

TLAW

Tennessee Lawyers'
Association for Women

Inside this issue:

<i>President's Message</i>	1
<i>You Can't Please Them All</i>	2
<i>Women Who Win!</i>	3
<i>Eating Well</i>	5
<i>Affiliate and Member News</i>	8
<i>TLAW Annual Convension</i>	10

President's Message

SUMMER 2017 NEWSLETTER

Hello, Friends!

Empowerment is the process of becoming stronger and more confident in one's life.

For all of those who were privileged to attend TLAW's 2017 Empowerment Conference:

Women Who Win!, March 31

was a day to embrace the strength and power of women. I say "privileged to attend" because it certainly felt like a privilege to hear from the many strong, resilient, and confident women who spoke at this year's conference.

Each of them epitomized what it means to win. They overcame obstacles, often were told they could not pursue the career trajectory of their choice, and they balanced personal lives with the demands of a professional career. Luncheon keynote speaker, Linda Strite Murnane, (Col. USAF, retired; Chair, ABA Judicial Division) best described the day when she remarked "There's No Such Thing as Can't." Morning keynote Judge Julia Smith Gibbons shared her continuing sense of responsibility to the women who followed her from the time she received her first judicial appointment at age 30 to her appointment to the Sixth Circuit Court of Appeals.

After 2016's successful conference ("Great Expectations"), I was a little concerned about whether we could meet or top the stellar line-up of women who spoke. As the 2017 conference plans took shape, all doubt was removed. Tennessee is flush



with remarkable women who have contributed significantly at the highest levels, whether in government, the judiciary, the practice of law, or to their families and communities.

After hearing each moderator, speaker and panelist, I am sure there was more than one person in the room besides me who felt challenged. Indeed, I felt like I had to get busy—too little time and so much to do! The day was invigorating, emotional, fun, and certainly a challenge as the "Women Who Win" showed us there was nothing that can stop a person with determination and goals. I thank each one of the participants in the conference for their insight, their inspiration, and for setting the bar so high while still reaching out a hand to lift up those who follow. The statistics for women in the law still are shocking after so many years, but we certainly are not where we were when I started practicing 37 years ago. Some of the stories from those days sound more like the 1880s rather than the 1980s!

I also want to thank the ABA Judicial Division and the TBA for joining us for a very successful cocktail reception the evening before the conference. I thank each of the conference attendees and the committee who worked so hard to make the conference happen.

We look forward to next year's conference. We look forward to hearing your stories. We look forward to the 3L who will speak ten years from now. It is my wish that we continue to uplift and support one another, and to achieve a strong, confident posture in the legal communities we serve. We all have been empowered by "Women Who Win!"

Ramona P. DeSalvo

You Can't Please Them All

By: Leslie L. Beale

You can't please everyone all the time. We've all heard it, and when we do, we nod our heads and smile at how obvious it seems. And then we go right back to trying to please everyone.

It seems to be one of the great ironies of modern womanhood – we know we can't live our lives trying to make everyone around us happy, and yet we can't seem to stop. We work ourselves into a frenzy to be the perfect professional, the perfect wife, the perfect friend, the perfect mom, and on and on. Then we look around at our life and wonder why we feel so frazzled.

The hard truth is, we can't have sustained peace and joy in our lives as long as we spend them trying to please everyone around us.

Living to avoid disappointing others is a recipe for exhaustion.

It robs us and those we love of the chance to really get to know who we are. So why is it such a hard habit to break?

"AFTER ALL, IT IS YOUR STORY TO WRITE"

At its heart, people pleasing is a kind of perfectionism – one that's been running the show for so long we don't even recognize it anymore. It's a reaction to the chatter in our minds that tells us we aren't good enough to deserve love and acceptance on our own. Instead we must earn them, by living up to a never-ending list of expectations. That same voice says taking care

of our own needs is selfish – and good girls are never selfish.

So, we keep going, thinking that if we work hard enough or find the right trick, everything will fall into place. We stay trapped by our need to be loved and accepted, and frustrated by the fact that we don't ever feel like we're doing enough.

The longer we live this way, the more frustrated and exhausted we become. Many of us transform slowly into the very person we are trying so hard not to be –

grumpy, short-tempered and resentful. We get bogged down all of the "shoulds" and "have tos" and just can't find our way back to true joy.

In all of our running around and doing, we lose sight of who we really are. The unique blend of talents, likes, and quirks that make us different. And because we no longer know that woman, we can't share what only she can offer with those around us.

Maybe that's the worst part of trying to be all things to all people. In doing so, you lose yourself. As a result those you love and care about never really

get to know you. You spend your life as an actor rather than a person. You have moments of joy and contentment, but are always looking over your shoulder for some shortcoming or mistake to snatch it all back. But, it doesn't have to be like that.

What if you cut yourself some slack? What if you let go of the fear that not doing everything just the way someone else wants makes you a failure? What if you embraced who you are – with all your quirks and ticks?

Try it out, just to see how it feels. I bet you'll be surprised.

As a success coach, Leslie L. Beale, JD, helps ambitious women who want to thrive at work and beyond. After spending fifteen years as a lawyer and executive, Leslie founded Profusion Strategies, where she offers individual and group coaching, consulting, and training programs on a variety of topics of importance to working women. To find out more, visit her website at www.ProfusionStrategies.com.



WOMEN WHO WIN!

EMPOWERMENT CONFERENCE 2017

TLAW hosted its second annual Empowerment Conference: *Women Who Win!* on March 31 at Waller in Nashville. Nearly 125 attendees joined TLAW to network and learn how women can advance in leadership.

Hon. Julia Smith Gibbons from the Sixth Circuit Court of Appeals kicked off the Conference with the Morning Keynote, speaking to attendees about “Pathways to Leadership.” She encouraged attendees to find their paths and forge ahead as leaders.

A panel discussion, “Preparing Oneself for Elected and Appointed Positions” provided insight into running for office and seeking appointed positions. Panelists included Andrée Blumstein, Solicitor General, State of Tennessee; Dawn Deaner, Metropolitan Public Defender, Nashville-Davidson County; the Honorable Kim McMillan, Mayor, Clarksville, Tennessee; the Honorable Brandon Gibson, Tennessee Court of Appeals; and Moderator Kim Harvey Looney, Partner, Waller Lansden Dortch & Davis, LLP (Nashville).

The luncheon Keynote Address was provided by Linda Strite Murnane, Colonel, USAF, Ret. Chair, Judicial Division, American Bar Association Chief, Court Management Services Section for the Special Tribunal for Lebanon (Leidschendam, The Netherlands). Her inspiring words gave attendees the sense that there truly is “No Such Thing as Can’t.”

Life Coach and Business Strategist Heather Hubbard shared words of wisdom about “Where Women Stand: Pipeline, Retention, and Promotion.” In addition to learning where women stand in today’s workplace, attendees learned how to increase their chances for promotion.

The General Counsel panel discussed leading from the top and included panelists Kristi Bennett, Legal Counsel, Eastman Chemical Company (Kingsport); Susan Gritton, Senior Vice President and General Counsel, Ascend Federal Credit Union (Tullahoma); Donna Pierce, Vice President and General Counsel, University of the South (Sewanee); Wanda Wilson, Chief Operating Officer and General Counsel, Tennessee Lottery (Nashville); Jane Young, General Counsel, Tennessee Department of Health (Nashville); and Moderator Kyonzte Hughes-Toombs, TLAW Empowerment Conference Co-Chair & Deputy General Counsel, Tennessee Department of Health (Nashville).

The conference also included a Law Firm Partners Panel that discussed the partnership track. Panelists included Molly Glover, Senior Attorney, Burch Porter & Johnson (Memphis), Lela Hollabaugh, Managing Partner, Bradley Arant Boult Cummings (Nashville), Jennifer Keller, President and COO, Baker Donelson (Johnson City), Andrea Perry, Member, Bone McAllester Norton PLLC (Nashville), and Moderator Patty Wise, Counsel on Call (Brentwood).

Justice Holly Kirby from the Tennessee Supreme Court provided Closing Remarks to end another successful conference.



The Elected & Appointed Officials Panel: Clarksville Mayor Kim McMillan, Court of Appeals Judge Brandon Gibson, Solicitor General Andrée Blumstein, and Metropolitan Public Defender Dawn Deaner.



TLAW President Ramona DeSalvo introduces lunch keynote speaker Colonel Linda Strite Murnane.



Left: TN Supreme Court Justice Holly Kirby leaves attendees with parting words: adopt a "can do" attitude, focus on your vision, share your ambition, and take a step towards your vision!

EMPOWERMENT CONFERENCE 2017: WOMEN WHO WIN!

Below: Lots of East Tennessee Lawyers' Association for Women members showed up for the Conference!



Eating Well: Light and Luscious Lemon Poppy Seed Cake

By: Jacqueline B. Dixon

Spring and summer in the South means warm weather, walking barefoot in the grass, driving with the top down, and fun in the sun. Our clothing choices go from heavy and drab jackets and sweaters to light and airy sundresses, seersucker and shorts. And our food choices follow suit, trading heavy stews and sauces to hamburgers on the grill and gazpacho.

Warm weather also means light and airy desserts. My warm-weather “go-to” was featured in *Southern Living* in 1993, and is as easy to make as it is good.

LEMON POPPY SEED CAKE

1 (18.5 ounce) package 97% fat-free yellow cake mix
½ cup sugar
1/3 cup vegetable oil
¼ cup water
1 cup plain nonfat yogurt
1 cup egg substitute
4 tablespoons lemon juice
3 tablespoons poppy seeds
Vegetable cooking spray
Lemon Glaze

Combine cake mix and sugar in a large mixing bowl; add vegetable oil and next 4 ingredients. Beat at medium speed with an electric mixer 6 minutes. Stir in poppy seeds.

Pour into a 10-cup Bundt pan coated with cooking spray. Bake at 350 for 40 minutes or until a wooden pick inserted in center comes out clean. Cool in pan on a wire rack 10 minutes. Remove from pan; drizzle with Lemon Glaze and cool completely on wire rack. Yield: 24 servings (156 calories per slice).

Lemon Glaze

½ cup sifted powdered sugar
2 tablespoons lemon juice

Combine all ingredients, stirring until smooth. Yield: ¼ cup (60 calories per tablespoon).

LIFE HACKS: Keeping Organized and Keeping Sane

By: Angelia Nystrom, UT Institute of Agriculture

(Re-printed with permission from the Knoxville Bar Association's DICTA, February 2017)

For as long as I can remember, I've had the motto, "Everything has a place, and it ought to be in it." From the time I was a child, I have been almost obsessive about being neat and organized. I recall being in the fourth grade and excitedly purchasing my very first Mead Trapper Keeper notebook at Gass Pharmacy in Dandridge. It was red and included separate color-coded folders for each of my classes. I got great joy out of organizing my classwork using the folders. It didn't stop there.... Everything in my life was similarly organized, even at a young age.

That continued into high school. While I no longer used the Trapper Keeper, I was always neat and organized. And apparently, it didn't go unnoticed. Recently, a high school friend texted a photo to Hugh from our high school newspaper. It had photos of "Senior Superlatives." And I, in all of my 1980's big-haired glory, was pictured in front of an expertly organized locker with the caption, "Neatest."

Some thirty years later, other than the hair, not much has changed. When asked for a Mother's Day project at school what his mom liked to do for fun, Trace once remarked, "She likes to clean house." Sadly, that is not terribly far from the truth.

**"EVERYTHING
HAS A PLACE,
AND IT OUGHT
TO BE IN IT."**

I seem to have cleaning and organization down to a science at our house. My closet is organized by type of clothing and then by color and fabric. It drives me batty for the khaki colored pants to get mixed in with the black pants. And our pantry is organized by food type and then container type. I have dark-colored

"snack bins" that contain the food that Trace likes to eat because I cannot stand to see the unorganized mess that they inevitably become when an 11 year old boy and his buddies get into them.

As organized as I am, I am also a creature of habit.

Every morning before work, I clean our house. I make sure that the coffee pot is cleaned and that the dirty dishes are loaded into the dishwasher before I go upstairs to get ready for work. I also clear the multitude of papers that inevitably land on the kitchen table or counter. Hugh likes to tell people that I will take the morning newspaper from his hands to put it in the recycle bin.

Also, I will not leave our house without making the beds each morning. To make it easier, I have a certain method for stacking the decorative pillows at night before we go to bed so that I can quickly make the beds in the morning. I have it timed so that I can make them all in under two minutes. It's a little bit crazy, but it works for me.

These are some of the "life hacks" that keep me sane. If the house is neat and organized, the rest of life will fall into place. At least from my perspective.

As neat and organized as I am, Hugh and Trace are polar opposites. I can generally keep the house in order when I am home, but it becomes a little more difficult if I am away. My job involves a decent amount of travel, and I'm always a bit scared when I have been out of town and then return home. I'm never sure what the house will look like. While Hugh tries hard to keep things neat while I am gone, he isn't always successful. And his attempt to create "life hacks" often go awry.

Hugh likes to say that he is responsible for all things nasty at our house—he cleans up after the dog and changes the cat litter. Once, when I was out of town, Hugh decided to experiment with cleaning the cat litter. Specifically, he decided that birdseed would be a more environmentally-friendly cat litter. His theory was that (1) the consistency of birdseed closely resembled cat litter and would be pleasing to a cat, (2) the birdseed lacked the "litter smell" that you get with traditional cat litter, and (3) instead of sending the litter to the landfill, he could dump it in the woods behind our house for the birds to eat.

I am certain that Hugh did this "experiment" while I was out of town because he knew that I would never approve. And he would have been correct. On the day that I returned home, I was met with the smell of cat poop and urine. While the cat did use the birdseed litter box, the birdseed did not absorb the odor. And Hugh didn't think about the fact that no bird would ever want to eat birdseed that had been used as a toilet.

Worse than all of this, though, was the fact that the birdseed stuck to the cat's feet, which meant that he tracked it through our house. And this was the thing that sent this neat-freak over the edge.

Hugh's attempted "life hack" ended with a deep cleaning of our carpets and a thorough cleaning of the entire house by a professional cleaning team for good measure.

On second thought, maybe it did work after all.

TLAW 2017-2018 SLATE OF OFFICERS

As previously shared on May 15, 2017:

Pursuant to Article XV, §(1)(b), the TLAW Nominating Committee is pleased to submit the following slate of nominees to be voted on at the 2017 Annual Meeting, which will be held on Friday, June 16, 2017, 7:00-8:15 a.m. EDT, at the Meadowview Conference Center, 1901 Meadowview Parkway, Kingsport, Tennessee, Grand Salon 1:

President	<i>Karen Crutchfield</i> East Tennessee
President-elect	<i>Holly Renken</i> West Tennessee
Recording Secretary	<i>Sonia Boss</i> Middle Tennessee
Corresponding Secretary	<i>Crista Cuccaro</i> East Tennessee
Treasurer	<i>Linda Knight</i> Middle Tennessee
Director at Large	<i>Psonya Hackett</i> West Tennessee

Respectfully submitted,

2017 Nominating Committee

Ramona P. DeSalvo
Connie Chadwick
Karen Crutchfield
Holly Renken

AFFILIATE AND MEMBER NEWS

ETLAW

ETLAW's April CLE, "How to Engage in the Political Process 101," featured speakers Emily Passini, a partner in Greenlight Media Strategies, and Susan Richardson Williams, principal at SRW & Associates.

ETLAW members elected to the TBA Board of Governors include Tasha Blakney, East Grand Division Governor (Position 1), Shelly Wilson, Second District Governor, and Alyssa Minge, YLD District 3 Representative.

ETLAW's May CLE, "Family Law and Ethical Dilemmas," was presented by attorney Kevin Shepherd.

MARION GRIFFIN CHAPTER OF LAW

LAW's Wellness Book Club met on February 16 and was hosted by Lynn Lawyer. The group discussed the book, "Love Warrior" by Glennon Doyle Melton, who was the featured speaker at the Women's Fund of the Community Foundation Power of the Purse on April 12.

LAW's February Membership Meeting featured speaker Candice Reed, who spoke on "Lawyers as Introverts: Understanding Personality Typing in Legal Practice and Business Management." The presentation was inspired by the January 2016 ABA Journal cover story, "Introverts in an Extroverts' World: Most lawyers are introverts, and that's not necessarily a bad thing."

LAW's Practicing Parents Committee held an event for practicing parents and their children to paint pottery and connect with one another at Brushfire Pottery in Green Hills on February 25.

LAW's Annual Meeting and Banquet was held on April 13. The Judge Martha Craig Daughtrey Award was presented to Tennessee Supreme Court Justice Cornelia Clark, and the Rising Star Award was presented to Ashonti Davis. President Nikki Smith-Bartley passed the gavel to incoming President Liz Sitgreaves at the end of the evening.

SETLAW Chattanooga

A Lunch and Learn on "The Basics of Commercial Real Estate and Lending Transactions" was held on March 30 at Baker Donelson's Chattanooga office. Attorneys Susan Rich, Amy Mahone, and Mary O'Kelley discussed the basics of commercial real estate and lending transactions and shared their insights on the topics.

On Saturday, April 15, SETLAW partnered with the Tennessee Immigration and Refugee Rights Coalition to present an educational program for non-immigration attorneys.

Tennessee Supreme Court Justices Cornelia Clark, Sharon Lee, and Holly Kirby served on a panel at SETLAW's "Ladies of Justice" Lunch and learn, which was moderated by SETLAW President Sara McManus.

AFFILIATE AND MEMBER NEWS

MEMBER NEWS

Sonia Boss is the new Staff Attorney for the Tennessee Coalition to End Domestic and Sexual Violence. In that position, she works with the Sexual Assault Legal Clinic. Also, her office offers holistic legal services to adult victims of sexual assault.

Hon. Bernice Bouie Donald, Circuit Judge, U.S. Court of Appeals for the Sixth Circuit, Memphis, was recently honored with the 2017 ABA Margaret Brent Women of Achievement Lawyers Award.

Former TLAW President **Beth Bates** received the first annual Sue Shelton White Award, which was presented by the Jackson Area Business and Professional Women. Named for Sue Shelton White, the first woman to practice law in Madison County and chair of the National Women's Party in Tennessee and editor of the NWP's national paper, the award was presented to Beth for her work to create or change legislation to improve the lives of women and children in Tennessee.

Jamie Ballinger-Holden was named to the inaugural class of Emerge Tennessee, which is the premier campaign training program for Democratic women. The Emerge program inspires women to run for public office and helps them hone their skills in order to campaign.

TLAW Treasurer **Linda Knight** has been elected as president of the Tennessee Supreme Court Historical Society (TSCHS). The TSCHS is dedicated to ensuring that the records of the Tennessee Supreme Court are not only preserved but also accessible to the citizens of Tennessee. Also, the organization seeks to educate Tennesseans of all ages about the rule of law and the vital importance of an independent judiciary in ensuring appropriate checks and balances in our form of government.

TLAW member **Lanis Karnes** was recently inducted as a Fellow of the Tennessee Bar Foundation.

TLAW President **Ramona P. DeSalvo** and past president **Beth Bates** were named American Bar Foundation Fellows.

MAKE PLANS TO ATTEND:

TLAW's Annual Convention
in conjunction with the TBA



Line Up of Events

TLAW Joint Cocktail Reception with TBA/TABL/Stonewall Bar

Thursday, June 15, 2017 from 5:00-6:00 p.m. EDT

TLAW Annual Meeting and Breakfast

Friday, June 16, 2017 from 7:00-8:15 a.m. EDT Buffet Breakfast

TLAW Convention Events and Programming:

Joint CLE Programming with the TBA: Neuroscience of Decision Making

Friday, June 16, 2017 from 9:00-11:15 a.m. EDT

** If you registered for the TBA Convention, joint CLEs and cocktail hour are included with that registration*

To register for the TLAW Convention, go to tlaw.org

Tennessee Lawyers' Association for Women

LAW 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.

2016-2017 TLAW BOARD OF DIRECTORS

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TENNESSEE LAWYERS' ASSOCIATION FOR WOMEN

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