

# LAW MATTERS

May 2020

Volume XXXII No. 1

## 39th Annual Meeting and Election

Tuesday, May 19, 2020 via telephone

12:00 Noon

To attend the meeting:

Call (605) 472-5381; Access Code 579746#

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# OUTGOING PRESIDENT'S MESSAGE

by Christen Blackburn



In my final President's Message, I want to recognize the amazing women and men who have contributed their talents, energy and time to LAW. Through their leadership, we have created an inclusive and dynamic environment for member networking and mentorship and furthered LAW's mission of promoting the constant improvement of the law, especially as it relates to women. We have advocated for increased numbers of women on the bench and in firm and corporate leadership, promoted career and community service opportunities, and fostered public dialogue about unjust societal discrimination and bias. These dedicated individuals are listed be-

side this message in black and white on LAW's mast-head, and while you may not have seen or met each of them yet, you certainly have seen and enjoyed the results of their amazing work. Photographs from many of our events are contained in the pages of this month's newsletter.

This past year, LAW has provided our members with informative and thought-provoking programming on important issues like improving the economic life of women in Tennessee's workforce, mandating family leave and pay equity, tackling the opioid crisis in Tennessee, developing a diverse and inclusive legal team, and innovating strategies and successful results of restorative justice in Nashville. At our Member Appreciation CLE, we honored the inspirational women lawyers in Nashville who turned their passion for helping women and children into thriving 501(c)(3) organizations that have changed the lives of Nashvillians. Each of these CLEs featured women change makers who showed how incredibly effective women can be when we come together to take on an issue.

This year, we also presented the second Marion Griffin Women's Symposium with special guest, Chief Justice Cheri Beasley, examining "What it Takes to Be a Woman Lawyer." We heard from truly inspirational speakers including trail blazing women trial lawyers, community activists and firm leaders. These speakers discussed some of the biggest hurdles women face in the practice of law including overcoming social norms, achieving pay equity, finding quality childcare, gaining the respect of our peers and developing the practice and life we really want. Personally, I loved hearing from women from every practice area and every generation come together not only to discuss the challenges but to also share individual and collective solutions.

LAW's quarterly Lean-In Circles provided the perfect opportunity to continue these discussions in smaller groups with women who share similar practices. These mentoring circles dived deeper into the challenges women face climbing the legal ladder, unconscious/implicit bias, and how to balance a legal career with raising a family and maintaining wellbeing. When disrupted by mandatory social distancing, our Member Development chairs seamlessly adapted and continued hosting Lean In Circles virtually to discuss how to manage a law practice remotely, while juggling family responsibilities and self-care.

LAW also provided our members with a variety of opportunities to connect with one another through networking events, volunteer opportunities and health and wellness book club meetings. We met on rooftops, at wineries, at distilleries and for trivia. We hosted a joint networking event with Napier Looby to meet with diverse law students and to invite them into our membership. Our practicing parents dropped off the kids at school and then met for coffee before heading to work. We joined Women's Political Collaborative for a breakfast honoring Tennessee's women legislators. Our members supported charities that assist women including volunteering at Thistle Farms, a Nashville organization that helps women survivors of trafficking, prostitution, and addiction recover and heal. (We also sup-

## 2019-2020 LAW BOARD OF DIRECTORS

Christen Blackburn, *President*

Sara Anne Quinn, *President-Elect*

Kimberly Faye Clark, *Secretary*

Leighann Ness, *Treasurer*

Kyonzte Hughes-Toombs, *2nd Year Director*

Samantha Simpson, *2nd Year Director*

LaTonnya Burney, *1st Year Director*

Shellie Handelsman, *1st Year Director*

Amanda Bradley, *Archivist*

Courtney Orr, *Archivist*

Brooke Coplon, *Newsletter Editor*

Chambre Malone, *Newsletter Editor*

Tabitha Robinson, *Newsletter Editor*

Caroline Sapp, *Newsletter Editor*

Ashonti T. Davis, *Immediate Past President*

### Committee Co-Chairs

#### Arrangements

Nina Kumar

#### Breakfast Committee

Callie Hinson/Erin Palmer/Gulam Zade

#### Community Relations

Shundra Crumpton/Ann Murphy

#### Diversity

I'Ashea Myles-Dihigo/Mariam Stockton

#### Health & Wellness

Raquel Eve Oluyemo/Kimberly Walsh

#### Judicial Appointments & Elections

Katie Marshall/Joyce Safley

#### Legislation & Litigation

Jenny Charles/Grace Stranch

#### Membership

Jessica Lim/Chancellor Anne Martin/Emily Warth

#### Mentoring/Member Development

Alaina Beach/Nancy Krider Corley  
Rachel Harris Berg/Kimberly Veirs

#### Networking

Katie Bennett/Stephanie Chavez  
Hannah Hunt/Will Hicky

#### Practicing Parents

Maria Campbell/Leslie South

#### Programs

Lynne Ingram/Callie Jennings/  
Kristen Shields/Liz Sitgreaves

#### 2019 Marion Griffin Women's Symposium

Kay Caudle/Andrea Perry

#### Executive Director

Melanie Gober Grand

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).



ported Thistle Farms by hosting a monthly CLE program at their new Café!) And we met around the city for our monthly book club.

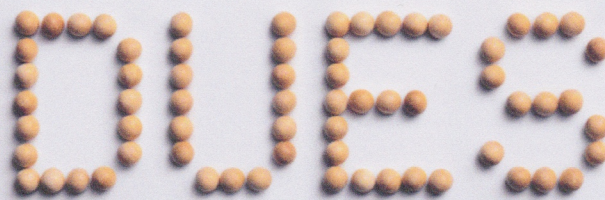
Throughout the year, we recognized both founding members and newer member's personal and professional achievements. We celebrated one of our most respected and beloved founders, Judge Martha Craig Daughtrey, (better known to many as "Cissy") as the first woman to serve on the Tennessee Supreme Court at the unveiling her portrait. We nominated two outstanding women, Darkenya Waller and Laura Baker, for the 2020 ATHENA awards. Ann Murphy, Hannah Kay Hunt, Samantha Simpson and Tabitha Robinson were nominated and all selected as one of Cystic Fibrosis Foundation's 30 Under 30 recipients. We are so proud of these LAW members!

This year, we also kicked off a year-long celebration of the 100<sup>th</sup> anniversary of the ratification of the 19<sup>th</sup> Amendment, which finally gave women the right to vote. We joined women's organizations across the city and state at the Women's Suffrage Monument in Centennial Park. We celebrated with women leaders, judges, legislators and elected officials at the Historic Hermitage Hotel. We gathered with women book clubs throughout Nashville in reading Elaine Weiss's *The Women's Hour* and heard directly from the author about the ceaseless dedication and personal sacrifice these women endured to earn us the right to participate in our own government. Again, it is amazing how we can be when we come together to create change!

All of these things would be impossible to accomplish without the dedication of our LAW Board and Committee Chairs, and our Executive Director, Melanie Grand. Melanie has served LAW for the past 20 years! (Yes- I am her 20<sup>th</sup> President!) LAW would not be the amazing organization that it is without her. After 20 years, she remains incredibly passionate about the success of women lawyers and tirelessly dedicated to our mission and purpose. She is the glue that holds our organization together, who keeps each of us updated, involved and aware of important events and issues for women lawyers in Nashville. But she is also incredibly focused on each of our members as a person. She is likely one of the first people you met in LAW. And she is also the person who shared your greatest moments with the rest of us- whether it was promotion to partnership, celebrating a marriage, or new baby. I am certain that we could not have accomplished most of what we have this year without Melanie, and since I cannot honor her in person at our Annual meeting, I want to share my endless appreciation for her and what she means to LAW here in my final message.

I also want to thank those in my life for supporting me while I have taken on more responsibility and dedicated even more time to LAW. My husband, Matt, has read countless drafts of president's messages, been a sounding board for all my ideas, and gladly taken on more than his half of our other full time job as parents to Claire and Grey so that I could spend more time with you at LAW events. I also want to thank my amazing firm, Lewis Thomason. My firm's President and my biggest champion, Lisa Cole, values the important work LAW continues to do in our community and has whole-heartedly supported me this year.

Most importantly, I want to thank you, the members of LAW. Your support of LAW through your membership, attendance, and involvement is amazing! In my first message, I shared that LAW's value for me was the incredible group of friends and mentors I have found through this organization. As LAW's Board said in May 2019, this is a place to find "meaningful friendships," "the opportunity to connect with other women," and a place where "women support women." In that first message, I challenged you to share what makes LAW so special with other women in your circle and you have overwhelmed me with the new women you have brought into our community. Our founders understood the unique perspective shared by other women lawyers as they pursued their individual career goals while raising families. They understood the value of and, indeed, the necessity of the camaraderie LAW provided. Thankfully, this fabulous community has not changed- only grown substantially larger and stronger. I know that I owe a great deal to this organization and its founders for what LAW means to me. Thank you for allowing me to serve LAW as your President. I look forward to all that we will continue to accomplish in LAW together!



**The 2020-2021 LAW Board year has begun!**  
**Don't forget to renew your annual dues!**



# Introducing LAW's 2020-2021 Slate of Officers and Directors

*LAW will hold its election of officers and directors  
telephonically at Noon on May 19, 2020.*



**President—Sara Anne Quinn.** Sara Anne is a 2010 graduate of the University of Tennessee College of Law. She is a Partner at the law firm of Butler Snow, LLP where she practices in the Labor and Employment Group and Healthcare Regulatory and Transactions Group. She represents private and public sector employers in every aspect of the employment relationship, and in all aspects of healthcare, including business, medical and legal matters. Sara Ann was a member of the 2016-2017 Nashville Bar Foundation Leadership Forum.



**President-Elect—Kimberly Faye Clark.** Kimberly is a 2015 graduate of the Nashville School of Law. She is an attorney at Waller Lansden Dortch & Davis, LLP, where she assists clients across each tier of the alcoholic beverage industry—manufacturing, distribution, and retail. She also advises new and emerging businesses in business formation contract matters an non-disclosure agreements. Prior to entering private practice she served as Senior Judicial Law Clerk to the Honorable Frank G. Clement, Jr. of the Tennessee Court of Appeals.



**Secretary—Courtney Orr.** Courtney is a 2014 graduate of the University of Tennessee College of Law. She is an Assistant Attorney General (Criminal Appeals Division). Prior to joining the Office of the Attorney General, Courtney served as a Judicial Law Clerk to the Honorable Robert Holloway, Tennessee Court of Criminal Appeals. Courtney is a violinist in the Nashville Philharmonic Orchestra.



**Treasurer—Leighann Ness.** Leighann is a 2012 graduate of the University of Memphis Cecil C. Humphreys School of Law. She is an attorney at HCA Healthcare where she serves as Operations Counsel-Physician Services Group.





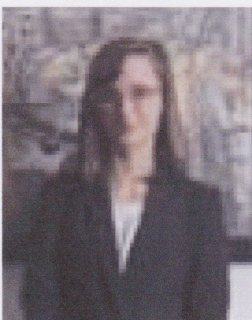
**Archivist—Amanda Bradley.** Amanda is a 2016 graduate of Nashville School of Law. She is of counsel at Hartzog & Silva, PLLC in Franklin where she specializes in family law. Prior to moving to the private sector, Amanda served as a Judicial Law Clerk and Judicial Assistant to the Honorable Frank G. Clement, Jr. of the Tennessee Court of Appeals.



**Archivist—Samantha Simpson.** Samantha is a 2016 graduate of Belmont University College of Law. She is an Assistant Attorney General in the Criminal Appeals Division, Criminal Justice Section of the Office of the Tennessee Attorney General. Samantha is also an adjunct professor at Belmont University where she teaches legal writing to Belmont pre-law undergrads. Prior to joining the Attorney General's Office, Samantha served as a Judicial Law Clerk to The Honorable Robert L. Holloway, Jr., of the Tennessee Court of Criminal Appeals.



**Newsletter—Hannah Kay Freeman.** Hannah Kay Freeman is a 2017 graduate of the University of Tennessee College of Law. She is an attorney with Butler Snow LLP, where she focuses her practice on complex business litigation across a wide variety of subject matters. Prior to attending law school Hannah Kay was an editorial assistant and assistant editor for *Food Network Magazine* (Hearst).



**Newsletter—Callie Jennings.** Callie is a 2016 graduate of the University of Tennessee College of Law with a concentration in Advocacy and Dispute Resolution. Her practice focuses on general and complex litigation of employment matters in federal court. Callie served as an Acquisitions Editor of the Tennessee Law Review and worked as preceptor for contracting drafting. While in law school, she worked as a summer judicial intern for the Honorable Pamela L. Reeves, U. S. District Court for the Eastern District of Tennessee.



**Newsletter—Caroline Sapp.** Caroline is a 2014 graduate of the University of Memphis, Cecil C. Humphreys School of Law. She is an Associate at the Law Offices of John Day, PC, where she represents injured clients. She was named a 2018 and 2019 Mid-South Super Lawyers Rising Star, and was a 2019 member of the Nashville Bar Foundation Leadership Forum. She was named "Contributor of the Year" for her work on the *Nashville Bar Journal*.





**Newsletter Editor—Emily Warth.** Emily is a 2006 graduate of Vanderbilt University Law School. She is Assistant General Counsel at Asurion where she oversees litigation matters, manages employment and risk issues. Prior to going in house, she worked for over five years at Walker, Tipps & Malone, PLC Emily was a 2018 *Nashville Bar Journal* Best of the Bar honoree.



**Second Year Director—LaTonnsya Burney.** LaTonnsya Burney is a 2010 graduate of the University of Memphis Cecil C. Humphreys School of Law. She is Assistant Dean of Student Conduct/Judicial Affairs at Tennessee State University. Prior to becoming Assistant Dean, she was Assistant General Counsel/Director of Contracts. LaTonnsya was a member of the 2016-2017 Nashville Bar Foundation Leadership Forum.



**Second Year Director—Shellie Handelsman.** Shellie is a 2014 graduate of Belmont University College of Law, where she earned a certificate in Entertainment and Music Business Law. She is the owner of Handelsman Law where she practices in the areas of estate planning and probate law, entertainment and sports law, copyright and trademark law, and business law. She is the recipient of numerous bar association awards and was a member so the 2019 Nashville Bar Association's Leadership Forum. Shellie is LAW's 2020 Rising Star Award recipient.



**First Year Director—Brooke Coplton.** Brooke is a 2014 graduate of Vanderbilt University Law School. She is an associate at Wiseman Ashworth Law Group and handles a variety of matters in all phases of litigation. Brooke was a Law Clerk for the Honorable Karon O. Bowdre of the North District of Alabama and the Honorable Joseph L. Boohaker of the 10th Judicial Circuit in Birmingham Alabama.



**Frist Year Director—Tabitha Robinson.** Tabitha is a 2017 graduate of the University of Tennessee College of Law. She is a Staff Attorney at Nashville Electric Service. Tabitha was recently named one of the recipients of the *Nashville Business Journal's* 30 Under 30.





**Immediate Past President—Christen Blackburn.** Christen is a 2008 graduate of the University of Memphis Cecil C. Humphrey's School of Law. She serves as Special Counsel in the firm of Lewis Thomason where she practices civil litigation focusing primarily in the areas of transportation, products liability and employment. She is also active in the Nashville Bar Association. She was recently inducted into the Nashville Bar Foundation's 2020 Class of Fellows

# UPCOMING EVENTS

## 2020

**May 21, 2020    Virtual Dual Credit CLE via Zoom    Noon—1:00 pm**

**Andrae Crismon, Volunteer Lawyers Program Director and  
Kendra Check, Volunteer Lawyers Program Project Coordinator  
Legal Aid Society of Middle Tennessee and the Cumberland  
and**

**Kirsten Jacobson, Staff  
Tennessee Alliance for Legal Services  
will discuss**

### **Ethics of Being a Helper: How to Engage in Pro Bono Work from Your Home Office**

Even though the practice of law looks different as we practice from dining room tables or desks in our home office, there are ways to utilize this time wisely and contribute to our community. The Legal Aid Society of Middle Tennessee, among others, is offering ways to get involved in pro bono work from the phone and shared screen. Attend this one hour dual credit CLE to learn pro bono ethics rules and how you can be engaged with your pro bono work during the pandemic.

Cost: \$15.00 Register at [www.law-nashville.org](http://www.law-nashville.org) by Noon, Wednesday, May 20th.  
Login information will be emailed to registrants by close of business.



by Sara Ann Quinn



First, let me say this, I could not be more honored to be President of LAW in 2020-2021. Not only are we celebrating the centennial for the ratification of the 19th Amendment in August, but early 2021 will also mark the 40th anniversary of this incredible organization. These are landmark celebrations, highlighting how hard the fight for women's equal rights and representation has been and how much work has been done toward this goal. As I continue learning more about the history of LAW in Nashville, I am in awe of the incredible impact LAW founders and members have had on the practice of law here. I know without a doubt that the world I stepped into on my first day of law school, and perhaps even more so, on my first day after law school, would not have looked the same without the many women who came before me clearing the way. However, as we all know, there is still more to be done, and I am more confident than ever that LAW members are more than up to the task.

Needless to say, the transition into the new LAW year is going very differently than I ever expected. Although I had more than a year to think about and plan for this year, never once in all of that planning ahead did I consider, "well, how do we do all of this from our homes amidst a global pandemic - you know, just in case that happens?" I would venture to say, very few of us thought about that possibility until suddenly we found ourselves in that situation a week or two into March. Yet despite the unexpected need to handle things from home, I am more confident than ever that LAW members are some of the strongest, most capable, and most driven people I know.

This pandemic has shined a new spotlight on the different roles so many of us take on and has added new duties to our plates. For many if not most of us, this has been a trying time. We have become full-time teachers, playmates, nannies, caregivers to elderly parents, caregivers to family members with special needs, dog walkers, housekeepers, cooks, and more, all in addition to maintaining a full-time law practice. Often from home, we have continued to do our jobs: to represent and advocate for our clients; negotiate and close deals; counsel clients as they lose jobs, apply for benefits, try to save their businesses, and experience other unexpected hardships; and advocate for the many people, especially women and children, for whom a stay at home order does not carry the prospect of safety and security. We have spent our days (and nights) learning new law and procedures inside and out as new legislation and regulations have changed rapidly with nearly immediate effect on so many. And we have done all of this while figuring out new technology, struggling with physical isolation, and facing similar health and economic challenges and uncertainties in our practices and personal lives as clients face in their lives and businesses.

Yet through this all, I have seen so much strength, perseverance, professionalism, and determination in our organization's members. I have been touched by the willingness of LAW members to jump in and tackle new responsibilities and challenges as we kick off planning and programming for this year. As I attended this quarter's Lean-In Circle, which was held on Zoom, I was struck by the personal and professional connections continuing to be made even in these isolating times.

As we begin this year, things may look a little different. Our annual meeting will be by phone, and our monthly meetings will, for the time being, be virtual. But please know, LAW is in full-force. We will continue to have mentoring events, like the Lean-In Circles, even if they happen on screen. We will continue to have networking events, book club, health and wellness challenges, and community outreach opportunities, even if they look a little different than before. I am so proud to be part of this organization, and I look forward to working with and connecting with each of you over this next year. This year may look different than any year before, but we will work to support and serve our members just as we have always done.

**SAVE THE DATE!**

**LAW and the Nashville Bar Association present:**

**"100 Years of Woman Suffrage: Honoring the Past, Looking to the Future"**

**(this will be combined with the annual Law Day lunch)**

**August 13, 2020 1:00 - 4:30 pm**

**Watch for more details!**





## **Judge Martha Craig Daughtrey Award Recipient**

### **Chancellor Anne C. Martin**

Chancellor Anne C. Martin is the recipient of the 2020 Judge Martha Craig Daughtrey Award. Chancellor Martin received her law degree from Vanderbilt University in 1992. Upon graduating from law school she practiced at Dodson, Parker & Behm, P.C. from May 1992 - June 2004 and Bone McAllester & Norton, PLLC from July 2004 until August 2018. She was elected to the Davidson County Chancery Court for Twentieth Judicial District in 2018.

The honors she has received are numerous, including Chambers USA, Labor and Employment; Lawyer of the Year, in several categories by The Best Lawyers in America®, Mid-South Super Lawyers Top 50 Women Attorneys, Nashville Bar Journal's Best of the Bar, and Woman of Influence: Corporate Executive to name a few. The contributions to the legal profession and the Nashville community include Nashville Cares, Women's Political Collaborative TN, First Steps, Nashville Bar Association, Tennessee Bar Association, LAW and the Harry Phillip's American Inn of Court.

More importantly, Chancellor Martin is a mentor, champion and example to all women attorneys in Nashville and beyond. She encourages other women to grow and exceed in their law practices. Many women in Nashville consider Chancellor Martin a mentor and champion because she has taken so many young lawyers under her wing and supported them along the way. Young attorneys who have found themselves on opposite sides of a case with her have found her to be encouraging, respectful, and patient.

Chancellor Martin has promoted the visibility of women in the legal field by publicly celebrating successes of other women lawyers, by supporting women in judicial and other elections and by running in an election herself. Women need to see other women run for elected office and succeed. Those who watched Chancellor Martin run in her most recent contested election for Chancellor saw her outwork her competition, which is exactly what she has done her entire career. As a result, her qualifications were unmatched, and she succeeded in the election.

Chancellor Martin has served in pretty much every role there is in LAW. She was LAW's youngest president, serving the association at the age of 32. Her service to LAW did not end with her presidency. Chancellor Martin has stayed an active member, continuing to lead committees and champion each President who has followed her. When she is asked to speak for LAW, she does. When she is asked to lead a committee for LAW, she does. When she is asked to do anything at all for LAW, she does. She is truly one of the biggest supporters of LAW and is most deserving of LAW's highest award.





## **Rising Star Award Recipient**

### **Shellie Handelsman**

Shellie Handelsman is the recipient of the 2020 Rising Star Award. Shellie received her law degree from Belmont University College of Law in 2014 with an Entertainment & Music Business Law Certificate. She was a Founding Member of the Belmont Law Review. She served on the Board of Advocates, where she was a Founding Member and 21st Annual William C. Vis International Commercial Arbitration Moot Competitor, and was a member of the Belmont University College of Law American Inn of Court. Her law school honors include the Bruin Scholarship (100% Tuition Remission) and Best Performance Awards in evidence, international business transactions, contract drafting and business planning. She ranked 10 out of 117 in her law school class. Upon graduating from law school she practiced at the Law Office of John Cobb Rochford, PLLC and Shuttleworth, PLLC (formerly Shuttleworth Williams, PLLC). In September 2019, she opened her own practice, Handelsman Law where she focuses her practice on estate planning and probate law, entertainment, sports, and intellectual property law and business law.

Shellie is very active in the Nashville bar. She has let the Entertainment, Sports & Media Law Committee for the Nashville Bar Association for several years, and she won the NBA President's Award for an exceptional year in 2019. She has also been active in TLAW and the NBA, including Arts Immersion. Shellie is widely known in the Nashville legal community as someone who is dependable and driven. When she steps up to lead a committee, or take on a project, she delivers. She is willing to work hard and deliver results. She is well-liked and approachable, two characteristics that are necessary to be a successful leader.

Shellie has been very active in LAW where she has served as co-chair of the Membership Committee, during which time she renewed LAW's connection with local law schools. She also co-chaired the Judicial Appointments, Elections & Award Nominations Committee. During her time as co-chair, she made sure that LAW members were nominated for various awards. Shellie worked diligently to ensure that one of LAW's missions to recognize women for their achievements occurred during her time as co-chair. Shellie served as a LAW Archivist and worked hard to organize LAW's historical records that are housed at The Nashville Public Library. She has ascended to the office of Second Year Director on the LAW board, which means her sisters in the bar see her as a leader in the organization and that she is someone that can be depended on to advance the purposes of LAW. Shellie is a Rising Star and truly "one to watch."



# The pros and cons of crying at work

By: Jane Salem

Many years ago, I told a male friend that I'd recently become upset at work about one of my projects being cut. It wasn't wholly eliminated, but the dreams I had for this project were seriously squashed. The reasons were budgetary; it wasn't personal. Still, I cried about it, and my coworkers saw me crying.

His response: "You cried at work? Guys hate that."

Now I'm thinking back on that time as a baby lawyer, when a judge said from the bench that my argument was nonsense and that he'd "do me the favor" of not reporting me to the board of professional responsibility. Do you think that made me cry? Uh-huh. Right there in open court, in front of my client.

No one ever plans on crying at work. It just happens. Sometimes we're lucky enough to escape to an empty office or the restroom. Other times, it happens during the important meeting, in front of several coworkers and possibly supervisors. Or in court. You ruin your mascara. Your nose starts running, and you don't have a tissue.

A whole field of study has developed about controlling your emotions at work, or "emotional intelligence." I attended a webinar on the topic sponsored by the Alliance of Women in Workers' Compensation last month, which inspired this article.

Emotional intelligence, or "EQ," is defined as "the ability to understand and manage your own emotions, as well as recognize and influence the emotions of those around you."

The webinar speaker, Camille McKinney, a California-based leadership development coach, explained that no one lauds a boss for an ability to make great spreadsheets. In other words, your IQ and technical skills aren't what set you apart as a leader. Rather, an effective boss/leader is able to remain calm in stressful situations, can "read a room" to perceive how people are reacting to any given situation, and displays empathy.

McKinney explained that we're born with the "fight or flight" impulse. The key is to learn what triggers that impulse in you, prevent your initial reaction from taking over, and responding in more measured ways. McKinney said, "Emotions are data, not directions."

She quoted a psychiatrist and holocaust survivor, Viktor Frankel, who explained: "Between stimulus and response, there is a space. In that space lies our freedom and our power to choose our response. In our response lies our growth and our happiness."

Psychologist Daniel Goleman is probably best known for his research in EQ. Goleman said that a stressful event "hijacks" your brain, so that the more rational part doesn't take control of the situation. He recommends "mindfulness," or knowing what's going on in your mind, so you recognize stressors. Then try talking yourself out of merely reacting. Press the pause button. Imagine yourself elsewhere, in a peaceful space like your backyard hammock. Breathe deeply, several times if need be. (He also recommends meditation, but that's another article.)

McKinney further explained that emotional intelligence involves social awareness: picking up on the emotions of others and displaying genuine curiosity about them. Being present when others are speaking. Noticing what makes them happy and motivates them. Collaborating with others to achieve shared goals. And building relationships with others *before* you need them.

As for making change, real personal growth, McKinney recommended writing down concrete ways you'll behave in certain situations going forward. Writing it down makes it real, she said. Also, think about who can help; what support will you need to make it happen? Assistance and accountability are critical.

The webinar gave me a lot to reflect on. When have I given in to default reactions at work, and how can I make stronger connections with coworkers? I'm a work in progress. Armed with my new info about EQ, I hope I react better in future stressful situations.

So, is it *wrong* to cry at work?

Not necessarily, in my opinion. As a staff attorney, I've seen women and men cry in court. I even saw a male physician, in his sixties, tear up on cross-examination. He wasn't crying because the attorney was being "mean" but because he admitted his mistake. It was a turning point in the case. The truth came out, and the case settled in the way it should've.



As for the notion that men hate it when women cry at work, well, women hate it when men shout or pound the table. And with maturity, I've come to realize that that judge who "did me a favor" was just a bully. Shame on him, not me.

Finally, Sheryl Sandberg, Facebook's COO, said it's ok to cry at work. She famously told the 2012 graduating class of the Harvard Business School that:

*I don't believe we have a professional self from Mondays through Fridays and a real self for the rest of the time. That kind of division probably never worked, but in today's world, with a real voice, an authentic voice, it makes even less sense.*

*I've cried at work. I've told people I've cried at work. ... I talk about my hopes and fears and ask people about theirs. I try to be myself. Honest about my strengths and weaknesses, and I encourage others to do the same. It is all professional, and it is all personal, all at the very same time.*

That, I think, is a fantastic explanation of genuine EQ.



*Jane is a Staff Attorney for the Tennessee Court of Workers' Compensation Claims in Nashville. She is a regular contributor to LAW Matters.*

**What book would you like to read with the Health & Wellness Bookclub?**



**Email your suggestions to the LAW office at [info@law-nashville.org](mailto:info@law-nashville.org).**



## WHEN IN DENVER

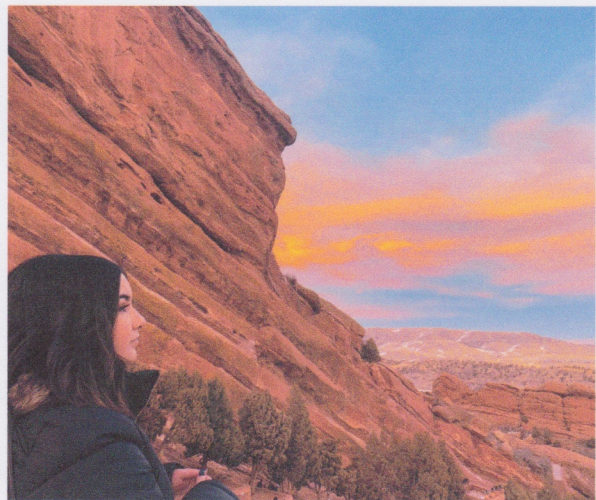
By Tabitha Robinson

If you know me, you know I love exploring the Internet for cheap flights. So shortly after returning from my trip to France, I once again began a wanderlust-fueled search for my next destination. I eventually scored two round-trip tickets to Denver at a steal of \$108 apiece.

If you ever find yourself making a travel destination bucket list, Denver should be on it, even if only for a few days. I spent three action-packed days in Denver, and it was certainly enough to get a taste of the city. Here are a few of my suggestions for a well-rounded trip to the Mile High City.

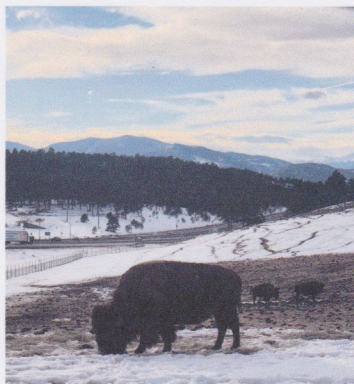
**The culinary scene is a must.** Denver is renowned for its eclectic restaurants and bars. I suggest Q House, a 2018 James Beard Best New Restaurant Semifinalist. It is a modern Chinese restaurant tucked away in the Bluebird District. If you go, you must try the Shacha BBQ Spareribs with fried garlic, chopped peanuts, chilies, and chives. The steamed pork buns are great, too. Having garnered a slew of James Beard awards, Tavernetta also does not disappoint. If you are looking for a fancy dinner, Tavernetta's sophisticated multicourse selections and wine menu will surpass your expectations. My favorite dish was the Francobolli, a pasta entree with mushroom, crispy fried rosemary, and taleggio cheese.

A local favorite is Snooze, and for good reason. Snooze is the kind of place for indulgent brunch dishes such as O.M.G. French Toast—brioche stuffed with mascarpone and topped with vanilla cream, caramel, toasted coconut, and strawberries. Expect a wait, but it is well worth it



**Take in as much nature as you can get.** Denver is engulfed by craggy snow-capped mountains and beautiful rock formations. Explore the new terrain by driving to Red Rocks Amphitheater, just a 20-minute drive from Denver in Morrison, Colorado. A concert venue centered around natural rock formations, Red Rocks Amphitheatre has been a venue for over 100 years to famous artists such as Fleetwood Mac and Phish. Be sure to time your visit near sunset—watching the sunset from one of the top rows of the amphitheater will be a memory you will never forget.

Located just a few minutes outside of Denver proper, you will find the last indigenous buffalo herd to the United States. If you're lucky, you may find yourself just a few feet from a bison, which is extremely exciting.





Lastly, take a day trip to a ski resort. As Nashvillians, seeing a good snow is a rare occurrence for us. Thankfully, there is an overabundance of snow at Loveland Ski Resort, the closest of its kind to Denver. If you are new to skiing like I was, I highly recommend taking private lessons. After a three-hour private lesson with my instructor, I went from not knowing how to put on a snow boot to skiing down the bunny slopes.



**Immerse yourself in the culture that makes Denver unique.** And no, I am not suggesting that you indulge on a certain leafy product. The RiNo Arts District is home to an array of murals, painted buildings, and statues. Hop on a scooter to see the best sites in the area. And of course, Denver is also known for its brewery scene—from the Coors Brewery in Golden to the quirky craft breweries in the city. A trip to Denver would not be complete without a tour to at least one of its many breweries. In fact, Denver brews more beer annually than any other U.S. city. If you do go to the Coors Brewery, make sure to plan enough time to explore the adorable town of Golden while you're there.

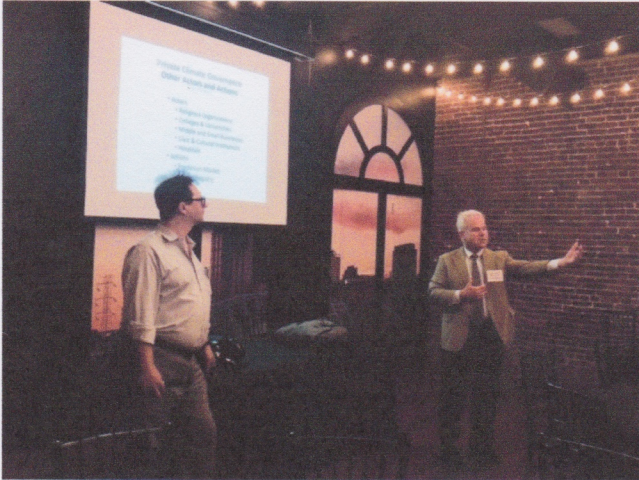


*Tabitha is a 2019-2020 Newsletter Editor. She is a Staff Attorney at Nashville Electric Service.*



## 2019-2020 Year in Pictures

Professors Jonathan Gilligan and Michael P. Vanderbergh discuss their book [Beyond Politics – The Private Governance Response to Climate Change](#) at the May membership meeting.



LAW and the Tennessee Supreme Court Historical Society co-hosted the Presentation of the Portrait Ceremony of Judge Martha Craig Daughtrey.





Mandy Young, Erica Vick and Kim Adkins presented our Annual Legislative Update at the June membership meeting.



June Networking—Meet the LAW Board Happy Hour at the atop the Noelle Hotel



Dr. Sara Figal, Juvenile Court Judge Sheila Calloway, and Magistrate Jerice Glanton presented “Making the Case for Forgiveness: How Restorative Justice is Impacting Nashville’s Youth and Communities at the July Membership Meeting.

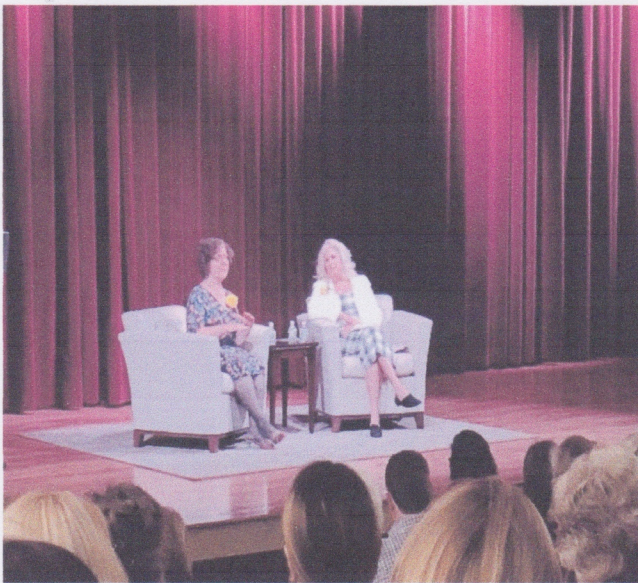




LAW members attended the Votes for Women lunch at the Hermitage Hotel on August celebrating the 99th anniversary of Tennessee's historic vote ratifying the 19th amendment and granting women the right to vote nationwide.



August Book Club—LAW joined the citywide book club in selecting Elaine Weiss's book, The Woman's Hour: The Great Fight to Win the Vote as its August selection. Elaine Weiss was the featured guest on August 18, 2019, at the Nashville Public Library's Salon@615.





## Marion Griffin Women's Symposium

LAW held its second Marion Griffin Women's Symposium in September at Belmont College of Law. Attendees discussed "What It Takes To Be A Woman Lawyer".

LAW was so excited to have Nashville native, Chief Justice Cheri L. Beasley, North Carolian Supreme Court.





Shanna Singh Hughey, President of Think Tennessee, and Elizabeth Gedmark, Senior Staff Attorney and Director of the Southern Office for A Better Balance, presented State of Our State: Women in the Workforce in Tennessee at the October membership meeting which was held at Thistle Farms.



### New Admittees' Breakfast 2019 at the Wildhorse Saloon with Keynote Speaker Chancellor

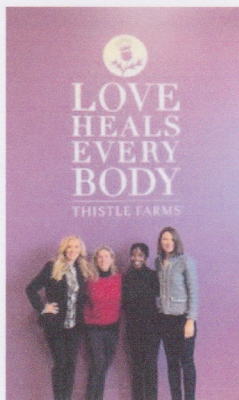




Liz Tipping presented an ethics CLE at the November membership meeting which featured an exploration of some of Tennessee's "hidden crimes."



The Community Relations Committee participated in a service project at Thistle Farms.



The Networking Committee hosted a trivia night at Diskin Cider. While not the champions of the evening, "Torts Illustrated" gave it their all!



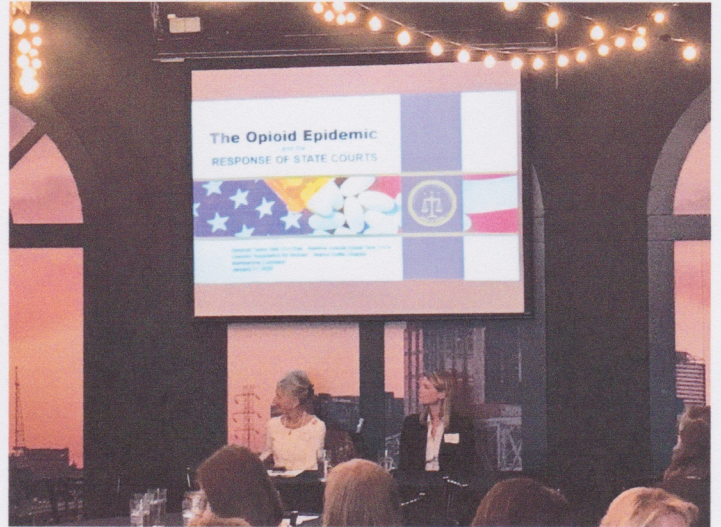


LAW held its Annual Member Appreciation CLE and Holiday Mixer in December. Thank you to Butler Snow for hosting us!

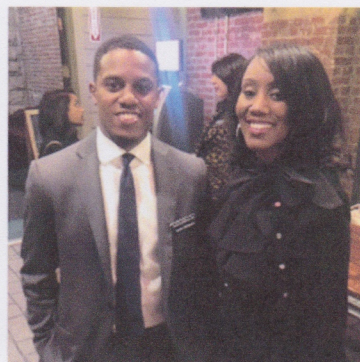




Debi Tate, Executive Director, Tennessee Administrative Office of the Courts and Tricia Herzfeld, attorney with Branstetter, Stranch & Jennings, PLLC discussed how the opioid epidemic has impacted the legal system both through the strain on the court system and ongoing litigation at the January 2020 membership meeting.



The LAW Diversity Committee and the Napier-Looby Bar Association hosted a law student membership drive and networking event at the Flying Saucer in Downtown Nashville. legal profession. LAW is pleased to announce that 38 new student members joined the organization at the event.





LAW hosted its monthly networking event at Nashville Craft Distillery in the Wedgwood-Houston area in January.



Legislation and Litigation Committee—LAW and Women’s Political Collaborative of TN co-hosted a legislative breakfast at Bone McAllester.



LAW members fought the snow and cold to attend an evening of laughter, good wine, and great conversation at City Winery.





LAW took a field trip to Asurion in February for the membership meeting. Several of LAW's past presidents, Candice Reed, Joycelyn Stevenson and Donna Roberts discussed "Building a Diverse Team." April Berman filled in for Nikki Smith-Bartley.



The quarterly Lean In Circle Meeting, held at Waller, was LAW's last in person meeting of the 2019-2020 board year. Michele Bendekovic, Director of Diversity & Inclusion at Bass, Berry & Sims, led a conversation on implicit bias.





**Thank you to our 2019-2020 Sustaining Members who support the programs,  
mission and purposes of LAW above and beyond the Sliding Income Scale categories.**

Audrey Anderson	Victoria Gentry	Barbara Moss	Abby Sparks
Anne Arney	Jason Gichner	Margaret Myers	Kate Stauffer
Kristi W. Arth	Jessica Gichner	Karen Neal	Joycelyn Stevenson
Katherine Austin	Madeline Gomez	Leighann Ness	Mariam Stockton
Catie Bailey	Elizabeth Gonser	Judge Alistair Newbern	Grace Stranch
Laura Baker	Elizabeth McCoyd Greer	Scarlet Nokes	Judge Jane Stranch
Cindy Barnett	Shellie Handelsman	William O'Bryan, Jr.	Scott Tift
Kathryn Barnett	Sarah Hannah	Ashley Odubeko	Elizabeth Tipping
Margaret Behm	Corey Harkey	Larry Papel	Martha Trammell
Sonya Bellafant	Laura Heiman	Casey Parker	Judge Aleta Trauger
April Berman	Lisa Helton	Rebekah Parkhurst	Byron Trauger
Judge Allegra Birdine	Candi Henry	Janice Parmar	Robert Tuke
Judge Cheryl Blackburn	Lisa Hinson	Julie Peak	Vanessa Vargas-Land
Christen Blackburn	Jenny Howard	Andrea Perry	Erica Vick
Judge Melissa Blackburn	Kyonzte Hughes-Toombs	Barbara Perutelli	DarKenya Waller
Chancellor Claudia Bonnyman	Anne Hunter	Cynthia Podis	Emily Warth
Jan Bossing	Lynne Ingram	Erin Polly	Elizabeth Washko
Dewey Branstetter	Mene Jividen	Sara Anne Quinn	Malaka Watson
Hunter Branstetter	Michele Johnson	Phillis Rambsy	Bernadette Welch
Mary Katherine Bratton	Judge Kelvin Jones	Jimmie Lynn Ramsaur	Courtney Williams
Lori Brewer	Judge Lynda Jones	Sally Ramsey	Karen Williams
Tracey Carter	Brendi Kaplan	Candice Reed	Susan Neal Williams
Kay Caudle	Jenney Keaty	Lisa Rivera	Tyler Yarbrow
Jenny Charles	Anne Marie Kempf	Lauren Roberts	Helena Walton Yarbrough
Justice Connie Clark	Dean Bill Koch	Jennifer Robinson	Amanda Young
Kimberly Clark	Nina Kumar	Linda Rose	Jane Young
Chris Coleman	Lauren Lamberth	Rachel Rosenblatt	Gulam Zade
Brooke Coplon	Amelia Lant	Abby Rubenfeld	Rachel Zamata
Kristen Cass Corra	Pirjin Laser	Jennifer Rusie	
Nancy Krider Corley	Lynn Lawyer	Joyce Safley	
Chelsea Curtis	Jessica Levine	Maria Salas	
Cynthia Moon Cutler	Courtney Leyes	Julie Sandine	
Judge Angie Dalton	Haverly MacArthur	Caroline Sapp	
Judge Martha Daughtrey	Alexandra MacKay	Elizabeth Scaglione	
Rebecca Demaree	Nancy MacLean	Carolyn Schott	
Jackie Dixon	Chambre Malone	Maria Scott	
Sherie Edwards	Chancellor Anne Martin	Cynthia Sherwood	
Jason Epstein	Judge Amanda McClenden	Dianna Shew	
Raquel Eve	Chancellor Carol McCoy	Judge Marietta Shipley	
Amy Everhart	Susan McGannon	Emily Shouse	
Amy Farrar	Elise McKelvey	Liz Sitgreaves	
Doreen Farthing	Laura Merritt	Judge Jennifer Smith	
Judge Mark Fishburn	Amy Mohan	Laura Smith	
Alex Fisher	Brianna Montminy	Melissa Smith	
Mandy Floyd	Valerie Diden Moore	Nikki Smith-Bartley	
Shana Foncesbeck	Marlene Moses	Mary Dohner Smith	
Grace Fox	Chancellor Patricia Moskal	Leslie South	