

# connections

SPRING 2000 / vol. 2 no. 1

published by the Affirmative Action Program of the Oregon State Bar



## Contents

**Four Words Are Not Enough** . . . . . 2

**Reflections on the 1999 ABA Annual Meeting, Atlanta** . . . . . 4

**Marketing Yourself As "Dual Professional"** . . . . . 5

**Recruiters, Contract Placement & Staffing Services** . . . . . 5

**OLIO** . . . . . 6

**Job Hunting and the Internet** . . . . . 7

**Coping with Finals** . . . . . 8  
*A Student's View*

**2000 Program Timelines and Deadlines** . . . . . 10

**Oregon Minority Lawyers Association - A New and Exciting Year** . . . . . 12

## Landscaping Oregon's Diversity

*By George M. Joseph*

The January 2000 OSB Bulletin contained a brief summary of recent research by the National Association for Law Placement about the "presence" of minority (defined as African-American, Asian/Pacific Islander, American Indian and Hispanic) lawyers in "large law firms" (undefined in the article). After reciting some unsurprising findings, it says, "Portland (along with Los Angeles, Menlo Park, Calif., Miami and San Francisco) ranked highest on representation of minorities – one in five or greater [i.e., 20 per cent]." That flies in the face of the actual Portland situation.

In recent years there have been notable diversity successes, the most obvious being the significant increase in the number of women in practice and their improved acceptance, the number of women judges and the great increase in the proportion of women in the law schools. There is more gender and ethnic diversity on the bench at the trial court level, and in general minorities have found places in the various aspects of the legal community. The OSB Affirmative Action Program has worked hard and well to promote diversity, and there have been important individual advances and successes. Programs of mentoring by experienced attorneys working with minority lawyers have achieved some gains, and efforts have been initiated to introduce and promote the profession in different societal groups. Perhaps most importantly, there has been a great improvement in the understanding of the

*continued on page 3*

## When Skin Turns to Jade

*by Stella K. Manabe*

First year/second semester – a "coming of age" period for first year law students. For most, the initial thrill of the law school acceptance letters, the tracheal constrictions in classroom discussions, the butterflies bouncing off stomach walls during exams, the good-luck tokens that families and friends gift-wrapped with their hopes, the identifications with the Ally McBeals and Atticus Finches ... are fading, if not gone. First year/second semester brings first semester grades, a deep awareness that at least two and a half years of the law school experience lie ahead and the reality of summer – the "I need to prove myself" summers.

While this period is a universal standard of the law school experience, another awakening occurs which is not shared by all. For most ethnic minority law students in the first few weeks of law school, it started with "the look" and the usually subtle reactions to darker skin color, hair types and styles, eye shapes, and speech. Sometimes "the look" pierced through matter; it was a look that rendered the ethnic minority law student as an invisible non-being. And too often (even once is too often), encounters are overt and even confrontational. An interesting phenomenon I have noticed in working with law students for almost seven years is that face-

*continued on page 11*

# Four Words Are Not Enough

by Samer I. Rabadi

On August 28, 1963 on the steps of the Lincoln Memorial in Washington DC, the Reverend Martin Luther King Jr. delivered a speech ringing in its power and urgency; a speech that would echo through time and resonate in the minds of everyday Americans. "I Have a Dream." With just four words, we can conjure images of men and women walking arm in arm in the struggle for justice. With four words, we can see in our mind's eye, the police, batons swinging, doing their best to scatter those gathered to protest racial inequality. These are four words of incredible strength.

And yet it is this very strength that is the most insidious enemy of Reverend King's most famous speech and the civil rights movement in general. How many times have filmmakers and TV directors used those words to set the tone and create the sense of time and place for their stories? How many times have newsmagazines and documentarians used a clip of Reverend King to set the scene for the civil rights movement?

"I Have a Dream", the sound bite, has become a shorthand and icon for the sixties and for the civil rights movement. Think of any film set in that era. Now think of the cut scenes used to place the story of that film. Can you see the images of Vietnam, of the helicopter landing and taking on tired and wounded soldiers? Can you see the flower children and anti-war protestors at Kent State? And after that, there is the image of Reverend King on the steps of the Lincoln Memorial uttering those famous words. The speech has become a shadow of what it was, a cheat for film and TV producers to help them in their work.

And the speech and the movement are so much more. For example, if we read "I Have a Dream", we notice that the dream

is based on very material realities. In fact, the first half of the speech is couched in the language of finance. The racial inequality being protested manifests itself very clearly in poverty, and Reverend King was highlighting this fact through his choice of metaphors. He was a smart, well-educated man, and this was a conscious decision. It is not by accident that his phrasing emphasizes the financial aspects of racism, and neither is it chance that he places this racism in terms of geography. By doing that, he stresses the universality of injustice and the need for the whole of America to face its complicity in oppression. But by focusing solely on the "Dream" part of the speech, we conveniently forget about the hard parts – the part dealing with money and brutality. We get a chance to feel good and at the same time ignore the parts that make us uneasy.

By turning this speech into a symbol for the sixties and the civil rights movement, we are doing a disservice to the speech, to Reverend King, and to all the men and women who labored under

very difficult conditions to bring about change. The civil rights movement did not end with the closing of this speech nor with the assassination of Reverend Kings. No four words, not even this speech or Reverend King himself, can fully encompass the movement in its entirety. We as human beings are drawn to symbols; they have an enormous power for us, but they can never completely encapsulate the truth of any one person or group of people. We should work harder than the filmmakers and TV directors and not to settle for just four words. Yes, they are beautiful words and they make us feel good. But they are only four words. We should strive to do more, to dig deeper, and to understand the whole of what happened. In doing so, we give those heroes, the men and women of the movement, the credit they are due.

*Samer Rabadi is a Program Assistant for the OSB Affirmative Action Program and Editor-in-Chief of Connections. For a copy of the "I Have a Dream" speech, please refer to the Connections web site.*

OREGON STATE BAR AFFIRMATIVE ACTION COMMITTEE

## Mission Statement

The mission of the Affirmative Action Committee is to support the mission of the Oregon State Bar: *by promoting respect for the rule of law, by improving the quality of legal services, and by increasing access to justice.* The Committee serves this mission by striving to increase the diversity of the Oregon bench and bar to reflect the diversity of the people of Oregon, by educating attorneys about the cultural richness and diversity of the clients they serve and by removing barriers to justice.



## Affirmative Action Committee 1999-2000

David F. Bartz, Jr, *Chair*  
Hon. Paula Bechtold, *Secretary*  
James S. Davis  
Toby Graff  
Ronald G. Guerra  
P. Rebecca Kamitsuka  
Linda S. Law  
Valeri Love  
Keshmira McVey  
Robin Morris Collin  
Adrienne Nelson  
Francisco Ravelo  
Joe B. Richards  
Sharon Lee Schwartz  
Sylvia Sum  
Douglas Van Dyk  
Kesa L. Yorozu  
Constance de Amezcua,  
*Public Member*  
Angel Lopez,  
*BOG Liaison*

### Oregon State Bar Affirmative Action Program Staff

(503) 620-0222 or  
(800) 452-8260 (inside Oregon)  
Stella Manabe,  
*Administrator* (ext. 337)  
Email: smanabe@osbar.org  
Fax: (503) 598-6937  
Donna Gigoux,  
*Program Assistant* (ext. 338)  
Email: dgigoux@osbar.org  
Fax: (503) 598-6938  
Samer Rabadi,  
*Program Assistant and  
Connections Editor* (ext. 379)  
Email: srabadi@osbar.org  
Fax: (503) 598-6979

### Communications Sub-committee

Toby Graff, *Chair*  
David F. Bartz, Jr.  
Sharon Lee Schwartz

## Landscaping Oregon's Diversity *continued from page 1*

importance of trying to achieve diversity and to eliminate prejudicial beliefs and practices.

There have also been notable failures. Despite the improvement noted in the last paragraph, it remains true that members of the legal profession by and large, like non-minority people in general, believe that they are innocent of all fault and do not behave discriminatorily. That means, to a great extent, that the achievement of diversity falls to minorities, who are apparently expected to solve the problem by themselves. Just getting in firms' doors remains very difficult and, once inside, minority lawyers face extraordinary scrutiny and expectations that are often not well communicated and may be unreasonable. Mentoring by senior lawyers, within the firms and from outside, has not been done enough. Isolation and the lack of ways to discuss and challenge discrimination remain serious.

The overreaching failure has been the failure to attract and retain minority lawyers. The number of minority law students in Oregon law schools is still quite small despite serious efforts to increase it. Out-of-state minority law graduates do not find Oregon a place they want to move to, firm recruiting is not directed at ethnically diverse law schools, and diversity does not seem to be a recruiting goal. Academic performance is usually the controlling evaluation factor, and that is likely to be fatal to minorities who, for whatever reasons, tend not to do outstanding work in school. The minority bar exam failure rate remains much too high, as does the cost of bar review courses. Once hired, new lawyers are subjected to a largely secret evaluation process, which needs to be more open so that young lawyers can distinguish between what might be discrimination and what is legitimate judgment. Minority lawyers who do get jobs in firms often do not stay more than five years for a variety of reasons. Firms need to develop long term retention strategies.

There are no national or local diversity standards, but perhaps there should be — with an enforcement

structure. Recognition should be afforded individuals and firms who actually do things to further diversity. All lawyers should be encouraged to take a personal interest in fighting prejudice and to participate in anti-discrimination efforts. Moreover, lawyers and firms ought to take a stronger position against their clients doing things that are ethnically prejudiced. Those who are in a position to hire lawyers for businesses (like house counsel) should make efforts to give business to firms with commitments to diversity and, whenever possible, clients should be encouraged to seek diversity in their own organizations. Minorities should be encouraged to apply for jobs at all practice levels, including judicial clerkships. Lack of diversity is not just a problem of large firms; it is pervasive. It would be helpful if a way could be found to create a clearinghouse for complaints about discrimination in the practice. There needs to be better communication between firms and minorities about discrimination. There is frequently a disconnect between how hard it is to be a minority member in practice and firms' statements about how hard they are trying to make it easier for minorities to succeed. The need and potential for intensified mentoring programs is great.

This article is an attempt to summarize a wide-ranging and crowded afternoon of discussion at the January 14 Diversity Summit at OSB headquarters. The meeting was one of a series that has grown out of cooperation between the OSB Affirmative Action Program and the Equality in the Legal Profession Committee of the Multnomah Bar Association. As a member of the MBA Committee, my principal interest is to try to bring about a statewide program that will foster and maintain greater diversity in the practice of law in a state that is, simply put, not very diverse. I hope that, by this Fall, we can have a working summit and produce an action program.

*George M. Joseph retired as Chief Judge of the Oregon Court of Appeals.*

# Reflections on the 1999 ABA Annual Meeting, Atlanta

by Dainen Penta

"It's not the heat, it's the humidity." Almost everyone has heard this saying at one time or another. However, August in the South can really teach a native Northwesterner what it really means. Last summer I traveled to Atlanta, Georgia with my father to attend the ABA Annual Meeting, where I learned all I ever wanted to know (but was afraid to ask) about Southern humidity. Fortunately, the humidity was mitigated by arctic-temperature indoor air conditioning, and the weather was not the main focus of my trip.

Armed with a briefcase full of convention materials, I planned my week to take advantage of the various seminars, meetings, speakers, and events. There were literally hundreds of items on the agenda to choose from, including President Clinton addressing the ABA. What I attended for the most part were seminars about employment law, international law, and civil rights.

I attended several excellent seminars on minorities, which were primarily sponsored by the Commission on Opportunities for Minorities in the Profession (the Commission). Not only was it encouraging and exciting to see a large number of minorities in attendance, but the topics covered were also interesting and engaging. Topics ranged from the impact of race on juries and judges to the effect of mediation on minority access to the court system. High quality speakers included many successful attorneys and judges in positions of prestige and power, from both the private and public sectors and from around the country.

It was exciting to attend these events and to see a room full of minority law students, attorneys, and judges. It was also exciting to see that these seminars were not

attended solely by minorities. It was slightly less exciting when I discovered one session was being held in a large, poorly lit, hard-to-find meeting room with bad acoustics, a room that had obviously not been updated along with the convention center's other meeting rooms. Whether this was just coincidence, I do not know; but to me, it seemed like an ironic living piece of demonstrative evidence to the report in the Commission's printed materials that concludes, essentially, that minorities are making progress in the legal world but are still underrepresented.

A bright spot in the convention that anyone could take advantage of was the mass quantities of free stuff. One could practically recoup a year's worth of law school tuition in office supplies. The ABA Expo was an entire exhibit hall filled with vendors hawking their wares, from car companies to cappuccino machine makers. It was sometimes amusing to observe hundreds of suited professionals grabbing free goodies left and right. Additionally, various sections sponsored lunches, dinners, and receptions. One large section sponsored a private reception open to the ABA at large at the Hard Rock Cafe with food galore and an open bar (dad noticed that one). Which reminds me of another cliché: it's not what you know, it's who you know. Thanks, Dad.

*Dainen Penta is a second year law student at the Northwestern School of Law. In August, his father, an attorney practicing in Longview, Washington, took him to the 1999 ABA Annual Convention in Atlanta.*

*The 2000 ABA Annual Convention will be held on July 6-12 in New York City and London.*

## ABA Membership for Law Students

With more than 400,000 members, the American Bar Association is the largest voluntary professional association in the world; they are the national voice for the legal profession. The ABA has approximately 50,000 law students as members.

Within the Law Student Division (LSD), the ABA's law students have many opportunities to participate in leadership positions, representing their schools at local, regional, and national LSD activities. Students are also invited to participate in ABA-wide meetings and seminars that provide opportunities to network with practicing lawyers and judges.

Student membership in the ABA costs \$20 per year. Included with that membership is:

- A one-year subscription to *Student Lawyer Magazine*.
- A one-year subscription to the *ABA Journal*.
- Access to life and health insurance programs specifically designed for the needs of law students.
- Special benefits from BAR/BRI, including a free copy of *Legalines*. First-year students also have the option of a reduction on the required BAR/BRI deposit.
- An \$80 discount on the Preliminary Multistate Bar Review (PMBR) course.
- A minimum 7% discount on assorted IBM hardware and software.

Call 800-285-2221 to enroll over the phone. Otherwise mail to: Membership Department, American Bar Association, 541 N. Fairbanks Court, Chicago IL 60611. For more information, refer to their website at [www.abanet.org](http://www.abanet.org).

# Marketing Yourself As “Dual Professional”

by Douglas V. Van Dyk

Those among you who are looking for jobs as lawyers with civil law firms might benefit by taking a moment to consider whether you have experience in an industry that might be useful to your prospective employer. It is becoming common for law firms to seek out and hire “dual professionals” – lawyers with employment backgrounds in specific industries.

Lawyers who understand a client’s business or industry have a big advantage over lawyers who do not. Knowledge of the client’s industry allows transaction lawyers to properly document their deals with careful, unambiguous descriptions of important terms. And knowledge of the industry is equally important to the litigation attorney who must ask the right questions of both the client and the adversary.

Industry knowledge also helps both litigators and transaction lawyers market their services, since showing industry knowledge is one of the best ways to impress prospec-

tive clients. More than any other attribute, industry knowledge will distinguish you from your competitors at the same time that it offers a way to establish rapport with clients, even clients who are much older than you or with whom you might otherwise have few things in common.

Most of the lawyers you will be approaching for jobs understand the importance of industry knowledge. Lawyers who handle personal injury cases drool over job applicants with backgrounds in the medical industry. Construction law firms love to hire lawyers with backgrounds in architecture or engineering, or who have experience working for construction companies or with project management. Real estate lawyers like to hire applicants who have worked for title companies, brokerages, and developers. Employment lawyers like to hire applicants with backgrounds in “HR”.

Take a moment to consider whether you have something in

your employment or educational background that just might be useful to a lawyer representing clients in a particular industry.

Martindale-Hubbell lists the major clients of the civil law firms, so you can find out which firms are doing a lot of work in the area you select. Consider targeting those firms with your resume. Then, when you meet with the lawyers, show them you can “talk the talk” of the industry the lawyers work with every day.

The livelihoods of those lawyers depend on their ability to impress clients in those industries. If you show you can help that lawyer impress his or her clients, the lawyer will want you on board.

*Doug Van Dyk is a shareholder with the law firm Tarlow, Jordan & Schrader. His practice emphasizes business litigation and construction law. He is a member of the OSB Affirmative Action Committee and Chair of the MBA Equality Committee.*

## Recruiters, Contract Placement & Staffing Services

by Linda S. Law

New attorneys hoping to find legal employment immediately upon graduation may encounter legal recruiters, contract attorney placement and legal staffing services companies in the process. Generally, recruitment is for specialized fields or lateral transfers. As a norm, employers pay the recruiters so that an employee/attorney applicant is not charged for the headhunter’s services. However, there may be a charge where the attorney applicant arranges for employment search assistance. Contract attorney placement companies offer contract employment opportunities. Through contract work, a new attorney can build his or her repertoire of experiences and expand the circle of those who can vouch for the new attorney’s superior work ethic and job output. The new attorney should consider this as an alternative in the search for a long-term position. The recruiters or contract attorney services often operate temporary legal staffing services and may on occasions direct new attorneys awaiting bar results to paralegal positions.

### **The Associates**

(www.theassociatesinc.com) offers contract employment opportunities in overflow, document review or analysis types of situations and recruitment for partner, corporate and lateral positions.

### **Attorney Staffing Group**

(www.attorneystaffing.com) offers contract and permanent placement of attorneys in various fields.

### **Staffing Solutions, LLC’s**

(email: Co-counsel@Staffingsolutionsllc.com) co-counsel division boasts specialty in contract and full-time attorney placement.

### **Legal Northwest**

(www.legalnw.com) offers temporary and permanent placement for paralegal and project assistants.

*Linda Law is an attorney at the Portland City Attorney’s Office and an avid whitewater kayaker.*

# OLIO

## A Jumpstart into Oregon's Legal Community

OLIO - Opportunities for Law *In Oregon* - is a three-night/four-day comprehensive orientation program that the OSB Affirmative Action Program conducts for incoming ethnic minority law students of Oregon's three law schools. OLIO 2000 will take place from August 10 through 13 in Newport, Oregon, and offers an agenda to help ethnic minority law students acculturate to law studies, law school, the bar exam, the bar, the bench, Oregon's natural wonders, and the notion of practice in areas outside

of the state's metropolitan areas. The orientation is free to participating students, but space is limited to the first 15 ethnic minority law students from each school to register, beginning at 9:00 am (Pacific Time) on July 3 by phone, fax, or e-mail to the AAP.

As one evaluation from OLIO 1999 stated: "YES! YES! YES! Before attending I knew this would be a good program and it was. Entering students, especially minorities, need to know they are not alone. Attending a big public school, I was insecure about

what to expect. The program was balanced with practice and fun and gave a practical hands-on orientation that we could use right away." Another participant wrote: "I would without reservation recommend every minority student to take part in this program. The bonding with the other students was outstanding and an opportunity that most entering law students throughout the country will not have. Thank you."

### OLIO 2000 - Tentative Agenda

#### Thursday, August 10

6:30 - 9:00 PM

##### Welcome to OLIO 2000

David F. Bartz, Jr., Chair  
OSB Affirmative Action Committee

##### "Isn't 'OLIO' the Baby Boomer's Word for 'Butter Substitute'?"

Stella K. Manabe, Administrator  
OSB Affirmative Action Program

**Introductions** (Staff, Upper Division Students, Lawyers, Judges)

##### Dinner

#### Friday, August 11

8:45 AM

##### The OLIO Agenda

Stella Manabe

9:00 AM

##### Keynote Speaker

Okianer Christian Dark,  
U.S. Attorney's Office

10:00 - 10:30 AM

##### Law As A Culture of Choice

Stella Manabe

10:30 - Noon

##### Been There. Done That. Doing It Again?

Upper division students share their stories about their first year experiences. They answer the question, "If you could do it all over again, what would you have done differently?"

Noon - 1:00 PM **LUNCH**

1:00 - 2:00 PM

##### Employer/Employment Panel

Lawyers and judges from diverse practice areas and locations in Oregon provide personal histories and advice about real world practice.

2:00 - 4:00 PM

##### From the First Word to the Last Word - A Method to Approach Law Studies

Reading; Briefing; the Socratic Method; Notetaking; Study Groups; Outlining; Exams; Debriefing Exams ... and Legal Research/Writing! - Stella Manabe

4:00 - 5:00 PM

##### Breakout Session I:

"What can I do with a Law Degree?"  
Law Careers You Might Not Have Thought About  
Katherine Foldes, Career Consultant  
OR

##### Breakout Session II:

Oregon's Native American Cultures;  
Powwow Etiquette

6:00 - 8:00 PM

##### The Siletz Inter-tribal Powwow

(dinner and activities)

#### Saturday, August 12

9:00 - 10:30 AM

##### How Do I Do It All?

Time and Stress Management -  
Stella Manabe; Lonny Harner, MA  
(PsyD Candidate)

10:30 - Noon

##### Student Employment Panel - Clerkship Stipend, Public Honors, and First Year Honors

Upper division students talk about their summer clerkship experiences.

12:00 - 1:00 PM **LUNCH**

1:00 - 2:00 PM

##### Ethics and Professionalism

Gayle Patterson, Oregon Legal Services  
Former Member of the Board of Bar Examiners

2:00 - 3:00 PM

##### Continuation: From the First Word to the Last Word

Stella Manabe

3:00 - 3:45 PM

##### The Bar Exam? NOW???

Stella Manabe; Marlyce Gholston,  
Executive Director of Admissions

Dispense over-the-counter motion sickness remedies for those going on the Whale Watching Tour

4:00 - 6:00 PM **Beach Volleyball**

6:00 - 7:00 PM **Dinner**

7:00 PM

##### Native American Storytelling/Drumming on the beach

#### Sunday, August 13

7:00 AM

##### Continental Breakfast

8:30 AM

##### Bus Leaves for Marine Discovery Tours and Oregon Coast Aquarium

9:00 - 12:00 AM

**Whale Watching** (for the Seafaring Students)  
**Aquarium Tours** (for the Landlubber Students)

1:00 PM

**Boxed Lunches, Pick up belongings,**  
Departure for Eugene, Salem, Portland

# Job Hunting and the Internet

by Linda S. Law

As technology improves, it is no wonder that attorneys are looking at nontraditional resources, such as the Internet, for assistance in a job search. Using the web is akin to having an interactive version of *What Color is Your Parachute?*, the popular traditional job hunting resource guide. A web search can locate useful general information regarding job search strategies and goals assessment. This article will provide attorneys with websites from which they can begin their search.

The first step in any search is knowing what tools are available. There are many general web sites that educate a seeker as to the fundamentals of the job culture, lingo, and even salary ranges. A good place to start is with the seeker's Internet provider, like America Online, or with Internet portal sites, such as Yahoo or Excite. In these, you will find information and links to resources on employment advice, job listings, company research, career planning, employee benefits, employment law, salary information, and U.S. State government agencies. You can even find listings for sites like **The Minorities' Job Bank** ([www.minorities-jb.com](http://www.minorities-jb.com)), a site created by the *Black Collegian Magazine* to assist in providing career and self-development information to all minorities.

## Legal Websites

The Internet, of course, provides the new attorney seeking to launch his or her legal career with easy links to law focused sites.

**Findlaw.com** ([www.findlaw.com](http://www.findlaw.com)) is one such useful resource. It has links to many free Internet resources and provides tools for the public, businesses, law students, lawyers and legal professionals in a wide variety of legal topic areas.

Other legal employment sites include:

**EmplawyerNet** ([www.emplawyer-net.com](http://www.emplawyer-net.com)) is a for-fee service that

provides a database of jobs and information on government and public interest employers, law firms, and lawyers. For a limited time, LEXIS Publishing is underwriting the membership cost of joining EmplawyerNet for all law students for a period of six months each year in law school.

**National Association of Law Placement** ([www.nalp.org](http://www.nalp.org)) compiles information for legal career planning and recruitment.

**National Association of Public Interest Law** ([www.napil.org](http://www.napil.org)) provides information on public interest fellowships and internships.

**American Bar Association** ([www.abanet.org](http://www.abanet.org)) provides information, including discussion forums and links to law related topics, targeted to law students, educators, and professionals. It also maintains a young lawyer section, which focuses on the professional development and advancement of new attorneys.

**Palidan Internet Resources for Attorneys** ([www.palidan.com](http://www.palidan.com)) has links to hundreds of free legal employment sites.

**Infirmation** ([www.infirmation.com](http://www.infirmation.com)) is a site about law firm jobs, comparison of law firm salaries, statistics, etc.

**Martindale Hubbell** ([www.martindale.com](http://www.martindale.com)) maintains a searchable database of attorneys and law firms that can be used to track down prospective employers.

**West's Legal Directory** ([www.lawoffice.com](http://www.lawoffice.com)), like the Martindale Hubbell site, maintains a database that seekers can use to search for prospective employers.

## Local And Regional Employers And Northwest Specific Websites

In conducting a local and northwest regional job search, the new attorney can locate valuable information from the three law school's placement offices. Northwestern School of Law of Lewis and Clark

College, Willamette University, and University of Oregon offer reciprocal career service support and assistance to graduates from the other schools.

**The Northwestern School of Law of Lewis and Clark College** site's link page ([www.lclark.edu/~lscs](http://www.lclark.edu/~lscs)) includes an extensive list of legal employers.

**The Willamette University College of Law** career services page ([www.willamette.edu/law/career](http://www.willamette.edu/law/career)) contains links to Westlaw Career Center and Attorney Jobs Online, Lexis Career Center, job classifieds from 25 major newspapers and *The Riley Guide*.

**The University of Oregon Law School** site ([www.law.uoregon.edu/career](http://www.law.uoregon.edu/career)) has a career services site and a restricted career database. Non-alumnus should check with the University career services administrator to determine whether they can obtain access into this database.

Finally, the new attorney should check into these local and regional job sites.

**The Oregon Department of Justice** ([www.doj.state.or.us](http://www.doj.state.or.us)) - The new attorney can download an attorney application form, view current job vacancies, and check out information about attorney employment opportunities.

**The State of Oregon** ([www.dashr.state.or.us/jobs](http://www.dashr.state.or.us/jobs)) - Current job postings and standard application form. New attorneys who seek state positions may wish to download the standard application form and fill that out in advance.

**Northwest Environmental News** ([www.nwenvironews.com/employ.shtml](http://www.nwenvironews.com/employ.shtml)) - Lists environment related job opportunities throughout the western states including Oregon, Washington, Montana and Idaho. It obtains information from the state employment offices and the local newspapers.

*continued on page 11*

## Coping with Finals

by Akira Heshiki

Northwestern School of Law  
of Lewis & Clark College

My first year of law school seems to have sped past like a blur - the panic of not knowing what was going to be on the Contracts exam has now recently been replaced by the nightmare of not knowing what is going to be on the Sales exam.

Because I often feel I can express thoughts better by making lists, I have started two lists to help explain how I cope with finals:

### Official Ways of Coping with Finals

*Or Things You Should Be Doing*

1. Take vitamins. (I have a friend who swears by the prenatal formula.)
2. Study with people you like.
3. Take practice exams!
4. Do things to de-stress: baths, walks, etc.
5. Talk to trusted upper division students who can give you tips on what specific professors expect. For example, do they let you write on both sides of pages in an exam book? Do they grade more on the number of issues you spot or on your analysis?
6. Get plenty of rest.
7. Spend quality time with loved ones.
8. Take your mind off work every so often by volunteering in the community.

### Common Ways of Coping with Finals

*Or Things You Probably Will Do, but Should Try to Contain*

1. Yell at, scream at, and/or ignore loved one(s).
2. Consume excessive amounts of caffeine or chocolate.
3. Pull all-nighters.
4. Blast through the last exam with a "who cares" attitude.

5. Work on outlines until the last minute.
6. Panic.
7. Vow never to do this ever again.
8. Wonder aloud, "Why? Why? Why did I choose law school?!"
9. Procrastinate by making lists. Some examples include: "movies to rent when finals are over" and "jobs I can find if I drop out of law school now, taking into account my current debt load."

The truth is, there is not a formula for succeeding at finals that will fit everyone, but everyone will have advice for the first year law student. Even my optometrist had one, "Law school? You should get bifocals." The only difficult thing is finding out what works for you. What does all this mean? The best case scenario is that you can do everything: you exercise, you eat right, and you spend quality time with your loved ones. However, for those folks who are less-than-perfect, my wisdom boils down to this: once you find something that works, keep doing it, and do not waste time trying out other strategies that may or may not slow you down.

A friend of mine recently made this analogy: "It was like walking all year long and then suddenly, during finals, you are told it is time to run a marathon." With that in mind, perhaps my last bit of advice would be to "start jogging."

*Akira Heshiki is a 2L at the Northwestern School of Law of Lewis & Clark College. She is the student liaison to the Affirmative Action Committee for Lewis and Clark, and a recipient of an OSB scholarship and Clerkship Stipend. She spent her first summer clerking at the US Attorney's Office, and she is currently the president of the Minority Law Students Association.*

by Crystal Miller-O'Brien  
Willamette University  
College of Law

First of all, I will start with a disclaimer that I do not have all the answers. I do not pretend to know THE way to prepare for finals, but I can say that my stress level during the "dreaded finals" has become more manageable with each semester. Why, you ask? Well, I have compiled a tried and true list of what I have learned you should and should not do when preparing for finals:

1. Do not lock yourself in your bedroom/living room/basement with all types of fattening munchies to chomp on for 18+ endless hours a day. Not only will you gain a ton of unwanted pounds, but you also risk the chance of spending your finals fighting off cold and/or flu viruses, while only performing satisfactorily on your exams at best.
2. Do not read through ALL of the cases in your casebook over again. Like one professor at Willamette says it is a "WOT," which stands for a waste of time. What you may want to do is read the key cases, and preferably go over those points you have highlighted with your "what the professor pointed out" color.
3. Do not spend countless hours filling in, ad infinitum, your class outlines when you have only days before your final. See my "do" list below for pacing your finals' fitness strategy, and using precious days before finals for outline refining or completing practice exams.
4. Do not invest hours cleaning your living space as if the committee from "Good Housekeeping" is expected at any time. You will have plenty of time to "spring" clean. Instead, rethink your answers for questions, sleep, etc. You can do the rest when finals are over.

*continued on page 9*

## Coping with Finals *continued from page 8*

5. Do not become so overwhelmed by not having studied, or allotting enough time for preparing for finals that you take on projects, e.g., painting a closet, starting a new part-time job, or other things that can definitely wait until after finals.

But, now my new list of definite do's:

1. Do focus on "pacing" yourself, which means: **going to class**, which also means preparing for class. If you are not prepared the day, then do not excuse yourself from attending. Go. Just work on weaving that day's lessons in with your own "catch-up" reading, and outlining — if not by adding daily summaries of class notes into a computer base, then by setting scheduled intervals/deadlines for yourself during which you will build a "working" outline.
2. Do collect every previous year's exam made available by your professors, along with the exams, especially those with answers, available from the Internet sites of other law schools. Of course, you should give great weight to your own professor's style. One of my professors disagreed with my search for other exams, but I am a law student and feel that any confidence I can bolster by answering questions about a given subject correctly puts me "one step" ahead of the rest.
3. Do create a detailed, customized, personalized outline that is specific to your professor's style. This necessarily means that you can not fall back on commercial outlines or those downloaded from your school's shared database.
4. Do look to Hornbooks and Nutshells for any gray areas of confusion that you identify by taking practice exams. If possible, have a professor or friend go over your answers to the practice exams.
5. Do not cut yourself off from civilization, but do integrate family/social time. This means carefully

scheduling your time, especially around the finals' countdown period. For me, this begins approximately six weeks prior to the final. My family has gotten used to what happens to me around finals and has actually helped to keep me focused.

6. Do integrate exercise, fresh air, and just-for-yourself breaks. Bingeing on junk food and sitting on a couch in a dungeon-like atmosphere will do very little for your thought processes. This time around, I actually used my YMCA membership for about an hour or two each week, along with actually allowing myself mindless time breaks. I will not know yet what it did for my grades, but it did wonders for my mental health.
7. Do take a leave of absence from work at least 1 month before finals. Do the best you can. I work for the Department of Justice, and the attorneys in my unit were/are very understanding and did not have a problem with my wanting to concentrate on my studies.

In the interest of brevity, I have kept my own "recipe" for managing stress to a minimum. I would quickly summarize the entire "do" list as doing those things that will help build your confidence in the final.

My mantra during finals is: "I know I deserve to do well, it is difficult, no excuses, keep focused, suck in all of the frustrations, and shine."

*Crystal Miller O'Brien is a single parent and 2L at Willamette University's College of Law for whom she is the student liaison to the Affirmative Action Committee. She is a member of the Willamette Law Review, has participated in the First Year Honors Program, and is a recipient of NBA and OSB scholarships. She will be clerking this summer for Bullivant, Houser, Bailey.*

**by Samantha Dang**  
*University of Oregon*

With spring 2000 signifying the last set of my law school examinations, I have found, by trial and error, that the best way to cope with the stress and anxiety of finals is to (1) have a good support system and get to know the professors; (2) form small study groups; (3) take care of my health; and (4) prepare for final exams from day one.

1. My support system consists of family members, an encouraging mentor, a few close law school friends, and friendly professors. I feel that it is important to have people around who will encourage me and not to isolate myself from those I love. In the past, I isolated myself from the outside world. I would scarcely see my family nor have any interaction with my classmates or friends outside of school. I would put my nose to the grindstone and work as hard as I can. I soon felt distant from the ones I loved and realized that I needed to work smarter and not harder. In working smarter, I have found that my best grades come from professors that I commiserate with frequently. This is one of the keys to examination success because in getting to know your professor, you will also learn his/her perspective on your class topic.
2. Coping with finals during my first year was the most excruciating torture I have experienced in law school because of the intimidation and the fear of the unknown. I had no idea what I was doing, but I realized that I was in good company. The students in my class were organized into two or more "sections" depending on the class. I studied for finals by participating in group discussions of five to six people in my section. This method proved to be both helpful

*continued on page 10*

**Coping with Finals** *continued from page 9*

and hurtful. It was helpful because many times the students would share their different perspectives. This broadened my understanding of the legal issue. The danger with group discussion is that it tends to turn into an open forum for the students who like to hear themselves talk. Therefore, forming a study group is a good idea but keep the number of participants to a few people who will give everyone an opportunity to share views.

3. With my first year exams under my belt, I felt more confident going into my second year finals. I studied hard all semester and was ready to sit down and outline my materials; however, due to unhealthy study habits, I had foregone sleep and exercise and even skipped meals. A few weeks prior to finals, my weakened system was the prime target for the flu bug. My illness caught me completely off guard, being someone who is rarely sick. This episode taught me to always keep warm and take especially good care of my health. Good rules of thumb are to take little study breaks, eat healthy meals regularly, and find an enjoyable exercise routine.
4. I realized from my first and second years' experiences to make time for the important people in my life and to overcome any unexpected illnesses come finals time by being prepared with my class materials. To accomplish this balance, I would have to learn, understand, and review the materials from day one. In hindsight, I would suggest that students do not wait until the week or two before finals to outline and look at previous class notes. Students should get in the habit of being on top of the readings and reviewing their notes after class or sometime later that same day. The best way that I have found to

cope with finals is to be prepared for classes by doing the assigned reading and actively participate during class discussions. I do not mean be one of those individuals to raise a hand at every turn, but be mentally alert to the professor's questions and promptings and listen to what other students supply as answers. The answers given during class supply the different views that can fit in the spectrum of viable arguments. Understanding those possible arguments is just as important as knowing the black letter law. In addition, take good class notes. This can be accomplished by either handwriting your notes or typing it on the computer, whichever way is more comfortable. The reading and class notes can then be organized and con-

densed into a "manageable" outline. The manageable outline should include all the main topics discussed in class, the black letter law and all the different arguments brought up during class discussions. Most importantly, stay calm, allocate your time accordingly, and never give up.

*Samantha Dang is a 3L at the University of Oregon. She is the student liaison to the OSB Affirmative Action Committee for the University of Oregon, and the recipient of an OSB Scholarship Award. As an OSB Stipend recipient, she spent summers clerking for Tri-Met and for the Bonneville Power Administration. She also served as director of the Asian Pacific American Law Students Association and currently serves as a staff editor for Oregon Law Review.*

**2000 Program Timeline and Deadlines**

January 29	Employment Retreat
February 1st	Clerkship Stipend
February 1st	Public Honors Fellowship
February 1st	First Year Honors (Contact law school for internal deadlines)
April 1st	OSB Scholarships
April 15th	Bar Exam Grants (July exam)
May 6th	Career Builders
July 1st, 9 AM	Opportunities for Law in Oregon (OLIO)
August 20th	Professional Partnership Program
November 1st	Bar Exam Grants (February 2001 exam)
To be announced	Annual Reception
To be announced	Minority Law Day

The Affirmative Action committee meets every month on the second Friday of the month. Meetings are typically held at the Oregon State Bar facilities in Lake Oswego, but they also take place at all three law schools. Please call for more information if you are interested in attending.

The Diversity Summit meets quarterly. Please call for meeting times and dates.

## When Skin Turns to Jade *continued from page 1*

to-face confrontations tend to target ethnic minority women more than ethnic minority men.

The reality bite of such experiences in the early days is anything but a superficial wound. It is a penetration that requires layers of healing and the hope that the resulting scar is imperceptible. But all the while, the skin becomes more fit in the Darwinian sense in the struggle to fit-in. At some time in the second semester, the skin turns to jade and becomes more jaded with time.

Webster provides a French/Spanish etymology of "jade" that speaks of "stone of the side; from the notion that it cured pains in the side ... a hard stone ...." There is also the Middle English reference to "jaded" as "to make or become tired, weary, or worn-out." Perhaps the future will bring a Webster College Edition reference: "to develop a 'tough skin;' to make or become hardened as a result of a wearisome need to justify existence... i.e. ethnic minority law students, ethnic minority lawyers, and ethnic minority judges."

Within the last six months, there were many significant moments that brought this metamorphosis to my mind. I mention two. A mentor, seasoned in law and life, let me know that I needed "to develop a tougher skin" when it came to my reaction to another lawyer's comment that I probably would experience less disrespect and have more support if I was a male OSB Affirmative Action Program Administrator. It was not so much his message but my realization that I had unknowingly exfoliated some jade that surprised me.

Another moment occurred in the "Understanding Racism"<sup>1</sup> workshop in which I was reminded of the fact that it is easier – much easier – and cleaner to engage in discussions about racism from an intellectual rather than emotional standpoint. The intellectual approach is analogous to learning and memorizing straight black letter law with little, if any, introspection. The emotional approach is more cognitive and, keeping with the analogy, requires an analysis of the policy underlying

black letter law. The latter takes more time but provides a foundation for the possibility of change (one motivation to "understand" racism). The latter cannot take place without the active participation of ethnic minority voices that share personal and painful stories, that bring about non-ethnic minority participants' introspection, and that uncover underlying "policy" for beliefs regarding racism. However, for an ethnic minority participant in the workshop, the need to maintain a tough skin through the process can be wearisome, sometimes unbearably so.

An attorney friend of Chinese descent explained to me that jade symbolizes purity and wards off evil spirits. She said that jade is a "human" stone with imperfections and has the quality of becoming darker and richer – and, therefore, more precious – as it ages alongside human pores. She also warned that one must beware of fake jades because there are many stones that closely resemble this precious gemstone. Another Chinese friend taught me that jade is second only to the black diamond in hardness.

As the First Year/second semester progresses, the protective layering continues. Ideally, there is a concurrent growing awareness that although there is no end in sight, there are both ethnic minority and non-ethnic minority allies who will marvel at and perhaps help to revive one's luster. Unfortunately, there is no substitute for the First Year/first semester experience, at least not in the institution of law studies as we currently know it. The experience is real, and so is the jade.

<sup>1</sup> "Understanding Racism" is a six-week series of group discussions offered through the Understanding Racism Foundation. Each weekly session is 1½ hours long and is free of charge. While most of the workshops have taken place in law firm settings, they are available at other sites as well. Organizations interested in hosting a workshop and individuals interested in participating in workshops should contact David Bartz at [dbartz@schwabe.com](mailto:dbartz@schwabe.com), phone (503) 796-2907.

*April 1, 2000 marked Stella Manabe's second year as the OSB Affirmative Action Program Administrator.*

---

## Job Hunting *continued from page 7*

**The City of Portland's** jobs page ([www.ci.portland.or.us/jobs](http://www.ci.portland.or.us/jobs)).

**The Bonneville Power Administration** ([www.bpa.gov/Corporate/CH/employment.htm](http://www.bpa.gov/Corporate/CH/employment.htm)).

**Multnomah County's** jobs page ([www.co.multnomah.or.us/jobs](http://www.co.multnomah.or.us/jobs)).

**Washington County's** jobs page ([www.co.washington.or.us/deptmts/sup\\_serv/hr/cur\\_jobs.htm](http://www.co.washington.or.us/deptmts/sup_serv/hr/cur_jobs.htm)).

**Lane County's** jobs page ([www.co.lane.or.us/jobs/mainpage.htm](http://www.co.lane.or.us/jobs/mainpage.htm)).

**Cascade Links** ([www.region.portland.or.us/jobs/gov\\_jobs.html](http://www.region.portland.or.us/jobs/gov_jobs.html)) – A site for regional links to government job sites, including local

municipalities, counties, and federal sites.

Obviously, there are many more job sites out in cyberspace. This article cannot begin to list all of them and unfortunately, cannot find the perfect job for the new attorney. But, with mouse and keyboard at hand, these sites can help you cover a lot of ground in time.

*Linda S. Law is a Deputy City Attorney for the City of Portland. She is involved in specialized code enforcement, business income tax/license fee collection, debtor/creditor issues, and general litigation for the City. She is a member of the OSB Affirmative Action Committee.*

# Oregon Minority Lawyers Association - A New And Exciting Year

by Kesa L. Yorozu and Anastasia Yu Meisner

The Oregon Minority Lawyers Association (OMLA) is an organization committed to making the legal community of Oregon a welcoming environment where people of all colors, races, and ethnic backgrounds can excel academically, professionally and personally. Specifically, their mission is to:

- Promote fair and just treatment under the law of all people;
- Further the professional development of ethnic minority lawyers and law students;
- Offer social opportunities for ethnic minority lawyers and law students; and
- Educate members, the public, and the legal profession about issues affecting ethnic minorities

This year, the officers of OMLA are planning a number of events. For example, OMLA is developing an Oregon bar exam scholarship fundraiser and auction dinner and planning an outreach project to local ethnic minority communities on available legal services and general legal information. The organization plans to sponsor these activities annually.

Of course, volunteers are necessary to make these programs a success. If you are interested in joining OMLA and/or in organizing and participating in the scholarship fundraiser and auction dinner or the community outreach programs, please contact any of the officers for more information. Their contact information is available through the OSB Membership Directory.

The current OMLA officers are Aruna Masih, Co-Chair/Co-Secretary, Kesa Yorozu, Co-Chair/Co-Secretary, Ernest Estes, Treasurer, and Anastasia Yu Meisner, Secretary. Annual membership in OMLA for lawyers is \$30.00 and \$15.00 for students.

*Kesa L. Yorozu is a native of Oregon and was raised in Japan. She is the Co-Chair of OMLA and recently became a member of the OSB Affirmative Action Committee. She joined the Corporate Securities and Finance practice group at Stoel Rives in 1997 after graduating from Willamette University College of Law.*

*Anastasia Yu Meisner is a past recipient of the OSB Public Honors Fellowship. She is the Secretary of OMLA and currently the Legislative Issues Specialist and Client Ombudsman Coordinator at the OSB. She has been a member of the bar since 1998.*

## connections

has a readership of over 2,500.

Visit *Connections* on our website at [www.osbar.org](http://www.osbar.org)  
*Connections* publishes Spring, Summer and Winter editions.  
To request a copy or to contribute articles, contact:

*Affirmative Action Program*  
(503) 620-0222 (ext. 379)  
5200 SW Meadows Rd.  
Lake Oswego, OR 97035-0889  
inside Oregon 1-800-452-8260 (ext. 379)  
fax: (503) 598-6979  
e-mail: [srabadi@osbar.org](mailto:srabadi@osbar.org)

Oregon State Bar  
Affirmative Action Program  
5200 SW Meadows Road  
Lake Oswego, OR 97035

Bulk Rate  
US Postage  
PAID  
Portland, OR  
Permit No. 341