;
- Unrepresented defendant crisis;
- Nonunanimous jury convictions;
- Limited duration to permanent positions;
- Addressing reimbursement of county discovery costs; among other investments and technical adjustments.

Other bills of interest

SB 234: Expands authority of chief justice of the Supreme Court to make rules for gathering specified information and identifying and evaluating disparities and impacts in justice system in Oregon.

SB 619: Permits consumers to obtain information from controller that processes consumer personal data confirmation as to whether controller is processing consumer's personal data and categories of personal data controller is processing, list of specific third parties to which controller has disclosed consumer's personal data or any personal data and copy of all of consumer's personal data that controller has processed or is processing.

SB 807: Provides procedure whereby elected judge may challenge party, attorney, law firm, district attorney's office, defense consortium, or public defender's office that files motions to disqualify judge that effectively deny judge assignment to criminal or juvenile delinquency docket.

HB 3167: Modifies definitions to allow for publication of legal notices in digital newspaper.

HB 3294: Requires county clerk to replace recorded instrument with court-ordered version that redacts discriminatory language.

SJR 34: Creates an Independent Public Service Compensation Commission to determine the salaries of public elected officials. The proposed commission is limited and may not include officers or employees of the State of Oregon, lobbyists, and their immediate family members. The Legislature may add additional criteria for commission membership. Under the proposal, funding for the salaries for the

public officials will be drawn from the state's general fund based on the recommendations of the commission. The bill is a constitutional amendment and will be referred to the November 2024 ballot for consideration.

What didn't pass?

Many bills failed to make it through in the final days of the session. A few notable ones include:

SB 233: Increases salaries of state court judges.

SB 909: Updates and modernizes laws that govern formation, governance, operations and conversion of limited liability companies in this state and relations among members, managers, and third parties with respect to limited liability companies in this state.

HB 3242: Provides insured with cause of action for insurer's unfair claim settlement practices, other than practices related to settling workers' compensation or medical malpractice claim.

HB 3243: Provides that violation of prohibitions against unfair claim settlement practices with respect to insurance is subject to enforcement action under Unlawful Trade Practices Act.

What's to come in 2024 measures

The Legislature sent three referrals from the body to the voters for the November 2024 ballot:

SJR 34: Proposes amendment to Oregon Constitution to establish Independent Public Service Compensation Commission.

HJR 16: Proposes amendment to Oregon Constitution to vest power of impeachment of statewide elected executive branch officials in House of Representatives and power to try impeachments in Senate.

HB 2004: Establishes ranked-choice voting as voting method for selecting winner of nomination for and election to offices of president of United States, U.S. senator, representative in Congress, governor, secretary of state, state treasurer, and attorney general.

Because many of the bills passed out in the final 10 days of the legislative session, some with late amendments, Gov. Kotek will have a larger number of bills to sign after sine die. Oregon's constitution gives her 30 days from the close of session, including holidays but excluding weekends, to veto legislation.

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



Molly Jo Mullen

MEDIATION ■
ARBITRATION

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