Section Newsletter

LIFE BEGINS

A Publication of the Washington State Bar Association Senior Lawyers Section

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Senior Lawyers Section
2008 Annual Meeting & CLE Seminar
May 2, 2008
Seatac Marriott – Seattle, Washington

Paul N. Luvera was born in 1935 and admitted to the Washington State Bar Association in 1959 after attending night school at Gonzaga University while working for a lawyer during the day. He has obtained numerous verdicts exceeding millions of dollars in several states. Mr. Luvera has been named by The National Law Journal, The American Lawyer and The Washington Journal as one of the nation's best trial lawyers. He is the author of five books on law, and the contributing author to seven other legal books, has published more than 50 articles in legal journals and has lectured throughout the United States to professional legal organizations.

The Senior Lawyers Section is for lawyers age "55 years and counting."

Approved for 6.25 General CLE Credits for Washington Attorneys, including 1.0 Ethics

Program

7:30 am	Check-in • Walk-in Registration • Distribution of Coursebooks • Coffee and Pastry Service	
8:25 am	Welcome & Introduction by Program Co-Chairs	Jerry Jager - Chairman, Senior Lawyers Section and Sole Practitioner, Seattle
8:30 am	Keynote Address: Recollections of a Small Town Lawyer	Paul N. Luvera - Luvera Barnett Brindley Beninger and Cunningham, Seattle
9:30 am	From the Flintstones to the Jetsons: Working Across Generations	Hon. Mary E. Fairhurst, Washington Supreme Court, Olympia
10:15 am	Break	
10:30 am	Avoiding Ethical Lapses as You Age	J. Donald Curran - Delay Curran Thompson Pontarolo & Walker, Spokane
11:00 am	Ethics	Kurt M. Balmer - Attorney at Law
11:30 am	IRAs	Timothy L. Austin - Attorney at Law, Bellevue
12:00 Noon	Lunch Provided	
1:15 pm	Current Developments in Legal Education	Kellye Testy - Dean and Professor of Law, Seattle University School of Law, Seattle
2:00 pm	Emeritus Attorney Status–An Attractive Alternative for Senior Lawyers	Gregory B. Abbott - WSBA Pro Bono & Legal Aid Committee
2:10 pm	Break	
2:30 pm	Advising Your Clients for Senior Living	Panelists: Steve E. De Forest - Riddell Williams P.S., Seattle; Diane Kenny - Care Source Health Care Communications, Inc.; Dudley B. Panchot - Wolfstone Panchot & Bloch PS Inc, Seattle; Mary Lynn Pannen - Sound Options Inc, Tacoma
3:30 pm	How to Avoid Costly IRA Mistakes	Bonnie A. Pladson - President, BECU Trust Company, Tukwila
4:00 pm	Complete Evaluation Forms • Adjourn • Reception	A special thanks to Bonnie A. Pladson and the BECU Trust Company for sponsoring this year's reception.

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Senior Lawyers Section

2008 ANNUAL MEETING & CLE SEMINAR

May 2, 2008

Seattle Marriott SeaTac Airport

Please fill out the enclosed registration form and mail or fax to WSBA

First Name ____________ M.I. ______ Last Name ____________

WSBA No. ____________ Firm/Company Name: ____________

Street Address ____________

City ____________ State ______ Zip ______

Phone ____________ Fax ____________

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We encourage early registration. On-site registration is on a space-available basis.

08860STC • WSBA 2008 Senior Lawyers Section Annual CLE • 5/2/08

☐ **Senior Lawyers Section Member** • $100 Tuition Total: $ ______

☐ **I am enrolling as a Senior Lawyers Section Member for $20 (membership good through September 2008) which qualifies me for the CLE registration fee of $100 for Senior Lawyers Section Members** • $120 tuition and Senior Section membership fee Total: $ ______

☐ **Non Senior Lawyers Section Member** • $125 tuition Total: $ ______

To register online, go to www.wsbacle.org/seminars and enter seminar # 08860STC
If special accommodations are needed, please contact Heather Balch, e-mail: heatherb@wsba.org or call toll-free at 1-800-945-WSBA.

Payment Information:

Sorry, the WSBA-CLE Passport may not be used to register for this seminar.

☐ Check enclosed payable to WSBA

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Authorized Signature ____________

Registrations received less than 48 hours before a seminar are not guaranteed a coursebook or other presentation materials on site.

5 Ways to Register:
- **Mail:** WSBA, 1325 Fourth Avenue, Suite 600, Seattle,WA 98101-2539.
- **Internet:** Register online at www.wsba-cle.org/seminars • Order products online at www.wsbacle.org.
- **Phone:** 800-945-WSBA or 206-443-WSBA with credit card and Registration/Order Form in hand.
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- **Walk-In:** You may register for most WSBA-CLE seminars at the door. Please check our website, www.wsbacle.org, for space availability. On-site registration is on a space-available basis.

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This article is reprinted from the July 2007 issue of Oregon Attorney Assistance Program (OAAP) newsletter In Sight, *and appears with the permission of the author.*

Social Support and the Reduction of Stress

By Douglas S. Querin†

Stress is the common cold of the legal profession. It is ubiquitous, affecting lawyers of all ages, genders, and backgrounds, and all sizes, types, and areas of practice. For some, stress is merely a mild irritation or an occasional challenge that passes with time. For many, it is a much more frequent problem, but one they can handle. For still others, stress poses a daily obstacle that regularly interferes with nearly all aspects of life. When ignored, even moderate stress levels can have physical and psychological consequences, including:

- Cardiovascular disease;
- Immunological and neurological disorders;
- Depression and anxiety;
- Social alienation; and
- Marital dissatisfaction.

Clinical research, empirical studies, and surveys focusing on health issues in the legal profession over the past 30 years consistently suggest that lawyers in this country experience:

- Clinical depression at much higher rates than the general population;
- Substantially elevated rates of anxiety disorders;
- Alcohol abuse and dependence at rates estimated by some as *twice* that of the general population; and
- Levels of paranoia, hostility, and anger far exceeding those in the general population.

Social Support and Stress Reduction

A variety of well-recognized and effective strategies can lessen the adverse physical and psychological consequences of excessive and chronic stress. In addition to appropriate medical assessment, one strategy increasingly recognized by authorities in the field is also the most readily available: social support.

Unlike the common cold, stress is not contagious. In fact, human connection and the presence of others are valuable and perhaps even indispensable weapons in the arsenal needed to combat the harmful consequences of stress. Social support networks are made up of the friends, family, domestic partners, coworkers, colleagues, and acquaintances in our individual familial, social, recreational, and occupational communities. They range from confidants to casual acquaintances.

Forms of Social Support

Social support can take different forms, with a single relationship at times serving multiple functions:

- *Emotional support* – support gained from relationships in which experiences are mutually shared, and love, empathy, and caring are provided;
- *Logistical support* – support provided from relationships in which practical or other day-to-day assistance is provided (such as rides to doctor appointments or help with other tasks that you are unable to do yourself);
- *Informational support* – support provided from relationships in which information, advice, and suggestions are made available; and
- *Appraisal support* – support provided by relationships in which there is an exchange of reflective information such as constructive feedback.

Benefits of Social Support

Although the precise neurobiological mechanisms are not fully understood, current medical and scientific research demonstrate that social support networks act to facilitate physical and mental health (*protective effect*) and serve as a valuable resource during times of stress *(buffer effect)*. Strong social support promotes:

- Our sense of self-worth (i.e., feeling we are relied on and valued by others);
- Our sense of belonging (i.e., knowing that we are not alone in the world);

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How Do Eyewitness Mistakes Happen? The Naked Truth

By Steve DeForest

According to a U.S. Department of Justice study, the most common cause of wrongful convictions in our judicial system is mistaken identification. On the one hand, eyewitness identification is one of the most effective tools available to police and prosecutor. It is compelling, and frequently convinces juries of the guilt of a defendant. Yet, mistakes do happen, and as a result innocent persons are locked away for crimes they did not commit. DNA has certainly reduced the number of wrongful convictions. But DNA is possible only where there is biological material, such as the criminal's blood or semen left at the scene.

For over 100 years there has been an ongoing battle between scientists studying the shortcomings of human memory and a legal system that relies on eyewitness testimony as a central tool of identifying and convicting suspects. One hundred years ago Professor Hugo Munsterberg, the German-born chair of Harvard's Psychological Laboratory, argued that a witness's honesty is no guarantee of reliability, and that a witness's certainty is no proof of accuracy. There are surveys indicating that 20-25% of witnesses choose the wrong person in police identification procedures. Of course, many of these mistakes don't matter. They do matter if an innocent person is convicted and is incarcerated, and the perpetrator goes on to commit more crimes. Prominent psychologists such as Robert Buckhout, Elizabeth Loftus, Stephen Perrod and Gary Wells have frequently testified (and perhaps just as often have been barred from testifying) in widely reported trials. Scientific research suggests that an eyewitness identification depends on a fragile three-step process: an eyewitness has to see, then store what has been seen, and finally retrieve what has been stored. The process is vulnerable at every stage. Memory is not a video tape.

The fallibility of eyewitness identification was brought home to me by a personal experience this last summer on a hiking trip in the Eastern Cascade mountains. The Hatchery Creek trailhead is about 10 miles west of the Bavarian village of Leavenworth, off Highway 2. It is not a particularly popular hike because the first 2 miles of the 5 miles to the junction with the Icicle Ridge trail requires a significant expenditure of energy, with an elevation gain of approximately 2,500 feet, before the trail begins to moderate over the next several miles, to an open ridge with rewarding views, grassy meadows, a scattering of wildflowers, and the stark remnants of a devastating forest fire in 1994.

My hiking companion and I arrived at the trailhead parking lot at about 7:45 a.m. There were 6 or 7 vehicles parked, which we surmised probably were overnighters, although it is possible that one or more hikers had gotten an earlier start than us. As we exited the car we were greeted by numerous mosquitoes, and immediately wiped on DEET. About 40 minutes into the hike, as we were working our way up an extended steep slope by traversing long switchbacks, we heard the chattering of two or more women somewhere on the trail above us. We could not see anyone, as the slope was only partially open, with a scattering of trees, bushes and large rocks. I was puzzled. It seemed unlikely that at the pace we were proceeding, we would be overtaking another party of hikers, if someone had gotten an earlier start. Conversely, 8:30 a.m. was too early for a party that had spent the night somewhere up on top to be returning to their vehicle. The voices disappeared, only to be heard again some minutes later. Undoubtedly this was due to the fact we could not hear them when we were at opposite ends of the switchback, but only as we were both more or less at the center of each incline. As I came around a steep bend and started up the next incline, I looked up and saw about 30 feet away two young ladies coming down the trail. Each had a heavy backpack, and hiking boots … and nothing else on! Not a stitch of clothing. The lead hiker was taller than the other one. The first thing I said to them was "good morning," an invariable greeting when meeting other hikers on the trail before noon. I was surprised; my hiking companion (a woman, not my wife) was surprised; and I think the other two hikers were surprised. No other words were spoken. Trail etiquette dictates that anyone descending yields to a hiker going uphill. Because of the steepness of the slope, moving any distance off the trail on either side was not an option for the descenders. The two ladies turned 90°, and I and my hiking partner passed them at very close range and continued on up the trail.

For the next hour or so I entertained myself with thoughts about the questions I might have asked, and the actions I might have taken, including the following:

- Did you pack up and leave in an hurry this morning?
- Is there anyone else coming down the trail behind you?
- Can I hold your pack while you get out some clothes?
- Do the straps on your pack chafe your skin?
- Do you hike this way very often?
- When and where will your next hike be?
- Would you like to borrow any clothes?

Actions that might have been taken:

- We might have stepped aside and invited them to pass.
- We might have just stopped and waited to see what they would do.
- We might have stopped and asked them about the condition of the trail ahead.

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The following article originally appeared in the summer 2007 Elder Law Section newsletter, and is being used with our appreciation and consent of the author.

Home Care for the Elderly

By Rachel Miyoshi

Everyone has read about Brooke Astor, the wealthy Park Avenue socialite, alleged by her grandson to be neglected or abused by her son, her guardian and the trustee of her estate. The question that comes to mind is what constitutes neglect or abuse when an elderly client chooses to stay at home and may not want all of the help available or necessary for his or her care. How does an attorney find out what care is needed, available and affordable for that client?

Long-term care on a continuum is a relatively new concept which covers the varying stages of care needed as a person declines. We all know we need help when we age, but our society has become so independent that each person needs to plan for the stages of their care. If a client chooses to stay at home, he or she is most often in need of some help and may have some family available to help. However, as the person ages in place, those needs will increase and may not be readily recognized.

The first step is to determine the level of care needed. Activities of daily living (ADL) are one of the benchmarks for determining level of care. ADL refers to bathing, eating, continence, toileting, transfers, and dressing. Cognition is another major factor in determining the ability of a person to make the decisions about his or her own care. People seem to decline either mentally or physically first; the deficits do not usually occur simultaneously. When a person is unable to make his or her own decisions, a guardian or someone with durable power of attorney must take on that role.

Multiple resources for determining what level and what type of care are available. In Washington, COPES is the state-funded program for determining levels of care at home. For private assessments, there are many ways to make the determination of care needs. The client's doctor, along with their health care team of nurses, social workers, and physical therapists, often can provide enough information to determine the level of care needed on a short-term or long-term basis. The family may also choose to hire an independent consultant, or case manager, through senior services or specialized agencies. These agencies are listed under "senior care" on websites or phone directories. Respite care, home health care, hospice, skilled nursing, assisted living, and adult daycare are just some of the major categories of senior or elder care available.

Where to start? There is a wonderful website at www.seniorservices.org. This website will give your clients information about services in their area. This is only a starting point. The attorney needs to listen to the families and the clients when they are able to articulate the deficits. This is not a simple process, and clients must start as early as possible identifying resources and financial assets available for their care. Clients must understand that there are many contingencies and be ready to change their care plan as their health needs change.

Rachel Miyoshi, JD, MSW, a former public defender in Island County Juvenile Court, works at Providence Hospital in Everett as a social worker/discharge planner. She hopes to work part-time in family or elder law.

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- We might have asked them to wait while I got the camera out of my pack.
- We might have informed them about the mosquitoes in the parking lot.

Somewhat later came the realization that although I had been an eyewitness to a brief encounter, I could not have made a positive identification if I had been asked to describe either of the two young women or to pick them out of a police line up. I imagined myself both as a witness and as a defense counsel, with the latter asking me the following questions about the lead hiker:

- What was the color of her hair?
- What type of hiking boots did she have on?
- Was she wearing socks?
- How tall was she?
- What did she weigh?
- What was her approximate age?
- Did she appear to be tanned?
- What was the color of her backpack?
- Was she wearing a hat of any kind?
- Was her hair short or long?
- Did she appear to be surprised?

The Hatchery Creek trail goes into my hiking log as a "PB" (personal best). I suppose I could now contentedly retire my hiking boots. Yet the experience more likely will motivate me to get out on more trails, fortified by one or more of the following aphorisms:

- Uphill battles can have a payoff.
- Age does not interfere with the appreciation of beauty.
- Even a "ho hum" activity can prove to be an eye-opener.
- Isn't nature grand!

This article, reprinted with permission, is an excerpt from Connecting Generations: The Sourcebook *by Claire Raines (http://www.generationsatwork.com/articles/millenials.htm).*

Managing Millennials – Part I

By Claire Raines

Editor's Note: You may already have millennials in your law office (as peers or underlings), or in your personal life (as your grandchildren – or children). Read up, for they respond to a different drummer!

I get questions every month from businesspeople looking for something about the newest generation of workers. They'd like an updated version of *Twentysomething* or *Beyond Generation X*, books I wrote in 1991 and 1996. Along with Bruce Tulgan's *Managing Generation X*, they're the classics on managing and motivating young employees. The thing is, the young employees we were talking about in those three books are well established in the workplace today, and the next generation is showing up with a whole new perspective, a different set of values, a distinctive work ethic. They're as different from Generation X as they can be. By and large, it's the Gen-Xers who are managing them, and who are looking for help in understanding just what the Millennials are all about. Thus this article. I think you'll find a fairly comprehensive treatment of Millennial employees.

Who They Are

They're the hottest commodity on the job market since Rosie the Riveter. They're sociable, optimistic, talented, well-educated, collaborative, open-minded, influential, and achievement-oriented. They've always felt sought after, needed, indispensable. They are arriving in the workplace with higher expectations than any generation before them—and they're so well connected that, if an employer doesn't match those expectations, they can tell thousands of their cohorts with one click of the mouse. They're the Millennial Generation. Born between 1980 and 2000, they're a generation nearly as large as the Baby Boom, and they're charged with potential. They're variously called the Internet Generation, Echo Boomers, the Boomlet, Nexters, Generation Y, the Nintendo Generation, the Digital Generation, and, in Canada, the Sunshine Generation. But several thousand of them sent suggestions about what they want to be called to Peter Jennings at abcnews.com, and "Millennials" was the clear winner.

In this uncertain economy and highly competitive business environment, companies across North America recognize that the differentiator is their people. Those organizations that emerge as winners in the battle for talent will have their fingers on the pulse of this newest generation. They'll design specific techniques for recruiting, managing, motivating, and retaining them.

The Millennials are just entering the workforce, and, as they do, employers are scrambling to find out everything they can about them. Are they Gen-Xers on steroids? Or are they a new breed entirely? How do they choose a career? And why? How will they change the workplace as we know it today? What are they looking for when they post their resumes on monster.com? What is their work ethic? What is unique about them? How do the best and brightest managers communicate with and motivate them?

While we'll continue to see older colleagues—Xers, Boomers, and Veterans—supervising the newest recruits, other scenarios will become commonplace: experienced Boomers reporting to a fresh-faced Millennial…members of all four generations working side-by-side on teams…a Millennial calling on a powerful Gen-X client. Just as the Xers and Boomers finalize their own negotiations for an uncertain workplace peace, optimistic Millennials find themselves at the mercy of Xer skepticism. Gen-Xers complain the Millennials are another indulged generation like the Boomers—that they're self-absorbed and Pollyanna-ish. Millennials charge that Gen-Xers are cynical and aloof—that they throw a wet blanket on fresh ideas and idealism.

As the most recent generation to enter the fray, the Millennials are likely to ask their older colleagues to chill out, get a life, and walk a mile in a younger generation's shoes.

Shaped by Their Times

Born from 1980 through 2000, the most influential years for this generation as a whole are the 90s and the 00s. They're the first generation to grow up surrounded by digital media. "They're the 'Babies on Board' of the early Reagan years, the 'Have You Hugged Your Child Today' sixth graders of the early Clinton years, and the teens of Columbine," say Neil Howe and William Strauss in *Millennials Rising* (Vintage Books, 2000). Just as all generations are programmed from the moment of birth, the Millennials began a series of programming experiences when they were infants. These experiences created the filters through which they see the world—especially the world of work. Eight key trends of the 90s and 00s have had a profound effect on their generational personality.

- **Focus on children and family.** In the decades right before and after the turn of the Millennium, Americans moved the spotlight back onto kids and their families.

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That spotlight has swung like a pendulum over the last sixty years. During the post-WWII era, children were all the rage. It was a popular time to be having kids and to be a kid. Then, when the Gen-Xers were growing up, the spotlight had shifted. Latchkey kids, children of divorce, and kids with two working parents found themselves growing up on their own, in the shadow of the Baby Boom. One Gen-Xer told me, "The Boomers took so much and left us so dry." The early 90s saw the spotlight swinging back. Las Vegas and Club Med *went family*. Parents and grandparents took the kids along on trips across the country and to destinations all over the globe. Eating out—once an *adult thing*—became a family matter. Ninety percent of fathers attended the birth of their children. The Federal Forum on Family Statistics reported that national attention to children was at an all-time high (the earlier peak was in the 1960s when the Boomers were kids). Older parents—the average age for moms was now 27—brought more maturity to their roles as caregivers, teachers, and coaches.

- **Scheduled, structured lives.** The Millennials were the busiest generation of children we've ever seen in the U.S., growing up facing time pressures traditionally reserved for adults. Parents and teachers micromanaged their schedules, planning things out for them, leaving very little unstructured free time. They were signed up for soccer camp, karate club, and ballet lessons—and their parents were called into service, shuttling them from one activity to the next. Some started carrying *Daytimers* when they were in elementary school.
- **Multiculturalism.** Kids grew up in the 90s and 00s with more daily interaction with other ethnicities and cultures than ever before. The most recent data from UCLA's Higher Education Research Institute shows that interracial interaction among college freshmen has reached a record high.
- **Terrorism.** During their most formative years, Millennials witnessed the bombing and devastation of the Murrah Federal Building in Oklahoma City. They watched in horror as two Columbine High School students killed and wounded their classmates, and as school shootings became a three-year trend. And their catalyzing generational event—the one that binds them as a generation, the catastrophic moment they all witnessed during their first, most formative years—is, of course, the terrorist attacks on September 11, 2001.
- **Heroism.** Emerging out of those acts of violence, Millennials watched the re-emergence of the American hero. Policemen, firemen, firefighters, and mayors were pictured on the front page of the newspaper, featured on TV specials, and portrayed in art and memorabilia. In the 10 months following 9/11, the word *hero* was heard more than it had been in the entire 10 years before.
- **Patriotism.** During the post-Vietnam and Watergate era, patriotism was at an all-time low. Displaying the American flag, always and forever the right thing to do for members of the WWII Generation, had become less and less common—particularly among disillusioned Boomers and skeptical Xers. September 11 changed all that. Stores that carried flags sold out within 24 hours, ordered more and sold out again. Every other home and car seemed to fly the old red-white-and-blue. Businesspeople sported the stars and stripes on their lapels, and kids wore T-shirts with flags on the front, on the back, and on the shoulder. It seemed that national pride had been tested, and the overwhelming verdict was that patriotism was alive and well. The UCLA freshmen survey reported signs of renewed political interest. The percentage of students who reported discussing politics represented the "largest one-year increase since the 1992 presidential election year."
- **Parent advocacy**. The Millennials were raised, by and large, by active, involved parents who often interceded on their behalf. Protective Boomer and Xer parents tried to ensure their children would grow up safely and be treated well. Parents challenged poor grades, negotiated with the soccer coach, visited college campuses with their charges, and even went along to Army recruiting centers. Then, too, Millennials actually *like* their parents. In the Generation 2001 survey, conducted by Lou Harris on behalf of Northwest Mutual Life Insurance, Mom and Dad were most often named when young people were asked whom they admired.
- **Globalism.** With penpals in Singapore and Senegal, Millennials grew up seeing things as global, connected, and open for business 24/7.

Compelling Messages

Growing up, Millennials were bombarded with a unique set of consistent and compelling messages—many of them so imbedded in the culture that adults, let alone children, were barely even aware of them. The school system reinforced a distinct set of values. Parenting patterns unique to the era molded a new generational perspective. The era had its own mood that pervaded the developing perspective of youth. These messages had a profound effect on the generation as a whole:

- **Be smart—you are special.** They've been catered to since they were tiny. Think Nickolodeon, Baby Gap, and *Sports Illustrated for Kids*.

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- **Leave no one behind.** They were taught to be inclusive and tolerant of other races, religions, and sexual orientations.
- **Connect 24/7.** They learned to be interdependent—on family, friends, and teachers. More Millennials say they can live without the television than the computer. Many prefer chatting online to talking on the phone.
- **Achieve now!** Some parents hired private agents to line up the right college; others got started choosing the right pre-school while the child was still in the womb.
- **Serve your community.** Fifty percent of high school students reported volunteering in their communities, many of their high schools requiring community service hours for graduation. On one Roper Survey, when Millennials were asked for the major cause of problems in the U.S., they answered *selfishness*.

Millennial Characteristics

All of this translates into a generation of employees with a different work ethic than any other, certainly different from their Gen X colleagues. Here are the main components of their work ethic:

Confident. Raised by parents believing in the importance of self-esteem, they characteristically consider themselves ready to overcome challenges and leap tall buildings. Managers who believe in "paying your dues" and coworkers who don't think opinions are worth listening to unless they come from someone with a prerequisite number of years on the resume find this can-do attitude unsettling.

Hopeful. They're described as optimistic yet practical. They believe in the future and their role in it. They've read about businesses with basketball courts, stockrooms stocked with beer for employers, and companies that pay your way through school. They expect a workplace that is challenging, collaborative, creative, fun, and financially rewarding.

Goal- and achievement-oriented. Just a day after she won a totally unexpected Olympic gold medal, skater Sara Hughes was talking about her next goal—scoring a perfect 1600 on her SATs. Many Millennials arrive at their first day of work with personal goals on paper.

Civic-minded. They were taught to think in terms of the greater good. They have a high rate of volunteerism. They expect companies to contribute to their communities—and to operate in ways that create a sustainable environment.

Inclusive. Millennials are used to being organized in teams—and to making certain no one is left behind. They expect to earn a living in a workplace that is fair to all, where diversity is the norm—and they'll use their collective power if they feel someone is treated unfairly.

The Digital Divide

Federal reports show that Millennials are healthier and more economically secure than any earlier generation. They are personally conservative about issues like drinking and driving. Reading scores have improved. The rate of high school graduates who go on to receive a college degree is at an all-time high. There's lots of good news about this newest generation of employees.

There's also one distinct area of great concern. It's called the digital divide. Never has the gap between the have's and the have-not's been so great. There is a whole group of Millennials coming of age separate from the experience we've discussed so far in this chapter.

Sixteen percent grew up—or are currently growing up—in poverty. Although every generation has members who grew up poor, never have the differences been so dramatic. The schism is about technology. While demographers debate just how influential digital technology has been on the Millennial personality, no one doubts its profound impact. It is certainly the great unifier of Millennials from places as diverse as Geneva, Japan, and Jersey. More than any other factor, it has united the generation, even globally.

Yet there's a group of young people who grew up—and are growing up—without access to a computer—at home, at school, or in the community. As responsible businesspeople, we need to reach out to those who grew up or are growing up beyond the divide. Companies like Microsoft who have donated literally millions of dollars to community programs that make computers available to low-income children are leading the way. Internships, mentoring, and training programs make a big difference. In the true spirit of diversity, forward-thinking companies will reach out to young new employees who've grown up without the benefit of the best our society has to offer—but who want to create challenging, satisfying, meaningful work lives for themselves.

Part II of Managing Millennials will appear in the next issue of Life Begins.

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- Our feeling of security (i.e., knowing that others are available in times of need); and
- Our self-knowledge (i.e., having others whom we trust to provide affirmation and non-judgmental feedback).

Developing and Nurturing Support Networks

When developing a social support network, it is important to carefully assess our own values, interests, and sources of enjoyment and to seek connections that are both genuine and mutually beneficial. Here are some ways to develop and nurture such relationships:

- Get involved – Community activities, places of worship, social service agencies, and professional groups provide valuable opportunities to establish connections with others;
- Volunteer – Work with others on a cause that is important to you;
- Expand your social network – Accept invitations to social events, especially if they involve new or different people;
- Draw on your existing network – Call a friend or acquaintance. Social relationships are a two-way street and require giving as well as receiving;
- Get out with your pet – Dog parks and gatherings of pet owners provide good opportunities to meet others with similar interests;
- Work out – Local fitness centers and exercise classes are often good places to get to know like-minded others;
- Invite someone to lunch – Sharing a meal together can provide an enjoyable and non-threatening way to connect with new acquaintances;
- Go back to school – A college or community education course can be an opportunity to interact with others in a shared learning environment;
- Be a good listener – Find out about others and what interests them;
- Spend time with family and significant others – Take time to appreciate those closest to you and let them know their importance to you.

Remember that one of the goals of developing and nurturing social relationships is to decrease, not increase, stress levels. Carefully assess current and prospective relationships to determine whether they are obligatory, oppressive, codependent, or otherwise harmful to you.

Healthy relationships are well worth the effort. Strong social support networks are a valuable resource in combatting the adverse effects of the stress-related health conditions that are so prevalent in the legal profession.

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† Douglas S. Querin is an Attorney Counselor with the Oregon Attorney Assistance Program

The Road Trip Is Still a Great Way to Learn about America

By Pete Francis

Elva and I have taken two extended trips by car in the last six months [editor's note: This refers to late 2006-April 2007]. We kept detailed expense records at the beginning and found out that a guided tour, such as Elderhostel, or even a cruise, would be much cheaper per day, as well as much less tiring and polluting.

But the advantage of a road trip is that you can stop where you want. We have now seen 11 of the 21 California missions, and five missions in Texas. Books alone will not teach as much about the Spanish presence in North America. We saw several old Spanish forts recently, and even a French fort in northern Louisiana, giving a better understanding of frontier life as the French and Spanish jockeyed for territory in the New World.

In the same period we have explored four more presidential libraries and the national and state parks encompassing Lyndon Johnson's boyhood home and the residence where Lady Bird still lives.

As we were driving toward Little Rock to see the Clinton Library, Elva noticed something called "Toltec Mounds" on the map. So after we went through the Clinton Library – which is wonderful, and worth a trip – we drove the 15 or 20 miles to the archeological site. What a feeling to be able to walk the large open area among these mounds, which are just some of the thousands of mounds that existed at the height of the Mississippian Culture throughout the Ohio and Mississippi River Valleys, from near Canada to the Gulf of Mexico. That agricultural society dominated the central part of North America. Items found in the mounds show that the trade network extended for thousands of miles.

We got to see Carlsbad Caverns in New Mexico, Meteor Crater in northern Arizona, spoonbill cranes, dozens of vultures chowing down on a carcass in the Big Bend country of Texas, millions of bat flying out of Bracken Cave, near San Antonio, and hundreds of antelope in several states.

We had recently read *The Worst Hard Time* by Tim Egan, which tells us a lot of things we didn't know that we didn't know about the Dust bowl during the Depression. The book is centered on Dalhart, in the Texas panhandle. We were delighted to be able to experience that flat prairie country in Texas, Oklahoma, and eastern Colorado, and spend the night in Dalhart – which has managed to make a great comeback in the last 70 years!

The only way that we could have seen and done these things was to have a car, and a flexible schedule, to allow us to poke around and experience what interested us.

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