

LAW MATTERS

August 2019

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LAW CALENDAR OF EVENTS

August 20, 2019 11:30 am—1:00 pm
August Membership Meeting and One Hour CLE
Note: Meeting will be held at the Nashville City Club

August 27, 2019 6:00 pm—8:00 pm
Lean-In Circle Meeting

DO YOU HAVE WHAT IT TAKES TO BE A WOMAN LAWYER?

Are you a leader? Have you been impacted by gender bias or gender stereotypes in the courtroom? Are you sitting in a seat at the table that is right for you? Have you been affected by the lack of quality childcare women face when returning to the workforce after having child?

How Are YOU Facing Challenges And Balancing The Scales?

THE LAWYERS' ASSOCIATION FOR WOMEN—MARION GRIFFIN CHAPTER

PRESENTS ITS 2019 MARION GRIFFIN WOMEN'S SYMPOSIUM

WHAT IT TAKES TO BE A WOMAN LAWYER

SEPTEMBER 20, 2019 8:00 AM—1:30 PM BELMONT UNIVERSITY COLLEGE OF LAW

**KEYNOTE SPEAKER: UNIVERSITY OF TENNESSEE COLLEGE OF LAW GRADUATE AND
CHIEF JUSTICE OF THE NORTH CAROLINA SUPREME COURT,**

CHERI L. BEASLEY

PRESIDENT'S MESSAGE

by Christen Blackburn



Mentorship is critical for success in life and in the law. If you reflect on your own career, you will certainly agree with me as you credit the advice and support of those individuals who helped guide you to your own success. But finding the right mentors can be challenging, especially in the legal field. One suggested reason is that many of the senior lawyers in our firms and legal departments are men. Even though men can make excellent mentors and champions (some of my greatest mentors have been men), research shows that women really miss out on mentorship opportunities when women lead-

ers are not available at senior levels in organizations. We have all heard the studies which show that men generally do not mentor women, because of fear of sexual harassment, sexism, or just the natural gravitation to mentoring other men. And while the number of Nashville women lawyers rising through the ranks to lead firms, practice groups, and corporate legal departments is growing, it sometimes feels like there are not enough of these accomplished women to go around.

Fortunately, LAW has developed an incredible mentorship opportunity through its Lean In Circles. Each of the circles are grouped by practice areas, so members can discuss the issues unique to being in house, in a large firm, in public service, or in representing plaintiffs. Each circle is led by a rock star woman in her field, who can offer advice and guidance to craft suggestions and solutions.

On August 27, 2019, we will kick off the Lean In Circles with four of Nashville's top women lawyers who will discuss the challenges of "climbing the law ladder in heels" from the perspective of different sections of law. I cannot wait to hear from Laura Smith (Vice President -General Counsel of NES), Darkenya Waller (Executive Director of Legal Aid Society of Middle Tennessee), Kathryn Barnett (Managing Partner of Morgan & Morgan), and Mary Dohner Smith (Partner at Constangy Smith and Brooks). Each of these women are incredible lawyers who have collectively spent decades navigating the practice of law and the politics of rising to become leaders, all while juggling life and family.

If you have never attended a LAW Lean In Circle, I encourage you to attend this one! Not only will you hear from women who have risen to leadership in their unique sectors, but you will also meet other women lawyers who face (or have faced) some of the same issues with which you may be struggling. And if for some reason you cannot attend, connect with our Mentorship Chairs to learn about future networking opportunities like lunch, drinks or coffee where you can connect with other women in your particular field.

In my opinion, the best mentorships happen organically and are based on authentic relationships, not through blind-date match ups. Where better to form a genuine connection with another woman lawyer than in LAW?

Lastly, to those lawyers who have practiced for years, who feel like they have it all figured out, and no longer need mentorship, there is always something to learn and the best way is through teaching someone else. You will be amazed what you can learn from a younger lawyer and how working through someone else's questions can solve your own problems. But most importantly, women need women mentors! So, if you have it even kinda figured out, you owe to a young woman in LAW to make yourself available as a mentor, especially when you consider how critical mentorship is to success and the overall lack of mentorship for women in the law.

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2019 Marion Griffin Women's Symposium
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UPCOMING EVENTS

2019

AUGUST

Tuesday, August 20, 2019

August Membership Meeting and One Hour General Credit CLE

Nashville City Club

11:15 am—Noon Registration and Buffet Lunch

Noon—1:00 pm CLE Presentation

201 4th Avenue North, Nashville, TN 37219

Park in the 505 Building parking lot. Pick up a \$6 parking voucher at the NCC. (3 hr. limit)

Join us for a discussion with Rose Palermo, notable Nashville attorney and plaintiff in the landmark Tennessee Supreme Court decision holding that a woman, upon marriage, may elect to retain her own surname, and Judge Martha Craig Daughtrey, one of the attorneys who represented her.



Judge Martha Craig



Rose Palermo

Tuesday, August 27, 2019

Lean-In Circle

“Climbing the Law Ladder in Heels”

Waller Lansden Dortch & Davis

6:00 pm—8:00 pm

511 Union Street, Suite 2700, Nashville, TN 37219

Park under the building for \$2.00.

Several female lawyers from different sections of law (public interest, defense, plaintiff & in-house) will lead panels and then meet with members in small groups. This is a great way to vent, brainstorm, and empower yourself and others. Who can we lean on if not each other?



Laura Smith
Vice President-General Counsel
Nashville Electric Service



DarKenya Waller
Executive Director
Legal Aid Society of Middle Tennessee



Kathryn Barnett
Managing Partner
Morgan & Morgan—Nashville



Mary Dohner Smith
Partner
Constangy, Brooks, Smith &
Prophete LLP—Nashville

SEPTEMBER

September 20th Marion Griffin Women's Symposium*

Friday, September 20, 2019

Marion Griffin Women's Symposium

"What It Takes To Be A Woman Lawyer"

8:00 am—1:30 pm

Belmont University College of Law, Randall and Sadie Basking Center,

1901 15th Avenue South, Nashville, TN 37212

***3.5 hours of CLE pending accreditation**

Early Bird Pricing through August 31st!



Keynote Speaker:

Chief Justice Cheri L. Beasley,

North Carolina Supreme Court

Alumnus, University of Tennessee College of Law

OCTOBER

October 15th Membership Luncheon—Field Trip to The Café at Thistle Farms

NOVEMBER

November 7, 2019—New Admittees' Breakfast—Wildhorse Saloon

To register for all LAW events, go to www.law-nashville.org/events

July Member Meeting Recap

By Tabitha Robinson

On July 16, LAW members convened for the July member meeting. This month's meeting featured a CLE entitled, "Making the Case for Forgiveness: How Restorative Justice is Impacting Nashville's Youth and Communities," hosted by Dr. Sara Figal, Juvenile Court Judge Sheila Calloway, and Magistrate Jerice Glanton. Dr. Figal is the Executive Director of the Nashville Conflict Resolution Center. She received her B.A. from Yale University and Ph.D. from Harvard University. Judge Sheila Calloway attended Vanderbilt Law School. In 2004, she was appointed as Juvenile Court Magistrate and served in this capacity until she became Juvenile Court Judge. Juvenile Court Magistrate Glanton graduated from the University of Tennessee College of Law. Dr. Figal began the CLE by introducing the members to the mission of the Nashville Conflict Resolution Center. Dr. Figal remarked, "We bring participants face-to-face...and we help facilitate a dialogue that allows people to relax sufficiently to hear each other." The Center's three major institutional partners are the Juvenile Court, Metropolitan Nashville Public Schools, and Metropolitan Development Housing Agency. Dr. Figal explained that the Nashville Conflict Resolution Center mediates through issues before they escalate to the Juvenile Court. She recalled a mediation where three children were fighting and causing problems in their neighborhood: "They came in adversarial and frightened about possible consequences—ready to demonize each other—and they left as neighbors. This is because we offered restorative mediation."

Next, Judge Calloway described the shift from punitive to restorative measures in the Juvenile Court system. "When I went down to Juvenile Court, that was the beginning of things being a little different," Judge Calloway said. Traditionally, "When a crime happened, the immediate thought was, 'what happened, who did it, and how much time should they serve for that?' The restorative justice system says, 'Let's take a step back. Let's focus on what was the harm, who caused the harm, and how do we cure that harm? What we are doing is changing the narrative.'" Judge Calloway also discussed restorative justice practices that complement the Juvenile Court system, including Youth Court and Safe Babies Court.

Finally, Magistrate Glanton introduced the members to the Safe Babies Court. Safe Babies Court is a judicial mechanism that aims to improve outcomes for children in the child welfare system primarily through mental health services, parent education, and increased parent visitation: "If you don't interact with your baby, that baby suffers. They lose so much in that 0-3 year-old moment," Magistrate Glanton said. [Safe Babies Court's] goal is to increase visitation with their parents. The minimum required visitation is four hours a month...I [want] parents to visit 4-8 hours *a week*."

At LAW's July member meeting, Dr. Figal, Judge Calloway, and Magistrate Glanton all provided engaging narratives in explaining Nashville's restorative justice efforts. To learn more about the Nashville Conflict Resolution Center, visit www.nashvilleconflict.org. To learn more about Youth Court, visit www.tnyouthcourts.org. To learn more about Safe Babies Court, visit www.insafebabycourts.org.



Tabitha Robinson is a 2018-2019 Newsletter Editor and Staff Attorney for Nashville Electric Service.



“From Passage to Preparing Pupils: The Implications of the Tennessee Education Savings Account Pilot Program”

What Is the Law in Tennessee?

By Kaya Porter

A centerpiece of Governor Bill Lee’s legislative agenda, Tennessee now has a new education savings account (“ESA”) program. Codified at Tennessee Code Annotated Section 49-6-2601, the new law is known as the “Tennessee Education Savings Account Pilot Program.” The road to this law’s passage is nothing short of remarkable, and the implications for the Tennessee K-12 education system are many.

The proposed law was a mashup of House and Senate versions that went through *multiple* revisions over several months. Now that the final bill has been signed into law, the state is charged with building a major new education program that the governor says will give parents more choices when it comes to where and how their children are educated. Beginning in 2021, the ESA program will take effect in three school districts based in Memphis and Nashville.

The ESA program is limited to Metropolitan Nashville Public Schools, Shelby County, and the Achievement School District. Tenn. Code Ann. § 49-6-2602(3)(C) does not specifically mention these particular districts by name; however, the parameters set forth therein limit application to these three districts. To be clear, this section of the statute limits application to districts identified: (1) with ten (10) or more schools identified as priority schools in 2015, as defined by the state’s accountability system pursuant to Tenn. Code Ann. § 49-1-602; (2) among the bottom ten percent (10%) of schools as identified by the department in 2017 in accordance with § 49-1-602(b)(3); and (3) identified as priority schools in 2018, as defined by the state’s accountability system pursuant to § 49-1-602.

In order to be eligible for the program, a student must be zoned to attend a school in one of the applicable districts, but not necessarily one of the priority schools in those districts. A student must also satisfy an annual household income requirement, and under this law, the prerequisite is twice the federal income eligibility guidelines for free lunch. Income eligibility will be determined annually. The new law does not allow for homeschooler enrollment.

The final legislation authorizes the distribution of education savings accounts, a newer type of voucher that will give eligible families an average of approximately \$7,376.23 per pupil in taxpayer money annually to pay for education-related expenses. Specifically, private school tuition, textbooks, tutoring, transportation fees, EPSO courses, college admission tests, computer hardware and technological devices, school uniforms, summer education programs, college tuition and fees, college textbooks, educational therapy, and management fees are all covered under the new ESA program.

The new law also establishes a school improvement fund. For the first three (3) years, impacted districts – all those who are not MNPS, SCS, and the ASD – are supposed to receive an amount equal to the ESA amount for each participating student. After the first three (3) years, the money is provided in the form of school improvement grants for programs to support priority schools. Enrollment caps have a place in the ESA program as well. Specifically, it is limited as follows: year one, 5,000 students; year two, 7,500 students; year three, 10,000 students; year four, 12,500 students; and year five, 15,000 students (maximum). The annual cap will increase so long as the number of program applicants exceeds 75% of the maximum number for that year.

What Now?

The process by which the bill became law was both incredible and controversial. And now that the Tennessee Education Savings Account Pilot Program is in effect, the legislation is still met with both appraisal and comment.

Critics ultimately maintain that the plan will not help the children it is intended for — those from low-income families who attend low-performing schools — and instead will divert resources from the public schools that currently serve those students. A closer look at the new legislation reveals several interesting aspects.

First, while the legislation outlines the general blueprint, the state education department is charged with executing the vision, with some rule-making decisions coming from the State Board of Education.

The department’s responsibilities will include developing processes to: (1) notify lower-income families about the program, (2) determine student eligibility, (3) approve private schools or services that can participate, and establishing a lottery system to select students if the number of applications exceed the number of spots. The Education Commissioner is charged with overseeing the development of Tennessee’s new education savings account program. Once the program is up and running, the department has to administer the education savings accounts, establish a fraud-reporting system, refer suspected fraud

cases to law enforcement, and suspend or terminate schools that fail to comply with the rules. The state department must also produce an annual report that documents the number of students participating, the results of a parent satisfaction survey, overall student performance and “graduation outcomes,” and the growth scores coming out of participating private schools based on annual state math and English tests taken by ESA program students.

The department has some experience administering an education savings account program. Tennessee launched its Individualized Education Accounts for students with certain disabilities in 2017. However, this program is significantly smaller than the ESA program is projected to be, with up to 5,000 students expected to sign up in its first year. The state education department’s oversight and implementation of the program will likely be center-stage once the program kicks off and is underway.

Tennessee Minus Memphis and Nashville: What Happens to Local Districts?

Because school districts in Memphis and Nashville are expected to lose per-pupil dollars when some students opt to leave public schools, Lee’s original proposal included money to reimburse those school systems for their funding losses in the program’s first three years. The idea was to help districts in the transition as a yearly average of \$7,300 follows the students to their education savings accounts. A subsequent revision directed that any unused money earmarked for the program will go to rural districts with schools in the state’s bottom 5%.

Naysayers suspected that the reimbursements were an empty promise, and that could be the case. The legislation’s final language says the funds are “subject to appropriation.”

As a result, those reimbursements will not be distributed if the governor and legislature decide later not to allocate up to \$165 million over three years to offset expenses based on full participation in the program. In this year’s budget, \$25 million has already been diverted toward fighting hepatitis C in state prisons.

Pilot Program, or Not?

While the legislation formally establishes the “Tennessee Savings Account Pilot Program,” the final bill does *not* include language that is typical for a pilot program. In government, a pilot program usually operates under a “sunset” clause and undergoes regular legislative reviews to determine its future. For example, in Tennessee, the entire state education department operates under a sunset provision. The ESA program legislation has no such clause. This means it will be harder to dissolve the program, even if it is not illustrating positive results. The General Assembly would have to jointly pass new legislation to that effect, a more difficult path than automatic review of a trial program to determine whether the experiment is showing results and then subsequently deciding whether to renew it.

Vouchers and the Cost of Private School Tuition

Next, even with the money provided by the Education Savings Account program, many families will be hard-pressed to find an affordable private school option because the money from the state may not cover the cost of full tuition at many private schools. For example, a survey of 57 private Nashville institutions was done by a news network to show that the \$7,300 provided by the state would cover tuition at less than one-third of these schools. The number of schools covered by state funding could also drop once other factors are considered. For instance, some religious schools charge higher tuition for families that are not members of those respective churches. But proponents of the program say that vouchers will, at least, make it easier to provide tuition assistance for families wanting to leave their school district.

Legal Challenges to the Tennessee Education Savings Account Pilot Program

On April 28, 2019, MNPS and Shelby County Schools issued a Joint Press Release advising that they would be challenging the constitutionality of Tennessee’s new ESA program. Indeed, Article XI, Section 9 of the Tennessee Constitution prohibits the General Assembly from passing a law with limited application to a particular county without the consent of that county. These districts will argue that the law is arbitrarily limited to their districts. Shelby County previously won a constitutional challenge on a similar basis. In *Board of Education of Shelby County v. Memphis City Board of Education*, the court held that a law establishing criteria for the creation of municipal school districts, although general in form, was local in effect because it was designed to apply only to Shelby County. Because it did not include a provision for local approval, the statute was void.

The second issue for a potential legal challenge is the law’s application to illegal immigrants. In *Plyer v. Doe*, the United States Supreme Court invalidated a law on equal protection grounds that would have restricted benefits of public education from illegal aliens. The Court held that public education could not be denied based upon immigration status. To the extent that the eligibility requirements (i.e. the federal income tax return, proof of welfare eligibility, or ESAs being defined as a state or local benefit) are deemed to prevent application to illegal immigrants, this could be the basis for a legal challenge as well.

Much remains to be seen when it comes to the Tennessee Education Savings Account Pilot Program. The fact that the program will not take effect for a few more years, together with the controversy that existed from the bill stage through the passage of this law, prove that successful implementation of “school choice” in the state of Tennessee has a long road ahead.



Kaya is an attorney with Lewis Thomason and practices in the areas of education law, employment law, and general civil litigation, defending matters before state and federal courts.



Amanda Bradley, former judicial clerk to Judge Frank Clement of the TN Court of Appeals has joined the firm of Hartzog & Silva, PLLC in Franklin, Tennessee where she will serve Of Counsel practicing in the area of family law.

Samantha Simpson, former judicial clerk to Judge Robert L. Holloway of the TN Court of Criminal Appeals, has moved to a position of Assistant Attorney General in the Criminal Appeals Division of the TN Attorney General's Office.

Notes from My Laptop in the Kitchen While Hoping the Kids Sleep: On Work-Life Balance

By Amy Everhart

I am writing this on my laptop with the sound turned off downstairs on the kitchen table early in the morning in hopes the kids won't wake up just yet. The washer and dryer on are their chronic cycles, so I keep imagining my daughter yelling down from upstairs, "Mommy!" and have to run to the stairs to stick my ear out and listen for her. It's not her, just the swim shoes squeaking around in the dryer. Not that I wouldn't love to see her smiling adorable sweet angel face because she along with my son are my everything, but I'm already 12 hours over deadline and more likely it would be her crying cranky morning demanding diva face. Plus, once she's up, she would want me to come upstairs and lift her out of bed and carry her down the stairs and drop her on the couch in that Mommy-is-the-most-fun way and find the perfect Peppa Pig episode ("Not THAT one, I said the RAIN-BOOT one!"), and pull the fuzzy blanket on her and get her a bowl of strawberries with the stems cut off and can I add some yogurt to it and she wants orange juice but not in that cup, that one.

Anyway, why am I thinking about this? I'm supposed to be writing about work-life balance. Right. Back to it.

I read an article recently (late one night on Facebook on my phone before my free *New York Times* views expired for the month) about how lack of time is women's biggest enemy, how women as a general matter have much fewer long blocks of time to think and create, to get into that "flow" necessary to generate big ideas. The article mentioned how Mozart had a brilliant pianist composer sister named Marianne who sometimes took top billing over Wolfgang at early childhood performances but she married and had kids and her works are lost, and who has ever heard of Marianne Mozart, anyway? The article contemplated what would have happened had Shakespeare been a woman and surmises that we likely would not have known Romeo and Juliet.

The article explains in a nutshell why I am not a famous author. Otherwise I'm certain you would be checking my books out of the library each summer for your annual efforts to beach-read a couple of chapters in between saving your toddlers from sharks. Alas, as it is, I am able to eek out enough spurts of time in the week to single-mom and bring home the bacon as an unknown lawyer.

What was that? Is she up? (Stomach drops. Except I do love her, I DO.) Back in a minute. (Fulfill dizzying list of four-year-old diva demands. Get her settled on the couch despite awareness of the brain-cell-killing effects of too much screen time, particularly Peppa-Pig-related screen time. Sit back down at table. Ommmmmm...and flow!)

I was asked to write this article on work-life balance because of a Facebook post I made on the Tennessee Girl Attorney group. My best creative work these days, aside from my compelling brilliant legal briefs, comes in the form of Facebook posts. They are the perfect size for a creator of my caliber and available time, and I can write them from my car before running into the day-care. Everyone always bemoans how they are on Facebook too much, but as a writer I feel I am justified because it is where I share my best work with the world (i.e. my several-hundred-strong group of family and friends). Anyway, below is said post:

I think my best example of work-life balance at its most precarious was nursing my newborn while on a conference call with a corporate client's eight top execs who were sitting around a boardroom on the other end of the line, me praying she would stay quiet and content while I feigned knowledge and brilliance. Or last week when I pulled up to Party City to get paper goods for my kid's swim party and spent half an hour in my car in the parking lot with the AC cranked and my phone powering my laptop wireless, my seat slid back as far as it would go, while I sweatily helped my clients secure a last-minute end-of-quarter deal just in time to cruise home and pack up the floaties and the juice boxes for the party. Or the evening phone conference with the mediator to iron out the last language of the settlement while burning grilled cheeses for the kids' dinner. Except all of those are NOTHIN' compared to TONIGHT. Trademark appeal and motion to reconsider due by 11 p.m. to Washington, reasonably thinking I will have quiet time after 8:30 to finish things up and file, only to have to scream at, time-out, plead with, beg, rationally explain we will all starve if I don't make this deadline, threaten no electronics tomorrow, threaten no fireworks on Thursday, console, hide from, and finally ignore best I can and keep typing even while my four-year-old monster—I mean daughter—literally yanks on my hand as I type "no likelihood of confusion" so I will carry her to bed, two young children who WILL NOT STAY IN BED OR STOP FIGHTING OR TURN OFF "KIDZ BOP CHRISTMAS" PLAYING THROUGH THEIR POOP EMOJI SPEAKER. Tomorrow I will have to think of therapy for all of us. But the docs are filed. And the kids are finally sleeping (because the docs are filed). And I jump off the tightrope into my bed and breathe a sigh of relief.

It's funny, because I posted this on my own Facebook page, and I got all these responses that I am Superwoman. The responses on the Girl Attorney page, though, were more like: "This is the most relatable post ever." That's because YOU know what I'm talking about, because you are reading this (if you have not simply opened the web link to save the article to read at a future date when you'll never have time to do so) from your essential-oil-laced bubble bath at 11 p.m. next to your kid Tupperware cup of



Supermommy in action.

red wine. Listen, I know you get it. I posted on Girl Attorney because I knew you all had similar stories of feeling at times that if you cannot be cloned you need to split your very soul in two to semi-competently attend to the multiple tasks requiring your attention ALL AT THE SAME TIME.

“Not THAT SPOON! I want the BABY spoon!” (Get her the baby spoon, admonishing myself for destroying her future for meeting her every unreasonable whim but thoughts for the next paragraph on my brain and needing to dash them out before I forget.) “That’s the WRONG spoon, too! I’ll get it myself!” Good. Maybe I’m doing something right.

Sometimes I manage to keep all the balls in the air and masterfully so, and I get over-confident and congratulate myself on how amazing I am. That’s typically when a ball drops (usually on my head), because no one can juggle perfectly forever, can they? And I have to remind myself that it’s okay for a ball to drop every so often because I’m not Superwoman, after all, but just human. Like earlier this week, I left my daughter at her new daycare and had to literally run away from her down the hall while her tearful little self tried to escape her new room and run after me, wailing, “Mamaaaaaa! Don’t leave meeeeeee!” And to make matters worse, I had said to her (ten times) before leaving her, “This is your last hug.” Not: “This is your last hug this morning!” So of course I was thinking all the way to work, What if it really is? What if something happens today, and it really is our last hug, and... I am a terrible mother! Then “9 to 5” came on the car radio, naturally, and I turned it up and had to snatch off my emotional mommy hat and pull on my capable tough smart lawyer hat and walk into the office to do my job.

“Mom, where’s the remote, and I want milk!” Rats, I mean, great! Big brother is up (wonderful, perfect little guy that he is, I do love him but he is even more demanding in his less independent way than his sister).

I’m usually fairly capable of juggling all this because once you’re in motion you just keep going, right? (momentum and all that), and I can compartmentalize — kids at home, work at the office, kids at home, work at the office. It’s when the two worlds collide that the doo doo hits the fan. The flu blessed our house this spring (yes, Facebook friends with every opinion, we DID get the flu shot), and I spent one joyful conference call locked in the master bath, the bathroom rug for my office chair, whispering my opinion on protecting important software technology in between gross coughing fits while the dog scratched on the door from the outside with the audacity to have to be let out and my daughter begged for “pink medicine!” in a feverish fit from where she was sprawled across my bed horizontally. And the other night when I was supposed to be devoting attention to kid time but was sure my kids could see in my eyes the stress and worry over a hearing scheduled for the following morning, and instead of listening to their questions I was rehearsing my hearing argument in my head. In those times I am not doing my best for anyone, giving half attention to each and feeling guilty about both TEDDY HAND HER THE CHEETOS ALREADY! In those moments we are surviving.



Superlawyer before court.

They always say (you know, the Facebook articles) that it won’t destroy your kids for you to be a working mom, that it’s good for them to see you heading out the door with purpose each morning dressed importantly in your suit with briefcase in tow, that it will inspire them to want to be like you. I try to remember that, but it doesn’t always quell the pang of guilt. And, on the flip side, while certainly the judge understands why I smell like sunscreen from my kids smothering me with hugs before court and my hair is a frizzy triangle because I had to let it air dry, does he really understand, when my opponent is freshly polished and not a dog hair on his suit?

“MOM! MOOOOOOOOM! MOOOOOOOOM!!!!”

“WHAT?????!!!!”

“What is 7,377,720 times 9,206,369?”

So maybe we are all superheroes. Our superpower: Filling the Impossible Needs of Everyone All At Once! Or maybe it just feels better for us to know we're not alone, and that some of us reading this have even survived this season and moved on to a calmer one but may miss all the chaos a little, and we are all seeing the greener grass on the other side of the pasture while standing on our own little patch of green without appreciating it. (Say, nice writing — I think I've hit my flow.)

“Alexa, play ‘This Land Is Your Land!’” (I am not making this stuff up.)

And, like they always say (although it drives me crazy when they say this — here, “they” meaning the well meaning Facebook friends), there will come another season when we are back to ourselves, when the little demanding whines have become mature voices heard through a desperately welcome long-distance phone call, when things are quiet, sometimes too quiet, and we have all the time in the world to bask in flow and the juggling balls are resting in their bin.

“Mommy, come sit by us on the couch!”

Sniffle. Laptop. Closed.



Amy Everhart is secretly a famous writer in her dreams and an entertainment and intellectual property lawyer by profession. She operates Everhart Law Firm from a little blue cottage in downtown Franklin.

KUDOS

... To Gulam Zade who was recently honored as an Emerging Leader by the Nashville Area Chamber of Commerce and YP Nashville. He is the CEO and General Council at LOGICFORCE and was chosen from five finalists in legal services. He was recognized for his involvement in Nashville and American bar associations, as well as the Association of Corporate Counsel and the Mid-South Commercial Law Institute. Gulam is a member of the LAW board.



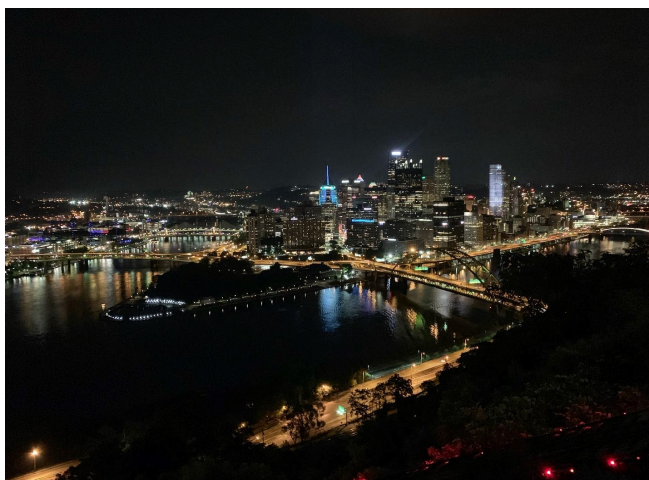
Pittsburgh: A Trip to the Steel City

By: Liz Sitgreaves

Pittsburgh, Pennsylvania is a city that I have long wanted to visit. One of my college roommates, whose family was from the city and was a die-hard Pittsburgh Steelers fan, had spent four years of college telling me how great it was. I heard stories of fish sandwiches from Woolley's Fish Market and crullers from the suburban bakery, Stoecklein's Bake Shop.¹ When the opportunity arose to visit the Steel City with some friends, I could not resist.

Knowing little about the City, I could not help but gasp as we exited the Fort Pitt tunnel to a gorgeous view of the City of Bridges (yet another nickname of Pittsburgh). The City itself sits at the confluence of the Allegheny and Monongahela rivers, forming the Ohio River (thank you Wikipedia for this tidbit). What that means is, the City is surrounded by bridges and water making for spectacular views both during the day and at night.

After dropping my bags at the hotel, I headed off on my first Pittsburgh mission straight to Primanti Bros. for one of their famous (or "almost famous" as their sign says), piled high sandwiches made with Italian bread, a vinegar based coleslaw, tomatoes, meat, provolone, and FRIES. Yes, y'all...they put these amazing fresh cut French fries on your sandwich. The original Primanti Bros. was in the Strip District, however, there are several locations about the City and I opted for the one in walking distance from my hotel in Market Square. This sandwich was so good that I returned on my last day for round two of a piled high sandwich with Spicy Capicola.

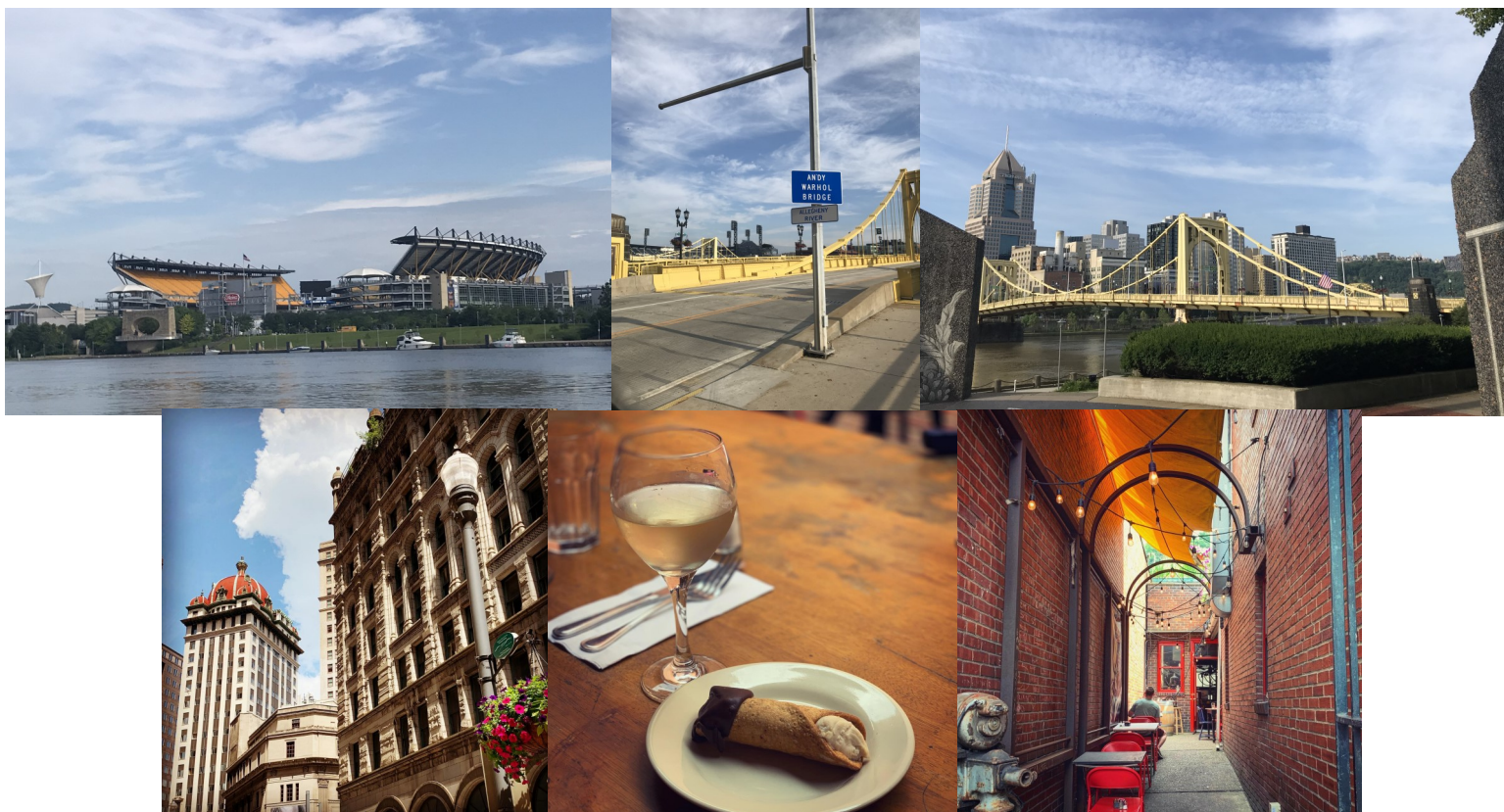


Later that night, following dinner, we headed up to the Mount Washington Overlook for spectacular nighttime views of the City and a nightcap at Altius. I would highly recommend taking a nighttime jaunt up to Mount Washington and judging from the numerous couples dining at Altius, this would make a perfect romantic dinner spot with amazing views.

One of my favorite ways to explore is with a run around a City. I set off Saturday morning (despite surprising Southern heat and humidity) across the Bridges on a mission for views of the various riverside stadiums. Pittsburgh has some great greenways along the river to run and I was able to get some miles in while scoping out both PNC Park and Heinz Field. Later that morning, it was back across the Andy Warhol Bridge to visit The Andy Warhol Museum. The museum features seven floors of Warhol's work with galleries and interactive exhibits, and of course, one especially cool gift shop. I would strongly recommend a visit to the Museum and I would highly recommend allocating a few hours as I found myself rushing through the expansive collections.

Much like Nashville, Pittsburgh has numerous pocket neighborhoods, so after working up an appetite with multiple trips across the bridge, I headed to Meat & Potatoes, a highly recommended brunch spot in downtown Pittsburgh's Cultural District. Meat & Potatoes hails itself as a gastropub and has a menu with unique takes on standard brunch fare such as Brisket hash and a Benedict featuring BBQ pork loin with BBQ hollandaise. I opted for a classic Croque Madame and was not the least bit disappointed with

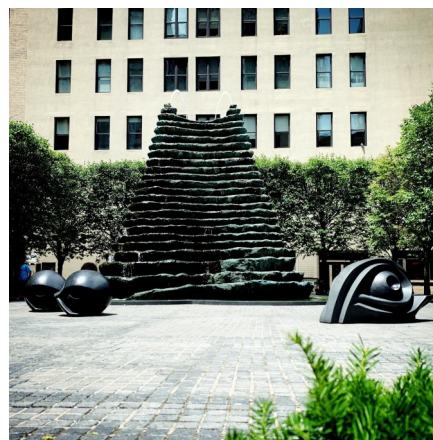
my somewhat decadent choice.



Post-brunch, we headed to the Strip District for shopping and in search of Enrico’s Café & Bakery, which was recommended as a perfect little spot for biscotti. I was also thrilled to discovery that it was a perfect little spot for cannoli, one of my all-time favorite desserts. The Strip District is an excellent place to explore with a number of international and specialty grocery stores, restaurants, and more.

Our last day was spent exploring yet another neighborhood, Shadyside, which featured shopping and restaurants tucked amongst a historic residential neighborhood. We explored up and down Walnut Street, which featured both big name stores like Gap and smaller boutiques. It also featured a very appealing bakery and a family-owned artisan gelato and pizza place, Mercurio’s, that was the perfect spot to take a break from browsing.

While I expected to have a fun weekend in Pittsburgh, the trip exceeded my expectations of the City. Perhaps what I enjoyed most (other than exploring with my friends) was discovering what a closet fan club the City of Pittsburgh has. Posting pictures of the city on social media resulted in a number of messages from friends raving about Pittsburgh and giving me recommendations of areas and restaurants to add to my list (this is how we ended up in Shadyside at Mercurio’s). I already have a to do list for the next time I am in Pittsburgh including visiting the Phipps Conservatory and Botanical Gardens and taking the Duquesne Incline or the Monongahela Incline to the top of Mount Washington (and of course, returning for a baseball game at PNC Park and obviously a hot dog).





Board Spotlight: Hannah Kay Hunt Networking Committee Co-chair

Where are you from? Tell us about your path to practicing law. I grew up in Bell Buckle, Tennessee about an hour south of Nashville. Only 405 people live in Bell Buckle—and that number hasn't changed in the 20+ years that my family has lived there. It truly is an idyllic place to grow up with all of the small-town nostalgia and eccentricities that likely come to mind.

I took a roundabout path to practicing law—law school was not in the cards whatsoever until my mid-20s. I have always had a knack for writing and have always sought to find a meaningful career. While in college at Wake Forest, I decided that these two factors equated to a career in journalism. I went full-throttle—becoming editor-in-chief of a campus periodical, climbing the internship ladder (at one point I believe I calculated that I had completed nine internships), and taking advantage of every networking opportunity available. This landed me in New York City, journalism's hub, after graduation. I worked at Food Network's magazine for a few years and even attended an evening culinary school intensive to be able to better speak the language of the food industry. But I wanted to live in the South and to pursue more meaningful work (editing cupcake recipes could get a little old). After months of soul-searching, intense research, and connecting with professionals in myriad fields, I decided to go to law school.

At the time, I was acutely aware of the fact that many of the other English majors in my class at Wake had gone to law school, and I understood that the more hard-hitting pieces I had researched and written involved a similar process as researching and writing a legal document. This correlation becomes more and more apparent to me today while practicing as a commercial litigation attorney at Butler Snow.

What brought you to Nashville? Deciding where I wanted to grow roots was not a decision I took lightly. Having lived the past few years in short stints (four years in North Carolina for college, then New York, three years of law school at the University of Tennessee, on to a district court clerkship in Jackson, Tennessee), I knew that I wanted my post-clerkship career to be in a place where I would stay for the long-term. Nashville made sense, given that my family lives less than an hour away and that Nashville has a thriving legal community. Luckily, Nashville was an easy decision.

Tell us about your family. My dad is from Charlotte, and my mom is from Macon, Georgia. After meeting a few years after college in Atlanta, both of them were tired of hyper-urban living and sought careers and lives in a small southern town. My dad pursued ownership of independent insurance agencies, which first led him to Dickson, then to Shelbyville, and then to Winchester. He is also the President of Insurors of Tennessee. My mom was an elected official in Bell Buckle for around 15 years, where she mainly served as an alderwoman. Most recently, she was the mayor of Bell Buckle, and she retired last August. I also have a sister, who lives in Nashville, as well. She graduated from Auburn a few years ago and is an accountant with Ernst & Young. I am so lucky to have grown up with such a supportive, driven family who has always encouraged me both personally and professionally (and has also reminded me that it's okay not to be perfect).

What do you do professionally and what is your favorite part of your job? I am an attorney in Butler Snow's litigation department and practice within the Commercial Litigation group. I am also a member of the firm's Construction Task Force. I appreciate working at a firm that encourages associate growth and development as early as the first year of practice. After only a few months of practicing here, I was arguing motions in court, communicating with clients, and drafting substantive filings. And that same sense of mentorship has continued on throughout my time with the firm.

What books are you reading right now? I wish I could give an impressive, English-major answer, but given that I am getting married in late July, I have spent the past several months reading all about weddings. I always have several aspirational books checked out from the library on my Kindle, so I'm hoping to actually finish a few on my honeymoon. Any recommendations are much appreciated!

What is your favorite quote, piece of advice, or a motto you try to live by? It's a little cheesy, but I think the golden rule—with an added element of demonstrated empathy—will take you far in life. As lawyers, we know how to make just about any argument for any given situation, but I try to refocus my own decisions by opting for more thoughtful, empathetic actions.

Any other fun facts that LAW members don't know about you? Bell Buckle has hosted an RC & MoonPie Festival every June for the past 25 years, and each year, some elementary-aged local is named the MoonPie Queen (you read that correctly). All this really means is that you have to dress up in a MoonPie costume and run around the festival grounds all day (with photo ops galore). Indeed, I was once crowned the MoonPie Queen, and I'm pretty sure it's all been downhill ever since then.

What woman inspires you most and why? No single woman inspires me the *most*. I find specific traits of several women in my life inspiring. I remember reading *Lean In* by Cheryl Sandburg last year and feeling so unbelievably struck by a few key narra-

tives that universalized struggles that I have already dealt with as a driven female professional. I find strength in my mom's and sister's ability to overcome adversity, in the bold way so many women have pursued careers despite the invisible challenges women innately continue to face, and in the comfort of a small, close-knit group of friends who have been there for me through thick and thin. It's all about the community you surround yourself with.



New Member Spotlight – Emmie Futrell

Where are you from? Tell us about your path to practicing law. My dad was in the Navy, so I moved all over when I was growing up. I have always adored reading and writing, even as a young child writing and illustrating “books” for my younger brothers. These interests led me to pursue a degree in English literature in my undergraduate studies.

I began working at a Social Security Disability law office my senior year of college as I was trying to nail down a vision for my career path. Although I had originally planned to pursue a doctorate degree in English, I fell in love with many of the writing-focused aspects of the practice of law. I took five years off from school to travel the world and save up some money before applying to law school, while continuing to work in law offices.

Law school made me realize that I had missed the challenge and competitive aspects of education. I truly fell in love with the profession after I competed on a regionally and nationally recognized Moot Court team through Belmont University College of Law, and also through taking a Trial Advocacy class.

What brought you to Nashville? I moved to Nashville in 2006 to attend Belmont University as an undergraduate. I love how centrally-located the city is and the fact that Nashville is brimming with so much music and culture. After moving around my whole life, it has been so nice to put down roots and make Nashville my home.

Tell us about your family. My dad was a Navy fighter pilot for over thirty years before he retired from the Navy, and now he flies for FedEx. My mother taught third grade on the same campus as my middle and high school. Now she is retired and has become a greeting card creator extraordinaire and takes the opportunity to travel to visit with her four sisters and five brothers. I have three younger brothers who live in Los Angeles and Washington D.C. I am also newly engaged and so my family will be expanding in October. My fiancé is currently writing a historical fiction novel set around a devastating flood in New Orleans in the early 1900s. As an English major, reading chapter by chapter with him at the end of each day is the highlight of my week. What do you do professionally and what is your favorite part of your job? I am an associate attorney at Ortale Kelley Law firm. I love traveling all over Tennessee to historic courthouses for various litigation matters. I have learned so much about the shifting landscape of our state and have truly enjoyed getting to learn all the quirks of our various county courts. I am so grateful to have the opportunity to be directly involved in litigation, even as a new attorney. I love writing and arguing motions and trying cases and look forward to expanding these skills as I find one specialty that I will eventually settle into.

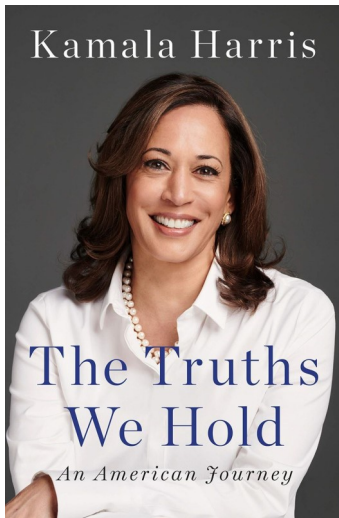
What books are you reading right now? One regretful thing about law school was the fact that I had no free time to read for fun. Now that I have that chapter behind me, I have been reading a wide variety of books to make up for lost time. I recently finished *12 Rules for Life: An Antidote for Chaos* by Jordan Peterson. I do not typically read books in this genre, but it was an amazing philosophy. I also just finished reading *Love in the time of Cholera* by Gabriel Garcia Marquez. His magical realism has been a favorite of mine since I was introduced to his work in college.

What is your favorite quote, piece of advice, or a motto you try to live by? “Water does not resist. Water flows. When you plunge your hand into it, all you feel is a caress. Water is not a solid wall, it will not stop you. But water always goes where it wants to go, and nothing in the end can stand against it. Water is patient. Dripping water wears away a stone. Remember that, my child. Remember you are half water. If you can't go through an obstacle, go around it. Water does.” - Margaret Atwood

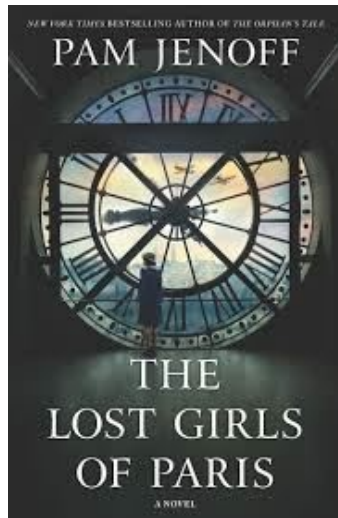
Any other fun facts that LAW members don't know about you? I started boxing at Pepper Boxing gym in Green Hills a year and a half ago and I highly recommend it to any attorney who needs a little stress relief. It definitely helped me through studying for the bar and preparing my head for new and daunting experiences as a new attorney.

What woman inspires you most and why? Although I have many strong women in my family, I have always been inspired by my maternal grandmother. She was able to raise ten children, help run a family farm, suffer the loss of two babies with grace, raise over 40 grandchildren and still have time to cook amazing meals, sew beautiful wedding dresses and give her undivided attention to each and every one of us so that we all thought we were her special favorite. I hope to use all of the hours in my day as effectively as she was able to use hers.

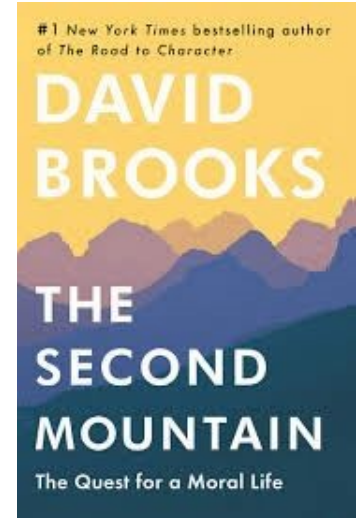
Health & Wellness Book Club Selections



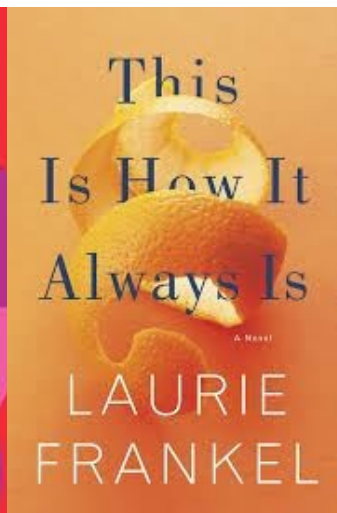
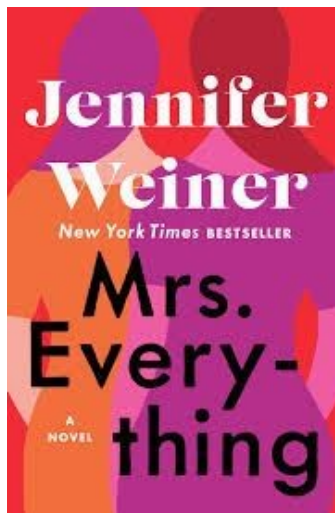
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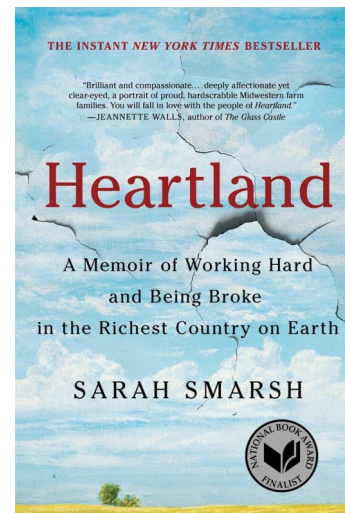
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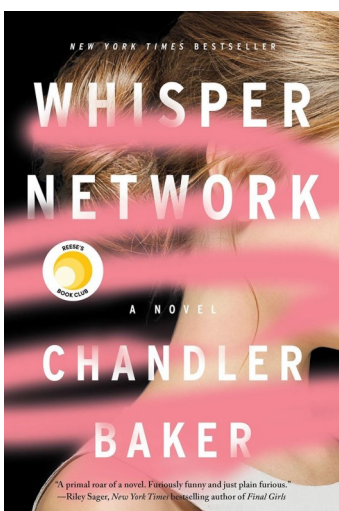
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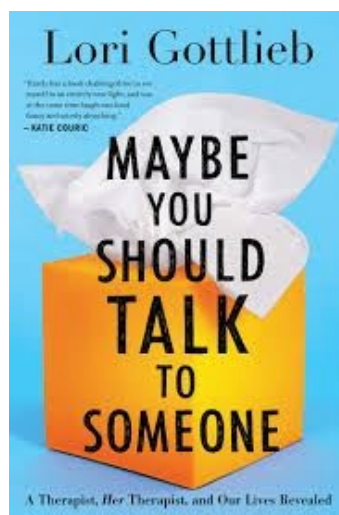
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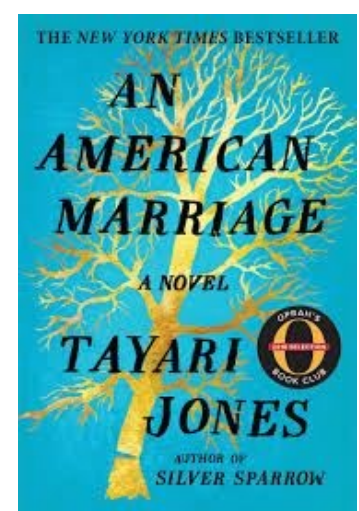
February



March



April



May

EVENT OF INTEREST TO LAW MEMBERS



Are you a Hispanic attorney? Do you speak Spanish, or work in a practice area that serves the Hispanic community? If so, please join the Nashville Hispanic Bar Association at the Frist Museum on August 29th at 5:30pm for a group tour of the Frida Kahlo, Diego Rivera, and Mexican Modernism exhibit, to be immediately followed by a reception at M. Restaurant.

There is still time to register and attend. Please RSVP to blankenship@bassberry.com.

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