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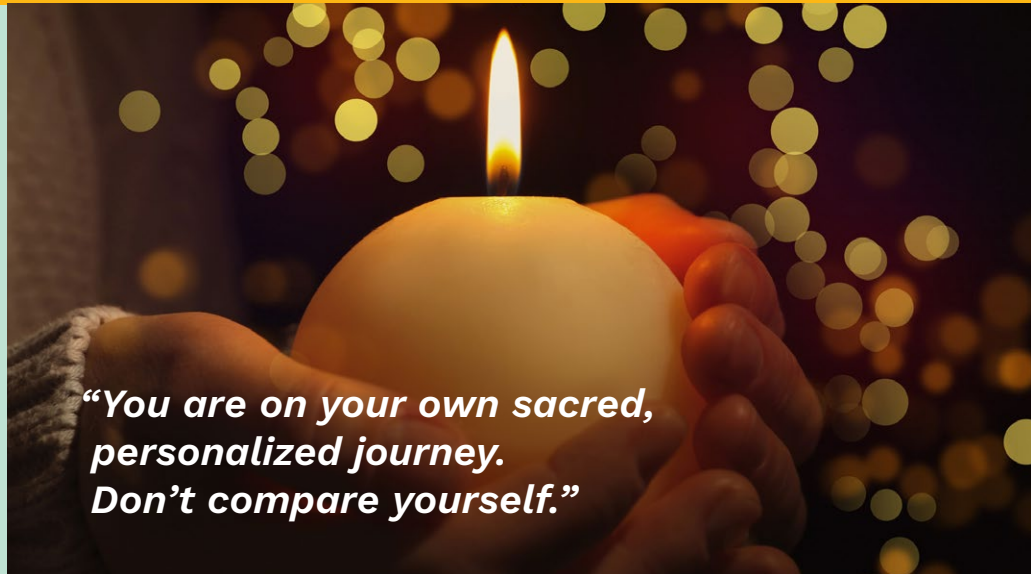
Thrive in Law, Thrive in Life • ISSUE NO. 129 • WINTER 2026

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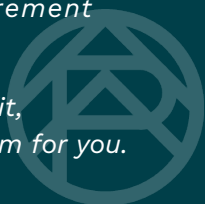
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A Lawyer's Guide to Practicing Law Through Grief

By Matt Smith

It was 4:08 a.m. My wife and I stirred from an hour of restless sleep, all fear, knees and elbows on the rickety hospital cot, awakened by a rasping, abrupt change in his breathing. Twinkling Christmas lights from the corner dimly lit parts of the hospital room. We crawled into bed on each side, curling up, to hold him close.

The last of the three of us as one. As that last, soft exhale floated above him and then settled back down slowly like a mist, our beautiful, nearly 9-year old son, Kevin, his body blistered and organs ravaged by futile yet brutal Leukemia treatments, died in our arms, taking with him seemingly large, irreplaceable, permanent pieces of each of us.

The OAAP is a confidential service of the Professional Liability Fund
for all members of the Oregon legal community.

And so, broken as we were, already six months into this relentless hellfire from diagnosis to death, we began the inexorable journey of overwhelming pain and loss—dislocated from our lives as we had known them.

This past Christmas somehow marks 23 years since that moment. While I can't recall the name of the guy at the store, or popular movies or songs, I have On Demand access to the images and feelings from that day, and the months of treatment. Chemo. Radiation. A bone marrow transplant. When everything changed.

This article shares a journey through grief, as well as practical recommendations for navigating your own path (or supporting another's) while trying to practice law. My own has been an obstacle course, often missing good advice, with just enough small wins to eke out modest positive progress. Like many of us, I'm probably a slightly better advisor than listener. So here goes—a few learnings through the upside down, pointing out, from time to time, where my legal training and career helped, or hurt.

1. Go easy on yourself; the first days and weeks and even years are rough.

Please, in the immediate aftermath of a loved one's death, plan to go easy on yourself. The emotional symptoms can be complex, variable, and at times overwhelming. They include what feels like an infinite sadness, intense longing, feelings of anger or persecution, isolation, and a brain fog of sorts that at times feels like you are

dislocated from your body. Thoughts. People. Life. Everything is wrapped in bubble wrap.

Grief can also make you sick, impact your sleep, and push cognitive abilities askew. My favorite was the random nosebleed—like Eleven in “Stranger Things”—blood just running down my face. And if your resilience is already low and then you can't sleep, the effects multiply. Those first few weeks, I shuffled zombie-like around the neighborhood in the middle of the night listening to a sad music mixtape, which only intensified my wallow.

Work initially was out of the question. If your company or firm has a prehistoric bereavement policy—two days or such—explore a longer alternative with HR or take a short medical leave. You'll have the health condition to support it. Trust me on that one.

2. Get some logistical help.

In a grief-driven cognitive fumble, I struggled with basic tasks. I was blown up by the emotion. The cremation. The ashes. Closing bank accounts. The service. Relatives in mourning. I vividly remember the death certificate. I couldn't breathe—“Age 8;” “Total organ failure;” “Never married.” I don't know how anyone handles such things in that state. Ask for help; accept it when it comes. We will never forget the friends and family who covered essential details in the wake of that holiday week of loss. If you are an ally, go help. With anything. “Can I get groceries?” *Anything*. Persist and help.

Grief and Loss Support Group for Lawyers

The OAAP is offering a six-week, in-person support group for lawyers who have experienced the death of someone significant in their lives. The confidential group will offer participants a chance to understand and express the difficult feelings that are a part of grief and loss. Though we are meant to grieve in community, finding that space in the practice of law can be a challenge. Join colleagues and OAAP Attorney Counselors Kyra Hazilla and Bryan Welch, beginning in February 2026 for a weekly group.

For questions, please contact Bryan at 503.226.8985, bryanw@oaap.org.

3. You are on your own path— don't compare.

When I learned about the five stages of grief in high school and brushed up on them later, I understood them to be chronological with predictable lengths.

They are not.

As it turns out, your actual grief results *will* vary dramatically. Stages aren't successive. You are on your own sacred, personalized journey. Don't compare yourself to charts or worry about a stall in whatever stage someone thinks you *should* be in by now. And don't expect your spouse, child, or parent to grieve the loss in the same way or at the same rate. That isn't how it works.

In experience, grief rarely presents itself in discernible stages nor in some order. Grief symptoms float in randomly like morning fog, thicken or thin without warning, linger or just blow away as if pushed by the wind or dried by the sun. There is no cheat code for managing it. Many of the "What to Expect" books (like those on parenting) create expectations based on averages, providing a handy rule of thumb for what may happen. When I compared, I never measured near a median—which made me feel worse. So put the yardstick down. You do you, and I'll do me. And if you find yourself stuck in an anger stage after experiencing some acceptance, that is totally normal.

4. As allies, don't judge or direct, even with the best of intentions.

The yardstick advice also applies to allies. Don't measure your grieving friends with some ruler adapted from what you've read or your personal experiences, even if grief-related. Two months after Kevin's passing, a middle school guidance counselor told me that, having lost an aunt, she knew grief and believed my older son wasn't getting over his dead brother as quickly as he should. I kid you not. It happens. Surely she meant well. Sadly, my response, unprintable and unthinkable, is something I still regret. (As lawyers, our oratory gifts are sometimes double-edged swords, and I unleashed a torrent of my own displaced

and destructive anger.) The takeaway: when you make judgments about the grieving, good intentions aside, you are projecting and likely to seem unsupportive. What the grieving really need is listening.

Instead say, "I'm here for you. I may not know what to say, or how you feel, but I love and support you and am ready to talk when you are." Then stop talking. Please, please don't tell your grieving friends and colleagues to cheer up, or that they just need to add some fun in their lives. And above all, even if you truly believe it, don't tell the bereaved as I was told, "God needed [insert the name of the deceased]." If you must share unsolicited spiritual guidance, please say no more than, "God grieves with you. I'm so sorry."

5. In grief, don't go it alone.

As a profession that celebrates gladiators, individual competence, and Super Lawyers, we often steer away from seeking or acknowledging the need for help from others. We are do-it-ourself-ers, the smartest people



Even in
uncertain
times, we can
help you find
your **JOY.**

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in the room, and the ones who help others, not ask for it ourselves. So when faced with extraordinary challenges—like persistent grief—many of us focus on a “Free Solo” route up the mountain.

The reasons are many. We are trained to endure, to win, to lift up ourselves and others on our own. We also face worries about professional reputation, expense, time away, or even our license.

Rather than DIY, studies show that grief, and particularly persistent, enduring grief—the kind that plagues ~10% of the population, is best addressed with support from others. This can include professional help (such as grief counseling or other therapies). Grief support groups, like those provided by the Oregon Attorney Assistance Program (that I’m joining anew this year) can also help increase the likelihood of healthy grieving and better outcomes.

Thinking I could fix everything on my own was my biggest fail. (I had done it before and would do it here.) This was simply denial and delusion. The truth is, the independence that can make us wildly successful as lawyers also makes us uniquely ripe for trainwrecks and pileups.



**As lawyers we
know what you're
going through.**

**As counselors
we can help.**

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While I did at one point seek professional help, I picked poorly and should have kept looking for the right match. That first therapist provided a misguided attempt at empathy—“I can’t even imagine what you are going through or what I would say to you”—that I let stand in as the best advice the industry as a whole had to offer. Not true. This incident fueled what was really pent-up, displaced anger—a natural outcome of grief—and it launched an angry rant against what I really in fact most needed.

In the end, I leaned hardest on strong social support—an unbelievable network of friends and peers who showed up, listened, supported, and loved despite it all. Bucket fillers. I’m forever grateful for their presence and gift of empathy without judgment. I have tried to replicate this as an ally to others in grief, wanting to pay it forward. But if I had to do it over, I would have pushed earlier to find the right therapist.

6. Statistically, we are a bit more at risk— all the more reason to seek help early.

Statistically speaking, getting help in grief makes even more sense for lawyers. In addition to being a profession more likely to try self-help than to seek help from others, we statistically tend to suffer worse outcomes from trauma than the community as a whole. With high demands, exacting standards, and the pressures of competition and client service, we tend to face trauma with lower resilience due to pre-existing stress levels.

Getting help is shown to lead to better grief outcomes. While I am thrilled to have avoided becoming a statistic, I suboptimized my recovery in multiple ways, including through too much alcohol, not enough exercise, overeating, then obsessive exercising, isolation, and the neglect—or worse—the fracture of important relationships with friends, colleagues, and family. With some people, I litigated molehills or pointedly named and blamed faults. I pushed others away. The objective in hindsight seems to have been wanting them to feel the hurt or to drown in the pain I felt. I was not myself. I’m proud of none of it.



“...mainly it is giving myself more grace, to be less perfect, to allow the pause or the time-out...”

As allies likely know, grief sparks anger, displaced or otherwise, and a well-meaning projection may result in being pushed away or lashed out at despite offering help. If you can, stay the course. The ones who did in my life made a massive difference.

7. Beware the temptation of workaholism.

My biggest failing post Kevin’s death was a common avoidance technique where I wildly over-indexed toward my all-consuming legal work. Because idle moments quickly bubbled over with grief, I dove into work—six to seven days a week. I traveled frequently, working constantly, burning all of my available energy and focus on anything that didn’t take my mind back to loss, the hospital, and the terror of the treatment cycle.

This isn’t uncommon for lawyers managing post trauma—pushing forward obsessively to succeed and to keep painful feelings at bay. But with that overwork and overprocessing, I neglected both the counseling and therapy that I needed, as well as my family in need. Better work-life balance and focus on recovery could have helped me reach more positive outcomes earlier.

None of this was lost on my boss at the time, a Chief People Officer and employment lawyer

who had started as a nurse. Through rare tears, she promoted me the year after Kevin died while she worried aloud that my success at work was likely rooted in self-destructive efforts to avoid trauma and in the process was likely damaging my recovery, family and long-term health. I immediately and indignantly denied the accusation. But checkmate. She nailed it.

Disappointingly, I continued to obsess about and pour into work, parking my trauma where I couldn’t see it. My legal career flourished. But my boss was right. I was off the rails and delaying the life and relationship focus that would have helped me and my family move forward in a faster, healthier way.

After missing another critical event for one of my children (a final straw), I pulled back, downshifted, switched jobs, and began to focus on my family and myself. Somehow my family stayed together, but I still regret my lack of presence in the most important parts of our life.

8. Develop coping skills and techniques.

Life is hard. Grief makes it harder. For me, one of the biggest challenges is navigating the little surprise triggers around loss. The birthday. The anniversary. Holidays. Anything connected

with Christmas. The random kid at the mall. The wedding invitation from his childhood best friend. Sounds. Finding something he wrote or drew tucked in a book. Smells. One whiff of Purell, and I'm right back in acute trauma at the hospital praying. Praying for anything.

Sadly, a common plot twist in movies and TV is the kid who dies, usually of cancer, always unannounced and without warning. Trigger central. This has happened to me four times in the past month. Perhaps the Motion Picture Association should include a "grief warning" like they do with suicide. Seriously, it is not OK.

These little triggers rarely arise when you are alone or on the weekend. My "you have to be kidding me" moment came when the randomly selected walk-on music for my speech to an audience of around 500 was the song a dear friend performed at Kevin's funeral. If you know, you know. You can't breathe or talk. There is a race kicking off in your body that you haven't stretched for. Your throat closes. I can't count how many times this has reoccurred in a professional setting. The first times were the worst.

Fortunately, I have improvised breathing and distraction exercises that enable me to pause and move forward with more grace and lower the intensity through pauses. I learned breathing techniques in childbirth classes. Therapy helps. So does the passage of time. But mainly it is giving myself more grace, to be less perfect, and to allow the pause or the time-out that will enable me to stay on my game.

The other big win in my grief journey has been to develop coping techniques to share, to learn, to process, and to support others. I have found huge outlets with journaling, blogging, and participating in grief-related social media—essentially buddy-breathing with others through the common perils of grief and its ebbs and floods. Having written only legal briefs and emails for most of my life, this has become an unbelievably cathartic experience, allowing me to vent and reflect while supporting others through the hard-won learnings, small though they may be.

9. A change of scenery can help.

Thankfully, so does the passage of time.

We eventually had to move—a recommendation I'd make to anyone who can afford to when it becomes overwhelming. Every memory was tied to that house, that yard, that neighborhood, those schools. Everyone now knew us as that family with the kid who died. They'd walk away in the grocery store or pretend they didn't see us. What would they say? The move gave us and our kids a fresh start.

Grief symptoms generally lessen in intensity and frequency over time. So that helps. I now more frequently remember the good memories over the disabling ones. But I'm not going to lie. There are parts missing. Like ever feeling safe again in the way I did before. I've learned that the worst, indeed, can happen, and happen randomly. I catastrophize. I'll always feel weird inside in some ways. Grief changes you. And changes you permanently at some level. You learn to live with the new normal. But it is difficult to scrape the bottom and not scar.

One surprising upside is an odd resiliency. For me, it is borne out of knowing nothing could possibly hurt as badly as Kevin's loss. Like, bring it on. You can't hurt me worse than where I've been. And that is oddly buoying.

10. Give back to honor the deceased and their name and spirit.

One of the best things my wife, Nancy, and I did in navigating our grief was to give back in a way that honored Kevin's spirit. After his bone marrow transplant, even though he was feeling unwell, Kevin planned an ice cream party for all the nurses on his floor, elaborately planning the event for shift change to celebrate and include all. He was a special kid in that regard, the way he looked out for kids at school and again through his illness at Children's.

Following that lead, Nancy and I worked to sponsor events and charitable organizations focused on the mission to help others. Night walks with lighted balloons to fundraise for cancer research, an endowed fund in his name for pediatric research, and the support

of several small organizations in Portland that focus on helping others. Kevin's siblings participate in choosing recipients, and we have turned some of the otherwise awful milestones into celebrations in his spirit. These events help. We stay close to his memory in his name and support others in the process.

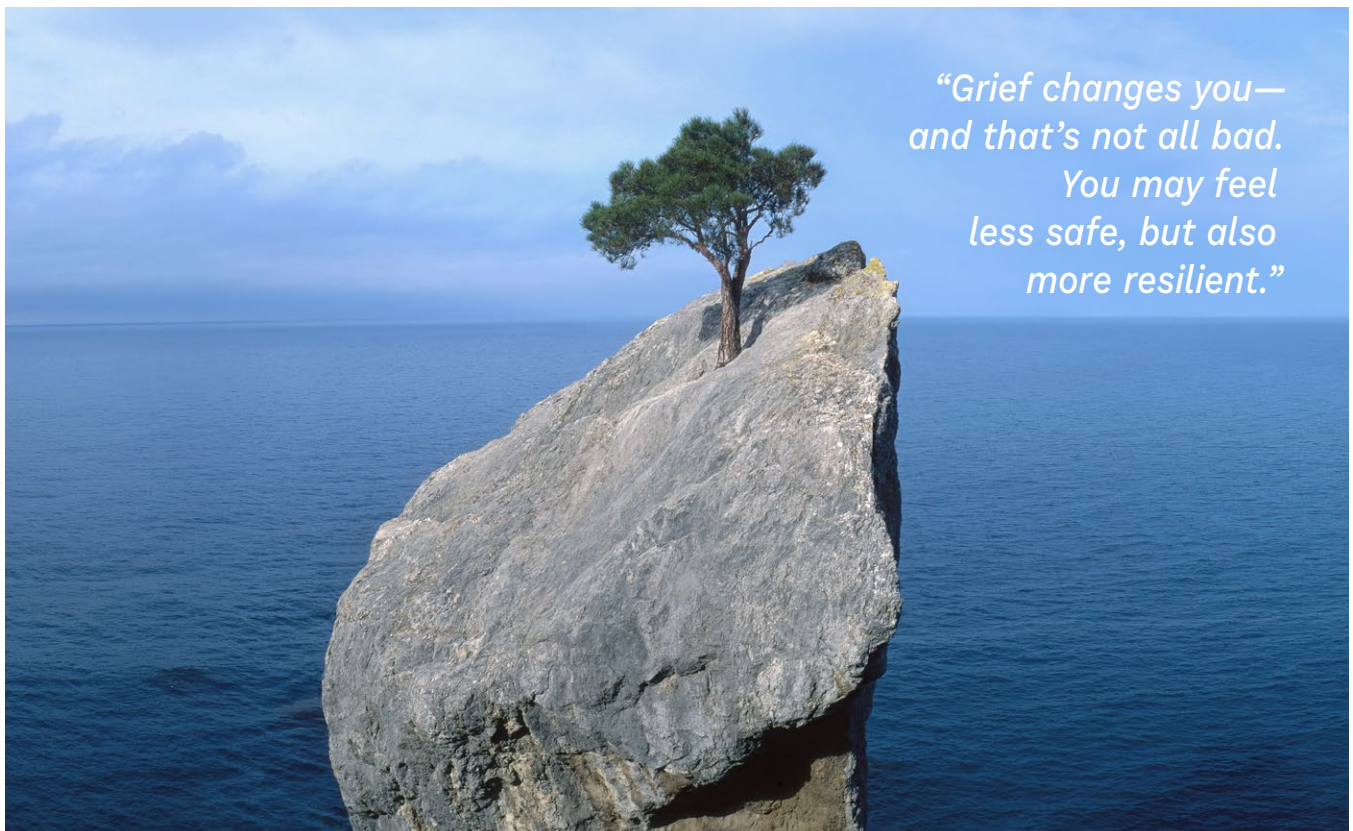
My other favorite recovery step was recommended by a tattoo artist. When I tearfully asked for a tattoo to honor Kevin, the artist misunderstood the circumstances and encouraged me to wait, noting that breakups can be hard and that my feelings might change over time. When I explained that this was in my son's memory, he pushed me to go home and to find something meaningful that Kevin had written to me and to bring it back. That handwriting, Kevin's printed name and a drawing he made on a Father's Day card, is now proudly tattooed on my right shoulder—a permanent memory of the imprint Kevin made on my life.

Conclusion

For what it is worth, my grief journey continues. I'm thankful for the counselors at the OAAP and for Kyra Hazilla, who encouraged me to write my story and to join their six-week Grief and Loss Support Group for Lawyers who have experienced the death of someone significant in their lives. The group gives participants a chance to understand and express the difficult feelings that are a part of grief and loss. The next one kicks off in February.

For those in need, I hope to meet you there and to support each other in our journeys. I also encourage you to write to me if I can ever be of assistance to you. I'm not a trained counselor. But if you have endured a difficult loss, I've been in shoes like yours and will listen to and support you in your sacred journey. ●

— **MATT SMITH**
Oregon Lawyer



*“Grief changes you—
and that’s not all bad.
You may feel
less safe, but also
more resilient.”*

A Companion Guide for Lawyers Living With Grief (and Those Who Walk Beside Them)

By Douglas Querin

The Oregon Attorney Assistance Program extends its deep appreciation to Oregon attorney, Matt Smith, for his courage and generosity in writing a very personal account of his experience with grief. In “A Lawyer’s Guide to Practicing Law Through Grief,” Matt shares some learnings he has gleaned since the loss of his young son over 20 years ago.

This sidebar distills the central lessons Matt offers. He cautions that his suggestions are just that—suggestions for consideration. They are not rules to be rigidly followed or uniformly applied. They are the product of both the successes and failures he experienced as he navigated, and continues to navigate, completely foreign territory.

For those grieving, his observations offer permission and flexibility. For the supportive friends and colleagues of someone grieving, they provide valuable insights.

For the Lawyer Grieving a Significant Loss

- 1. Go easy on yourself.** The loss of a loved one can be mentally, emotionally, and physically overwhelming. Its impact can be significant. Cognition, memory, sleep, emotional volatility, and physical health are all frequently affected. Personal and professional productivity will suffer, and that is not failure.
- 2. Practice self-care.** Your self-care and self-compassion are paramount. Tend to yourself, not to eliminate grief, but to mitigate its adverse impact when possible.
- 3. Get help.** Statistically, lawyers have a habitual disinclination to seek and accept help when needed or offered. Grief is different. Seek help when you need it. Accept help when it is offered. Let others carry what you cannot.

4. There is no “right” way to grieve.

Grief is personal, nonlinear, varied, and often unpredictable. How you experience it may not be identical to how another family member experiences it. The idea of stages of grief may be helpful, but should not be rigidly applied. Grief rarely manifests in discrete steps.

5. Do not compare your grief to anyone else’s.

Your timeline, reactions, and needs are your own. Comparing your grief with that of others is seldom helpful.

6. Do not confuse self-reliance with strength.

Lawyers are trained to fix problems, but grief is seldom fixable by lawyerly practices or individual willpower. More is needed. Professional help, peer support, and grief groups can materially improve outcomes. The Oregon Attorney Assistance Program is an invaluable, free, and confidential resource.

7. Beware of overworking.

Immersing yourself in work may bring short-term relief, but often it delays healing, affects personal health, and impairs relationships with important others.

8. Expect triggers—and plan for them.

Anniversaries, holidays, professional settings—as well as small things like sounds and smells—can provoke sudden waves of grief. Develop coping tools (e.g., breathing, pausing, stepping away) and give yourself grace when emotions are triggered.

9. Grief changes you—and that’s not all bad. You may feel less safe, but also more resilient. Over time, the pain softens, memories rebalance, and a “new normal” emerges.

10. Meaning helps. Grief can be transformed into meaningful connection and purpose by giving back, honoring the deceased, writing, journaling, creating, or serving others.

For Those Seeking to Support the Grieving Lawyer

- 1. Do not judge, measure, or direct.** Avoid timelines, comparisons, or advice about how someone should be grieving—even if well-intended.
- 2. Listen more than you speak.** Being present matters more than words. “I’m here,” followed by silence, is often enough.
- 3. Avoid platitudes and spiritual explanations.** Statements like “Everything happens for a reason” or “God needed them” often cause more harm than comfort.
- 4. Offer specific, practical help—and be persistent.** Areas where help is frequently needed: grocery shopping, meals, scheduling, work coverage, and necessary errands. Ask, then follow through.
- 5. Expect anger or withdrawal—and don’t take it personally.** Grief often displaces outward pain. Your ability to stay emotionally steady can make a profound difference.

6. Remember the long term.

Extending support weeks or months later—when others’ attention often fades—can be especially meaningful to the person grieving.

Matt’s article is a gift. It teaches us that grief does not disqualify us from practicing law—but it does require humility, community, and compassion. We sincerely thank you, Matt, for that insight, and for the willingness to share your journey. ●

– **DOUGLAS S. QUERIN**
JD, LPC, CADC I
Senior Attorney Counselor, OAAP



OTHER WORKS BY DOUG QUERIN AT OAAP.ORG

inSight

- An Intelligent Response: AI Counseling vs. Human Counseling (Fall 2025)
- Lawyer Well-Being: The How-To of Managing Distress (Spring 2025)
- Sober Curious: Questions We Can Ask Ourselves (Fall/Winter 2024)

Developing Healthy Boundaries

Beginning in **2026**, the OAAP will offer a free and confidential workshop designed to help you create healthy boundaries in your personal and professional lives. The in-person workshop will be held at the OAAP office in Portland. The workshop facilitators will be **Senior Attorney Counselor Doug Querin** and **Attorney Counselor Kirsten Blume**.

For questions, please contact Kirsten at 503.226.1057 ext. 11, kirstenb@oaap.org.



“I’m convinced that starting small in our day-to-day is just the right place to begin.”

The Case for Mindfulness This Winter

By Kirsten Blume

I teach a mindful breathing yoga class, and still, amidst the rushed morning commute and back-to-back meetings, I myself forget to breathe intentionally throughout the workweek. The winter months can feel even more overwhelming, and motivation can wane amongst the weather shifts and shorter days. It takes a concerted effort to remind myself of the importance of mindfulness practices for my day-to-day well-being, especially in the postholiday season.

Research has reported that, for some people, mindfulness meditation coursework may be as effective at reducing anxiety as prescription medication.^{1,2} The article clarifies that it is not advocating for people to use mindfulness meditation instead of medication, and it also emphasizes that medication is an important tool for mental health and well-being. The author merely shares the research showing that mindfulness meditation worked for some participants, and medication worked for others. In the study, one group was randomly selected to take a generic form of Lexapro (an antianxiety medication), while the other group was randomly selected to take an eight-week mindfulness meditation course. Both groups showed a 20 percent reduction in anxiety

symptoms. The takeaway here is that both medication and mindfulness can have positive effects on mental health and well-being.

In the article, Oregon-based psychiatrist Dr. Joseph Arpaia acknowledges the challenge of spending 45 minutes a day meditating when you’re a busy working professional—especially if your anxiety or stress is due in part to an overworked schedule, as is the case for many lawyers, judges, and law students. In that scenario, Dr. Arpaia makes the case for doing something simple—what he refers to as the “one-breath reset.” He describes this exercise as an inhale, lightly pursing your lips and tensing your muscles, then mindfully releasing the tension as you exhale slowly for four to five seconds.

Despite the busy workweek and waning energy of the winter months, could we look for mini opportunities to incorporate some mindfulness within our daily rituals? We could set a timer at noon to practice “one-breath reset.” We could make a hearty soup, a comforting meal, or a delicious baked good, focusing on the sight, smell, feel, and taste of each ingredient. Or we could venture out for a wintry walk, mentally noting what we observe (large green Western Red Cedar, a leaf blowing across the street, green grass swaying). I’m convinced that starting small in our day-to-day is just the right place to begin, and goodness knows, I need the reminder.

Wishing you and yours a slow and breath-filled new year. ●

– **KIRSTEN BLUME**
JD, M., Coun.,
Attorney Counselor, OAAP



¹ “Mindfulness Works Just as Well as Medication to Curb Anxiety, Study Finds,” Zoe Sottile, November 13, 2022, <https://www.cnn.com/2022/11/13/health/meditation-lexapro-wellness-trnd>.

² “Mindfulness-Based Stress Reduction vs. Escitalopram for the Treatment of Adults with Anxiety Disorders: A Randomized Clinical Trial,” Elizabeth Hoge, MD, Eric Bui, MD, PhD, Mihriye Mete, PhD, *JAMA Psychiatry*, Vol 80, No. 1, <https://jamanetwork.com/journals/jamapsychiatry/fullarticle/2798510>.

OTHER WORKS BY KIRSTEN BLUME AT OAAP.ORG

inSight

- Communicating for Understanding and Connection (Spring 2025)

The 37th Annual Recovery Dinner

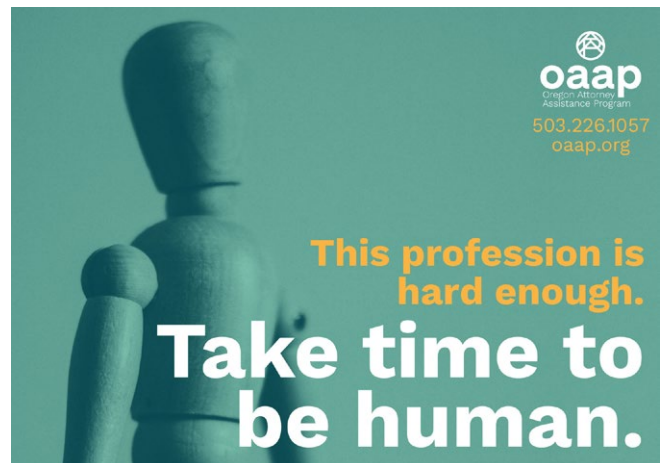
The Oregon Attorney Assistance Program invites you to the 37th annual celebration of recovery dinner for Oregon legal professionals in substance use recovery and their guests.

Friday evening, May 8, 2026, Portland

Please join us for a very special evening of fun, fellowship, dinner, and stories celebrating sobriety in the legal profession.

For more information and to register, please contact **Senior Attorney Counselor Doug Querin**, douglasq@oaap.org, 503.226.1057 ext. 12, or **Attorney Counselor Bryan Welch**, bryanw@oaap.org, ext. 19.

We look forward to having you join us!



Mindfulness Group

Beginning **Winter 2026**, the OAAP will be forming a group for lawyers who want to learn how to implement mindfulness-based practices in their lives. The group will be held remotely and facilitated by **OAAP Attorney Counselors Kyra Hazilla and Kirsten Blume**.

If you are interested in this group or for more information, please contact Kirsten at 503.226.1057 ext. 11, kirstenb@oaap.org.



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Career Resources from the OAAP

FINDING MEANINGFUL WORK

The OAAP holds a periodic 6-session self-reflection, support, and skills group for lawyers making or contemplating job or career transitions. The group assists lawyers in identifying their professional values and priorities, discerning a purposeful path forward, and honing job search skills. To participate or for more information about the next group, please contact **Attorney Counselor Associate Bridget Donegan** at 503.226.4311 ext. 14 or bridgetd@oaap.org.

CAREER SUPPORT AND SELF-ASSESSMENT

The OAAP attorney counselors can help you assess your career opportunities and support you in your career path. If you would like information about self-assessment or career support, contact **Senior Attorney Counselor Doug Querin**, 503.226.1057 ext. 12, douglasq@oaap.org; **Director Kyra Hazilla**, 503.226.1057 ext. 13, kyrah@oaap.org; **Attorney Counselor Bryan Welch**, ext. 19, bryanw@oaap.org; **Attorney Counselor Kirsten Blume**, ext. 11, kirstenb@oaap.org; or **Attorney Counselor Associate Bridget Donegan**, ext. 14, bridgetd@oaap.org.

Accommodations

The OAAP is committed to providing accessible events. For accessibility or accommodation requests, please call the OAAP at 503.226.1057 or toll-free 800.321.6227, ext. 19, or email **Bryan Welch** at bryanw@oaap.org.