

AdvanceSheet™

Published Quarterly by Oregon Women Lawyers

Volume 35, No. 2 Spring 2024



Efforts by Chavez, Judge Summer set the bar high

Two to be honored at Roberts & Deiz Award celebration May 31

In This Issue

[President's Message](#)

[Exploring Event Code of Conduct policies, pt. 2.](#)

[Judge Amy Baggio takes the federal bench](#)

[Upcoming events](#)

[The Lighter Side of Law](#)

[OWLS gather to network at spring mixer](#)

[Meet Lane County Circuit Court Judge Kamala Shugar](#)

[Hauser, Abrams offer leadership advice to women in pair of TEDTalks](#)

[Shortlisted: "Deconstructing Racism: A Path Toward Lasting Change"](#)

[2024 legislative wrap-up](#)

[Oregon Women Lawyers Annual Report](#)

[From the Executive Editor's Desk](#)

By Lizz Esfeld and OWLS staff



Juan Chavez

The 2024 recipients of the OWLS Roberts & Deiz Award are Juan Chavez, the Oregon Justice Resource Center's civil rights project director, and Judge Maalik Summer, with the Washington County Circuit Court. They will be honored at the 31st award celebration on May 31 in Portland.

The OWLS Roberts & Deiz Award is presented annually to an individual based on their outstanding personal and professional con-



Judge Maalik Summer

[Continued on page 7](#)

Making it a little easier to say, 'I do'

Love Day lets couples who face socioeconomic hardship wed for free

By Judge Jenna Plank

Wednesday, Feb. 14, marked the first-ever Love Day celebration at the Multnomah County Courthouse. The event was designed to lower barriers to access and offer participants from diverse backgrounds marriage ceremony services at the courthouse.

Acknowledging that finances, cultural and language differences are often impediments to the use of court services, the event offered multiple language interpretation



Takala McKindle and Skylar Tweedle, above left, and Domenica and Cesar (preferred not to give last names), above right, were two of the couples who participated in Love Day ceremonies on Feb. 14 at the Multnomah County Courthouse.



services and a one-time waiver of marriage licensing fees.

The event was made possible through generous donations of time, money, goods, and services by

many state court employees, local businesses, and Oregon Women Lawyers, the Multnomah Bar As-

[Continued on page 9](#)





- President**
Adele Ridenour
- Vice President**
Marisa Moneyhun
- Treasurer**
Jessica Price
- Secretary**
Elizabeth Ballard Colgrove
- Historian**
Silvia Tanner
- Board Members**
Emily Brown-Sitnick
Gizem Demirel
Mary Dougherty
Ayla Ercin
Lizz Esfeld
Suleima Garcia
Rima Ghandour
Taylor Hale
Gina Ko
Angela Polk
J. Nicole Rose
Kamala Shugar
Alejandra Torres
- Past Presidents**
Kristin Sterling
Jacqueline Alarcón
Maya Crawford Peacock
Allison Boomer
Amber Hollister
Angela Franco Lucero
Laura Craska Cooper
Elizabeth Tedesco Milesnick
Kendra Matthews
Kathleen Rastetter
Megan Livermore
Heather L. Weigler
Concetta Schwesinger
Gwyneth McAlpine
Heather Van Meter
Laura Caldera Loera
Kellie Johnson
Norma S. Freitas
Kate A. Wilkinson
Jennifer K. De Wald
Sarah J. Crooks
Elizabeth Schwartz
Lori E. Deveny
Debra Pilcher Velure
Marilyn E. Litzberger
Teresa M. Kraemer
Patricia L. Heatherman
Julie Levie Caron
Phylis Chadwell Myles
Helle Rode
Diana Craine
Kathryn M. Ricciardelli
Agnes Sowle
Katherine H. O'Neil
- Executive Director**
Linda Tomassi
linda@oregonwomenlawyers.org
- Editor / Graphic Designer**
Denise Szott

President's Message

It has been an amazing year serving as president of OWLS. I can't believe it's coming to a close.

This past year we have witnessed OWLS chapters and committees emerge to host their first in-person events and activities since the pandemic. OWLS also held its first in-person Fall CLE, board retreat, and board meeting outside the Portland metro area in three years. And we are looking forward to once again celebrating in person this year's recipients of the OWLS Roberts & Deiz Award — Juan Chavez, director of the Civil Rights Project at the Oregon Justice Resource Center, and the Hon. Maalik Summer of Washington County. Shameless plug and reminder that tickets and opportunities to sponsor are still available, so please see OWLS website or contact Linda Tomassi at executivedirector@oregonwomenlawyers.org for further information.

As I step away from my role as president, handing over the reins to the incomparable Marisa Moneyhun, I wanted to express gratitude to all those who have helped sustain OWLS as an organization these past 35 years. I also want to acknowledge that there is still much more that can be done to help fulfill OWLS' mission.

When I started thinking what it was that I wanted to leave as my parting President's Message, I decided I wanted to focus on helping the newest generation of attorneys, because they are the ones who are going to lead OWLS into the future.

Even though it was 20 years ago, I still remember the fear and awkwardness that comes with being a new attorney and law student and navigating the Oregon legal landscape. As someone who didn't grow up in Oregon and didn't have connections to the state or Portland beyond attending law school in Eugene, it can be panic-inducing to be in a room full of strangers,

trying to determine who you can strike up a conversation with in a way that won't be awkward.

Figuring out how to network and build one's professional community can be daunting, but it doesn't need to be.

We can make it easier on the next generation of lawyers and, at the same time, demonstrate what an amazing legal community we have here in Oregon.

With that in mind, I encourage my fellow OWLS colleagues, particularly those who have been practicing law a bit longer — whether that be five, 10, or 20-plus years, like me — to seek out law students and new attorneys, whether that be at the OWLS Roberts & Deiz Award

celebration, a CLE, or elsewhere, and strike up a conversation. Ask them what their plans are post-law school or what kind of practice they hope to be in one day. If you are talking with a law student or newly barred attorney, ask them if they have a job yet, and if not, how you can help.

We were all new attorneys and law students once. It's such a relief not to have to awkwardly steer a conversation in a manner that helps one's job search, and we, who are more established attorneys, have the power to do that.

So, let's make it easier to build one's professional network. Let's show the next generation that Oregon can be a more inviting and welcoming legal community. I promise you will see those efforts paid forward.

All the best, my fellow OWLS members, and I look forward to seeing you soon.



Adele Ridenour,
President, Oregon Women Lawyers



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.

EXPLORING EVENT CODE OF CONDUCT POLICIES – PART 2:

Building a relationship of trust to promote experiences of inclusion

On Jan. 20, OWLS adopted a [code of conduct policy](#) to promote insight in our community, improve our organizational culture, and supplement guidance from the Oregon State Bar such as the Statement of Professionalism (adopted in 2019) and ORPC 8.4(a)(7) (adopted in 2015 and amended in 2023). Part 1 of this article included a discussion of self-accountability, as well as strategies for mutual accountability and a link to [additional resources for further reading](#) about holding space for community and belonging.

We are pleased to announce the re-founding of the Transformation Committee to implement the code of conduct policy and to develop strategies to promote organizational accountability for respect and acceptance. The amended committee charge is as follows:

Develops and maintains current strategies and materials to eliminate bias, discrimination, and harassment in the practice of law and to ensure that OWLS is accessible to communities who are systemically oppressed.



Committee work includes providing a forum for hybrid events and planning DEI programs and events in collaboration with committees, chapters, and affinity bar organizations, promoting intersectional feminism within OWLS, and coordinating code of conduct policies and procedures, including the annual Spring CLE.

The code of conduct policy is a communication tool to foster diversity, equity, and inclusion (DEI) in the wider legal community. There is room for improvement in the ways our organization shows up and doesn't show up to support our community. The Transformation Committee will be facilitat-

ing and hosting programs for members and bar leaders about the importance of creating environments for belonging and justice where every person is valued regardless of power and privilege.

Programs and events across the organization will continue to work toward a deeper understanding of DEI that supports safe spaces for dialogue based in trust, confidentiality, and respect among participants. OWLS is dedicated to shifting the conversation to ensure that our events and gatherings, whether held in person or remotely, are an inclusive, respectful, and harassment-free experience for everyone.

The Transformation Committee will meet monthly as it continues to seek feedback from members, committees, chapters, and affinity bar organizations and supports members to develop cultural competence and inclusive communication skills. If you are interested in joining the committee for this important work, please contact co-chairs Lisa Shevlin or Amanda Thorpe.

Judge Amy Baggio takes the federal bench

On Feb. 6, the U.S. Senate voted to confirm President Biden's nomination of Multnomah County Circuit Court Judge Amy Baggio to serve as a judge for the U.S. District Court for the District of Oregon. OWLS member Judge Baggio will fill the position of Judge Marco Hernández when he assumes senior status on Aug. 21.

A former recipient of the American Civil Liberties Award, Judge Baggio was appointed as a Multnomah County Circuit Court judge by Gov. Kate Brown in 2019. In addition to the American Civil Liberties Award, Judge Baggio was also awarded the American Jewish Committee's Judge Learned Hand Award



Judge Amy Baggio

in 2006.

Judge Baggio got her start at the Federal Public Defender's Office in 2000 as a law clerk. She embarked on a long career there, eventually becoming the assistant public defender in 2005 where she remained until 2012.

OWLS congratulates Judge Baggio on her confirmation.

— OWLS staff



UPCOMING EVENTS

Washington County Lawyers — Virtual CLE

April 17, noon-1 p.m.; virtual via Zoom
“Lawyer as Witness – Ethics Traps and Tips When You Have Been Subpoenaed,” with guest speaker Xin Xu. For questions about registration, please contact Erika Maxon. LAWC activities alternate between virtual CLEs, luncheons and other in-person events. Please see the OWLS website for additional event details. [RSVP here](#).

Lane County Clothing Drive & Spring CLE

April 18, 4-6:30 p.m.
Old Spaghetti Factory, 27 E. Fifth Ave., Eugene

In 1999, the Oregon bar implemented the requirement that attorneys receive training on the mandatory child abuse reporting law. That year, LCWL hosted a child abuse reporting CLE along with its first annual clothing drive at the Oregon Electric Station. Now, 25 years later, LCWL is bringing back the event — and at the same location, which was recently reopened as the Old Spaghetti Factory.

Experts from the Oregon DOJ will present on mandatory child abuse and elder abuse/vulnerable adult abuse reporting, satisfying OSB’s requirements for this credit. The training will be followed by a happy hour and clothing drive, sponsored by Larwick Law Firm.

Please bring lightly worn professional clothing to contribute to the drive, which will go to local nonprofit Hope & Safety Alliance, which provides advocacy and other services to survivors of domestic and sexual violence in Lane County.

[RSVP here](#).

Cascade Women Lawyers Monthly Luncheon

April 24, May 29, June 26, July 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.



Take Your Kids to Work Day

April 25, noon-1 p.m.
1401 N.E. 68th Ave., Portland
The Multnomah County Circuit Court Juvenile Hearings Team and Department of Community Justice Juvenile Services Division will host the second annual Bring Your Kids to Work Day for employees and partners. [More details are available on the OWLS website](#). RSVP strongly encouraged.

Transformation Committee — Spring CLE

April 30, 3-5 p.m.; virtual via Zoom
This interactive training will improve participants’ ability to listen with empathy and skillfully work with difficult messages. This practical and valuable training will be presented by Jill Long and Teresa Jacobs, of Glassman Consulting, and Heather Van Meter, from Miller Nash. Training benefits those planning or facilitating events for lawyers and includes discussion of ORPC 8.4(a)(7) and the OWLS Event Code of Conduct. CLE credit pending. [RSVP here](#).

Washington County — Sip & Paint

May 1, 5:30-7:30 p.m.
Cake Hoopla, 7173 S.W. Dartmouth St., Tigard
Please join us for wine tasting and cupcake decorating. All registration includes six cupcakes and instructions for decorating. Thank you to Heritage Bank for sponsoring this event, along with co-sponsor LAWC. [RSVP here](#). Law students can attend for free.

First Generation Professionals

Discussion Group

May 8, June 12, July 10, 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 Jackie Alarcón on the second Wednesday of the month for that discussion. Snacks provided. Bring your lunch. No cost. Law students and legal professionals welcome. (Note: There will be no meeting in April.) RSVP to Judge Jackie Alarcón.

Coffee Creek Book Drive

May 13-29
The OWLS Community Service Committee is gathering like-new and new books for Coffee Creek, Oregon’s women’s correctional institution. The book drive enriches the collection of books available to the women incarcerated at Coffee Creek, as well as the libraries in Oregon’s other correctional facilities. Volunteers are needed for collection sites and our book sorting party, which is tentatively scheduled for Sunday, June 2. Visit the OWLS website for details. [Sign up here to volunteer](#).

Queen’s Bench Monthly Luncheon

May 14, June 11, July 9, noon-1 p.m.
Multnomah County Courthouse, 1200 S.W. First Ave., Courtroom 13C, Portland

The Queen’s Bench 2024 speaker series theme is Transition, Purpose, and Value. Explore how to identify and pursue your purpose and your values and how to find comfort in transition and growth. Queen’s Bench presentations are on the second Tuesday of the month.

Love-is-Love Day

May 17 1-4 p.m.
Public Service Building, 125 E. Eighth Ave., Harris Hall, Eugene
Celebrate access to justice and

[Continued on page 5](#)

Upcoming events

Continued from page 4

highlight the importance of ensuring that all individuals, regardless of socioeconomic status, cultural heritage, or family composition, have equal opportunities to participate in marriage ceremonies recognized and protected by the law. Judges at the Lane County Courthouse are volunteering their time to officiate free wedding ceremonies for couples from diverse backgrounds who might otherwise face economic hardship or other barriers to accessing this service. Volunteers are being coordinated by Christopher Klein. Contact Sascha Cosio by April 30 about the application process for couples wanting to exchange vows.

Roberts & Deiz Award Celebration

May 31, 5:30-9 p.m.

Leftbank Annex, 101 N. Weidler St., Portland

Celebrate the recipients of the 31st Roberts & Deiz Award, Juan Chavez, Oregon Justice Resource Center's Civil Rights Project director, and Judge Maalik Summer, with the Washington County Circuit Court. [Register online here](#) or contact Linda Tomassi for sponsorship opportunities.

Josephine County Women Lawyers Monthly Luncheon

June 5, July 3, noon-1 p.m.

La Burrita Restaurant, 1501 N.E. F St., Grants Pass

The chapter meets the first Wednesday of each month for networking, discussing court situations, and more. (There will be no luncheon in May.) No RSVP necessary.

OWLS Online

June 13, noon-1 p.m.; virtual via Zoom

June topic: "Effective Allyship: A Transgender Take on Intersectionality,"

with Ashlee Marie Preston, TEDxPasadena host, commentator, and activist. Preston teaches that when we talk over people, ignore them or shut them down, what we're really saying is, "I'm more important than you; I don't really care what you think; I don't have time for your opinion; or,

this isn't a conversation. It's a contest and I'm gonna win." Preston seeks to help promote understanding about intersectionality, allyship, and an urgency for compassion.

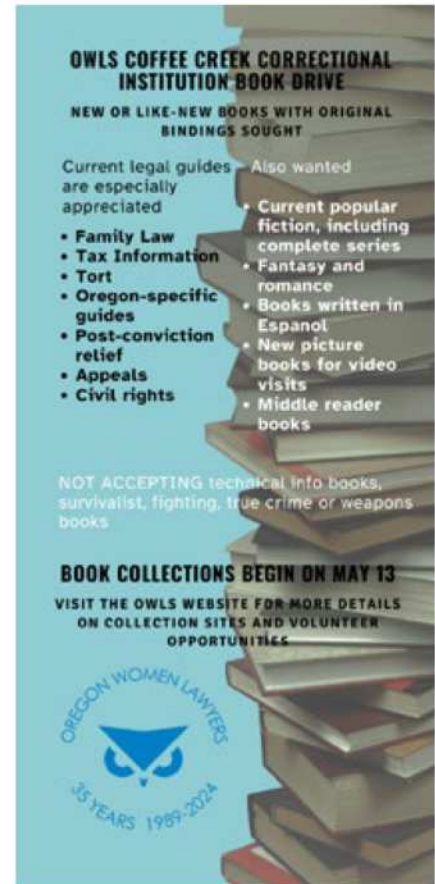
[RSVP here for June.](#)

OWLS Online is the result of the virtual chapter interest survey where OWLS members asked for a virtual event for networking with members of the OWLS community. In 2024, we will continue to hold lunch hour Zoom events with short programs and extra time for small group discussion. More details about hosting or volunteering with OWLS Online are available on the OWLS website.

Lawyers Association of Washington County Luncheon

June 19, noon-1 p.m.

Contact chapter co-chairs with questions: Kay Teague or Amanda Thorpe. The chapter activities alternate between virtual CLE's, luncheons and other in-person events. Please see the OWLS Website for additional details on forthcoming chapter activities. No RSVP necessary.



OWLS COFFEE CREEK CORRECTIONAL INSTITUTION BOOK DRIVE
NEW OR LIKE-NEW BOOKS WITH ORIGINAL BINDINGS 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
- 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

BOOK COLLECTIONS BEGIN ON MAY 13
VISIT THE OWLS WEBSITE FOR MORE DETAILS ON COLLECTION SITES AND VOLUNTEER OPPORTUNITIES

OREGON WOMEN LAWYERS
35 YEARS 1989-2024



SERVING OREGON AND
THE ENTIRE NATION



NAEGELI
DEPOSITION & TRIAL

Powerful
LITIGATION SUPPORT

COURT REPORTING
LEGAL VIDEOGRAPHY
REMOTE DEPOSITIONS
TRIAL PRESENTATION
LEGAL TRANSCRIPTION
LANGUAGE INTERPRETERS
COPYING AND SCANNING

Established 1980
NAEGELIUSA.COM
(800) 528-3335



Lori Hymowitz in front of the display for the musical "Hamilton." Hymowitz says if she wasn't a lawyer, she would like to be involved in the arts, preferably something behind the scenes.

The Lighter Side of the Law is a new AdvanceSheet feature. We hope it will be a fun and interesting way to get to know members of the OWLS legal community in a different way than you may experience them in the courtroom or the conference room. In each issue, you will find an OWLS member answering lighter questions to get to know them better.

We will start off this feature with the AdvanceSheet's very own Lori Hymowitz. Lori is an OWLS member and attorney working in professional services, law firms, governmental services, regulatory, biomedical research and higher education with a focus on legal research, writing, and data privacy laws.

The
LIGHTER
SIDE of
LAW

Volunteering with the AdvanceSheet is only one of Lori's many interests and activities outside of her law practice.

Q: What would someone be surprised to know about you?

A: They might be surprised that I helped break four Guinness World Records, so far. I broke two on the East Coast and two on the West Coast. One set was for twice breaking the record for largest number

of people dancing to a choreographed routine. (3,859 in 1987) It took place in New York City, in front of the main Macy's store in midtown Manhattan. Another record was the largest number of extras in a zombie movie (more than 1,000). That record was set

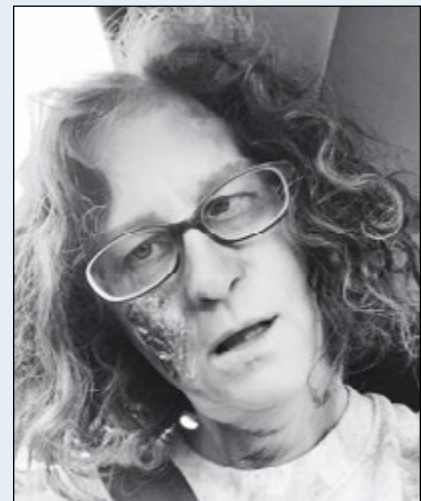
Sept. 7, 2015, in Portland.

Q: If you weren't a lawyer, what would you do?

A: I would like to be working behind the scenes for the arts. I would love to work in the production side of theater, television, or the movies.

Q: What is your favorite book?

A: It depends on when you ask. One of my all-time favorite books is "A Tree Grows in Brooklyn" by Betty Smith, about an Irish-American family struggling during the early



Lori Hymowitz in zombie makeup helping achieve a Guinness World Record milestone for largest number of extras in a zombie movie.

1900s. Francine, the main character, has a goal as a child to read every book in the library from A-Z. That would be one of my own goals, if I ever had the time!

Q: If you could own any wild animal, and there were no ethical problems associated with it, what would it be?

A: It would be a penguin. They seem pretty chill.

Roberts & Deiz Award

continued from page 1

contributions to promoting those from outside the dominant culture in the professional and wider communities. The award honors the legacies of Justice Betty 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.

Juan Chavez

"Juan is dedicated to serving those who have been ignored, abused, and who often would otherwise have no one to help them get justice and has dedicated his life to helping individuals and communities to demand the change they need to live safer, healthier, and more free lives" write Chavez's colleagues at the OJRC.

Chavez is a dedicated and powerful advocate for people who are incarcerated, those with mental illness or other disabilities, and individuals who have been harmed by the state. He is known for his compassion and inclusiveness, and takes care to guide work at the Civil Rights Project to balance client-centered cases with cases that have broader impacts on justice for all.

Chavez is respected among colleagues not only for being one of the few attorneys in the state who regularly takes on civil rights cases for adults in custody, but for doing so in a professional, civil manner that amplifies the voices of marginalized communities. Chavez's advocacy has helped such clients as the Mental Health Alliance, peaceful protesters, people experiencing houselessness, and families of people affected by police violence.

"The law students who have interned for Juan describe his unwavering support and mentorship for them and others, citing specific examples of how he has supported Native American and queer students by modeling

inclusivity and advocacy in a respectful manner," writes colleague J. Ashlee Albies. Chavez is described as a transparent leader who mentors queer and BIPOC law students and young lawyers, while encouraging self-care and mental well-being, all while modeling kindness, humility, and dedication to advocating for others.

Judge Maalik Summer

Judge Summer is counted among his peers as a trailblazer for people who are underrepresented, including those in the Black, LGBTQIA, and the deaf communities. Judge Summer advocates for improvements to the courtroom, such as upgrading remote capabilities, assistive listening technologies, and consideration of how policy and technology changes underrepresented communities. As a judge, he ensures DEI principles, cultural competency, and the recognition of bias as considerations.

Judge Summer serves as a mentor for young BIPOC lawyers and seeks to uplift those who may be struggling or lacking confidence. He "has been normalizing otherness in the most professional and kind manner, consistent with Oregon's unique reputation for a culture of

professionalism," says Judge Ramon Pagan.

Judge Summer's colleague, Judge Theodore Sims, who knew Judge Deiz remarked, "I think she would be delighted to see someone like Maalik following in her footsteps—thoughtful, hardworking, fair, and with life experiences that allow him to view things from a perspective that might not even occur to many folks."

Chavez and Judge Summer exemplify the qualities we admire 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 pleased to honor Juan Chavez and Judge Maalik Summer with the 2024 OWLS Roberts & Deiz Award on May 31. Register for the celebration [here](#).

Thank you to our title sponsor Paulson Coletti Trial Attorneys.

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

Oregon Women Lawyers
2024 Roberts & Deiz Award Celebration
Friday, May 31, at 5:30 p.m.

Program starts at 7 p.m.
Join OWLS & the OWLS Foundation in honoring award recipients
Juan Chavez
Director, Civil Rights Project, Oregon Justice Resource Center
&
Judge Maalik Summer
Washington County Circuit Court

Title Sponsor
PAULSON COLETTI
TRIAL ATTORNEYS, PC

Friday, May 31, 2024
5:30-9 p.m.
Left Bank Annex
101 N Weidler St, Portland

Tickets \$110
Sponsor a law student \$80
www.oregonwomenlawyers.org

Juan Chavez
Director, Civil Rights Project

Judge Maalik Summer
Washington County Circuit Court

Email linda@oregonwomenlawyers.org / text 503.841.5720 for sponsorship opportunities



Sonia Montalbano, Mackenzie Lang, Hon. Stacie Beckerman, and Monet Gonnerman attend the spring mixer.



Victoria Minnieweather, April Stone, Leona Yazdidoust, Jessica Fauble at the Spring Into OWLS mixer March 21.

OWLS gather to network at spring mixer

By Joslyn Keating

On March 21, OWLS hosted a Spring Into OWLS mixer at Schwabe, Williamson & Wyatt in Portland.

Potential OWLS volunteers enjoyed drinks and yummy bites as they mingled with chapter and committee leaders, a few OWLS Dragonflies, and fellow OWLS members. Attendees were welcomed by OWLS President-elect Marisa Moneyhun.

Judge Stacie Beckerman led the group of around 50 through a slideshow highlighting each chapter and committee's purpose and the volunteer opportunities that are available.

After the slideshow, volunteer-hopefuls were encouraged to seek out OWLS leaders, identified by color-coded stickers, and learn more about volunteering.

The committee and chapter leaders happily accepted many new volunteers, making the event a success. OWLS thanks Magistrate Allison Boomer, Mary Dougherty, Elizabeth Ballard Colgrove, Sara Kobak, Grace Hedstrom, Judge Beckerman, and Schwabe for their help coordinating and running the mixer.

Joslyn Keating is an inactive attorney and owner of Cake Hoopla, a DIY cake/cupcake-decorating studio in Tigard.

OWLS President-elect Marisa Moneyhun welcomed spring mixer attendees at Schwabe, Williamson & Wyatt.



Congratulations to Oregon Women Lawyers Foundation

July 2024 Vernellia R. Randall Bar Grant Recipients



Amanda Ray



Camille Sakamoto

To learn more about this grant and other grants, please visit: <https://owlsfoundation.org/>

Love Day

continued from page 1

sociation and the MBA Foundation.

Multnomah County Circuit Court Clerk Supervisor Erika Schmid and her mother, Kim Schmid, organized donations of wedding dresses and made custom alterations for participants. Judicial Clerk Valerie Nguyen donned a wedding dress and Hello Kitty head to act as mascot for the event, and her sister, Eva Nguyen, owner of PartyDrop PDX, donated beautiful balloon arrangements that adorned the courthouse.

Bamboozza Vietnam Kitchen also donated refreshments and even provided each couple with their own wedding cake to take home. Cake Hoopla, a cake decorating company started by OWLS AdvanceSheet Committee Chair Joslyn Keating, donated dozens of cupcakes.

Many OWLS members participated in the occasion, performing all manner of organizational, logistical, and legal services. Multnomah County Chair Jessica Vega Pederson presided over the event, while Supreme Court justices, appellate court judges, and circuit court judges volunteered their time to perform the wedding ceremonies.

In all, 12 couples were married, and many more family members and loved ones were on hand to witness. All participants were proud to be part of this day designed to remove barriers to access to court services and celebrate community within the courthouse.

Judge Jenna Plank serves on the Multnomah County Circuit Court.



Multnomah County Circuit Court staff members assisted at the event.



Above: Judges Cheryl Albrecht, middle, and Kelly Skye are seen with Hello Kitty mascot Valerie Nguyen at the first-ever Love Day on Feb. 14.



Left: Kim Schmid and daughter Erika Schmid, Multnomah County Circuit Court clerk supervisor, organized the donation of wedding dresses and made custom alterations.

boly:welch ASK the EXPERT

EXECUTIVE SEARCH | RECRUITING | CONTRACT STAFFING | HR CONSULTING



GWEN RUDOLPH
SR. RECRUITER, LEGAL

Q How do you sell your firm to a really competitive candidate?

A You've found a top-notch candidate and you're ready to make an offer. Are you doing enough to showcase the value of working for you and your company?

Set yourself up for success by speaking to:

Leadership: What's your team's reputation for internal relationships, mentorship, inclusion, and goal-setting? Are they visible and approachable?

Professional development: Trainings, stretch projects, promotions – how can employees grow?

Benefits and perks: Healthcare, 401(k) matches, vacation, sabbaticals, transit stipend, wellness plans, bring your pet to work – what do you offer?

Culture: Values, trust, team dynamics, community involvement – what makes it a great place to work?

Flexibility: Alternative work schedules, remote & hybrid options – have you created accommodations that empower work-life balance?

FIND MORE
JOB MARKET
INSIGHTS at
bolywelch.com





Meet Lane County Circuit Court Judge Kamala Shugar

By Ashley R. Fraley

Judge Kamala Shugar describes her background as having “deep Oregon roots.” She was raised in rural Oregon with “very modest means.” Although she has achieved a lot in her career, she still lives close to her childhood home and maintains a close bond with her parents and sister.

Judge Shugar’s career began when she joined the Lane County District Attorney’s Office directly after graduation from the University of Oregon’s School of Law. She stayed there for nearly 10 years, trying more than 50 criminal jury trials, as well as numerous bench trials, contested hearings, and litigated motions as the lead attorney.

Upon leaving the Lane County DA’s office, Judge Shugar became an Assistant Attorney in Charge at the Oregon Department of Justice in the Civil Enforcement’s Child Advocacy Section, where she remained for 11 years.

She supervised 10 to 15 lawyers, all while traversing the state. Her travels took her to many counties where she spoke at Department of Human Services offices and also



Judge Kamala Shugar, second from left, enjoys a family vacation at the beach with (from left) daughter Mimi, husband Richard, son Avi, and his girlfriend, Grace.

advised the DHS central office on statewide issues involving termination of parental rights, adoption, guardianships, and administrative rules.

In 2017, Judge Shugar accepted a new position as special counsel for Attorney General Ellen F. Rosenblum. During that time,

she also served as the Native American Affairs coordinator for the Attorney General’s Office. Judge Shugar says one of her favorite aspects of this role was, “learning from Native Ameri-

[Continued on page 11](#)



From left, Heather Decker, classmate at UO Law and incoming OWLS board member; Marcilynn Burke, UO School of Law dean; and Judge Kamala Shugar cheer on the Ducks.



Clockwise from back left: Judge Wells Ashby, Judge Benjamin Bloom, Judge Tracy Prall, and Judge Kamala Shugar take a walk on the beach before getting back to work at the OJD Strategic Plan Retreat.

Judge Shugar

Continued from page 10

can tribes and traditions” and spoke fondly of working with Oregon tribes. She says the position “felt more diplomatic” and provided the opportunity to work closely with a woman she highly admires — former Gov. Kate Brown.

Judge Shugar’s role with the Attorney General’s Office came during a pivotal time in the United States and she was confronted with national issues such as DACA, family separations occurring at the southern borders, and movements to defund institutions such as Planned Parenthood.

Judge Shugar and the Attorney General’s Office worked to coordinate with other states to generate multistate litigation against the federal government. She was especially affected by the stories collected from the victims of family separation and how that experience deeply impacted them. The compiled stories were added to the multistate lawsuit.

Judge Shugar spoke with admiration for AG Rosenblum. She reflected on her history of working for men and the contrast she witnessed when working for AG Rosenblum. “I always had something to learn from all of them,” she said but when Rosenblum came on the scene, “it changed workplace culture.”

Attorney General Rosenblum was “naturally supportive” and would prove to be a powerful mentor for Judge Shugar as the first woman to serve as attorney general in Oregon. Judge Shugar also noted that AG Rosenblum’s passion for protecting Oregon’s most vulnerable was reflected in her policy priorities and decisions throughout the department and that her clarity of purpose was inspiring.

“Because of the tenure and nature of [Rosenblum’s] leadership,” she recalls there was a “focus on lifting people up.” Although it was not easy to leave the Attorney General’s Office, Judge Shugar accepted Gov. Brown’s appointment to Lane County Circuit Court in 2019 and has served there ever since.

Judge Shugar took the lessons she learned during her time with the Attorney General’s Office to heart. “I try really hard to listen and give every individual the opportunity to be heard in court, regardless of their background or station in life, and to respect each person for who they are and what they wish me to hear.”

She also is inspired by the many women judges with whom she serves on the Lane County bench and around the state, several of



Judge Kamala Shugar at the U.S. Senate Judiciary with federal Magistrate Judge Mustafa Kasubhai, a fellow UO Class of '96 alum.

whom are inspirational leaders and mentors.

In addition to her rich professional life, Judge Shugar has an equally full personal life. She and her husband, an architect with a firm in Eugene, live in a home designed by him, which they built shortly after the birth of their son, nearly 22 years ago. They have two children; her son is currently earning his master’s degree in Community and Regional Planning at the University of Oregon and



Judge Kamala Shugar and Judge Chanpone Sinlapasai attend the OJD Strategic Plan Retreat.

her 18-year-old daughter is studying musical theater and French at American University in Washington, D.C.

Asked to provide some advice to fellow OWLS members, Judge Shugar stressed the importance of finding a job you like.

“Do legal work that you really enjoy, because you spend most of your day doing it.” She added that one should “seek out opportunities to work with people you admire because you will learn a lot from them.” She also recommends serving on a board, committee, or commission.

Ashley R. Fraley is an associate attorney at Gevurtz Menashe.



Molly Jo Mullen

MEDIATION ■
ARBITRATION

25 years civil and criminal trial experience.

MULLEN ADR
mollyjo@mullenadr.com
503-901-6199

Hauser, Abrams offer leadership advice to women in pair of TEDTalks

By Lori Hymowitz

OWLS Online hosted two virtual events in recent months. The first was held Dec. 14. The second was on Feb. 8, which coincided with our new admittee welcome.

Robin Hauser: 'The Likeability Dilemma for Women Leaders'

On Dec. 14, OWLS featured Robin Hauser's TEDTalk, "The Likeability Dilemma for Women Leaders," where she explained that when women lead, bias often follows.

Documentarian Hauser spent some time untangling the unconscious beliefs and gendered thinking that distort what it means to be a good leader.

Hauser discussed how most people don't find strong, competent women easy to like and said there is a dichotomy between likeability and assertiveness.

The issue of implicit bias was a key point. An implicit bias exists that women should be likable versus assertive and not be inquisitive if they want to be liked. These issues don't come into play nearly as much, if at all, for men, she said.

Hauser said many traits associated with leadership are considered traditionally masculine. Therefore, it is no wonder that female politicians, for example, have trouble dealing with and balancing the competency and likability dilemma. When women negotiate for themselves, they are considered selfish. However, when they negotiate for others, they are considered helpful.

Humans are biased. Nonetheless, it should be acknowledged that leadership and likability are not mutually exclusive. The stereotype of a female leader can and should be redefined.

Women can work toward the day that they will be respected and acknowledged for their unique perspectives and what they bring to the table.

Click here to watch [Hauser's full TED talk](#).



Robin Hauser

Stacy Abrams: 'Three Questions to Ask Yourself About Everything You Do'

On Feb. 8, the online event featured Stacey Abrams, the first Black woman in the history of the United States to be nominated for governor by a major party.

Abrams' TEDWomen topic was "Three Questions to Ask Yourself About Everything You Do."

How you respond to setbacks is what defines your character, and Abrams shared the lessons she learned from her campaign for governor of Georgia.

She also offered the following advice on how to change the world: "Be aggressive about your ambition."

Abrams began her talk with the story of when she was high school valedictorian but not initially allowed into the Georgia Governor's Mansion with other students.

At that moment she decided to be the person who opens the gates.

After recognizing her first try was not enough, Abrams' question was, "How do I move forward?" To do so, she asked herself three questions. 1. What do I want? 2. Why do I want it? And 3. And how do I get it?

Abrams then took a deeper dive.

Am I being honest about the scope of my ambitions? She suggests that we allow



Stacy Abrams

ourselves to be honest with our mistakes. As women we have been taught that if something doesn't work, it's probably our fault. And usually, there is something we could do better, but women have been told not to investigate too much what the other party could have done.

Women are often told our mistakes are ours alone, but victory is a shared benefit. It is important to understand our mistakes, but also to understand the mistakes of others.

Abrams also discussed several other important ideas, such as that while it is important to know what you want, it is also important to know how you are going to get it done.

She spoke of how fear of achieving our goals, while paralyzing, can also be energizing.

The other side of being energized is the sense of fatigue we feel during the process of achieving our goals. Sometimes you just get tired of trying.

"If you are beaten down, if you have worked as hard as you can, if you have done everything you said you would, and it still doesn't work out, fatigue can sap you of your energy," Abrams said. And that's why you go back to the "why" of it.

Click here to hear [Abrams' full TEDWomen talk](#).

Shortlisted

Deconstructing Racism: A Path Toward Lasting Change

By Barbara Crain Major
and Joseph Barndt
(Fortress Press, 2023, 1477 pages)

Book Review by Teresa Statler

Racial Prejudice + Systemic and Institutionalized Power = Racism

In this slim book, the authors' goal is to educate readers about racism, stating that it "is a systemic 'construction' that needs to be 'deconstructed' before a new anti-racist construct can be 'reconstructed' in its place."

The authors are both community organizers. Barbara Crain Major, who is Black, is also an anti-racism trainer for The People's Institute for Survival and Beyond, and Joseph Barndt, who is white, is a Lutheran pastor and author in the field of race and racism.

The book, through a "systemic analysis," aims to offer new paths toward getting rid of racism in America. The authors want to bring about a "third Reconstruction" so that society will become more just and equitable for all. Deconstructing racism will not be quick and easy, they say.

Even though the book is short, it is packed full of thought-provoking information. To start the analysis of deconstructing racism, in the opening chapter they discuss the "myth and illusion" of race. They note that race did not become a way to distinguish different groups of people until the 17th and 18th centuries. "Until that time, it was acceptable to [categorize] people by nationality, class or religion."

The fact that during this time, Europe was in the midst of colonizing many countries and enslaving some of their residents, "complemented the false European notion of its superiority." Scientists like Carl Linnaeus came up with "theories" that had great influence. One of those placed "Caucasoid" peoples on top and the "Negroid" race at the bottom. These racial distinctions were based on supposed differences in brain size and other characteristics so that an individual could be deemed "fully human."

The authors say that "the fallacy of race is a foundational cornerstone of this nation's identity, history and culture." This, in turn, has ensured "the exclusivity and superiority

of whiteness" in America. In short, "race is not real, but racism is real."

The authors then go on to analyze and discuss the concept of "systemic power," which includes all the different "systems" we have in this country, such as economic (banks, investment markets); political (including the process for selecting political representation); religion; health care and medical; education; communication/media; housing and real estate; and of course, criminal justice, to name just a few. Each of these larger "systems" is made up of hundreds of thousands of large and small institutions and organizations. In short, the authors believe that knowing what systemic power encompasses is necessary before it can be deconstructed.

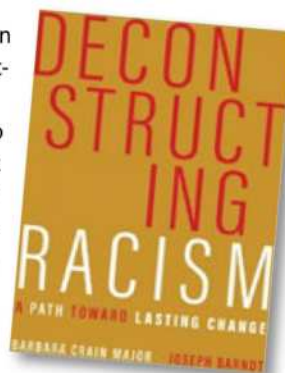
Chapter 3 of the book discusses the history of racism and resistance in America —what the authors note is a repeating pattern. Racism "always picks itself up, shakes itself off, and comes back, reasserting itself in a new suit of clothes."

The authors begin by noting that "the lofty promises of the Declaration of Independence were written by white people for white people." (This sentence should be corrected to read "by wealthy, land-owning white men, for wealthy land-owning white men).

They dissect the two brief periods in U.S. history when there was "forward movement" in the struggle against racism: The First Reconstruction, following the Civil War, or roughly 1865-77, and the civil rights movement, which they call the Second Reconstruction, from 1954-68.

The First Reconstruction brought hope to Black people in the form of the 13th, 14th and 15th Amendments to the U.S. Constitution. It was also the time when white supremacy reared its ugly head and the Ku Klux Klan came into being. The federal government removed its troops that were overseeing Reconstruction in the South and the period ended with "racism fully intact."

Between 1877 and the issuance of the decision in *Brown v. Board of Education* in 1954, slavery was replaced by other forms of legal



domination by white people, such as Jim Crow laws, lynchings, and the destruction of entire Black towns and communities.

Resistance to this "new" form of racism was "often organized and sometimes not" and it included the Great Migration, the Harlem Renaissance, and the founding of the NAACP, among other things.

The Second Reconstruction was a time of great "hope and turbulence and an unyielding defiance of racism." The changes that were made were valuable and vulnerable, in the authors' opinion, but this second period also ended without the roots of racism being touched.

From 1968 to the present, "the movement for racial justice ... was showing deep signs of weariness. Today, it would be called post-traumatic stress disorder." The authors tell us that new forms of racism sneaked up on us in the form of new programs and services in Black communities that supposedly addressed poverty but were actually a disguise and just another way to create Black dependence on white institutions and systems, as "friendly" and "helpful" as they may have tried to present themselves. This illusion of change was only transactional or superficial. It was not transformational. The result was the continuation of the extended power of white supremacy.

The authors believe that today, multicultural diversity has failed. This is because the power of institutional change has been "left in the hands of white people." This reader thought the authors to be a bit unrealistic when they state that "if we want to be a nation with equity for all, we must rewrite the Declaration of Independence as well as other sacred documents."

They go on to say that what is needed now is true transformational change or "deconstruction" of racism and an acceptance of the fact that the problem is more systemic than personal. The authors' practical suggestions in this regard are presented in Chapter 5 in

[Continued on page 15](#)

2024 legislative wrap-up

The 2024 “short” legislative session officially began on Feb. 5 and ended on March 9. Historically, short sessions have a narrower agenda, and legislators and committees are limited in the number of bills that can be proposed. Compressed timelines make it difficult to get issues of substance over the finish line. However, with an updated revenue forecast of approximately \$550-560 million more dollars to spend on programs, the Legislature adjourned sine die a day earlier than expected after legislators voted in favor of sweeping changes in housing, modifications to Ballot Measure 110, behavioral health, drug treatment, and campaign finance reform.

Key legislative successes. Three major issues were successfully addressed in the short session. They included:

■ **Housing.** A package of legislation to authorize the Legislature to spend \$376 million to address the housing crisis. This includes a \$75 million revolving loan fund for local governments to finance affordable and moderate housing construction, \$94 million for infrastructure projects and \$65 million for emergency shelters and assistance (see [SB 1530](#), [SB 1537](#) and [HB 4134](#)).

■ **Ballot Measure 110 rewrite.** The possibility of a pending ballot measure gave legislators impetus to find an innovative solution to address the statewide drug and behavioral health crisis. [HB 4002](#) finds a path forward to hold people accountable through the criminal justice system with penalties for drug possession, and to address the need to provide addiction treatment by offering “deflection” opportunities for those who seek treatment.

■ **Campaign finance.** Again, the threat of competing ballot measures helped bring legislators and key stakeholders together to pass campaign finance reform seemingly at the last minute. Proponents put forward [HB 4024](#) in an effort to increase transparency and accountability in part by setting limits on political contributions. The bill goes into effect in 2027.

Oregon State Bar

In contrast to the bar’s affirmative package of Law Improvement legislation in the longer odd-year sessions, the Oregon State Bar does not typically sponsor legislation in



the short session. Instead, the bar actively supports legislation related to the courts, indigent defense, and the practice of law. The board is charged with serving the public interest by regulating the legal profession and improving the quality of legal services; supporting the judiciary and improving the administration of justice; and advancing a fair, inclusive and accessible justice system. ORS 9.080. Please look for our [Oregon Legislation Highlights](#) publication that summarizes legislation of interest to our members. The 2024 Legislative Highlights Publication will be available on our website as well as on Barbooks soon.

Oregon Judicial Branch

The Oregon Supreme Court chief justice unveiled the court’s Justice Campaign for 2024-27, which contains several commitments. These include:

- to collaborate in improving the court user experience;
- to earn public trust and confidence through communication and transparency and
- to provide a workplace and court culture that is welcoming, supportive, and diverse (see [OJD website](#)).

The courts fared well this session receiving funding for new judicial positions, as well as funding for new courthouses and some additional funding for operations (see [HB 5701](#) below).

New judicial positions. [SB 1541](#) — Adds one additional judicial position each in

Jackson and Washington counties effective July 1, 2024, and one position in Clackamas County effective July 1, 2025. These specific counties were recommended by the Oregon Judicial Department. Each of these counties has experienced significant growth in the last decade, and each county would benefit from an increased number of judges.

Courthouse replacement. [SB 5701](#) — Among other things, contains funding and authorization for courthouse replacement projects in Clackamas, Benton, and Crook counties. The bill also includes some additional funding for Oregon Judicial Department operations, as well as the Commission on Judicial Fitness and health care for senior judges.

Bonding authority. [HB 5201](#) — Provides bonding authority for capital projects by several state agencies. This bill includes approximately \$15 million in funding for the new Clackamas County Courthouse, and nearly \$7 million for the new Benton County Courthouse. The bill also includes funding for projects for the Oregon Youth Authority, the Department of Forestry, Portland State University and Southern Oregon University among others.

Oregon Public Defense Commission

The Legislature continued to discuss future plans to address the number of public defenders currently available to represent defendants in custody. Additional funding for the Oregon Public Defense Commission is also included in [HB 5204](#) (see below).

These legislative efforts are linked to

[Continued on page 15](#)

Legislature

Continued from page 14

the Oregon Public Defense Commission's transition from the judicial to the executive branch in 2025. The Legislature took several steps to help OPDC make progress toward implementing [SB 337](#) (2023), and transition to the executive branch by funding the following programs:

- Fully funded training, supervision, and investigation for the full two years
- Provided funding to address maximum attorney caseloads (MAC)
- Provided funding to open OPDC Mid-Valley state trial office, later in spring

The Oregon State Bar continues to look for ways to bring additional lawyers to Oregon, including the introduction of a comity rule and streamlining rules for reinstatement. In the future, lawyers will be able to be licensed through additional pathways, including the Supervised Practice Portfolio Examination, which goes into effect this spring.

■ **Measure 110 funding.** [HB 5204](#) — An omnibus budget bill appropriates over

\$200 million in general fund dollars to fund implementation of [HB 4002](#), significantly modifying Ballot Measure 110.

The bill includes funding for the Criminal Justice Commission's implementation of deflection programs for misdemeanor possession charges, as well as approximately \$7 million for grants related to specialty courts. The measure also provides funding for 18 additional public defense positions for the new trial-level public defense program active in Portland and Medford. Unlike most public defenders in Oregon, these new public defenders are state employees.

Bills of interest

Some of the bills of interest this session include:

[SB 1574](#) — This is an omnibus public safety bill, which contained IOLTA account provisions for public defenders employed by statewide office.

[SB 1576](#) — This bill is an omnibus civil bill that addresses a number of issues including temporary adjustments for recreational immunity, adds DOJ investigators to data

privacy law, and addresses privacy protections for minors' personal injury settlements.

[SB 1595](#) — Known as the Family Financial Protection Act, this bill increases the number of exemptions from garnishment and execution and modifies provisions relating to unfair debt collection practices.

[SB 5701](#) — (Section 301) Additional funding for health care for Plan B senior judges.

[HB 4001](#) — This bill creates the Task Force on Specialty Courts and is required to report back to the Legislature by Sept. 15, 2024.

[HB 4056](#) — Property tax foreclosure in light of the Tyler v. Hennipin decision. This bill lets people claim a tax foreclosure surplus and requires the county to determine a process to do so.

[HB 4097](#) — This bill modifies the process for expungements, setting aside convictions, dismissals, and guilty except for insanity judgments. The bill also modifies when the court is required to hold a hearing on and grant motions to set aside.

[HB 4157](#) — The act provides that district attorneys qualify as police officers under Public Employees Retirement System.

Shortlisted

Continued from page 13

a somewhat complicated and vague manner, but the steps include creation of a leadership team in the particular institution, with diverse team members who will build a strategic plan. The authors also set forth five detailed transformational goals the plan should cover and also recommend such things as creating

a new anti-racist mission statement for the organization and developing a new process for "anti-racist decision making."

The book's parallel analysis of American churches as also being embedded in racism is interesting, but in this reader's opinion, not necessary for an understanding of how the authors believe racism should be deconstructed.

However, the authors' insights, in the end,

give plenty of food for thought and good ideas for any group or institution to begin to address racism. The excellent and extensive bibliography, which also includes a list of videos, is also helpful. "Deconstructing Racism" would be an excellent choice for book groups.

Teresa Statler retired from her immigration law solo practice in November 2021.



Contract Lawyers Service

If you are an attorney interested in posting a project or job opportunities on the OWLS Contract Lawyers Listserv, please email the OWLS office with your posting.

Submitting Your Posting: Briefly describe the project, including the time frame, and any specific skills or qualifications required, e.g., Washington Bar membership, substantial litigation experience, and include the location info (remote work or in office, include city). Your description of the project will be posted on the listserv. Your contact will be listed unless you ask that it be anonymous. Email admincoordinator@oregonwomenlawyers.org with your posting request.

Getting Responses: Contract lawyers will contact the hiring attorney directly, providing them with a cover email, resume and references. The OWLS office does no screening nor does it endorse specific applicants. Hiring decisions, pay rates and terms are left to the hiring attorney and the contract lawyer. Oregon Women Lawyers does not charge hiring attorneys any fee

The 2023 Roberts & Deiz Award Celebration at The Loft at 8th Avenue, Portland, took place last May with a new, happy-hour format.



Oregon Women Lawyers Annual Report

October 2022-September 2023

OWLS & the OWLS Foundation

Roberts & Deiz Award

OWLS and its sister organization, the OWLS Foundation, worked together to bring back the celebration in person on an unseasonably warm May 12 at The Loft at 8th Avenue in Portland, with a new, happy hour-style format.



It was the first year that tables at the event were not sold, and we learned some lessons. The celebration honored public defenders Lisa Hay and Tristen Edwards. The foundation had a successful fundraising evening.

The foundation provides a grant to OWLS equal to about 4.5% of our annual budget. The grant is used to support affinity bar events, Opportunities for Law in Oregon (OLIO), OWLS administration, and OWLS events and chapters.

Foundation grant

The OWLS Foundation, a 501(c)(3) non-profit organization, raises money for and provides grants to law students and others. Leona Yazdidoust, Mai Lani Moua and Shiri Salehin were among OWLS Foundation Ar-

From the Executive Director's Desk

Dear Friends,
The 2022-23 report year ended five years ago, or last month, depending on how time feels today. Two OWLS staff members still work from home, and still see the lingering effects of the COVID-19 pandemic isolation, stress, and unexpected life changes.

Many introverts became more introverted, making returning to events impossible, excruciating, or wearisome. Many extroverts were beside themselves and thrilled to be back in person. I am an extroverted introvert. I love to

see you, I love our events, and I need a day or two to recover. And sometimes, especially if it's not an OWLS event, it is impossible to go.

Thank you for hanging in there. And for those who took a step back but now are ready to dip your toes back into volunteering, I can't wait to work with you again. We need you. You make us better and stronger. Together we can move the profession toward fulfilling our mission to transform the legal profession by pursuing equitable access to the legal system and equity for women and communities who are systemically oppressed.

— Linda Tomassi

monica Law Student Grant recipients. Anne Holt was the 2022 Vernellia R. Randall Bar Grant recipient.

Kevin Arturo Gomezlizarraga completed a summer internship with Legal Aid Services of Oregon under the MBA Fellows program, of which the OWLS Foundation is a proud sponsor.

OWLS chapters

Cascade Women Lawyers held monthly luncheons on the last Wednesdays of the month. The chapter also partnered with the Deschutes County Bar and OSB to deliver an "Engage to Change" April CLE. A May CLE was offered with speaker Chief Justice Flynn. Cascade Women Lawyers co-sponsored

[Continued on page 17](#)

Annual report

Continued from page 16

the Road to the Bench panel discussion. A reception supported by the OWLS Foundation Grant was held for its newly elected board and OWLS board delegates, as well as community members in late September.

GrOWLS resumed its monthly luncheons after a pandemic hiatus starting in April. The luncheons rotated between Hood River and The Dalles.

Josephine County Women Lawyers brought back their monthly luncheons after a pandemic pause, networking with colleagues the first Wednesday of the month.

Lane County Women Lawyers started the year with a New Judges Reception at Hersher Hunter, welcoming Judges Michelle Bassi and Beatrice Grace to the Lane County bench.

The chapter presented and celebrated the fifth Chief Justice Martha Walters Award to Raquel Hecht. 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.

Lane County Women Lawyers also held a networking event with Oregon's other affinity bars in June.



Public defenders Lisa Hay, above left, and Tristen Edwards, above right, were the recipients of the Roberts & Deiz Award, presented by the OWLS Foundation.

Lawyers Association of Washington County has new leadership, and started to hold monthly luncheons beginning in June.

Queen's Bench chapter celebrated its 75th anniversary in 2023. They started the year under the leadership of April Stone, then transitioned to Veronica Rodriguez. Stone's monthly luncheon theme, Big Ideas, brought speakers to present on topics such as NCAA rules changes and Oregon athletes and qualified immunity, ending the year with the annual Holiday Luncheon honoring women judges with U.S. Supreme Court Justice Sonia Sotomayor. Rodriguez brought speakers, starting in January, to present on issues including alternatives to the bar exam,

the Multnomah County District Attorney's Justice Integrity Unit, and advocating for older or disabled clients. Notable was a 75th anniversary presentation early in the year by OWLS Foundation historian Trudy Allen.

OWLS Mary Leonard chapter held a CLE in May facilitated by Ron Silver on the subject of "The Destruction of Tulsa's Black Wall Street." The free CLE was a well-attended in-person event. Silver has presented a civil rights CLE to the chapter just about every year for decades. About 75 MLC members participated in the Imprint Program for students at North Salem High School, who

[Continued on page 18](#)



From left, April Stone, Kathy Root, Katherine O'Neil, Trudy Allen, and Veronica Rodriguez.

Annual report

Continued from page 17

are then paired with a mentor from the legal community to read a book and exchange correspondence between April and May.

Mentoring

First Generation Professionals, a program started by now-Senior Judge Katherine Tennyson in 2012, was restarted by Judge Jackie Alarcón in January 2023. The monthly discussion group brings together legal professionals and students who are the first in their families to attend college, get a professional degree, or become a lawyer, and who want to talk with others who have the same life experience.

Several chapters held new admittee events to welcome Oregon's newest lawyers.

Contract Lawyer Service

OWLS' Contract Lawyer Service continues to provide employers with a medium for posting contract positions to OWLS members participating in the service. The service is advertised in the OSB Bulletin and on the listserv.

Listserv communications

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

Education

In February, the Oregon Affinity Bar's online New Pathways to Admission CLE was held with speakers Joanna Perini-Abbott and Kendra Matthews. A Road to the Bench panel discussion was held via Zoom in May, featuring five experts with various perspectives on judicial appointments and selection processes. The discussion was followed by breakout sessions for local chapters to further explore toolkit development for enhancing local processes.

OWLS was a co-sponsor of the Oregon New Lawyers Division (ONLD) summer session, "An Introduction to Practice in Indian Country" in August.



From left, Samantha Radcliffe, Mae Lee Browning, Silvia Tanner, and Julie Preciado at the 2023 Roberts & Deiz Award Celebration at The Loft at 8th Avenue, Portland.



Judge Jackie Alarcón and Emily Brown-Sitnick attend the Women of Excellence event last March.

Awards

OWLS held a Women of Excellence event for the first time and an acknowledgment of several recipients who received awards during the height of the COVID-19 pandemic. Attorney General Ellen Rosenblum, Judge Nan Waller, Judge Adrienne Nelson, and Judge Angela Lucero were honored at the celebration. The OWLS board presented Judge Lucero with the Katherine H. O'Neil Volunteer Service award, the eighth person to receive the award since 2009. The OWLS Awards Committee submitted letters of nominations for several OWLS members for MBA and OSB awards.

AdvanceSheet Committee

OWLS continues to publish this quarterly

newsletter, which is partly supported by advertising, and highlights OWLS members and events, with a regular book review feature. The committee was finally able to thank and celebrate our former longtime editor, Elise Gautier, and former longtime chair, Teresa Statler, with a small summertime party.

OWLS Membership Committee

Under the leadership of Mary Dougherty and Ashley McDonald, the committee continued to hold First Wednesdays for two months into the year, starting with "Radical Hospitality Can Change the Lives of the Formerly Incarcerated." They welcomed new admittees with a program on breaking down

[Continued on page 19](#)

Annual report

Continued from page 18

barriers. OWLS Online began in February and was held every other month. These virtual networking events featured TED talks and breakout discussion groups.

Leadership Committee

The group presented a three-part online Career Transition Series. The first session focused on "Significant Career Transitions," the second highlighted "Preparing for Career Transition," and the final session guided participants through action planning on "Moving Forward with Changes." The series brought back Hsin-Cheng Kuo to talk about financial planning and managing student loans for attorneys. Other speakers included Donna Maddux, Judge Ulanda Watkins, Melina Martinez, Melissa Chureau, Kirsten Blume, Rosemary Schwimmer, and Susanne Aronowitz.

Community Service Committee

The Coffee Creek Book Drive was held in May with survey respondents and volunteers collecting books from around the state. Books were sorted and delivered to the Salem penitentiary in May.

Dragonflies

The Dragonflies took home four medals in the 2023 season. The Dragonflies name and colors are now adorning one of the Portland dragon boats.

Working Parents Committee

The group held meetings and strategized for future programming opportunities.

Affinity bars and other bar events

Board members attended the OAPABA, OHBA and OGALLA Galas with support of the OWLS Foundation Grant. Members and staff also attended the OFALA mixer in Portland, the MBA dinner and OSB awards

OGALLA

Oregon's LGBTQIA+ bar association and OWLS continued their tradition of Brunch and Bedazzle at Perkins Coie in Portland, celebrating with food and shirt and sign decorating for Portland's Pride Parade and



Sharnel Korala Mesirow, left, and Heather Decker at the 2023 Roberts & Deiz Award Celebration.



OWLS Foundation President Julia Markley presents a gift to the OWLS Foundation raffle winner at the 2023 Roberts & Deiz award

supported by the OWLS Foundation Grant.

OAIBA

With the help of the OWLS Foundation Grant, we provided seed money to Oregon's newest affinity bar, whose mission is to strengthen the rapidly growing Arab and Iranian legal communities with a recognized and trusted forum for professional growth



From left, Jammel Rose, Adele Ridenour, and Linda Tomassi attend the 2023 Oregon Hispanic Bar Association Dinner.

and advancement, and to promote civil rights and access to justice for Oregon's Arab and Iranian communities.

Take Your Kids to Work Day

OWLS provided event support to the Multnomah County Circuit Court for the return of Take Your Kids to Work Day for the first time in several years. Headed by Judge Beth Allen, an enthusiastic supporter of Kids to Work for many years, participants engaged in mock trials, and tours were offered to children ages 5 and up.