

TLAW

Tennessee Lawyers' Association for Women

Fall 2015 Newsletter

Inside this issue

President's Message.....	1
Annual Meeting	2
Feature Article >>>.....	3
Eating Well.....	5
Fashion Forward.....	6
Call to Action >>>>.....	7
Member News.....	8
Chapter News.....	9

President's Message

By Beth Bates

"Lead, Follow or Get Out of the Way". I associate this quote with the 2004 movie about women's suffrage: "Iron Jawed Angels". However, brief internet research shows that diverse historical figures such as Thomas Paine, George Patton, Ted Turner, and a Canadian writer of the last century, Laurence J. Peter may have coined or used the phrase.

First, I hope that I have demonstrated enough common sense to get out of the way of the momentum established in the this organization recently. It is a pleasure to see TLAW provide a forum for young leadership and vision. For example, the Community Relations Committee and the Committee on Elected and Appointed Positions are planning a CLE/Reception for three women lawyer legislators in Collierville, TN before the legislative session begins. TLAW is partnering with AWA—the Memphis area Association for Women Attorneys for this event. The idea grew out of a need expressed by TLAW member, and Tennessee Supreme Court Justice Holly Kirby which was endorsed by TLAW member Chancellor Carol McCoy to empower more women lawyers to run for the legislature so that they could, *inter alia* write good law.

Second, as president I aspired to a goal of TLAW continuing the statewide fall CLE from 2014. Plans are underway for an early winter event. The CLE committee thought this event should follow the Legislative CLE. A third aspiration was a stand-alone spring conference. Save the



date for April 8, 2016. Immediate Past State President Cheryl Rice is chairing the spring event committee. Membership committee chair and shareholder at the Waller law firm in Nashville, Kim Looney, has graciously offered her firm's meeting space; of course TLAW accepted. There will be more information in forthcoming newsletters.

Besides planning, TLAW has worked behind the scenes to nominate two members for consideration to TBALL – TBA's leadership group for young members with at least 5 years' experience. We help to sponsor a statute to commemorate Tennessee's critical role in the passage of the 19th amendment and celebrated at a reception in donors' honor at the War Memorial Building in Nashville on August 24, 2015. We offered optional benefits to our members including discounted tickets to a play and an opportunity to beta test a computer program tailored for use in discovery called Fetch Docs. We have informed members of judicial and other vacancies such as the present vacancy on the Tennessee Supreme Court. We also cheered the reactivation of the Upper Cumberland LAW group with 24 members attending the meeting on September 21, 2015.

Finally, I hope that TLAW will be part of Food for the Bar in spring 2016. This nationwide effort challenges bar associations and their members to donate non-perishable food, money, or legal expertise at their local food banks. Watch our newsletter, website and Facebook page for news of upcoming events, as well as job postings. The best is yet to come.

Sincerely,

Beth Bates

TLAW HOLDS ANNUAL MEETING IN MEMPHIS

TLAW held its 2015 Annual Meeting June 18-19 in conjunction with the TBA Annual Convention in Memphis. Following a joint cocktail reception with TBA and TABL, TLAW and TBA sponsored two CLE programs: *Start Your Own Gig: How to Step Out on Your Own* and *Follow the Rhythm of the New Worker's Comp Law*.

On Friday morning, TLAW held its annual meeting and breakfast. At the meeting, new officers were sworn in, and President Beth Bates outlined her platform for the coming year.

The highlight of the weekend was TLAW's stand-alone CLE, *Authentic Power and Vision*, which featured nationally renowned speaker and attorney Janice Brown. As per Janice, modern business management scholars have identified "Authentic Leadership" as one of the most effective leadership styles for organizations with some naming "authenticity" as the "gold standard for leadership." According to these researchers, persons who live their lives "authentically" and lead their organizations

"authentically" achieve optimal results for their organizations and enjoy a highly satisfying quality of life. Authentic leaders possess key traits such as the ability to build meaningful, long-term relationships based on trust. Brown took these concepts and applied them to the law. Her presentation featured methods to enhance confidence and effectiveness through "authenticity" thereby producing better outcomes and more fruitful business relationships.



ORGANIZATIONS WORKING TO BREAK THE GLASS CEILING

By Shellie Handelsman

While progress has been made in breaking the proverbial glass ceiling, it has a long way to go. All around the world, women are underrepresented in many professions and their wages are lower than men's. While women's participation and wages are slowly rising, a considerable gap remains. In the U.S., women earn only 84% of men's wages.

In the legal profession, women have minimally progressed in shattering the glass ceiling. Women's median income is 74% of their male counterparts. Since 2000, the increase in female lawyers went from 29.4% to 31.9%; for partnerships from 17.1% to 19.5%; for general counsel at Fortune 500 companies from 15.4% to 18.8%; and for law school deans from 19% to 20.6%. In 2011, women held 27.1% of state and federal judgeships. In 2012, women made up only 15% of equity partners and 26% for non-equity partners in large law firms.

With religious leadership positions, the glass ceiling is even lower. In 2000, Southern Baptists passed a resolution that women could not serve as pastors because Scripture stated it was "limited to men." In 2002, seven Catholic women were excommunicated after being ordained. Muslims also cite Scripture to exclude women and in 2005, a Muslim woman in New York City received death threats after leading a service and delivering a sermon. While Reform and Conservative Jews first allowed a female rabbi in 1972 and 1985, respectively, Orthodox Jews only allow men to serve as rabbis because allowing women would be a "fundamental violation of [timeless] Jewish tradition." Evangelical Protestants claim women are subordinate to men and mention as far back as Adam and Eve as proof. Catholics believe the highest leadership positions are for men only.

However, many are fighting to eradicate discrimination against women. The Women and Girls Foundation of Southwest Pennsylvania (WSF) has a mission

to "create a region where women and girls have equal access, opportunity, and influence in all aspects of their public and private lives." WSF "promotes social change by addressing fundamental social inequalities and raising the awareness of these inequities to the media, voters, legislators and corporate and non-profit decision-makers." WSF has helped women become elected to the Pennsylvania State House, increased wage equality in Southwest Pennsylvania, heightened protections for victims of domestic violence, banned shackling of women prisoners during child birth, and helped protect affordable housing and healthcare for women. WSF successfully increased women's representation from 25% to over 50% on government boards in Pittsburgh and Allegheny County; increased women's representation on corporate boards from 44 to 100 members; helped to pass a zero tolerance domestic violence prevention policy

for all City of Pittsburgh employees; and helped to implement systematic im-

In the legal profession, women have minimally progressed in shattering The glass ceiling.

provements to remedy wage gaps for City of Pittsburgh employees. WSF recently released *Madame Presidentá: Why Not U.S? Vamos Meninas*, a film which documents two women's journeys to explore why other countries have elected female presidents before the U.S.

In 2009, the Pennsylvania Bar Association Commission on Women in the Legal Profession created an *Honor Roll of Legal Organizations Welcoming Women Professionals* to recognize Pennsylvania legal firms and organizations that institute programs to help women lawyers advance their professional careers while maintaining personal lives. The Center for Women's Entrepreneurship at Chatham University helps women start and grow their businesses and trains them to think and act entrepreneurially.

Linda Babcock and Sara Laschever wrote a book called *Women Don't Ask: The High Cost of Avoiding*

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INegotiation – and Positive Strategies for Change to encourage women to negotiate their salaries and increase their potential earnings. They note that women who don't negotiate sacrifice over a half a million dollars over their careers. Babcock and Laschever also teach women how to negotiate in their professional careers.

Finally, there are groups like Catalyst and National Women's Business Council working to shatter the glass ceiling. Catalyst works to increase opportunities for women by "creating more inclusive workplaces where employees representing every dimension of diversity can thrive." They work with men, women, and organizations in the U.S., Canada, Europe, India, and Australia to diversify businesses, societies, and life in general. The National Women's Business Council is a federal advisory council that "serves as an independent source of advice and counsel to the President, Congress, and the U.S. Small Business Administration on economic issues of importance to women business owners." It is the only government voice for women business owners and it "provid[es] a platform for change to expand and improve opportunities for women business owners and their enterprises."

These are only a few examples of the many women and organizations working to shatter the glass ceiling. While they have made significant progress, much more needs to be done, as the ceiling is far from broken.

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Shellie Handelsman is an attorney with Shuttleworth Williams. She practices in the areas of civil litigation and estate planning. . In her spare time, Shellie plays on several softball teams, sings in the Vox Grata choir and spends time with her Golden retriever, Dakota.



SAVE THE DATE!

TLAW SPRING CONFERENCE

APRIL 8, 2016

In

Nashville

Details Coming Soon!

Eating Well

By
Jackie Dixon

Let's think about breakfast, in my view, the most empowering meal of the day. As school children, we learned that the origin of the word "breakfast" literally refers to "breaking your fast" after a night of sleep. Research has shown that breakfast is necessary for getting our metabolism fired up so we can power through the day ahead.

An ideal breakfast is not the sugary cereal many of us enjoyed as children, but something that combines protein, our body's building block for bones and muscles, with carbohydrates for energy. Protein also helps us stay full longer while too much sugar for breakfast can lead to a mid-morning crash and burn slump, which may tempt us to enjoy a high-calorie pastry snack to ward off our hunger until lunch time. Although there is conflicting research on whether or not breakfast helps with weight management, a nutrient-dense breakfast has been associated with both weight loss and weight maintenance.

When the weekend rolls around, I love to make big, hearty breakfasts to fuel busy days. I find it empowering to have a go to recipe that kids will eat but can look fancy enough for company, especially if you top it with some chopped fresh herbs. The beauty of this recipe is that you can make exactly however many servings you need—no leftovers, and it contains lots of nutrients—both carbohydrates and protein and something from all four food groups. It is also made from ingredients that are easily kept on hand and is quick and easy to prepare leaving you lots of time for doing other things in your empowered state!

Baked Breakfast Sandwich*

Sliced hearty bread such as Pepperidge Farm Sourdough or a whole grain bread
Mayonnaise
Thinly sliced ham or turkey breast
Thinly sliced ripe tomato, preferably locally grown
Thinly sliced cheese of your choice
1-2 eggs per sandwich
butter
Salt and pepper
Chopped fresh herbs, if desired

Preheat oven to 400 degrees. Spread one side of a bread slice with mayonnaise, then top with (in order), meat, tomato, and cheese. Place on a lightly greased or parchment lined cookie sheet. Bake for 10 minutes. While the sandwich bakes, cook the desired number of eggs in a skillet by sautéing in butter or by this French method my wonderful mother-in law taught me: Over medium heat, melt a small amount of butter in a non-stick skillet. Break the desired number of eggs into the skillet. Cook until the egg whites are looking done, then add 1-2 tablespoons of water, and cover with a lid. Cook for two additional minutes for medium eggs. The result is eggs that look similar to poached eggs.

Remove sandwich from oven, top with an egg or two, season with salt and pepper, top with chopped herbs if using, and serve immediately.

* If desired, light or low fat products work for this recipe.



Jacqueline Dixon is a shareholder in Weatherly, McNally & Dixon, P.L.C. in Nashville, Tennessee. She is a former TBA President and former TLAW President.

FASHION-FORWARD: Office-Worthy Fashion Tips

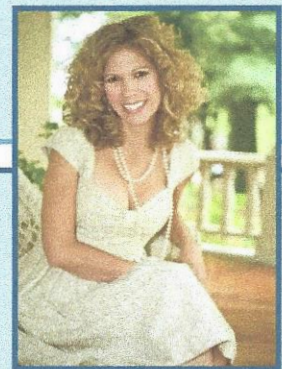
By Karol Lahrman

With the 2015 fashion trends, looking amazing for your job can be quite challenging these days. Many brands offer interesting designs, but, let's be honest, many of the new styles not office-worthy.

For you intelligent, empowered, modern day women, who spend much time at your work, you not only want to look powerful, and fashion savvy, but you also need to be comfortable throughout the day. Fashion tip for the business ladies: *keep it simple*. Large patterns and too many chunky accessories at once can distract from your powerhouse style. When in doubt, think classic style like Audrey Hepburn, and modern day style like Amal Clooney.

Black, greys, navy with texture continue into 2015 fall this year; just add an updated fashion piece to jazz it up. Come winter weather, simply switch out your heels for a clean looking feminine boot.

Here are some of my ladylike picks for you working ladies!



Karol Lahrman Is Executive Director for TLAW and Owner of Reflection Model and Talent Agency in Franklin, Tennessee. You can contact her at karol.lahrman@tlaw.org.

MY CALL TO ACTION by Ramona P. DeSalvo



In recent years I found myself continuously glued to the news, whether radio, TV or Internet. It seemed each day I heard another way the federal government was reaching into daily life in a manner I have not experienced in my lifetime, including my 35 years as an attorney. I found myself routinely shouting at the TV or crafting eloquent Facebook posts about governmental overreach. What do you mean my child cannot have more than one packet of ketchup with his lunch? How can DC tell a teacher that he cannot spend more than two percent of class time for test-taking? Why can't I buy the light bulbs I want? Is the federal government not limited to doing those things that states and communities cannot do for themselves?

Rather than continue shouting to my now well-informed dogs and before I lost all of my FB friends, I decided I had to do something. I volunteered to be part of a national non-partisan grassroots organization, Citizens for Self-Governance, calling for an Article V, Convention of States, to amend the U.S. Constitution. To think, I never had a yard sign in any election, never contributed to any campaign, and never displayed a bumper sticker for any cause. I always voted, but it seemed as if my vote — along with many other citizens — had become rather pointless.

I am now the Legislative Liaison for the Tennessee Convention of States, one of 41 states which have passed or will pass a resolution to call an amending convention to limit the power and jurisdiction of the federal government. It is not a Democrat or Republican cause—it is a uniquely American issue rooted in our Constitution.

The Constitution's framers foresaw a day when the federal government would exceed and abuse its enumerated powers, placing liberty at risk. Article V contains a mechanism whereby "We the People" can have the ultimate check on federal power. There is historical precedence for such amending conventions with one of the first called when Congress did not pass the first 12 proposed amendments as promised in a deal to get the Constitution ratified. Surprise! The Constitution was ratified, but the amendments were not passed. Once an Article V call began to propose the amendments, Congress passed 10 of those 12 amendments we know as the Bill of Rights. Calls have been made over the years, but it requires 34 states to pass resolutions calling a convention for identical reasons. Some states want a balanced budget amendment; some wanted the Equal Rights Amendment, some want to overturn Citizens United, and some want term limits for Congress.

Across the country, the present call is for states to

convene to propose amendments to limit the power and jurisdiction of the federal government. It is far more likely 34 states can agree on this broader call which can address all of the problems our country faces, rather than a single issue. Once the states convene, the states' delegates then can discuss and propose amendments. It takes 38 states to ratify any proposed amendment, so the result will not be such far-fetched outcomes as the repeal of the 2nd Amendment.

In the 2015 session of the Tennessee General Assembly, the state Senate passed SJR0067 calling for an Article V Convention of States. The identical resolution passed in four states already and is pending in nearly all legislatures across the country, spurred by grassroots volunteers who also grew weary of yelling at their TVs. Tennessee's House will consider the resolution in the 2016 session, starting with a vote in the State Government committee. There is some opposition, but most challenges can be dispelled with a thorough understanding of history of Article V.

Our Constitution is no longer the few parchment pages we can see in the National Archives, but it has been expanded by thousands of pages of Supreme Court interpretations and regulations created by an unelected bureaucracy (80,000 pages in 2013 alone). Many Americans believe our country is on a financial and political cliff. Article V is a means for "We the People" to restore power to the states which are more closely aligned with their own citizens' interests, but with our common interests (such as defense) protected federally. The Article V solution is broad enough, it is quick enough to address the perils our constitutional republic faces, and most importantly, it is constitutional.

This short article is not meant to fully address all of the questions that arise concerning this process. I have studied this subject for well over a year now (being a lawyer certainly helped!) I now believe that the supporters of this call actually can spur restoration of self-governance, whether by doing it through the states or by prompting Congress to act. All those "free" things sound appealing in the short term, but in exchange for the "benefits" from the federal government, the sphere of freedom surrounding us grows increasingly smaller.

The division across the country is heart-breaking to me; I often wonder how we got here. This short article is not designed to secure your agreement or involvement. I wanted to share with you what this one citizen decided to do in harmony with other Americans in order to preserve the republic of the *United States*. I love this country! And I know my dogs are glad I have moved on to volunteer in the legislature and in my community.

Member News

Among the eight women being inducted into the Tennessee Women's Hall of Fame is TLAW member **Justice Janice Holder**, the first female chief justice of the Tennessee Supreme Court. Holder, from Memphis, was a founding member of TLAW and has devoted much of her career to the elimination of domestic violence and worked to provide access to justice for all. The induction ceremony took place on October 26 at the Nashville Airport Marriott as a part of the 12th Annual Economic Summit for Women.



The Southeast Tennessee Lawyers Association for Women (SETLAW) named Baker Donelson attorney **Virginia Love** their 2015 Lioness of the Bar. SETLAW president Brittany Thomas said Love's legal expertise in 36 years of practice and furthering the careers of other female attorneys contributed to Love's selection.



TLAW Member **Chief Justice Sharon Lee** will continue to serve as chief justice of the Tennessee Supreme Court. The members of the Court have unanimously re-elected the Madisonville native to a one-year term. Chief Justice Lee has been a member of the Tennessee Supreme Court since 2008 and chief justice since September of last year.



Tennessee Supreme Court **Justice Cornelia A. Clark** received the Pioneer Award from Vision 2020 when the national women's advocacy group met in Nashville for its Vision 2020 Fifth National Congress. A large portion of the conference was devoted to the women's suffrage movement.

CHAPTER NEWS

On Saturday, October 25, a team of 39 members of UT Law Women and the **East Tennessee Lawyers' Association for Women** participated in the Komen Race for the Cure in Knoxville. The team braved the cold and the rain to support a great cause. ETLAW is now collecting toiletries for the YWCA Toiletry Drive, which will conclude at the December meeting.



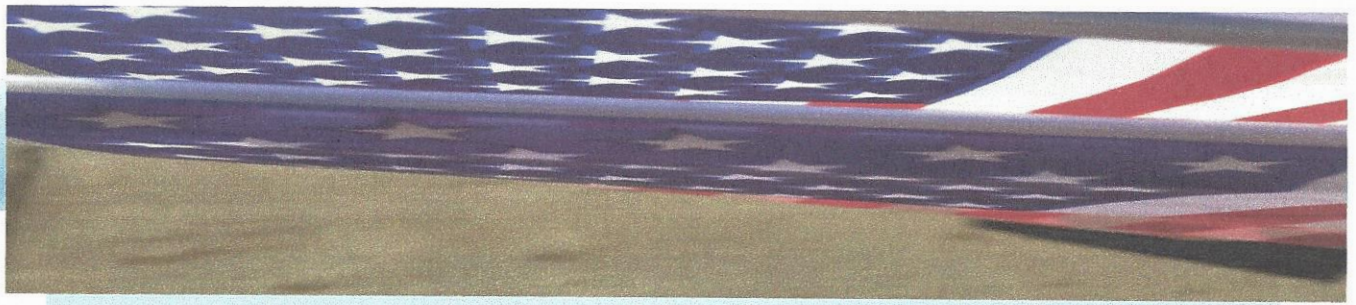
The **LAW Marion Griffin Chapter** recently held its New Admittees Breakfast. Attorneys, judges, legislators, and other dignitaries welcomed the new attorneys to the legal community. Special guests included Mayor Megan Barry, Nashville's first woman mayor, and keynote speaker Dean Melanie Wilson, from the UT College of Law.



The **Southeast Tennessee Lawyers' Association for Women** held a Citizenship Assistance Workshop on Saturday, August 15. At the Workshop, SETLAW members assisted local immigrants and refugee families with their citizenship applications. On October 29, SETLAW held its Happy Hour and Membership Drive at the studio of local artist John Henry.



Under the leadership of TBA YLD President and TLAW member Rachel Moses, the **Upper Cumberland Chapter of TLAW** has been re-activated. The re-energized chapter continues to build its membership and work on programming to benefit lawyers in the Upper Cumberland.



UPCOMING CLE PROGRAM:
LEGISLATIVE ROLE MODELS

TLAW and AWA CLE on Legislative Role Models

Date: January 7, 2016

Time: 3:00- 5:00 pm CDT

Collierville Chamber of Commerce

485 Halle Park Drive
Collierville, TN 38017

Cost:

\$25 for TLAW and AWA Members

\$40 for Non-Members

Credit: 1 hour

Featuring

State Senator Sara Kyle

State Representative Raumesh Akbari

State Representative Leigh Wilburn

Tennessee Lawyers' Association for Women

TLAW was founded on July 7, 1989, in Nashville, Tennessee. TLAW is a statewide women's bar association whose efforts have dramatically increased the number of women on the bench and in other legal positions.

Membership is open to any person who is a member in good standing of a State or Federal Bar of the United States. Any person supporting the purposes of TLAW, any student, and any law graduate awaiting admission may be a member.

TLAW's purposes include:

- ◆ Achieving the full participation of women lawyers in the rights, privileges and benefits of the legal profession.
- ◆ Increasing the number of women serving on the bench.
- ◆ Providing opportunities for mutual support and fellowship.
- ◆ Supporting the status and progress of women in society.
- ◆ Providing a source for continuing legal education.

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