

# LAW MATTERS

October 2017

Volume XXIX No. 6

## Marion Griffin Women's Symposium Vision or Revision: Equality in the Law October 18, 2017

Vanderbilt University Student Life Center  
310 25th Avenue South, Nashville, TN 37203  
11:00 am—6:00 pm

Registration Begins: 11:00 am

Noon: Lunch & Keynote

Followed by Break-out Sessions\*

Cost: Founders Circle \$250\*\*  
Members \$150  
Non-members \$175  
Government and Public Service Attorneys \$125  
Law Students \$50

[Register Here](#)

\* 3.5 hours accreditation pending

\*\*Admittance to special breakout session by Melanne Verveer

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## **Keynote Address:**

### **When Women Progress, the World Progresses: A Global Women's Strategy to Opportunity, Growth, Progress, and Equality for All Women**

According to Melanne Verveer, ensuring the full participation of women and girls is the great unfinished business of the twenty-first century. Gaps in women's progress around the globe remain as women struggle for economic opportunity and greater labor force participation with equal pay. Violence against women in all forms remains an epidemic as girls continue to be under-educated, underfed, and undervalued. While women's legal status has improved in the past century, in 90 percent of the world's countries, women still face discriminatory laws that prohibit them from owning or inheriting property, opening bank accounts, divorcing, or obtaining custody of their children. This de jure discrimination reinforces biases that restrict women's movement, hinder their economic activity, and make them vulnerable to violence and abuse. Not enough women have risen to the highest ranks of business and government, and in the United States, while more than 40 percent of law school student bodies are women,

## **Schedule for the Afternoon**

**1:40 - 2:40**

### **Forming Legal Networks, with Power and Purpose to Ignite Change**

#### **Board of Trust Room**

#### **Founder's Circle Session with Melanne Verveer**

Melanne Verveer has devoted her life to helping women unlock their potential. Hear stories about women who have struggled "between the lines of the news" and how networks of women in positions of power have used their status to create initiatives to "lift them as they climb". Now is the time to use our platforms to change the way those in power view and value half of the world's population.

Ms. Verveer will then open the floor with the challenge that started in Seneca Falls in 1848 . . . how do we build a world where women have full and equal participation? Join her as she leads us in a discussion on how women lawyers regardless of age, experience or status can use our power, our purpose, and our networks to fulfill the dreams articulated at the first Women's Rights Convention in the United States and how to turn that purpose into action.



### **Closing the Gap: Pay Inequity Among Tennessee Lawyers**

#### **Ballroom C**

#### **Speaker: Professor Jennifer Benentt Shinall**

Numerous studies have shown that women lawyers are not paid at the same level as their male counterparts. When confronted with pay inequality, many women choose to leave, and their firms, companies and clients suffer. This session will explore the pay gap for women lawyers in Tennessee, the reasons behind the gap, and solutions for addressing it.

Jennifer Bennett Shinall's research interests are employment law, labor economics, and legal and economic history. Her research examines the effects of obesity on the labor market and how the legal system can address these effects. Other current research focuses on the employment effects of the Civil Rights Act of 1964 and the Americans with Disabilities Act Amendments Act of 2008. Professor Shinall was the first graduate of the Ph.D. Program in Law and

Economics at Vanderbilt University. Before returning to Vanderbilt as a Postdoctoral Research Scholar in Law and Economics in 2013, Professor Shinall was a clerk for Judge John Tinker of the U.S. Court of Appeals for the Seventh Circuit. She earned an A.B. in economics and history at Harvard University and her J.D. and Ph.D. in law and economics at Vanderbilt Law School, where she served as senior articles editor for Vanderbilt Law Review and was elected to the Order of the Coif. Professor Shinall teaches Employment Discrimination Law to J.D. students. She also teaches Labor Markets and Human Resources and the Ph.D. Workshop for the Ph.D. Program in Law and Economics. Professor Shinall received her A.B. in History and Economics (magna cum laude) from Harvard University, and she received her J.D. and Ph.D. in Law and Economics from Vanderbilt University.

**Break 2:40 - 2:50**

## **Session Two Breakouts**

### **Violence on College Campuses: Is Title IX Providing Equal Access to Educational Opportunities for Women**

**Downstairs Theater**

**Speaker: Stephanie Roth**



This program will explore the epidemic of rape and violence toward women on college campuses, how the criminal justice system can and should respond, and how universities should respond to accusations in Title IX proceedings.

Stephanie Roth, Director, Office of Equity and Inclusion, Tennessee State University. She received a BA in Religious Studies from Duke University, a Masters of Theology from Emory University and a JD from Vanderbilt University Law School. She was a Labor and Employment attorney at Waller and Bass Berry & Sims prior to becoming joining TSU.

### **A Picture Worth (Less Than) a Thousand Words? Women, the Arts, and Equality**

**Board of Trust Room**

**Speaker: Cecilia Olusola Tribble**



This session will explore, through case studies, the topic of equality in the arts, with focus on how lawyers working in the arts and with artists can help women achieve parity through negotiation strategies and other best practices with particular focus on issues of copyright law and employment law.

In 1723, Dutch painter Margareta Haverman was expelled from the Académie Royale when the painting she submitted was judged too good to have been done by a woman. In 1929, Virginia Woolf mused that the roles of women in fiction are almost always described only in their relationships to men. In the history of poet laureates in America, only two have been women. Over time, laws have changed with respect to women's rights in society, but has anything changed with respect to their participation in the arts as leaders, creators, or administrators?

\* Fewer than four percent of the artists in the Modern Art section of New York's Metropolitan Museum of Art are women, but 76% of the nudes are female.

\* Broadway and American performing arts in general—symphony, opera, ballet, and other musical genres have long histories of silencing the artistic work of women as well as codifying longstanding gender and race stereotypes.

\* The Sony Pictures email hack in 2014 revealed that the co-presidents of production at Columbia Pictures—one male, one female—shared the same job but not the same salary, with the man making almost one million dollars more.

\* Of major museums in America only 6% are run by women, and most boards of major institutions have fewer than 35% female representation on boards.

\* Women of color fair far worse than white women in issues of inclusion in cultural collections, exhibition history, production history and leadership representation in America’s nonprofit and for profit cultural landscape.

Cecilia Olusola Tribble is a musician, composer, arranger, theologian, critical thinker, writer and arts and cultural educator and critic. She is the Community & Organizational Development Coordinator at the Metro Nashville Arts Commission. She has over 15 years of arts education, artistic and liturgical consultation experience. She is deeply vested in tapping into the imagination in such a way that causes one to be empowered to tell one’s story through various artistic mediums. Cecilia has a Bachelor of Music in Music Education from The University of Memphis, a Master of Theological Studies from Vanderbilt University Divinity School, and a Master of Arts in Performance Studies from New York University, Tisch School of the Arts, that dealt with gender and artistic practices and spaces. She has worked with the intersection of arts and restorative justice through the juvenile court. I think we can look forward to an enlightening and engaging presentation from her.

## **The Female Entrepreneur in the Technology Sector: Overcoming Challenges and Creating Opportunities**

### **Ballroom C**

**Speakers: Tammy Hawes, Courtney “Coko” Eason  
Moderator: Kay Caudle**

In this session, a woman who is just now building her technology business, as well as a woman who has been at the helm of an innovative technology companies for many years will share perspectives and insights. They will discuss the challenges that they have faced as women in the industry, how they have overcome unconscious bias, and the unique opportunities that now exist for women who wish to take on a leadership role within the technology space. Discussion of excerpts from the book *Reset* by Ellen K. Pao, in particular, “This Is How Sexism Works in Silicon Valley: My lawsuit failed. Others won’t.” Ms. Pao sued a powerhouse Silicon Valley venture capital firm, calling out workplace discrimination and retaliation against women and other underrepresented groups. Her suit rocked the tech world—and exposed its toxic culture and its homogeneity. Her message overcame negative PR attacks that took aim at her professional conduct and her personal life, and she won widespread public support—Time hailed her as “the face of change.” Though Pao lost her suit, she revolutionized the conversation at tech offices, in the media, and around the world.



Tammy Hawes is CEO and Founder of Virsys12, an award-winning Salesforce Gold Consulting Partner focused on healthcare innovation nationwide. With more than 25 years of executive success, guiding organizations both large and small, private and public, Hawes now helms one of Nashville’s most successful technology growth firms. Hawes was one of only two women to graduate with a BS in Computer Science from East Tennessee State University when she received her degree. Hawes was named a member of the 2016 Nashville Health Care Council’s Fellows Initiative; a highly select group of leaders pursuing answers to healthcare’s most complex problems. That year, she was also named one of four “Most Powerful Women in Technology” by the Nashville Post, and the firm was officially certified by the Women’s Business Enterprise National Council.



Courtney “Coko” Eason is a music and entertainment entrepreneur with more than 12 years of industry experience. Coko currently serves as the founder of MILK. MILK is a mobile application that rewards you whenever you refrain from using your phone in places or situations where you shouldn’t such as: movie theaters, restaurants, entertainment venues, automobiles and more. Users can activate the app, refrain from using their phone and once their experience is over, check their points and redeem them instantly for rewards.



Kay Caudle received her undergraduate degree from Vanderbilt University and her JD, Magna Cum Laude, from the University of Tennessee, College of Law. She is General Counsel at STR where she is responsible for ensuring STR complies with federal and state laws and regulations. She also advises STR on various transactional and intellectual property matters, advises on strategic business initiatives, and regularly reviews and negotiates contracts with STR's hotel clients, vendors and business partners

## **Invisible then Gone: Identifying and Breaking Down Barriers to Inclusion in the Legal Profession**

### **Ballroom C**

**Speakers: Stacey Garrett Kujo and Heather Hubbard**

This session will focus on identifying and remedying invisible barriers and behaviors that impact us all and ultimately lead to the exclusion of women of color. Panelists will shed light on moments that matter and participants will learn to hold themselves and others accountable to facilitate inclusion. Making the “invisible, visible” is the first step to overcoming hidden prejudices and encouraging the promotion and success of all women in the legal profession.



Heather Hubbard is the Founder & President of all Rise LLC. Attorneys turn to Heather when they need a clear and effective strategy for taking their careers (and lives) to the next Level. Law firms also engage Heather to lead internal masterminds to promote the retention and advancement of diverse partners. Prior to establishing her own company, Heather was a partner and practice group leader at Waller. Heather graduated summa cum laude from the University of Louisville and received her juris doctorate from Vanderbilt University Law School.



Stacey Garrett Kujo is a founder member of Bone McAllester Norton PLLC and chair of the firm's Board of Directors. She concentrates her law practice in the areas of higher education, corporate transactions, immigration, healthcare and government affairs. Her practice includes business transactions and strategic legal advice, review and negotiation of complex contracts, commercial loan and leases, estimation and mitigation of risk, internal governance, and employment and immigration related matters. Stacey received her undergraduate from Duke and received her JD from Tulane University.

## **Parking**

You may use any of the lots on the Vanderbilt Campus. The charge is \$10.00 for the day.

[Click Here](#) for an interactive map to assist you in locating the parking areas.

LAW has partnered with Lyft for this event.

Save 10% off 1 ride to/from Vanderbilt with code LAW 1018.



## LAW CALENDAR OF EVENTS

October 10, 2017	11:30 am - 12:30 pm
Board Meeting	
October 18, 2017	11:00 am - 6:00 pm
Marion Griffin Women's Symposium	
Student Life Center, Vanderbilt University	
November 7, 2017	7:15 am - 9:00 am
Annual New Admittees' Breakfast	
November 14, 2017	11:00 am - 11:15 am
Board Meeting	
November 14, 2017	11:15 am - 1:00 pm
Membership Luncheon and One Hour General Credit CLE	
December 12, 2017	11:30 am - 12:30 pm
Board Meeting	
December 13, 2017	
Member Appreciation CLE	2:45 pm - 5:15 pm
Holiday Mixer	6:00 pm - 8:00 pm

[Click Here](#) for detailed information and to register.

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## PRESIDENT'S MESSAGE

by Elizabeth Sitgreaves



This month is an exciting one for the Lawyers' Association for Women, Marion Griffin Chapter. After years of planning, the Marion Griffin Women's Symposium will take place on October 18<sup>th</sup>. This Symposium arises from the award of *cy pres* money donated to LAW through the work of LAW member Beth Alexander. The hard work of the LAW co-chairs Laura Smith and Meera Ballal, our LAW Executive Director Melanie Grand, and the members of the Symposium Committee who put together a number of outstanding breakout sessions cannot be overstated. In last month's newsletter, Meera Ballal wrote the top 5 reasons to attend the Symposium. Now, I want to tell you why I am so excited for this inaugural Marion Griffin Women's Symposium.

LAW's Symposium is unique in that it is providing the opportunity for education and discussion on issues impacting women in our profession, our country, and globally. LAW's book club recently finished reading Melanne Verveer's book, *Fast Forward How Women Can Achieve Power and Purpose*, which she co-authored with Kim K. Azzarelli. One particular story in this book resounded with me as an example of what we hope to achieve with the Symposium. In the chapter, Connect with Others: Partner for a Purpose, the book recounts how Kim Azzarelli, then working as corporate secretary for Avon, was invited to attend an event on extreme poverty and sustainable development by a friend, who is an oculofacial surgeon, Dr. Ebby Elahi and founder of the Virtue Foundation, a non-profit organization whose mission is to increase awareness, inspire action and render assistance through healthcare, education, and empowerment initiatives. Dr. Elahi had recently returned from a medical expedition treating acid burn victims in Phnom Penh, Cambodia. When Ms. Azzarelli heard the story of a one-month old baby who was the victim of an acid attack, she was not only moved, but she was motivated. As a result, Ms. Azzarelli used her position and networks through business and other non-profits to pull together a coalition with Dr. Elahi to help not only the victim but raise awareness on the issue of acid violence. This motivation continued with Ms. Azzarelli's work in founding the Cornell Center for Women and Justice at Cornell Law School, which was begun with a grant from Avon Foundation for Women.

Our breakout sessions for the Symposium are:

Forming Legal Networks, with Power and Purpose to Ignite Change: Melanne Verveer

Closing the Gap: Pay Inequity for Women: Jennifer Bennett Shinall, Associate Professor of Law, Vanderbilt University Law School

Violence on College Campuses: Is Title IX Providing Equal Access to Educational Opportunities for Women?: Stephanie Roth, Attorney, Director of Office of Equity & Inclusion at TSU

A Picture Worth (Less Than) a Thousand Words? Women, the Arts and Equality: Cecilia Olusola Tribble, Community & Organizational Development Coordinator at the Metro Nashville Arts Commission

The Female Entrepreneur in the Technology Sector: Overcoming Challenges and Creating Opportunities: Tammy Hawes, CEO and Founder of Virsys12; Courtney "Coco" Eason; music and entertainment entrepreneur and founder of MILK; Moderated by Kay Caudle, General Counsel STR

Invisible then Gone: Identifying and Breaking Down Barriers to Inclusion in the Legal Profession: Stacey Garrett Kujo, Member, Bone McAllester and Heather Hubbard, Attorney, Speaker, Author & Strategic Coach

Lastly, for those attending as Founder's Circle members and attending Melanne Verveer's breakout session, Ms. Verveer will discuss in more detail her experience as a leader on women's issues and will provide a workshop on how our members can form legal networks to ignite change.

My hope is that the topics presented at the Symposium will inspire our membership, like Ms. Azzarelli was inspired, to find their own purpose and harness their own power and networks to address the issues addressed in the Symposium or one they are passionate about in their own life.

***Invitations to New Admittees who passed the Tennessee Bar Exam in 2017 have been emailed. Please check with the New Admittees you know and ask them if they received her/his invitation. ALL New Admittees are invited to the 40th Annual New Admittees' Breakfast on November 7, 2017!***

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LAW Matters is a monthly publication of the Lawyers' Association for Women, Marion Griffin Chapter, P. O. Box 210436, Nashville, Tennessee, 37221-0436. Voicemail: 615.708.1827; Fax: 888.834.7370; [www.law-nashville.org](http://www.law-nashville.org).

To submit articles for the November issue, contact, Kyonzte Hughes-Toombs at [kyonzte.hughes-toombs@tn.gov](mailto:kyonzte.hughes-toombs@tn.gov).

*November 7, 2017*

*New Admittees' Breakfast—40th Anniversary Celebration!*



LAW is excited that Penny White will return as the keynote speaker for the 40th New Admittees' Breakfast keynote speaker. Professor White returns to the New Admittees' Breakfast after 30 years, having served as the keynote speaker at the tenth breakfast!

Professor White serves as the Elvin E. Overton Distinguished Professor of Law at the University of Tennessee College of Law. She serves as the Director of the Center for Advocacy and Dispute Resolution and the Interim Director of Clinical Programs at the University of Tennessee College of Law. She teaches evidence, trial practice, pretrial litigation, and negotiation, and assists with the law school's various clinical and externship programs. She also lectures around the country at legal and judicial education programs on each of these areas as well as about capital punishment jurisprudence and ethics and professionalism issues.

Professor White's career began in a small firm. She practiced as a solo practitioner focusing on criminal defense, civil rights, and family law. While a solo practitioner, she successfully argued in the United States Supreme Court. After leaving private practice, she served as a judge at every level of the court system in Tennessee, serving as the first female Circuit

Judge in the First Judicial District and the second woman to serve on the Tennessee Court of Criminal Appeals and the Tennessee Supreme Court.

While at UT, Professor White has received the university's Jefferson Prize for excellence in research and creative activity and the Alumni Outstanding Teacher Award; at the law school, she has received the Warner Outstanding Teacher Award, the Yarbrough Award for Writing Excellence, and the Carden Awards for Outstanding Achievement in Scholarship and Outstanding Service to the Institution. The National Judicial College, where she teaches regularly, has awarded her the Advancement of Justice Award and the V. Robert Payant Award for Teaching Excellence.

Professor White's article, "Relinquished Responsibilities," was published in Volume 123 of the *Harvard Law Review*. She has also co-authored a benchbook for judges on Capital Trials and solely authored a book on the defense of capital cases, for which she was awarded the Ritchie Award by the Tennessee Association of Criminal Defense Lawyers. She has published numerous articles on evidence, criminal procedure, and ethics.

***40th New Admittees' Breakfast  
November 7, 2017  
Karl Dean Grand Ballroom  
The Music Center  
201 5th Avenue South  
Nashville, TN 37201***

New Admittees' Tickets: Free  
General Admission: \$30.00

[Register Here](#) by close of business November 2nd

Registration Begins: 7:15 am

Breakfast and Keynote 8:00 am

Adjourn 9:00 am

[Map of The Music City Center](#)

[Map of Parking Options](#)



## **“Just Enough To Be Dangerous” September Membership Meeting Recap**

*by Jennifer Lankford*

I would venture to guess that there are few among us who have not been asked a legal question by friends or family. Unfortunately, what most of us remember about the law outside of our chosen practice area is limited to the Bar exam. For this reason, the Programs Committee hit it out of the park with the September program, “Just Enough to Be Dangerous.” During this program, LAW members received a brief tutorial and practical advice for responding to questions by friends in family in four legal areas: elder law, criminal law, family law, and personal injury. The speakers were engaging and the nuggets of information just enough to make members dangerous at upcoming holiday gatherings!

First, Barbara Moss of Elder Law of Nashville, PLC, discussed several topics of concern to seniors and how LAW members can ensure their friends and family find appropriate direction in difficult times. According to Barbara, if you know someone diagnosed with a condition causing mental incapacity, for example, dementia, you should advise them to create a Power of Attorney. Barbara explained that elder law practitioners are particularly well-equipped to create and tailor a Power of Attorney to situations of mental incapacity, which should include additional powers specific to the situation. Barbara explained that she often gets questions from confused loved ones seeking to admit a family member of assisted living and are concerned with the cost of care. Nursing home prices in Nashville average around \$75,000.00 to \$80,000.00 annually. Barbara reminded the group that certain benefits exist for veterans that can lessen the economic hardship on a family. Did you know that a disabled veteran is entitled to \$2,000.00 per month, tax free, if he or she meets certain monetary and asset limitations, and has certain health needs? Barbara explained that elder law counsel can help family navigate the illness requirements to see what contributions Medicaid will make to lessen this expense. Of particular interest, she enlightened members of the “biggest kept secret” in this area – anti-improvement laws for married couples, which allow a spouse who is still at home to keep 50% of his or her assets up to a certain amount, thereby ensuring that the spouse still at home is not at risk of losing all savings and income while their partner is in nursing care.

Tyler Yarbro of Dodson, Parker, Behm, & Capparella, PC, stepped up next to walk LAW members through the top three areas that friends and family ask her about – DUIs, expungement, and Orders of Protection. For DUIs, Tyler’s number one question: “Should I blow?” The answer: “It depends.” Tyler explained that, first and foremost, you should remind the inquirer not to drink and drive, but, more to the question, “It depends . . . whether you will pass.” While saying “No,” does prevent evidence of intoxication against you at trial, it also ensures that the individual will be convicted of the implied consent law violation, which will result in loss of their license for one (1) year or, at best, a restricted license to drive from home to work. Tyler’s second most asked question, “Can I get my record expunged?” Tyler explained that Tennessee law has expanded in the recent past to allow more opportunities for expungement. Individuals can have convictions that are dismissed expunged. Additionally, if a person successfully completes a diversion probation sentence and pays the assigned fee, your conviction can be expunged. Tyler explained that recent amendments to Tennessee law also allow certain lower level convictions, such as Class A misdemeanors and Class E felonies, to be expunged if eligibility factors are met. DUIs and domestic assault are not among those lower level convictions eligible for expungement. Finally, on Orders of Protection, Tyler taught us how to explain to loved ones that OPs, unlike restraining orders, are



*September CLE Presenters: (From left) Tyler Yarbro, Barbara Moss, Laura Baker and Rachel Upshaw.*

tailored to protect victims of stalking or domestic violence. She offered helpful advice on where to send individual wishing to file (day or night).

Next up, Rachel Upshaw of Miller Upshaw Family Law, PLLC, answered the most often questions asked of members regarding family law. Rachel offered a wealth of practical information and responses to inquiring friends and family. Did you know, for instance:

- If the parties reach an agreement on a divorce, and there are no children, the divorce must be on file 60 days. If there are children, the divorce must be on file 90 days.
- Tennessee is a “no-fault” state only if the parties reach an agreement on everything, including the Martial Dissolution Agreement and Permanent Parenting Plan.
- Legal Separations are all of the work (and cost) of a divorce, without actually ending the marriage. A legal separation is only recommended if there is a strong reason to do so, e.g., to allow one spouse to remain on the other spouse’s medical insurance.
- “Sole custody” is a rare bird. The correct terms are “primary residential parent,” i.e., the parent with the decision-making authority, and “alternative residential parent.”
- If the parties agree to 50/50 custody and no child support, it is unlikely to be granted. Even where the party’s split custody, the Child Support Worksheet will determine whether support is owed. Unless the parties have the exact same income, one spouse will need to pay child support.
- Parental rights can only be terminated if very specific criteria are met, it is in the best interests of the child, and someone else is ready and willing to adopt the child upon termination of rights.
- Failure to pay child support is not a reason to withhold parenting time and can result in jail time.
- Children do not get to decide where to live at the age of 12. However, at 12, the child’s preference is given a certain weight.
- If a spouse cheated, that does not mean the non-cheating spouse gets all of the assets. Tennessee courts do not consider fault with dividing assets and debts among the parties.
- Alimony and attorneys’ fees are a matter of judicial discretion, taking into consideration certain factors.

Laura Baker of the Law Offices of John Day rounded out the program by providing helpful information on a commonly arising area in personal injury litigation – the car accident. Laura explained that “full coverage is not necessarily sufficient coverage.” Even full coverage, Laura explained, has a dollar limit. For that reason, Laura encouraged us to advise friends and family to purchase more than the minimum limits of liability coverage. Laura also advised, “Everyone needs uninsured motorist coverage.” UM coverage will cover an individual’s losses if the other driver is at fault, but uninsured. If you have the misfortune of being hurt by a driver with no insurance, then your only source of recovery for medical bills, lost wages, etc., may be your own UM coverage. So, how much coverage should you have? Laura explained that, in Tennessee, the minimum coverage limit is \$25,000 per person and \$50,000 per accident. Taking that into consideration, remember than x-rays, MRIs, etc. are expensive. Think about how much money you would need if you were unable to work and support your family. For many, even \$1 million dollars is not enough. Laura recommends asking for a quote for the premiums for a \$1 million policy, a 250/500 policy (\$250,00 per person injured and \$500000 total per wreck), a 100/300 policy, and a 25/50 policy (minimum required in Tennessee).

With all the above information, LAW Members left the luncheon well-equipped to respond to frequently asked questions from friends and family. Each of us has, indeed, just enough information to be dangerous. But, for in depth inquiries, talk to our expert speakers!



*Jennifer is a 2017-2018 Newsletter Editor. She is an attorney with Thompson Burton, PLLC, where she practices employment law.*



## **“52 THINGS 52 WEEKS”: ONE LAWYER’S JOURNEY TO STRETCH HER LIMITS**

On January 1, 2013, I made a resolution: I wanted to try one new thing every week for an entire year. At the time, I had just finished law school, I was clerking, and my life was in a rut. Up until that point, my life had been focused on school and work. I made very little time for myself. I needed a change and I wanted to experience all the things I felt I had missed out on.

I began a blog called “52 Things 52 Weeks” to document my journey and keep me accountable on my quest. It started out small with a list of about 35 items. I was nervous that I would not be able to come up with 52 “new things” to do. Before long, I had more items on my to-do list than I could possibly complete! Over four and a half years later, I still try something new each week. In that time, I have tried everything from sipping absinthe in the Rocky Mountains to zip-lining over the Sacred Valley of Peru. Not only have these experiences changed my life, but some have also changed my practice.

Every item I have crossed an item off of my list, whether it was goat yoga, paragliding, or whitewater rafting, I changed in one way or another. However, I definitely have some favorites that I encourage you to try:

Walking on Broken Glass: I stumbled upon glass walking when I was looking for a place in Tennessee to walk on hot coals. It turned out to be one of the most empowering experiences of my life. The 10-foot walk was over 125 broken wine bottles—

barefoot. With each step, I could hear the glass popping and feel it breaking beneath my feet. It was a bit unnerving. I did the walk with my eyes closed. I wanted to be completely in the moment and only focus on what I was doing. I've had a lifetime of my brain telling me that walking on glass is a bad idea, by closing my eyes, I was able to shut that out and rely on what I was feeling and trust myself and my decisions. Believe it or not, I made it the entire way without a single cut. After that experience, I am much more trusting in myself and my decisions, both in my private life and in the office.

Sleeping in a Treehouse in the Dominican Rainforest: I have always been a fan of travel, but my solo trip to a treehouse village in the jungle of the Dominican Republic ignited my desire to cross all of my travel items off of my bucket list. There was something about being without internet, TV, or cell service for a week that made me truly appreciate not just the getaway, but the importance of taking time away from work and focusing on myself.

Taking a Sewing Class: I've never been particularly crafty, so some of my favorite experiences have been taking classes where I've learned a new skill. Some have gone better than others, and my obnoxious need to do everything perfectly is constantly tested, but it ultimately turns out better than I expect it will. Classes like these have helped teach me to trust myself when I begin a new project.

Dog Sledding Through the Rockies: I love any adventure that involves being around or petting animals, so sledding through snowy hills behind a pack of eight dogs was pretty much the perfect day. No matter what is going on in our world we should always make some time for frivolous fun.

Taking a Flying Lesson: Each year around my birthday I give myself a big adventure: sky diving, bungee jumping, taking a 3,000 mile road trip, etc. But the most impactful birthday gift was when I treated myself to a flying lesson . . . because I was absolutely terrified of flying. However, I don't like to be held back by my fears.

When I told my friends my plan, a surprising number of them replied, "like, in an airplane?" When I asked what else I could be doing, one friend said he thought I'd be more likely to don a flying squirrel wingsuit than willingly get in an aircraft. He had a valid point. During the actual lesson, I was terrified. The slightest bit of turbulence flashed images of us crash landing into Nashville's Public Square. I even held the yolk so tightly that, when I let go, my hands were cramped from my white-knuckle death grip and would not uncurl. Yet, the experience had some sort of time-release fear-reduction magic. There was something about taking control of my fears that helped eliminate them and has allowed me to feel free to fly around the world - crossing items off of my bucket list.

We are in a high stress, high pressure profession. It is important that we do not let our jobs take over our lives. It is not good for us and it is not good for our clients. Having an escape or hobby, whatever it might be, gives us much needed time to reset and decompress. My hobby just happens to change every week.



*Sara Ellis is a graduate of the University of Tennessee College of Law. Sara practices business and commercial litigation at Pepper Law, PLC.*



## Board Member Spotlight

### Emily Warth

**Where did you grow up? Tell us about your path to practicing law:** I grew up in Dallas, Texas. I was one of those annoying kids who wanted to be a lawyer from a young age. My dad is a lawyer, and I always loved to argue (and usually won). Plus, I graduated from college with two useless liberal arts degrees, so law school seemed like an obvious choice.

**Tell us about your family.** I am married to a fellow lawyer, whom I met in law school, and we have two kids – Ethan and Zoe. They are 6-year-old twins, and objectively incredibly adorable.

**What do you do professionally and what is your favorite part of your job?** I am senior counsel at Asurion. I manage our litigation matters, advise on employment issues, and also work on other risk related issues like records retention and other super juicy topics like that. ;) My favorite part of my job is the variety. There's always a new legal question or topic to tackle, and the days go by fast.

**If you weren't a lawyer, what would you be and why?** My fantasy alternate life would be starring in Broadway musicals. I majored in voice in college and love the theater. But I have no coordination, so it's definitely a fantasy. I also have developed stage fright and avoid singing in front of people at almost all costs now, including karaoke – so don't try to get me to sing!

**What is your favorite thing about being a LAW member?** Getting to know fellow lawyers who are doing amazing things in the legal field and in the community.

**What do you like to do in your spare time (if you have any)?** I enjoy exercising, reading, cooking and am a television addict. I watch more television than anyone who works full time and has two kids should.

**What books are you reading right now and what is the last book you read?** Ever since the election, I've been making myself read non-fiction historical books. I find it comforting to read about earlier times in our country and realizing things have always been a little screwed up. I am currently reading *The Girls of Atomic City: The Untold Story of Women Who Helped Win World War II* by Denise Kiernan. The last book I read was *Team of Rivals* by Doris Kearns Goodwin.

**What is your favorite quote, piece of advice, or a motto you try to live by?** I bought a magnet years ago that said "Life's a journey, not a destination." It's cheesy, but a helpful reminder at times. And when I get bitten by the green-eyed jealousy monster when I see someone achieve something I think I also deserve, I remind myself that that person's success is not my failure.

**Any "fun facts" about you that other LAW members don't know?** How about something super nerdy? I love my birth date. I was born on 9-27-81, which is three squared, three cubed, three to the fourth power. So three is obviously my favorite number. Also, the only reason I know that about my birthday is because my dad pointed it out to me. No way I ever would have realized that on my own!

**What woman most inspires you and why?** Michelle Obama. She is smart, gracious, kind, a difference maker, and gave us the expression, "When they go low, we go high." Plus she sets a great example for balancing taking care of and making time for your family with doing meaningful work. Also, have you seen her arms? #goals

**It's a Saturday in Nashville, what are you doing?** Hopefully we have a babysitter and I am out to eat at a new restaurant or an old favorite with my husband and maybe another couple or two.



## *New Member Spotlight*

### *Miranda Todd*

**Where did you grow up? Tell us about your path to practicing law:** I was born and raised in Nashville, Tennessee. I suppose deep down I always knew I would be a lawyer, though I rebelled against the idea for a while. I attended Berry College for my undergrad and majored in business with a concentration in accounting. After realizing that I didn't want to be an accountant, I worked in banking for a few years before finally deciding to go to law school. The timing worked out well and I was fortunate to be a member of Belmont University College of Law's charter class.

**Tell us about your family.** I am married to an amazing man and we have 4 beautiful cats and 2 sweet dogs. My sister, parents, grandparents live close by, so I get to see them fairly often. My sister and brother-in-law have provided me with two beautiful nieces to spoil.

**What do you do professionally and what is your favorite part of your job?** I recently joined Pinnacle Financial Partners as legal counsel and it's one of the best decisions I've ever made. My team is fantastic and Pinnacle is truly an amazing place to work. My favorite part about this position is that I learn something new every day and each day presents new and different challenges.

**If you weren't a lawyer, what would you be and why?** I would probably still be in banking. I actually really liked my job prior to law school, but the bank I was working for at the time wanted me to move up the ladder and I wasn't prepared for those changes at the time.

**What is your favorite thing about being a LAW member?** I love the luncheon CLEs. It provides an opportunity to meet people and the speakers have been fantastic.

**What do you like to do in your spare time (if you have any)?** I enjoy spending time with my friends and family. I enjoy doing anything outdoors, especially hiking with my dogs and camping.

**What books are you reading right now and what is the last book you read?** The most recent book I finished is *The Go Giver* by Bob Burg and John David Mann. I just started *Hidden Figures* by Margot Lee Shetterly.

**What is your favorite quote, piece of advice, or a motto you try to live by?** An amazing woman I know told me that in every relationship you should have your "Deal Breakers" – things that would make you instantly walk away from the relationship, the job, whoever or whatever you were committed to. Any conflict or hardship that isn't a "Deal Breaker" is something to work through and overcome. That piece of advice has stuck with me and I apply it in my personal and professional relationships. I must say it has served me well.

**Any "fun facts" about you that other LAW members don't know?** I am doing my best to turn my small suburban home into a small farm. My husband cooks for a living so I try to grow as many herbs and vegetables as possible and hope to get bees and chickens in the next year or so.

**What woman most inspires you and why?** This is a very difficult question because there are so many inspirational women in the world. I would have to say a dear friend of mine is my biggest source of inspiration at the moment. About 2 years ago, she realized she was unhappy with her life and needed a change. So, she sold everything she owned and bought an acre of land in Hawaii. She flew there on a one way ticket with a suitcase and a small solar generator and built herself a small home in paradise. It took courage and determination, but she did it.

**It's a Saturday in Nashville, what are you doing?** I'm probably at home or at a friend's house just hanging out.

## *Practical Advice from Practicing Parents:*

### **3 Easy Recipes that Aren't Frozen Chicken Nuggets**

*by Jason Gichner*

I love to cook. To me a perfect Sunday afternoon is putting on the record player, pouring a glass of booze and hanging out in my kitchen preparing a meal for a bunch of people. While that may be the perfect Sunday afternoon, it is not my typical Monday night experience. Monday night is about swim lessons. It is about gymnastics class. It is about math homework and reading for 20 minutes. I feel like we are winning at Monday night when we avoid the Sonic drive-thru (nothing against Sonic, the cherry limeade is killer). I expect other people deal with similar challenges during the week, so below, please find three easy recipes that you can throw together in a flash. They take a little longer than putting frozen chicken nuggets in the toaster, but I promise your kids will like these almost as much.

#### **Golden Chicken (Serves 2-3, use additional chicken for more people)**

##### Ingredients

2 Bone in chicken breasts  
Bag of small carrots  
Bag of red potatoes  
Olive oil  
Salt  
Pepper  
Fresh rosemary

##### Cooking

Preheat the oven to 400 degrees  
Cut the potatoes in half  
Place the carrots and potatoes in a roasting pan  
Strip the herbs from the stem from a couple sprigs of rosemary and put in pan  
Season with salt and pepper  
Pour some olive oil over the top and mix it all up  
Rub the chicken with some olive oil and season with salt and pepper  
Place the chicken in the pan on top of the veggies  
Cook in oven for about an hour or until the skin on the chicken is golden and the carrots are cooked all the way through  
You probably want to toss the vegetables with a spatula a couple times during cooking so they do not stick

#### **Parchment Paper Fish**

##### Ingredients

Parchment paper  
Fish fillet – this should be about 6 ounces. You will want as many fillets as people you are serving. White fish works best for this recipe (halibut, amber jack, cod, etc.)  
1 bunch of asparagus  
Small red potatoes  
Fresh tarragon (You can use another fresh herb if you do not like tarragon)  
Olive oil

##### Cooking

Preheat the oven to 375 degrees  
Cut a sheet of parchment paper about half the size of a baking sheet.

Slice 4 potatoes very thin and layer in a circle on the bottom of the parchment paper  
Take several pieces of asparagus and cut up into thirds  
Place asparagus on top of the potatoes and season everything with olive oil, salt and pepper  
Place fish on top of veggies and drizzle with olive oil and season with salt and pepper  
Put a couple pieces of fresh tarragon on top of the fish  
Wrap the food up in the parchment paper by folding over the top and crumpling up the ends  
Cook on a baking sheet in the oven for about 20-25 minutes or until the fish is done

### **Pasta in Meat Sauce (Serves 3-4)**

#### Ingredients

1 pound of ground meat (beef or turkey)  
Jar of store marinara sauce  
1 cup of red wine  
Salt and pepper  
Olive oil  
2 cloves of garlic  
Box of store pasta

#### Cooking

Cook the pasta in boiling water and set aside  
Chop up two cloves of garlic  
Use a pot large enough for all ingredients – pour in about 2 tablespoons of olive oil  
Cook garlic for about a minute and add in ground meat  
Season with salt and pepper  
When meat is browned pour off excess fat  
Pour in jar of marinara sauce  
Pour in cup of red wine  
Cook on low to medium for about 10 minutes, stirring every couple minutes  
Pour in as much of the fresh pasta as you want to mix in with the sauce  
Let cook for another few minutes on low to medium heat



*Jason M. Gichner is a member of the Practicing Parents Committee. Jason is a litigator with Morgan and Morgan.*



# LAW COMMITTEE CORNER

## COMMITTEE SPOTLIGHT:

### *Diversity Committee and the Diversity Summit*

When we think about “diversity,” for many of us, we think first of racial diversity. It’s an important issue, especially in the legal profession where only 15 percent of attorneys and less than 9 percent of partners identify as an attorney of color. But the conversation about racial diversity should only be the beginning.

That’s why the Diversity Committee of the Nashville Bar Association revived the Diversity Summit last year. The focus of the upcoming Diversity Summit is to create a time and space for productive conversations about all types of diversity—including differences in racial and ethnic backgrounds, sexual orientation, and religious beliefs to name a few. The Diversity Summit is an important event, and one you should mark on your calendars.

The Nashville Bar Association is partnering with our very own LAW for the next Diversity Summit on **March 1, 2018**. The upcoming Summit will be focused on making the “business” case for hiring diverse teams and showing legal and business leaders alike why having a diverse team is not only important for team dynamics, but is also good for the business itself. The keynote speaker is Simon Tam, founder of the band *The Slants*, who was lead plaintiff in an important First Amendment U.S. Supreme Court case *Matal v. Tam*, decided June 2017.

The Summit will be the second of its kind after a 15-year hiatus. NBA Leaders in the Nashville legal community first came together in early 2016 to plan the 2016 Diversity Summit. The event was a success, well attended, and helped spark conversations about diversity. In the future, the Diversity Summit will be held bi-annually.



### Members On The Move

Mandy Floyd, formerly an associate at Bone McAllester Norton PLC has recently moved to ACLU - TN where she will serve a two-year term as a staff attorney.

**Thank you to our Sustaining Members who support the programs,  
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