

AdvanceSheet™

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Generative AI & the Legal System



Fall CLE explored how emerging technologies impact lawyers

By Tiffany Blackmon

On Nov. 7, OWLS hosted the Fall CLE, which addressed a hot topic: generative artificial intelligence (AI).

After a brief introduction by OWLS President Marisa Monneyhun, attendees heard from three speakers, followed by a panel discussion.

First, Jessica Price, OWLS president-elect, spoke on common terms and usage. Introducing the topic of AI, Price joked that the first time she was asked to talk about AI, she watched the "Terminator" movies for inspiration.



Jessica Price



Matti Neustadt

She explained that it may be easier to think of what AI is not, rather than what it is. She described AI as "smart machines that do specific smart stuff," like Netflix, which is a version of AI. Machine learning is "how AI gets smart," while generative AI is learning and creating independently.

Price advised caution regarding the use of AI. She noted that it could continue to perpetuate bias, and there's a need to ensure we are evaluating and not

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Terri Kraemer, left, and Katherine O'Neil, right, join Justice Aruna Masih, middle, who received the Katherine H. O'Neil Volunteer Service Award on Nov. 7.

Justice Masih lauded for volunteer efforts

*Annual Katherine H. O'Neil award
recognizes outstanding community service*

By Tiffany Blackmon

After the Fall CLE on Nov. 7, OWLS and community members gathered to celebrate Justice Aruna Masih, this year's recipient of the Katherine H. O'Neil Volunteer Service Award. The gathering was an important reminder of the power of volunteerism and

community.

OWLS Board Member Emily Brown-Sitnick presented Justice Masih with the award named after Katherine H. O'Neil, OWLS' founding president and its first recipient in 2009. The award honored O'Neil's dedica-

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President's Message

On Oct. 18, I had the honor of standing with OWLS President-Elect Jessica Price and Executive Director Linda Tomassi to accept the first-ever Ally Award presented to OWLS by OGALLA, Oregon's LGBTQIA+ Bar Association.

The Ally Award was in recognition of OWLS' longtime partnership and support of OGALLA and the LGBTQIA+ community.

OGALLA first invited OWLS to march in the Portland Pride Parade in 2016, with brunch and T-shirt decorating at Perkins Coie prior to the parade. This partnership event continues to be a highlight of every summer.

On behalf of the OWLS Board of Directors, I want to thank those who help make this annual event happen.

Thank you to Kristina Holm and Violet Nazari for

their work in creating this event on the OWLS side and to each OWLS member who has assisted since 2016.

Thank you to Perkins Coie for their continued support in hosting. And, thank you to all of our members for your support and allyship.

Each year at OGALLA's amazing annual Gala Dinner and Fundraiser, money is raised for the Bill and Ann Shepherd Legal Scholarship fund. These funds provide scholarships to third and fourth year Oregon law students who plan to use their legal expertise to fight bigotry and discrimination, particularly in the areas of sexual orientation and gender identity.



I encourage everyone to find out more information about Bill and Ann Shepherd and the scholarship fund [here](#).

Since accepting the Ally Award, I have continued to reflect on the importance of allyship in the legal community.

I believe that when affinity organizations come together, we

create greater impact—not only for those who might be underrepresented within the legal community, but also for the Oregonians we serve. Diversity of experience, perspective, and background enriches the work we do.

I believe it is crucial that we actively support one another. By showing up, listening to the needs of others, and helping where needed, we build a stronger, more inclusive community.



Erika Maxon, Linda Tomassi, Poison Waters, Kamron Graham, and Marisa Moneyhun at the OGALLA Gala Dinner and Fundraiser on Oct. 18 at Vibrant Table in Portland.

As allies we should all strive to create space for the voices of others whose experiences and perspectives differ from our own. Moving forward into the new year, let us commit to being active allies who show up, listen, and take meaningful action to support one another.

Marisa Moneyhun,
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.

Judge Lemoine confirmed to new Washington County Circuit Court seat

On Oct. 24, at the Hillsboro Civic Center, Judge Elizabeth Lemoine was confirmed as the newest judge to join the Washington County bench.

Judge Lemoine was appointed by Oregon Gov. Tina Kotek and fills the 16th judicial position created by Senate Bill 1541. "Lemoine will be a fair and balanced judge on the Washington County Circuit Court," Kotek said.

The ceremony was attended by colleagues, friends and family members and included moving tributes to Judge Lemoine for her decades of selfless work and leadership both personally and professionally. Her son honored her by sharing a touching story about Judge Lemoine not only practicing law during the day, but helping raise the next generation of lawyers at home.

Afterward, the event continued with pizza and an open bar at Bethany Public House, sponsored by KT Law.



Judge Elizabeth R. Lemoine fills the 16th judicial seat, a new position on the Washington County Circuit Court.



Lane County Women Lawyers had an OWLS sign-up table at their Fall Social.

Lane County Women Lawyers enjoy Fall Social

Lane County Women Lawyers hosted its annual Fall Social on Sept. 26. The event was held at the University of Oregon Law School in partnership with the law school's Women's Law Forum and was attended by more than 40 law students and legal practitioners.

Attendees enjoyed sipping tea and coffee and snacking on cupcakes and other treats and participated in a bingo icebreaker game in a nice start to the fall quarter.



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UPCOMING EVENTS

Cascade Women Lawyers Monthly Luncheon

Jan. 29, Feb. 26, March 26, noon-1 p.m.
Olde Towne Pizza 118 N.W.
Greenwood Ave., Bend
The chapter meets the last Wednesday of the month from noon to 1 p.m. No RSVP necessary.

Working Parents Committee Luncheon

Jan. 29, noon-1 p.m.
Cafe Nordstrom, 701 S.W. Broadway, Portland
Join the OWLS Working Parents Committee for a social luncheon. Co-chairs Brett Applegate and Kimberly Stuart welcome current and past committee members, as well as newcomers, to join in the first committee event of 2025. Email RSVP preferred but not required.

Strength in Numbers Volunteer Event

Feb. 4, noon-3 p.m.
Umpqua Bank Plaza, 1 SW Columbia St, 4th Floor, Columbia Room, Portland and virtual via Zoom
New member recruitment season is almost here. OWLS is hosting a social event and opportunity to assist with member outreach preparation. We will be organizing information that will be used for the midyear pro-rated membership drive for the second half of the member year, with reduced dues beginning April 1. Volunteers will be able to visit with other participants online and onsite while working on assigned tasks. Pizza will be available for in-person attendees. Members from around the state are invited to attend virtually as individuals or as small groups to assist with planning outreach for your geographic area. This is a drop-in-style event, and you may join us for all or part of the time block. It is a one-time event for OWLS who want to volunteer, but don't have time for a committee

commitment. Visit the OWLS website for more event details. [RSVP online.](#)

Josephine County Women Lawyers Monthly Luncheon

Feb. 5, March 5, April 2, 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 other matters. No RSVP necessary.

Deadline for OWLS Board Statement of Interest

Feb. 7, 5 p.m.

OWLS Online: Unbook Club Say the Right Thing, Parts 2 & 3

Feb. 13 and April 10, noon-1 p.m.
Virtual via Zoom
Unbook Club is a watch party and discussion of a series with Professors Kenji Yoshino and David Glasgow, co-founders of the Meltzer Center for Diversity, Inclusion, and Belonging at NYU School of Law, as they discuss their book "Say the Right Thing," a practical, shame-free guide for navigating conversations across our differences at a time of rapid social change. Reading the book is recommended, but not required. RSVP [here for Part 2](#) in February and [here for Part 3 in April](#). No cost. OWLS Online is a subcommittee of the Transformation Committee. More details about hosting or volunteering are available on the OWLS website.

Your Next Case: Planning a Purposeful Retirement

Feb. 28, noon-1 p.m.
Virtual via Zoom
This interactive virtual workshop addresses the nonfinancial challenges of retirement, including shifts in identity, loss of status, and redefining purpose beyond the practice of law.

Through guided reflection, small-group discussion, and the use of a Life Transition Wheel, participants will assess their satisfaction across key areas of life and identify meaningful next steps for their own transition. The session highlights five essential principles for a successful retirement and offers practical resources to support attorneys in navigating this complex career milestone with clarity and confidence. [RSVP online.](#) Cost \$10.

OWLS Spring CLE

March 18, 2-4 p.m.; reception 4-5 p.m.
1300 S.W. Fifth Ave., Wells Fargo Center.
Portland and virtual via Zoom
Join the OWLS Transformation Committee for the Spring CLE: "Building Resilient Leaders," with Ron Silver, Bonnie Richardson, and Courtney Dippel. The CLE will include discussion of the backlash against DEI, strategies to reframe DEI as nonpartisan, and the prohibited discrimination Ethics Rule ORPC 8.4(a)(7). Hosted by Littler Mendelson PC. Application is being made for 1.0 MCLE ethics credit and 1.0 MCLE Access to Justice credit. [RSVP online.](#) \$50 members, \$65 nonmembers.

Mandatory Reporting CLE

April 24, noon-1 p.m.
Virtual via Zoom
Join OWLS for a Mandatory Reporting CLE featuring Nik Chourey, Deputy General Counsel, Oregon State Bar. [RSVP online.](#) \$15 members, \$20 nonmembers.

SAVE THE DATE

May 16, 5:30-9 p.m.
The Loft at 8th Avenue; 2010 S.E. Eighth Ave.
Join OWLS to celebrate the 2025 recipient(s) of the OWLS Roberts & Deiz Award.



Who? You!

Join OWLS or renew your membership for the 2024-25 member year. OWLS is a great way to develop a network of support and make meaningful connections with other professionals with similar interests. There is a unique ca-

maraderie found in a predominantly women professional organization. OWLS offers the opportunity to meet and connect with colleagues in a variety of ways. Regular membership dues are \$140. Our membership year is October-September. Dues are pro-rated starting in April. Law students join at no cost. [Join or renew here.](#)

Queen's Bench holiday luncheon celebrates Oregon's women judges

By Leona Yazdidoust

On Dec. 10, members of the OWLS community gathered at the Sentinel Hotel in Portland for the Queen's Bench annual holiday luncheon. This annual event celebrates the outstanding leadership and achievements of Oregon's women judges.

This year's theme was centered around identifying and pursuing our purpose and values. We would like to extend a special thank you to



Erin Dawson

Erin Dawson, who served as the 2024 Queen's Bench president, and we wish the Hon. Morgan Wren Long the best as she prepares to take on the role of 2025 Queen's Bench president.



Hon. Morgan Wren Long

The luncheon featured an engaging and interactive keynote led by Jill Long and Teresa Jacobs, from Glassman Coaching. It focused on enhancing communication skills and helping attendees explore the DISC communication framework as a tool for better understanding themselves and others. By examining different leadership communication styles — Dominance, Influence, Steadiness, and Conscientiousness — Long and Jacobs guided the group in discovering how our communication preferences impact both personal and professional relationships. Attendees learned how to recognize their own communication styles, appreciate the styles of others, and adapt effectively while staying true to their values.

We are excited to announce that the theme for 2025 is Connection. Queen's Bench will offer a variety of opportunities to foster deeper engagement and meaningful connections among our members, and we look forward to an inspiring year ahead. Thank you to all who attended and contributed to making this event a memorable celebration of women judges. We can't wait to see what the new year holds.

Leona Yazdidoust is an associate attorney at Elevate Law Group and president-elect of Queen's Bench.



Attendees at the annual Queen's Bench holiday luncheon included, from left, Adele Ridenour, Hon. Judith Matarazzo, Molly Jo Mullen, Hon. Rima Ghandour, Hon. Kirsten Russell, Hon. Chanpone Sinlapasai, Amy Huynh, and Hon. Steven Powers.

2024 Portland Job Market Trends Report



Gain a leading edge in the new year with data on 2024's most hired job titles, salary ranges, and our team's insights on legal support & attorney hiring.

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Katy Molloy presents Shaun McCrea with the sixth annual Chief Justice Martha Walters Award on Nov. 15 at The Gordon Hotel in Eugene.

EQUAL JUSTICE FOR ALL

Chief Justice Martha Walters Award honors Shaun McCrea's leadership

By Shannon L. Richard

Lane County Women Lawyers (LCWL) hosted its sixth annual Chief Justice Martha Walters Award Luncheon on Nov. 15 at The Gordon Hotel in Eugene. It was another sold-out event, with 90 attendees.

The Chief Justice Martha Walters Award (CJMWA) recognizes a Lane County attorney who has demonstrated leadership in the pursuit of equal justice for all. This year's recipient, Shaun McCrea, has served the Lane County legal community as an attorney in private criminal defense practice for over 33 years, and the greater Oregon legal community as the executive director of the Oregon Criminal Defense Lawyers Association (OCDLA) for the past seven years.

McCrea has contributed in myriad ways to our community as an attorney and as a volunteer and supporter of equality and justice for those who are less able to access the legal system. She also teaches trial skills at the University of Oregon School of Law and at OCDLA's Trial Skills College and continues to lecture on trial skills and criminal defense topics.

Through her work, McCrea has transformed the law through advocacy, promoted equal opportunities for individuals facing barriers in accessing the criminal justice

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Above from left: Shannon L. Richard, Hon. Kamala Shugar, Linda Tomassi, OWLS President Marisa Moneyhun, Shaun McCrea, Ariana Denley, Sabrina Owen, and Julia Manela.

Left: Retired Chief Justice Martha Walters, from left, Shannon L. Richard, and former Oregon Attorney General Ellen Rosenblum.



Above left: The engraved trophy. Above right: Laura Fine enjoys a laugh with Chief Justice Martha Walters Award recipient Shaun McCrea.

McCrea

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system, and has continually invested in the next generation of young lawyers through mentorship and training.

The award ceremony included a slide show of past award recipients and award presentations created by recently retired Oregon Court of Appeals Judge Jodie Mooney. Chief Justice Walters inspired attendees with her remarks, and attorney Laura Fine conducted an in-depth interview with McCrea.

McCrea regaled attendees with stories of her travels, of practicing law with her father, Bob McCrea, for over 30 years, and of her work with law students. She encouraged others to mentor the next generation of lawyers, and also to travel, especially abroad — without cell phones and other technology — as a way to gain perspective on work and on life.

The event was underwritten at the Lady Justice level by Johnson Johnson Lucas & Middleton, and at the Scales of Justice level by Hershner Hunter, Hutchinson Cox, and Watkinson Laird Rubenstein PC.

Please join Lane County Women Lawyers and OWLS at next year's Chief Justice Martha Walters Award Luncheon scheduled for Nov. 14, 2025, with the nomination period for the award running from May 1 to July 31.

Shannon L. Richard is Assistant Attorney-in-Charge of the Civil Recovery Section at the Oregon Department of Justice.



Above: This year's Chief Justice Martha Walters Award Luncheon was sold out, with 90 people in attendance.

Left: Retired Chief Justice Martha Walters speaks at the award ceremony named after her.



Shaun McCrea practiced law with her father, Bob McCrea, for over 30 years.



Meet Multnomah County Family Bench Hon. Judge Pamela Haan

By Judge Jenna Plank

Multnomah County Family Bench Judge Pamela (Pam) Haan was appointed by Gov. Tina Kotek and sworn in on March 4. She won election to a six-year term on the bench on Nov. 5. Judge Haan fills the seat left by the retirement of Judge Michael Loy, a longtime family law judge.

Prior to serving on the bench, Judge Haan spent nearly 24 years as a staff attorney and then supervising attorney for Legal Aid Services of Oregon.

Judge Haan is a long-standing member of the executive committee for the Multnomah County Family Violence Coordinating Committee and previously served on the Family Court Enhancement Project. She also participated in the Multnomah County Domestic Violence Fatality Review Team, the Multnomah County Domestic Violence Enhanced Response Team Steering Committee, and the Clackamas County Vicarious Trauma Response Initiative.

Born in Lexington, Kentucky, Judge Haan was raised in Stillwater, Oklahoma, where her father was a professor of agricultural engineering. While her sister followed in her father's footsteps, pursuing a career in biosystem and agricultural engineering, Judge Haan knew early on that she wanted to be a lawyer.

She attended Washington University in St. Louis, and graduated with a degree in political science. After college, she applied to law school, but deferred enrollment, spending a year and a half in the Comoros Islands doing health education work for the Peace Corps. Her path eventually led to the Pacific Northwest where Judge Haan enrolled in Lewis & Clark Law School, planning to pursue a career in environmental law.

Judge Haan did obtain an environmental law certificate from Lewis & Clark, but her first job as an AmeriCorps attorney, working with domestic violence survivors, permanently shaped the future of her career. The AmeriCorps position was hosted by Legal Aid and when the one-year position concluded,

Haan stayed on as a staff attorney in the office. While at Legal Aid, she performed a variety of legal services, primarily focusing on family law and protection orders for clients experiencing domestic violence.

For years, mentors and members of the

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Above: Hon. Judge Pam Haan and wife, Jillian, traveled to England and visited Stonehenge, the prehistoric monument on the Salisbury Plain.



Left: Judge Pam Haan enjoys Pacific Northwest outdoor activities. Here she is on a coastal hike with her dog, Thor.



Judge Pam Haan and wife Jillian on a safari in Botswana, in Southern Africa.

Judge Haan

Continued from page 8

bench suggested Haan consider applying for a judgeship, but at the time she wasn't ready for a career change. It was only after serving on the Family Court Enhancement Project, and seeing firsthand how the bench can operate as a system-change agent, that Haan decided to apply. As a judge, Haan enjoys the wide variety of matters that come before her, the constant learning, and the opportunity to contribute her unique experiences and perspectives to the bench.

Judge Haan attributes much of her professional success to the support and encouragement of her family, especially her wife, Jillian, Senior Judge Maureen McKnight, and her former supervisor at Legal Aid Robin Selig. She advises other women attorneys who are thinking about applying to the bench to "just do it," and not doubt their ability. She also encourages younger attorneys to get involved in the broader legal community, taking opportunities to try new things that build experience and perspective. In Judge Haan's words, "different perspectives are the strength of the bench and our legal community as a whole."

Besides enjoying quintessential Pacific Northwest outdoor activities, Judge Haan's hobbies include taking ballroom dance lessons with her wife, game nights, and trying out escape rooms around town with friends.

Judge Jenna Plank serves on the Multnomah County Circuit Court.



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'Gathered and Engaged in the Gorge'



The 15th annual well-being retreat, co-sponsored by OWLS and the Oregon Attorney Assistance Program, was held Nov. 1 and 2 at the Best Western Hood River Inn in the Columbia River Gorge.

15th annual well-being retreat participants recharge, reconnect

By Kirsten Blume

On Nov. 1 and 2, OWLS and the Oregon Attorney Assistance Program (OAAP) co-sponsored the 15th annual well-being retreat for lawyers identifying as women or nonbinary at the Best Western Hood River Inn, in the Columbia River Gorge.

Thirty-six participants joined for the two-day event, which featured mindfulness moments, yoga, delicious food, knitting lessons, creative activities, river walks, and engaged conversations around well-being, dominant cultural norms, ourselves as whole people with many parts, our most deeply held values, the importance of boundaries, and humans' immense need for connection with one another.

This year's theme was "Gathered & Engaged in the Gorge." At registration, attendees were asked to choose a values card (i.e., integrity, intuition, connection, community, creativity, curiosity, etc.) that most resonated with them as we kicked off the weekend. After registration, participants enjoyed a healthy lunch buffet while taking in views of the sunshine sparkling over the water and fall flowers on the tables.

OAAP Director and Attorney Counselor



Speakers at the 15th annual wellness retreat included, from left, Kirsten Blume, Kyra Hazilla, Amber Hollister, and Parna Mehrbani.

Kyra Hazilla welcomed everyone to the collective space and thanked them for taking the time to come together. Attorney Counselor Associate Kirsten Blume led the group in a chair yoga and intention-setting activity, choosing what they hoped to gain from the weekend and letting go of things that no longer served them. Connection, energy, and laughter filled the room as people paired up to discuss the value they chose and shared three things (non-work-related)

about themselves. Participants introduced one another to the group with three words describing what they learned about their activity partner.

The afternoon presenter, Amber Hollister, taught that connection and boundaries are paramount to ethical legal practice. Embedded within setting the scope of representation, communicating with clients, and

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Retreat

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avoiding conflicts, is understanding our own needs and boundaries and learning how to best communicate them with others.

In the evening, participants gathered for a presentation on access to justice in the legal field by Tonkon Torp partner Parna Mehrbani, who guided the group through potential challenges we may face within dominant cultural norms in the practice of law. We were given the opportunity to examine what it means to be multifaceted cultural beings in the legal field, alongside the risks and rewards of bringing our whole selves into different work settings.

The discussion sparked brainstorming about ways we can make our legal environments more welcoming, inclusive, and aware of human needs as we continue to conduct vital legal work. The night closed out with a creative session on knitting (and other crafts) as an avenue for self-care, coached by expert and renowned knitters Mehrbani and Hazilla. Some participants tapped into muscle memory and relearned how to cast on and bind off after years since picking up



Expert knitters Parna Mehrbani, left, and Kyra Hazilla closed out Friday night with a session on using crafts as an avenue for self-care.

needles. For others, it was a chance to knit and craft together while chatting in a circle, winding down after an energizing day.

Saturday morning began with breakfast and breathing exercises, intention setting,

and gentle flow yoga with Blume.

Hazilla and Blume then facilitated an experiential session on boundaries through the framework of internal family systems. The group explored visual representations of what it feels like to resonate with our own values internally, and then created collages that symbolize returning inward to what's most important to each of us and holding boundaries coherent with our values.

The retreat concluded with a closing circle where participants shared their many take-aways, such as connectedness, community, creativity, and compassion. The event embodied engagement and reminded us why it is so crucial to come together. A handful of folks braved the rain and walked along the waterfront to catch views of rainbows, bridges, birds, and whitecaps on the Columbia River. We extend our immense gratitude and continued resonance to all the organizers, speakers, and participants at this year's retreat. You truly made it a beautiful and inspiring experience.

Kirsten Blume is an attorney counselor associate with the Oregon Attorney Assistance Program.

Join OWLS Working Parents Committee

The OWLS Working Parents Committee is seeking new members in 2025.

Last year, the committee hosted a small luncheon for WPC members prior to the OWLS Fall CLE, generously donated by our host, Barran Liebman. This year, we look forward to working on increasing membership, social events and educational issues affecting working parents in the law.

Meetings are from 1 to 2 p.m. every fourth Wednesday. Feel free to commit as much time as desired.

Email co-chairs Brett Applegate, bapplegate@swlaw.com, or Kim Stuart, Kimberly_Stuart@washingtoncountyor.gov, with questions.



Molly Jo Mullen

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Generative AI

Continued from page 1

recreating biased tools. As Price described the challenges the education system has faced with AI, the audience shared stories of students using AI and schools not having clear standards on its use. AI also lacks discretion and will sometimes suggest crazy ideas like using nontoxic glue to keep cheese on pizza.

Next, Brandon Garrett, a Duke University School of Law professor, spoke about “black box” versus “glass box” AI systems. Garrett briefly discussed his book publishing in February, “Defending Due Process: Why Fairness Matters in a Polarized World.” With black box AI, he said, no one knows how the system works, which means the reliability of the information being shared can’t be determined.

In *Washington v. Puloka*, a Washington state superior court judge rejected the admission of video exhibits that had been “enhanced by artificial intelligence.” The original video was reportedly low resolution, with motion blur and “blocky” edge patterns, which the defense expert resolved through an AI video-editing tool that increased the video’s resolution and definition and smoothed edges. The court found the proposed evidence did not meet the Frye standard, a judicial test used in some U.S. state courts to determine the admissibility of scientific evidence. The court reasoned the AI video enhancement tool has not been peer reviewed by the relevant community and it is not reproducible nor generally accepted in the relevant community.

Garrett shared other examples where AI is being used in the criminal legal system. Broward County used AI for risk assessments, and errors were not caught because it was a black box system and no one knew how the



Jessica Price and Matti Neustadt

data was being assessed.

Facial recognition AI is being used in a variety of capacities, and courts have come to varying conclusions on what data defendants have the rights to when identified by AI. Police departments are beginning to use AI that allows their bodycam footage to generate police reports, but there is little information available on how the AI technology was tested for accuracy and reliability. Many of the attendees were left with a new interest in AI’s impact in the criminal legal field and a list of articles and books to read.

In the third session, Matti Neustadt, founding attorney at Forstai Cyber Kinetics and a trusted adviser on privacy and cybersecurity legal and operational compliance, spoke about the impact of AI on lawyer competence. Neustadt shared her view that “AI is coming. And we should want it, frankly,” and described AI as having “a little intern in our pockets.”

She discussed the importance of attorneys ensuring they have the knowledge and skills necessary to check for compliance with regulations and laws when using AI. Neustadt highlighted issues attorneys should be considering, including intellectual property law,

state laws, privacy laws, data laws, and fair business practice laws, among others. While Oregon does not yet have an AI act, there is an AI committee scheduled to have recommendations for a state AI policy by this March.

Neustadt highlighted the need for attorneys to deploy AI in a way that does not destroy attorney-client privilege. She discussed AI issues related to the Biometric Privacy Act, data scraping, and the increased phishing success rates due to AI. Neustadt also touched on several benefits of AI, including improving access to justice by giving more resources to pro se complainants, and making attorneys more efficient, effective, and better collaborators.

Last, a panel composed of Justice Brooks, Angela Laidlaw, and Maxine Tuan, and moderated by Tania Manners spoke on whether AI is improving or impairing access to justice. Panelists shared their uses of AI, including generative AI for tone-checking letters and generating ideas, drafting pleadings and memos, identifying and pulling counter arguments to cases, and drafting deposition outlines. The St. Andrew’s Legal Clinic team of 12 serves almost 1,500 clients and uses AI for automation and improving efficiency to help staff with heavy workloads. Panelists emphasized the importance of not sharing confidential information on open sources like ChatGPT.

Panelists also noted that AI allows for more unbundled legal assistance and helps bring legal costs down. There are risks, though, of people thinking they are more informed than they really are, and people may rely too much on AI, without doing their own due diligence. It is important that a human review documents before they head out the door.

Regarding AI, a panel member said, “It would be unwise for people to bury their heads in the sand and pretend it’s going to go away.” Rather, attorneys have ample free resources available to learn more about using AI, such as YouTube videos and even asking ChatGPT to walk them through the process. Many attendees said that they wanted to start the process of incorporating a notice regarding the use of AI into their engagement letters. There are many small steps we can take to start learning more about AI and incorporating its use into our practice. The Fall CLE was a great source of inspiration, encouraging us to take the initiative to prepare ourselves for the inevitable need to incorporate AI into our work.

Tiffany Blackmon is general counsel at Cascadia Health.

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Justice Masih

Continued from page 1

tion to volunteer service and promotion of women in the legal profession. Since then, the award has been bestowed annually on someone who exemplifies O'Neil's dedication and long-term commitment to volunteerism.

Justice Masih was described as the "perfect recipient" for this year's award, helping women build up other women. Brown-Sitnick said she appreciates the space Justice Masih offers to others in the community, and her long history of supporting women in Oregon.

Justice Masih was appointed to the Oregon Supreme Court in 2023. She has served on the OWLS Board and OWLS Foundation Board, has taken on multiple roles, and sat on several different committees, including serving as the OWLS Foundation president. She is also involved with the Oregon Minority Lawyers Association and is a founding board member of the South Asian Bar Association of Oregon, among other roles.

Justice Masih noted that it is meaningful to her to receive an award from an organization that has meant so much to her personally and professionally, and that OWLS has provided



From left, Kate Flanagan, Shannon Garcia, Silvia Tanner, Justice Aruna Masih, Emily Brown-Sitnick, and Sheeba Roberts attended the Fall CLE and Katherine H. O'Neil Volunteer Service Award celebration Nov. 7.

a place of true connection, community, mentorship, learning, and growth. She acknowledged that it can be isolating to not be part of the dominant culture, and that there is a desire to find a place to call home, where one can bring their true self forward and be fully embraced. Justice Masih shared that opportunities for service within OWLS allowed her to "find a home in Oregon."

"The call to action is to rededicate ourselves to the mission of OWLS. To transform the legal profession by pursuing equitable access to the legal system and equity for

women and communities who are systemically oppressed," Justice Masih said. "There's a lot of work still to be done. It is our job to get out there, connect, and create space and community for others." She highlighted there is a great need to be present for others who may be hurting. Justice Masih closed by reminding us that we have "not just a personal, but a professional responsibility to make our state more inclusive and welcoming for all."

Tiffany Blackmon is general counsel at Cascadia Health.

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Clockwise from left, Amanda Thorpe, Devon Zastrow Newman, Rachel Burns, L.S. Miranda, Judge Elizabeth Lemoine, Jennifer Peckham, and Kay Teague.

LAWC holds New Admittee Social

By Kay Teague

On Oct. 16, the Lawyers Association of Washington County, in conjunction with sponsor Heritage Bank, held its annual New Admittee Social for new lawyers admitted to practice in Oregon. The event was held at Loyal Legion in Beaverton, where

guests enjoyed dinner and drinks while reconnecting with old friends and getting to know our newest Washington County lawyer, Rachel Burns. The Washington County group always has a good time when we're together, building community. We look forward to seeing you and our newest colleagues again in October.

Meet OWLS board member Ayla Ercin

By Carsen Nies

Ayla Ercin, OWLS board member and Campaign for Equal Justice (CEJ) executive director, has had a professional journey defined by exploration, adaptability, and a passion for community impact.

Throughout that journey, Ercin has navigated a diverse range of roles that has culminated in her current position at CEJ, where she spearheads the organization's focus on nonprofit fundraising, education, and outreach in support of legal aid.

Ercin grew up in Atlanta, Georgia, where she stayed to study history at the University of Georgia and Georgia State University. But after college, Ercin's quest for connection to her cultural roots led her to Turkey, where she deepened her understanding of her heritage before eventually settling in New York City with her sister. There, Ercin worked at various nonprofit organizations, including Amnesty International and the Whitney Museum of American Art.

Unsure of what she wanted to do but knowing she wanted an intellectual challenge, Ercin made the decision to go to law school. After graduating from Columbia Law School in 2005, Ercin began her legal career at Davis Polk & Wardwell, a large New York firm where she focused on transactional work, before transitioning to a smaller entertainment law practice.

Ercin's professional journey eventually led her and her husband to Portland in 2010, where they sought a more balanced lifestyle and ease of access to both the city and nature.

After moving to Portland, Ercin first clerked for a Multnomah County circuit court judge and then worked at a small boutique firm, White Summers Caffee & James, for about 10 years.

There, Ercin supported startups and entrepreneurs throughout all stages of building businesses. But during the COVID-19 pandemic, Ercin began to reevaluate her career.

Motivated by a desire to return to non-



From left, LeeAnn Donaldson, Ayla Ercin, Monica Goracke, Susan Grabe, and Ed Harnden in front of the U.S. Supreme Court in Washington, D.C., on a trip with the Oregon State Bar in March 2024.

profit work, she joined CEJ in 2021 and eventually moved into the executive director position. At CEJ, Ercin combines her legal expertise and passion for supporting community-driven initiatives.

Outside of work, Ercin enjoys taking up creative hobbies, from DIY home renovation to intricate, realistic cake-making inspired by her daughter's favorite show, "Is It Cake?"

She also spends time with her rescue dog, a 3-year-old mutt from Texas. And unsurprisingly, Ercin is incredibly involved in the community: She was active on the Multnomah Bar Association CLE committee for several years, she attends many bar events, and she is the vice president of her children's school's foundation.

[Continued on page 15](#)



Ercin

[Continued from page 14](#)

Serving her second year as an OWLS board member, Ercin's involvement with OWLS underscores her commitment to community involvement. As a co-chair of the Community Service Committee, she spearheads impactful initiatives such as book drives for people in prison and hygiene kit-making events for houseless communities.

Ercin also previously served on the AdvanceSheet committee, which she found to be a great experience that allowed her to network with a variety of interesting women in the Oregon legal field.

About OWLS, Ercin says it is "one of the essential legal community organizations. ... It has such a prominent role in allowing women to make connections with judges and community members."

Ercin's advice to young women entering the legal profession is clear: Embrace exploration and seek mentorship. "Don't be afraid to explore," she says. "Sometimes you can be afraid to make changes, but [you have to] go for it. Ultimately, I've ended up in the happiest place I've been."

Ercin's own journey reflects the value of persistence and adaptability in carving out a meaningful career.

Carsen Nies is an associate attorney at Stoll Berne.



Above: Ayla Ercin with her husband, Joe, and children Iva and Henry in October 2022 at Crater Lake.



Left: Ayla Ercin speaks at CEJ's 2024 campaign kick-off event in September.



Community Service Committee assembles care kits

OWLS Community Service Committee gathered clothing and items for cold-weather care kits to benefit Blanchet House. The group put the kits together Dec. 4 at Brownstein Rask in Portland.

The service committee organizes members and guests for community-related philanthropic activities.

Committee work includes planning service projects and coordinating such events as clothing or book drives. Ayla Ercin and Keturah Taylor are the committee's co-chairs.

Perfectly imperfect

Virtual CLE advises you can avoid burnout by accepting yourself, others despite flaws

By Melissa Jaffe

Perfect doesn't exist. Molly Chen, a self-described "multi-passionate creative professional" shared details of her past struggles with perfectionism and burnout during the Nov. 20 virtual CLE, "Redefining Success: Overcoming Burnout and Embracing Imperfection," presented by the Lawyers Association of Washington County.

Chen, a naturally gifted writer, ultimately put so much pressure on herself to "be better" that she experienced crippling writer's block, which sent her spinning into depression, and at one point contemplating suicide.

Thankfully, Chen was able to find joy again in another talent — music. She was accepted at a prestigious overseas music school and set off with focus and determination restored, only to experience, once again, extreme and increasing anxiety during live performances.

As Chen's competency increased, so did her internal narrative that she wasn't good "enough." This drive for perfection swiftly drained her energy again, resulting in poor sleep, high anxiety, moodiness, lowered ability to focus and accomplish tasks, distracted thoughts, and what we have come to call burnout.

Struggling to find joy in her vocation, Chen shifted her attention to jewelry-making. Despite creating beautiful, elegant pieces, Chen said she began to view her work as "garbage."

Chen eventually was able to identify her behavioral pattern as perfectionism. It wasn't until she saw her beloved 2-year-old nephew unabashedly singing songs into a makeshift microphone that Chen juxtaposed the grace and admiration she felt for her nephew with the lack of self-love and compassion she showed herself. Often we admire our



Molly Chen was the featured speaker at the virtual CLE "Redefining Success: Overcoming Burnout and Embracing Imperfectionism" on Nov. 20. She extols the Eisenhower Matrix for managing to-do lists.

family and friends for their positive attributes while we attack every micro-flaw in ourselves. The compulsion to be "perfect" is literally exhausting.

Chen is not alone in falling prey to one's own limiting beliefs and perfection pressures. Fifty-eight percent of lawyers between the ages of 25 and 34 reported feeling "burned out."

Women are more likely to experience burnout than men, and the numbers are even higher for mothers with children at home under the age of 18. Once sleep is disrupted, women, in particular, face heightened stress-hormone complications, adrenal fatigue, and even auto-immune challenges such as Hashimoto's disease.

If you face challenges with perfectionism, reflect on whether your goals are realistic. Chen clarifies that perfectionism is an addiction and, typically, gifted learners and neurodivergent individuals are more susceptible to this compulsion to produce or perform at even higher rates. Chen highlighted this point because she believes attorneys and other high achievers belong to those categories and may not even know it.

Chen offers a "perfectionism toolbox" for those who recognize these tendencies

in themselves, including:

- Compassion
- Patience
- Re-parenting yourself
- Increasing intentional play.

Chen encourages having patience with yourself, reminding us that "time is the antidote to suffering, and you wouldn't expect a seed to sprout in a week." If it takes 80 days for a seed to sprout, one cannot will the process to hasten with their anxiety. She urged keeping this comparison in mind when trying to change behaviors and limiting beliefs by heightening anxieties. Ultimately, this will not achieve our goals, but will overtax our nervous systems.

Often, those who are too hard on themselves are mimicking the limiting beliefs imposed upon them by parents who had unrealistic standards for themselves and their families. Chen emphasized that our way of being and the standards we set are given to us, and we get to choose our own as we grow. Re-parenting yourself takes time and patience, but also means regarding yourself as you do a beloved — unconditionally lovable.

[Continued on page 17](#)

Imperfection

Continued from page 16

At this point, Chen had the CLE audience type the words: "I am allowed to be human." Write those words and tape them to a mirror, or even just say them aloud right now. Take a moment to feel the words and whether anything shifts inside you.

Setting reminders throughout the day to counteract the temptation to be hypercritical is an important tool.

Our society sets unrealistic goals, especially for women. Acknowledging the impossibility of this amorphous "perfection" and, instead, allowing ourselves to be "good enough" helps to turn the heat down on our potential burnout. If we don't manage perfectionism, burnout is sure to follow.

"Shame will never work to combat your perfectionism," Chen says. "When we are hard on ourselves, we are hard on others." This type of hypercritical attention will affect team morale, spread burnout and fatigue to colleagues, employees, and even clients. Productivity suffers and the cycle continues.

Burnout, depression aren't the same

There is a critical distinction between burnout and depression. Burnout is a defeating fatigue where you desire to do your work, but simply do not have the energy. Depression, in contrast, is when you do not have the desire to do anything.

"Depression is distinctly different, but can occur at the same time," Chen says, describing burnout like an overstretched rubber band that just loses its spring. When we take on too much, or feel too stretched, we lack energy.

Chen also offered a "burnout toolbox":

- Rest
- Mindfulness
- Community
- Play

She says you need to allow the rest to happen in its own time, and encourages taking as much as your body needs. "Everyone is unique," Chen says, and eventually, the burnout will retreat.

Mindfulness is intentionally being present in your body and paying attention to your current sensations and senses. Is there a smell that is prominent? Can you feel the wind on your cheek if you step outside? Are you feeling sad about a conversation from earlier?

Taking the time to acknowledge your

"Shame will never work to combat your perfectionism. When we are hard on ourselves, we are hard on others."

— Molly Chen

moment-by-moment experiences is helpful in getting out from under the pressures of "what if," and/or obsessing about events that happened, or could happen.

A fantastic book is "The Power of Now" by Eckhart Tolle. Chen emphasized the simple effectiveness of journaling. "It really helps to get your thoughts out."

Chen repeated several times that when it comes to mindfulness, the key is quality over quantity. "Ten minutes of mindful presence is more effective at combating burnout than 10 hours of mindless scrolling," she said.

This time is so important that Chen suggested blocking out periods for it on your calendar. "Treat it like a doctor's appointment," she says. "You wouldn't skip a doctor's appointment, would you?"

Community is critical

Chen strongly suggested connecting with other lawyers and cultivating community. In a time when virtual meetings reign supreme,

prioritizing getting together with others and investing in time away are some of the best ways to combat burnout. Getting out with others for immersive play can reset your nervous system and provide relief from the stress of mental performance.

A few local options are: iFly — a safe and accessible indoor skydiving experience; signing up for an improv comedy class; learning a creative art like knitting or watercolor; or for the more adventurous, taking a surf class or going on an out-of-town retreat.

Finally, Chen implored participants to begin using the Eisenhower Matrix for managing their to-do lists, a concept popularized by time-management guru Steven Covey. "It'll change your life," Chen says.

Melissa Jaffe is the founder of Blissness School, which offers individual coaching for professionals facing burnout. Blissness School offers immersive retreats along the West Coast and in Hawaii.



CASCADE WOMEN LAWYERS HOST OWLS CHAPTER SUMMIT

By Kirsten Curtis

On Sept. 27, Cascade Women Lawyers (CWL) hosted the OWLS Chapter Summit in person in Bend and online via Zoom. Our goal of having one representative from each chapter attend was reached, and it was a smashing success. Thank you to all who could join.

The topic of the roundtable was “Reengaging our Chapters Post-Pandemic.” Led by CWL secretary Lauren Nowierski-Stadnick, the group discussed what events have been successful with chapters, what is coming up soon, and how to keep membership engaged.

Ideas included monthly or quarterly events on set days (usually involving lunch, dinner, or happy hour), hybrid events to engage those farther away, engaging the law students, obtaining sponsors to offset costs, and hosting CLEs as a big draw. Also, if you’re concerned about no-shows, you’re not alone — chapters reported 30%-50% no-shows to events, even if they required preregistration and payment.

It was amazing to hear ideas from each chapter, and learn about how much they are doing each month. Thank you to Francis Hansen & Martin for hosting the chapter summit.

Following the summit, the in-person group traveled to Brix Law, which hosted a



Clockwise from left: Chloe Thompson, Mary Dougherty, Kalina Lovell Davis, Marissa Moneyhun, Lauren Nowierski-Stadnick, Judge Beth Bagley and Ayla Ercin.



From left, Michael Stadnick, Lauren Nowierski-Stadnick, Mary Dougherty, Ayla Ercin, and Marissa Moneyhun attended the post-summit reception at Brix Law.

post-summit reception combined with the CWL annual meeting. This was a great opportunity for the OWLS board, OWLS members, and CWL members to come together to chat and network. It was a beautiful day

on the Deschutes River, and we thank Brix Law for hosting.

Kirsten Curtis is a partner at *Thenell Group Law*.

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Please enjoy this slideshow created by the OWLS Member Advancement Committee and narrated by The Hon. Stacie Beckerman. To join an OWLS chapter or committee, complete [this survey](#).

OREGON WOMEN LAWYERS

CHAPTERS & COMMITTEES

AN INTRODUCTION

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Gretel Ness

In this edition of the *AdvanceSheet*, we talk with Gretel Ness, partner at Parker Butte & Lane.

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

That's a hard question to answer since I've always wanted to be a lawyer since I first saw a movie when I was 13 with a female lawyer in court. Now that I've been a lawyer for over 30 years, I guess if I wasn't one, I would be some kind of strategist, campaign manager, or chief of staff working behind the scenes toward something or for someone.

Q: What's your favorite book?

I don't have a favorite one since my taste fluctuates too much. I was a voracious reader growing up and would binge read — hence my full collection of Nancy Drew books, then Hardy Boys, then Dana Girls. Same reason I can't get a tattoo: I know my taste will change soon enough and I will end up hating the one I got.

Q: Have you ever broken a bone? How?

Thankfully, no. Growing up in the Philippines and going to an all-girls Catholic school until my last year of high school when we moved to the U.S., I wasn't exactly encouraged to get into sports or any activity that was deemed "unladylike." As an adult, I guess I've just been lucky.

Q: If you could own any wild animal, and there would be no ethical problem, what would it be?

I came up with a few (elephant, lion, gazelle, shark, dolphin), but at the end of the day, I would not want to own even one since I think they should be able to roam free in the wild and should not be owned by anyone. It's not so much an ethical issue



Gretel Ness and her husband, Brian, in Japan.

for me but more that I equate freedom with happiness.

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

I am very shy. I prefer being behind the scenes than being the center of attention.

Q: If you wrote a book about your career, what would you title it?

"A Blessed Life." I was lucky enough to have known what I wanted to be since age 13, found an area of practice that fulfilled me and love doing to this day, and ended up with co-workers who I trust and respect and have become like family.

Q: What advice would you give your 15-year-old self?

Sports are good for you. Start running, exercising, riding a bike, weightlifting now. Then you won't have to work doubly hard at it when you are in your 40s. But on a more serious note, I would tell my 15-year-old self that so long as you treat people how you want to be treated, stick to your principles, and live life with no regrets, you will be all set.

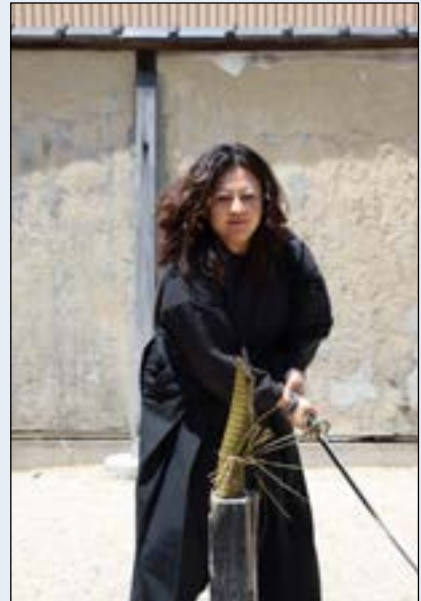
Q: If you could wake up tomorrow with a new talent or skill that would stick for the rest of your life, what would it be?

Singing. I can't carry a tune and truly believe I am tone deaf. Filipinos are known for singing and can always be counted on to belt out a tune or two during karaoke. I am the only Filipino I know who can't sing. My husband says he got the short end of the stick on that one.

Q: Was there a real or fictional legal professional who contributed to your being a lawyer?



Gretel Ness at the jetty by her place in Ocean Shores, Washington, where she goes to de-stress.



Gretel Ness uses a real katana to cut through rolled up tatami mats during a samurai tour in Japan.

I wish I could remember the name of that movie with the female lawyer in a courtroom that I saw when I was 13. I was still in the Philippines and it was an American movie shown in English on TV. That female lawyer made such an impression on me that I still remember to this day that woman standing in front of the judge and questioning the witness on the stand. I remember saying to myself, "That's what I want to be."

Q: You choose: Haunted house or upside-down rollercoaster?

Upside-down rollercoaster. I hate horror movies and jump at even the slightest thing that others won't even find scary. I guess not knowing what's out there scares me more than just consciously taking a risk.

— Reported by Teresa Statler

The
LIGHTER
SIDE of
LAW

Shortlisted

By Hands Now Known: Jim Crow's Legal Executioners

By Margaret A. Burnham
(W.W. Norton & Company,
2022, 352 pages)

Book review by Ashley R. Fraley

By Hands Now Known" is a fascinating, albeit sad and tragic, story of the years that followed the passing of the Jim Crow laws in the Southern U.S. states in the late 19th and early 20th century. Specifically, the book chronicles the various ways in which Jim Crow laws affected both the Northern and Southern states through the investigation of several legal cases. As a Civil War buff, I found the book to be very well written and researched and would highly recommend it to anyone interested in looking to learn more about post-Civil War history, especially as it pertains to early civil rights movements.

The book is broken into seven chapters, each of which chronicles a time period. The chapter I found the most interesting and inspiring was the first, "Rendition," that follows the path of people who were enslaved and escaped from Southern states to Northern states post-Emancipation. These cases are a powerful story of bravery and courage, not only of African Americans who were previously enslaved, but also of the Northern state government that refused to return them to the Southern states.

As you may recall from early social studies classes, the Jim Crow laws supported and sought to enforce racial segregation in Southern states, coming to a head with the holding in *Plessy v. Ferguson*, the famous "separate but equal" U.S. Supreme Court Case (1896).

The cases in the first chapter of "By Hands

Now Known" follow a typical arc. Generally, an African American, living in the South, either commits a crime in clear-cut self-defense against a white Southerner or is framed for a crime.

Knowing that a fair trial is out of the question and with lynchings still a very prevalent characteristic of the South, the African American flees to the North, in most cases to Michigan, which had a strong, growing African American population.

The Southern states set out to find the "criminal," often sending private investigators to perform these interstate searches. Once the "criminal" was found, the governments of the originating Southern state would demand that they be returned to "face trial" for their crime, most commonly invoking the Fugitive Slave Act (1793 and 1850 required governments to return escaped slaves to their owners).

At the time of the cases in this book, Northern states became well aware that they were not sending these human beings back for a trial, let alone a fair trial, they were, in fact, sending them back to the South to be lynched.

With the knowledge that following the guidelines of the Fugitive Slave Act was not promoting true justice, the Northern states often refused to return the prisoner and a legal battle ensued.

At this time, the National Association for the Advancement of Colored People (NAACP) was pivotal in these cases as attorneys associated with the NAACP stepped forward to represent the interest of the prisoner, proclaiming they would not be returned to be murdered. These lawyers fought for their freedom and pardon.

As you can imagine, reading about these cases, the tension and high stakes are felt through the pages. I could not help but feel so saddened, although not surprised, that these African Americans had to continue to fight for their freedom even after the Emancipation Proclamation (1863).

When the Fugitive Slave Act failed to provide the result the Southern states had hoped for, they rested their demands on the Extradition Clause (also called the Rendition Clause, hence the chapter name) of the U.S. Constitution.

By and large, the cases discussed in this chapter had happy endings, with the prisoner not being returned to the Southern state of origin. Unfortunately, there were some tragic stories that ended with a lynching.

The rest of the book's chapters discuss cases involving transportation, paterrollers (slave patrol) and prosecutors, violence in the Supreme Court, issues arising from activism, and kidnappings. Each chapter was composed of several different cases, eloquently and succinctly laid out in a matter-of-fact fashion that I appreciated.

I dislike books that take 12 pages to describe a rock — I think we all remember having to read "Black Beauty," which was rife with these lengthy descriptions. Additionally, because I am a lover of history (in fact, I received my undergrad in American history with a focus on the Civil War), I found this book to be extremely interesting. I went through an entire package of page flags noting interesting facts and points in the cases that I wanted to remember to review again.

However, this book is heavy and cannot be read in a weekend since the subject matter is deeply saddening and upsetting. I would recommend this book to anyone looking to learn more about post-Civil War and Reconstruction era issues from the standpoint of the legal field or anyone who wants to understand more African American history.

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



In the 1940s, the Detroit, Michigan, chapter of the NAACP was one of the largest in the country. It played a vital role in assisting fugitives who were escaping unjust criminal proceedings and related mob violence in Southern jurisdictions.

(From "By Hands Now Known")





Left: Though race season doesn't begin until May, the Dragonflies start practicing on the Willamette River in February as the weather allows.

Below: The Dragonflies had a great time when they headed north for the Seattle Dragon Boat Festival, where they placed second in the Women's Division A.

The Dragonflies have fun while still being serious competitors. They added four new medals to their collection this past season.



bustling harbor made the day all that more interesting and — quite literally — rocked the boats.

July took us to the South Island Dragon Boat Festival in gorgeous Victoria, British Columbia, where we took the gold in Division A. Most of our races are closer to home, but once a season we go somewhere a little farther away just for the adventure. Victoria never disappoints.

In August, we participated in Paddle for Life in Ridgefield, Washington, a fundraising event supporting women in Clark County who have experienced breast cancer. The Ridgefield event deviated from our normal 20-person boats and had us racing in 10-person boats. It was a fun new challenge.

Our new jerseys were ready in time for our final race of the season in September — the two-day Portland Dragon Boat Festival. As



usual, the competition was fierce, but we managed to bring home the gold in the Women's Division B.

If you're interested in joining us, let us know. As we head into our off-season, we welcome new paddlers who want to see what the fuss is all about. We take a break for most of December and part of January, but as soon as the weather allows, we'll be back at practice from 6:30 to 7:30 p.m. Tuesdays and Thursdays, and from 8:30 to 10:30 a.m.

Saturdays. Contact Captain Lindsay Baker or Coach Eleanor DuBay at baker.lindsayn@gmail.com or Eleanor.dubay@gmail.com to arrange a paddle. We hope to see you on the water.

The Dragonflies thank our families, friends, and generous sponsors for another great season representing Oregon Women Lawyers on the water. We look forward to 2025.

Kendra Summers is Judicial Clerk to Judge Michael Greenlick at the Multnomah County Circuit Court.



The Dragonflies team added new paddlers last season. Here they're shown racing in July in Victoria, British Columbia, where they grabbed the gold in Division A.

LEGAL EASE

Growing Dragonflies team proves its paddling prowess

By Kendra Summers

Dragon boating is a serious sport that requires serious muscles, and your Dragonflies were up to the challenge again this year.

In case you're unfamiliar with the sport, dragon boats are 12 meters long (about 40 feet) and seat 20 paddlers — two each on 10 benches — along with a tiller who steers from the back of the boat and a caller who sits in front and keeps everyone in time.

While the caller might not be paddling, don't be fooled into thinking their job is easy; races aren't won if they don't do the job right. Races are usually 500 meters long, but the distance can vary depending on the venue.

Not only does the sport require individual strength and stamina, it also requires a strong sense of cohesion and camaraderie. The key to a successful dragon boat team is to paddle in unison so you're all pulling the same water. When a team is out of sync, its pace will suffer. Our teammates might be our adversaries in the courtroom, but we don't let it carry over into the boat. On top of our serious muscles, we also have some serious fun.

The Dragonflies' race season started in May,



The Dragonflies team gathers for a group photo during their trip to Victoria, British Columbia.

but we were braving the Willamette River twice a week as soon as the weather allowed in February. With a remarkable number of new paddlers joining the team over the fall and winter months, we worked hard to get up to speed. The practice paid off, and our race season added four new medals to our collection.

As usual, we began the year at the Rainier Dragon Boat Festival in Tacoma, Washington,

where we placed first in the Women's Division B. The Tacoma Dragon Boat Association hosts the race at Thea's Park in Tacoma, and it's a great way to start the season.

Next, we raced in the Seattle Dragon Boat Festival, placing second in the Women's Division A. It was the Seattle race's first year back since the COVID-forced hiatus, and the Seattle Flying Dragon Boat Club put on a great event. Contending with the nearby seaplane hub and

OGALLA holds annual gala

OGALLA hosted its annual dinner and fundraiser for the Bill and Ann Shepherd Scholarship fund on Oct. 18.

The fund benefits third- and fourth-year Oregon law students who plan to advance the rights of LGBTQIA+ people in Oregon.

This year's gala, held at Vibrant Table in Portland, featured Poison Waters as emcee and guest drag performer. The keynote speaker and honoree was former Oregon Gov. Kate Brown.

OWLS received the community service award for its longtime allyship and support of both OGALLA and the broader LGBTQ+ community.



From left, Kamron Graham, Ekua Hackman, Heather Decker, and Adele Ridenour.



Gala attendees, from left, Erika Maxon, Linda Tomassi, Kamron Graham, and Marisa Moneyhun take a selfie with emcee Poison Waters, middle back.



Recognized by OSB

Jaimie Fender and sons attend the Celebrate Oregon Lawyers on Oct. 23 at The Sentinel Hotel in Portland, where the 2024 Oregon State Bar Awards were presented. Fender was honored with the Pro Bono Challenge Award in the Individual in a Firm category. Also honored for their pro bono work at the event was Joan Snyder, who received the Active Pro Bono Member Award.

OWLS member judges gain valuable expertise at National Judicial College

Associate Tribal Judge Diane Henkels and Pro Tem Judge Anastasia Yu Meisner recently completed an intensive two-week course for judges at the National Judicial College.

This immersive course aims to provide judges with a solid foundation on courtroom leadership, judicial ethics, evidence, case management, judicial security, judicial writing, and decision-making. Graduates can earn credit hours toward a Master of Judicial Studies degree.

"For many judges the transition from bar to bench is very swift and there is no 'how-to guide' available," said Retired Judge Benes Z. Aldana, president of the National Judicial College. "Judges must be lifelong learners and build a network of relationships with other judges they can reach out to on a regular basis."

During the advanced and general jurisdiction courses, judges learn from top faculty recruited from the judiciary as well as subject matter experts from around the country. In addition to classroom-style learning, the course frequently breaks into small discussion groups that allow judges to have in-depth conversations and work through issues currently before them.

"Of all the sessions, I appreciated the session on self-represented litigants the most," said Pro Tem Judge Meisner.

"This training was key to learning the judge's role as distinguished from the advocate's in the subjects covered," Associate Judge Henkels said.

Pro Tem Judge Meisner was approved for pro tempore service by the Oregon Supreme Court in 2018 and serves the Washington County Circuit Court on the probate, small claims, and stalking dockets. And starting in January 2025 the landlord/tenant docket.

Associate Judge Henkels was appointed to the bench by Siletz Tribal Council. Her attendance was supported by Siletz Tribal Court and the Confederated Tribes of Siletz Indians.