

LAW MATTERS

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WISHING YOU A PROSPEROUS NEW YEAR



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PRESIDENT'S MESSAGE

by Sara Anne Quinn



Forty years ago, this month, our founders attended the very first official meeting of this chapter of the Lawyers' Association for Women. If you have not read it, or read it recently, I encourage you to go to the History page on LAW's website and read the short blurb about the founding of the organization and note the list of our very accomplished founders. I would have to say in my humble opinion that in the forty years since its founding, LAW has been a true success. LAW members serve on the state and federal bench, as elected officials, as leaders of their firms, and as leaders in the state and local bar associations. LAW continues to provide so many opportunities for the women lawyers in Nashville to network, for business and professional development, for mentoring, and for serving both our legal and local community.

This month, we are hosting one of my personal favorites of LAW's events, the New Admittees' Breakfast. This tradition actually predates LAW's founding, but each year, LAW hosts a breakfast to welcome those who passed the Tennessee bar exam in the last year to the Nashville legal community. This year the breakfast, like the bar exam and every other event in the times of Covid-19, looks a little different. The Breakfast usually takes place in person in the fall. This year, it is a virtual event in January. But I love that LAW celebrates the new group of attorneys and welcomes them to the fold, and I am so appreciative that the Breakfast planning committee and our panel of speakers have found a way to continue this tradition in these unusual and socially-distant times. The Breakfast is more than a welcome though. Each year the speakers charge the new admittees with a responsibility to use their education, their profession, and their resources to do good, to represent those who cannot represent themselves, and to work toward justice and upholding the constitutional rights and ideals we revere. And each year, as the new lawyers receive this charge, the rest of us who may feel a little more worn down or disenchanted after a few years in "the grind," are reminded of our duties and responsibilities as well. And now, never has this call to action been more relevant. The events of January 6—when we as a nation watched a violent insurrection as a mob stormed into the Capitol, threatening lives and our democratic processes -- made that need abundantly clear.

Forty years in, and LAW and its members have helped change the face of the legal profession in Nashville. But the work continues. While women make up a large portion of the local bar and the bench, we are all very aware that many obstacles remain for women in the legal profession. Surveys show that while men and women begin relatively equal, the numbers of women in the ranks of equity partner have plateaued at around 20%. Compensation remains disparate, and women remain underrepresented (if not completely unrepresented) in many leadership metrics. Even more obstacles are in place for diverse attorneys. Women of color, individuals who identify as LGBTQI+, and women with disabilities are still far too rarely represented in the profession at all.

So, as LAW completes its first 40 years, I ask you to look ahead to 2021 and the next 40 years. The successes that LAW and its members have had are evidence of what a group of women can accomplish together. Let's use that momentum to continue the work until the bench, the bar associations, firm and other organizational leadership, and the profession as a whole looks as diverse as our nation.

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2021 Marion Griffin Women's Symposium

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40th Anniversary Celebration

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A LOOK BACK



As LAW – Marion Griffin Chapter prepares for the celebration of its 40th anniversary in 2021, we are taking a look back at previously published newsletter articles. This month, we are reprinting responses to a survey LAW conducted of 188 women attorneys in Middle TN and Davidson County in 1985. Read the responses and compare them with your life in 2021! How similar or how different is your life as a woman lawyer 36 years later?

- The average age of the lawyers surveyed was 35. The youngest was 25 and the oldest was 66. 50% were between 31 and 40. 4 of the lawyers surveyed were minorities.
- 77% were married or had been married.
- The top five careers for the respondents who had had other careers prior to law were: teacher, social worker, journalist, nurse, and paralegal.
- 60% of the respondents were members of LAW.
- The top four reasons why the respondents said they chose the career of law were: 1) that it provided challenging work; 2) that it offers a way to change society and help people; 3) that it provided them with autonomy; and 4) that it enabled them to make good pay.
- 48% worked 41-50 hours per week. 20% worked 51-60 hours per week and 16% worked 31-40 hours per week.
- 45% went into private practice when they first commenced practicing. 23% went into government practice.
- 52% were currently in private practice at the time they responded to the survey. 25% were in government practice.
- Out of those who worked in firms, 43% said there were no women partners in the firms they worked in. 45% said there was one woman partner at the firm they worked at. 32% of these respondents were partners themselves and 65% were associates
- About 81 % of those who worked for the government reported that there were between 1 and 5 women attorneys working in their department. Out of those, 26% reported that no women attorneys held supervisory positions in their departments and 29% reported that one woman attorney held such a supervisory position. 45% of these women government attorneys reported holding such a supervisory position themselves.
- Out of those in private practice, 59% were with a firm, 21 % were solo practitioners, and 19% practiced with a partnership.
- 25.8% of the respondents had a general practice. 16.6% were litigators. 13.5% had a corporate/business practice.
- 12.5% of Respondents earned between \$15,000 and \$19,999; 18.5% earned between \$20,000 and \$24,999; 13.1% earned between \$25,000 and \$29,999; and 23.8% earned between \$30,000 and \$39,000.
- 51% said they felt adequately compensated. 71 % believed that their pay was equivalent to that of their male counterparts.
- 63% said they worked on cases assigned to them by others. Out of these, 93% felt there was no discrimination in the way these cases were assigned. 42% felt they had been discriminated against by clients because they were women. 47% felt they had been discriminated against by their peers because they were women. 34% felt they had been discriminated against by court officers on that basis and 36% felt they had been discriminated against by judges on that basis. 52% felt support staff had a different attitude toward them because they were women attorneys.
- When asked if they would like to be a judge someday, 52% said yes. 25% said they would like to seek political office.
- 39% of the married women were married to other lawyers. 59% of the married women said their spouses made more than they did. 62% of the women who were also married to lawyers said their spouses made more than they did.
- 58% of the women with children had been provided a paid maternity leave by their employers. 18% of these were paid their full salary while on maternity leave.
- 7% of the women with children had taken a parenting leave at some time. 44% said a parenting leave was available at their place of employment if they wished to take one
- 37% had been asked during interviews whether they planned to have children. 51 % had been asked whether they had children. 18% were asked what kind of child care arrangements they had. 77% were asked whether they were married.
- 33% of the women with children used day care for their children 14% of the women with children arranged for their children to be cared for in a private home where 5 or fewer children were cared for during the day. 29% had child-care givers come to their homes during the day to care for their children. 82% were satisfied with their child-care arrangements.

Keeping the Tradition Alive: The New Admittees' Breakfast

By: Kaley Pennington Bell

Any other year, as the leaves change and the bar results are released, LAW would be gearing up for one of its largest events of the year—the New Admittees' Breakfast. Newly minted attorneys would be picking out their best suit combinations and asking their mentors to introduce them during the large, in-person, swearing in ceremony. But before the all-important oath is administered, we would all set our clocks an hour or two early and join together in a large banquet hall for an early morning of coffee, breakfast, and fellowship.

During the LAW New Admittees' Breakfast, new attorneys would have a front row seat to the diversity and depth of experience of LAW members. From Supreme Court Justices to judges to partners and fellow associates, attending the LAW New Admittees' Breakfast always feels like a celebrity red carpet event for the Nashville Legal Community—that is why it is so important for our members and legal community to set aside Wednesday morning, **January 21, 2021** to join us virtually at **8:30 a.m.** to welcome our 2020 Tennessee Bar New Admittees.

Without exception, the 2020 class of new attorneys has faced unprecedented challenges in their road to joining the Tennessee attorney ranks. From mid-semester, in-class cancellations to ever changing bar exam dates and formats to uncertainty as to results and their practice implications, these new admittees deserve a special moment welcoming them not just into the LAW community but the Nashville Bar family.

We hope that you will join us for a short virtual program featuring keynote speaker, Judge Shelia Calloway, along with short presentations by various LAW members highlighting different facets of the Nashville legal practice and advantages to joining LAW, and other notable persons in the Nashville legal community. Your presence will allow us to create, as best possible, the excitement we all feel each year as we welcome our new admittees into the practice of law. We look forward to connecting with you on **January 21, 2021** at **8:30 a.m.** and hope you encourage other attorneys in your firm or company to join us as we show our support for these new Tennessee Bar Admittees.

Registration Open Until Event Starts

[Register Here](#)

As the Lawyers' Association for Women—Marion Griffin Chapter celebrates its 40th anniversary this year, we are looking back on and honoring our past. As part of the celebration, we are highlighting a LAW founder and past president each month, finding out what drew them to LAW, what they remember most about their time as president, and their reflections on LAW's role in the community now and in the future.



Founder's Spotlight

Associate Dean Susan L. Kay

Vanderbilt University Law School

Why did you first get involved in LAW? Several of us got involved at the very beginning. There were about six women clerking on the Court of Appeals, Court of Criminal Appeals and Supreme Court, and we would meet with other women and talk about forming an organization. LAW was really the brainchild of Cissy Daughtrey who was then a judge on the Court of Criminal Appeals. We would have “meetings” in her chambers planning the organization.

What memories do you have about the formation of LAW? My most vivid memory is talking to Ramsey Leathers – who was then the clerk of the Appellate Courts in Nashville. The. Nicest. Man. In. the. World. There was no computerized list of lawyers in the state and no directory that we could reference. But we needed to find the women lawyers in Davidson County so that we could contact them about their interest in joining a women lawyers' organization. Ramsey gave us (with promises not to use it for any other purpose) the hard copy list of all the lawyers in Davidson County. We had to pore through the list to determine which lawyers were likely women. And then we wrote (no email back then) to each of the lawyers asking about her interest in becoming involved in the organization.

What LAW committees did you serve on in LAW? I was one of the editors of the Newsletter, chaired the Banquet Committee, and was also a Program Chair.

What has changed about LAW and/or the Nashville legal community since you first got involved in LAW? The legal community is much larger. Back then, we knew just about every lawyer in town. The legal community is also much more diverse (although not nearly as diverse as it should be.) I remember when I started practicing, I would go to Criminal Court (then on the 6th floor of the Metro Courthouse) and I might be the only woman on that floor at that time. Now at least half of the DA's and PD's are women.

What do you hope LAW's role is in the Nashville legal community going forward? I would like LAW to push for more diversity in the profession and not just at the entry level. Ceilings need to be shattered for everyone!

What woman inspires you and why? I am inspired by my students. They are beginning their professional lives at a time of great upheaval and yet they remain optimistic and caring. They do not tolerate unfairness, they treat everyone with dignity, and they want to make the world a better place. I try to live up to their standards.



Past President's Spotlight

Abby Sparks

2013-2014

Why did you first get involved in LAW? My husband and I moved to Nashville during my last year of law school (I finished my last year at UT College of Law and drove back and forth between Knoxville and Nashville). I only knew a few people in Nashville and didn't have a job lined up or any connections to the legal community. I dipped my toe into LAW by attending a few events as a way to meet people and network. During my second year of practicing law, one of my co-workers at the Tennessee Department of Revenue, Bernadette Welch, was serving as LAW President and asked me if I was interested in serving as co-chair of the Community Relations committee. I was so honored and excited to get more involved with LAW!

What LAW committees did you serve on before or after becoming president? Before becoming president, I served as co-chair of the Community Relations, Newsletter, and Membership committees. I also served as Archivist and Secretary. After becoming president, I had the opportunity to serve on the Marion Griffin Women's Symposium committee.

What is your favorite memory of serving as LAW's president? One of my favorite memories was attending an event at Centennial Park commemorating the 95th anniversary of the ratification of the 19th amendment. I took my daughter, who was 4 years old at the time, and we were both delighted to see women dressed as suffragists in long white dresses, hats, and yellow sashes. At the time I was only vaguely familiar with Tennessee's role in ratification, but I began researching the history to include in my president's column that month. That sparked a fascination with the history of women's suffrage, especially with Nashville as the backdrop for the dramatic events that led to ratification. My daughter, Zoe, joined me in watching documentaries, reading books, and visiting museum exhibits about the suffrage movement. Recently she studied it in 4th grade social studies and was outraged at a multiple choice quiz question about women's suffrage in which the correct answer was: "Women were given the right to vote on August 18, 1920." My daughter explained, "Women weren't given the right to vote - women had to fight for the right to vote for years!"

What has changed about LAW and/or the Nashville legal community since you first got involved in LAW? When I first joined LAW, the events seemed to be primarily focused on women in law firms, particularly in the downtown Nashville area. Over the last 14 years LAW has included in its programming more attorneys who chose non-law firm career paths and held events (breakfast meetings, book clubs, even some of the monthly luncheons) in different parts of the greater Nashville area. These changes have made LAW more relevant and accessible to a larger and more diverse group of attorneys. Over the last year, the pandemic has forced us to move into the digital space for events and CLEs. And as much as I miss seeing everyone in person, I also recognize this has made participation even more accessible, especially for those further away from downtown.

What do you hope LAW's role is in the Nashville legal community going forward? I hope that LAW continues to serve as an opportunity to connect women attorneys in the Nashville community. I have had so many wonderful opportunities through LAW, but for me the most significant impact has been in the relationships I have formed with other LAW members. I hope LAW continues to provide this same opportunity for many, many years to come. I also hope that LAW continues to serve as a strong advocate for opportunities for women attorneys and for more women in elected and appointed positions. Finally, I hope that LAW continues to speak out against racial injustice and to promote diversity within the legal profession. I was so proud that LAW not only made a strong public statement on racism, but has taken steps to engage its members in meaningful discussions about diversity and injustice. I hope these steps are just the beginning.



Board Member Spotlight

Amanda Bradley

Archivist

Where are you from? Tell us about your path to practicing law. I was born and raised in Nashville (I consider myself a unicorn). I wanted to be a lawyer and a judge when I was a child, but then I discovered music and theater and pursued those interests for a while. It was only after I'd married, had a child, and divorced, that I found myself working for a law firm and decided to go back and enroll in law school. Working full time, going to law school, and having a son in elementary school was tough, but the hard work paid off.

What do you do professionally, and what is your favorite part of your job? I am a family law attorney with Hartzog & Silva, PLLC in Franklin. I handle divorces, post-divorce cases with modifications of parenting plans or child support, juvenile cases, adoptions and simple estate planning. My favorite part of my job is when I've been able to

successfully advocate for my client, and I know that their children are safe as a result of the work that I've done. It can be stressful when you're dealing with issues surrounding people's children, but it can also be very rewarding.

What leadership roles have you had with LAW? I have served as Chair of the Practicing Parents Committee, and I'm in my second year as Archivist. I love looking through the archives and learning about LAW's history.

What is your favorite part of LAW? For me, it's about getting to meet other women in the legal community and building friendships. It's always nice to see a familiar face of a fellow LAW member when you're in court.

Describe yourself. I'm a single mom, a loyal friend, an instigator, witty, and sarcastic. I love the color pink and my Kentucky Wildcats.

It's a Saturday night in Nashville (pre-COVID-19) - what are you up to? Becoming a parent has turned me into the homebody that I never knew I was! Weekend nights are usually spent with a family movie night or watching a Kentucky football or basketball game.

Facebook or Instagram? Facebook for information (Girl Attorney, my kid's school, or the neighborhood gossip) and Instagram for fun (my favorite follow is professional home organizer @NeatFreakMcKinney)

Phone call or text? Text

Netflix or Hulu? Netflix (Schitt's Creek, The Crown, and The Home Edit are current favorites).

WHAT YOU MIGHT NOT KNOW ABOUT THE FIRST WOMAN VICE-PRESIDENT

By Jane Salem



History will be made later this week, when a Converse Chuck Taylor sneakers devotee is sworn in as Vice-President of the United States. Chucks are so cute—it's about time America recognized that as an admirable, necessary qualification for the second highest office in the land.

Oh wait... Yes, Kamala Harris will also be the first female vice-president of the United States, and the first person of color (Black and Asian-American) to hold that position.

I was asked to find out more about Kamala for *LAW Matters* Newsletter, so I've read tons of articles from many outlets, not just *The New York Times*. I additionally listened to the audiobook version of Kamala's 2019 memoir, "The Truths We Hold: An American Journey." So I did a pretty deep dive.

I'm not going to recap her policy positions, because by now, you've probably already educated yourself sufficiently, and cast a vote for or against her and president-elect Biden on that basis. Instead, I'm going to focus on some of the lesser-known tidbits that I've learned about her personally and a few accomplishments in the law.

In 1964, Kamala was born in Oakland, California, the older of two daughters of Donald Harris and Shyamala Gopalan.

Kamala's younger sister, Maya, is also a lawyer. The two sisters were close growing up and remain close to this day. As children, they determined that one day, Maya would marry Michael Jackson, while Kamala would tie the knot with Tito. Didn't we all have those dreams?

Kamala's father, Jamaican and a naturalized citizen, is a well-regarded emeritus economics professor at Stanford. In 1972, Her parents divorced, and after the divorce, he became largely absent in her life – for unknown reasons, it has been reported that she is not close to him. Some speculate that it relates to a 2019 morning-show interview, when a reporter asked Kamala if she ever smoked marijuana in her younger years. She said with a laugh, "Half my family's from Jamaica. Are you kidding me?" Her father wrote a response stating that departed family members "must be turning in their grave right now to see their family's name, reputation and proud Jamaican identity being connected, in any way, jokingly or not with the fraudulent stereotype of a pot-smoking joy seeker[.]"

As for her mother, Shyamala, she was an Indian-borne endocrinologist. At age nineteen, she came to the United States to pursue a master's degree and then obtained her Ph.D. Last summer, Kamala praised her mother as a role model of a working single parent at her party's convention, and her praise is profuse in her memoir as well. Shyamala worked as a cancer researcher for her entire career and died of colon cancer in 2009.

Kamala's parents met at a civil rights demonstration. One of her earliest memories is attending a protest in her stroller. Family legend has it, that while fussing as a toddler, Shyamala once asked in exasperation, "What do you want?" Her response was, "fweedom!"

Kamala lived in the "flatlands" neighborhood of Oakland, California. She didn't realize it at the time, but she was bused to her elementary school, which she recalls fondly for its diversity.

"Shyamala and the girls," as they were known to their neighbors, lived in apartments for most of her childhood. They spent a few years living in Montreal when her mother took a job at McGill University, but Kamala and the cold weather didn't mix. She was ecstatic when they returned to California. While in high school, her mom finally saved enough to make a down payment on a house.

Kamala attended Howard University and knew she wanted to go to law school. She reasoned that people in her neighborhood trusted lawyers to solve their toughest problems. She wanted to be the person people call when they need help.

In 1989, she joined the Alameda County District Attorney's office after graduation from the University of California Hastings Law School. She clerked while studying for the bar. Kamala didn't pass on her first try. So she joined a list of famous lawyers to have that distinction, including JFK Jr., Michelle Obama (currently the most admired woman in the world), Justice Benjamin Cardozo, and former California Governors Pete Wilson and Jerry Brown. (I googled that list often when studying for the bar a few years ago.)

After passing the bar on the second try, like most prosecutors, Kamala started with misdemeanors and worked her way up toward felony homicide and sexual assaults.

She prosecuted cases involving minor victims. A victory of sorts was a conviction of defendants accused of gang raping a 14-year-old runaway. That victim had had a nightmarish childhood, and as a result was not particularly "likeable" to jurors. She said that the conviction probably didn't mean much to the victim, who became homeless and was trafficked afterward. In another case, Kamala didn't press charges against a teenage boy accused of molesting his six-year-old sister, because she realized the child could not articulate what had happened to her in a courtroom in a manner that would convince jurors.

So, the cases that stood out were the ones where it seemed like justice wasn't really achieved. Isn't it just like a "G.A." (Girl Attorney) to focus on the cases that didn't really go well? But it also motivated her to create policy designed to prevent crime.

In 1998, Kamala briefly joined the San Francisco District Attorney's Office, but leapt at the chance a year later to join the City Attorney's Office. In that position, she founded a task force that recommended creating a safehouse for abused children. A nod to her past work.

She ran an underdog campaign for D.A. and was elected in 2004. In that position, she helped create the "Back on Track" deferred sentencing program for nonviolent offenders.

In 2010, she was elected California's attorney general, although the vote was so close that it took about three weeks for her to be certified as the winner. In fact, the *San Francisco Chronicle* had initially called the race for her opponent. So November 4-7, 2020, was a short period to wait in comparison.

Among Kamala's accomplishments as AG was creating a statewide version of "Back on Track," and she declined to defend Proposition 8, an amendment to the California constitution banning gay marriage. "Prop 8" was overturned in 2013.



She also made headlines for her initial opposition to the national attorneys general settlement with the country's five largest banks after the foreclosure crisis of 2008. Among her reasoning—beside the fact that the banks weren't paying enough—was that she could empathize with homeowners who'd signed countless documents when closing on their homes, only to later realize they couldn't afford them for a variety of reasons, such as job loss or when interest rates skyrocketed on adjustable-rate mortgages. Kamala admitted she didn't read every document before signing when she bought her first apartment, either. I think most people don't, even if they have law degrees. Can I get an amen?

Kamala was elected to the U.S. Senate in 2016, taking the seat formerly held by Sen. Barbara Boxer. Among her first bills was one co-sponsored by Sen. Rand Paul, Kentucky, to reform bail practices nationwide.

It says a lot that she and Sen. Paul could work together on an issue they both care about. Let's hope it's a sign of future compromise in her next role, and that she doesn't make history just for being a "first," but for what she and others can accomplish for the country.

I'll leave you with a few lyrics from Kamala's "walk-up" song at her party's convention last summer. It was "Work That" by Mary J. Blige. Hopefully, the words will resonate with you, as they did and do with me.

*Girl, live your life
I just wanna be myself
Don't sweat girl, be yourself
Follow me, follow me, follow me, girl be yourself
That's why I be myself and I grew to love it
Let 'em get mad
They gon' hate anyway, don't you get that?
Doesn't matter if you go along with their plan
They'll never be happy, 'cause they're not happy with themselves
(Ah, ah, work what you got)*



Jane Salem is a frequent contributor to LAW Matters. She is a staff attorney with the Tennessee Court of Workers' Compensation Claims in Nashville.

Holiday Mixer Pandemic Style – Virtual Trivia

By Caroline Sapp

LAW's Holiday Mixer is one of my favorite annual LAW events. This year, like most everything else in 2020, it looked different.

On December 17, 2020, LAW members logged on and played Virtual Trivia. Samantha, the Game Leader, placed us each on teams and sent us to our team breakout room to discuss ideas and answers to the trivia questions.

Each team had a leader who submitted our answers. Though the game was virtual, I still met two attorneys that I had not previously known before the mixer, and was able to chat with and get to know my teammates.

Though our team did not win Trivia, it was fun and full of holiday cheer [insert the Game Leader's holiday music that played throughout the game and a glass of red wine]!

The winning teams were: 1st Place – Not All Legally Blonde: Liz Sitgreaves, Anne-Marie Daniel Farmer, Jimmie Lynn Ramsaur and Shellie Handelsman. 2nd Place—The Gingers: Cynthia Cutler Moon, Ginger Connell, Leslie South and Sherie Edwards.

28 people participated with 7 teams. Members of the winning teams received Amazon gift cards.

Come First, Then Stay

By Alex S. Fisher

My first heated yoga class, like it is for many, was overwhelming. I felt like I could hardly catch my breath— I was slipping in puddles of my own sweat—and I was, frankly, embarrassed and annoyed that all the 18 year-olds in the class seemed to be breathing easily and moving seamlessly.

And then I walked out of the hot yoga room, into the cool night air, and felt different: Taller; calmer; and looser. So, I signed up for a trial period for 30 days for \$30.

Then, I signed up for a monthly membership, which motivated me to go to yoga classes a few times a week to get my money's worth.

Then, I stopped getting injured from running. Then, I started, gradually, feeling more comfortable in a body that always felt a little too tall, a little too awkward, a little too big.

Then, the sense of control I'd always held on to so tightly seemed to make less sense. I found myself noticing, and then releasing, the tension between my eyebrows, around my jaw, and in my shoulders.

I started noticing and releasing the tension around being a young adult in a new city without a mom.

It doesn't matter what brings you to yoga—wanting to look a certain way, wanting to relax more, wanting to learn how to do a headstand—it matters how it makes you feel. I came to yoga as a runner, trying to avoid my constant and nagging injuries that intensified when my mileage increased. I've stayed with yoga because of the connection and control yoga gives me over my body.

Though I'd taken yoga classes at the YMCA and at student recreation centers before, it took heated vinyasa to finally hook me to the practice of yoga. I encourage our LAW members to try different styles of yoga, and methods of practice—in person, videos online, zoom—to find if one works for you. And whatever brings you to yoga, once you find a teacher and a style that is challenging and interesting to you, I promise—you'll stay.



Alexandria S. Fisher is an insurance recovery attorney at Morgan & Morgan's Nashville office, where she represents homeowners and businessowners against their own insurance company anytime insurance is slow, low or says no. She is a 200 hour certified yoga teacher, and she teaches power vinyasa on Monday nights at Shakti Power Yoga on Music Row. When she's not practicing law or practicing yoga, you can find her being dragged around the block by her two very active weimaraners, or chasing after her 2-year-old son.



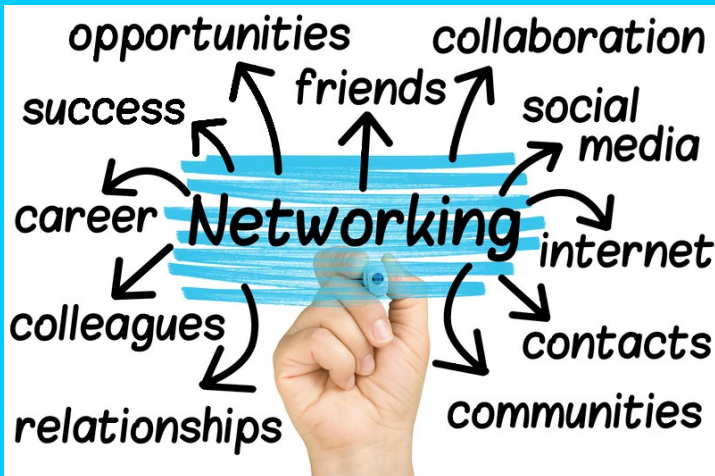
Monthly installment of recommended readings/podcasts:

[Into Black Women and the 19th Amendment](#), Into America (Podcast) (August 17, 2020)

Baratunde Thurston, [How to Deconstruct Racism, One Headline at a Time](#), TED2019 (Video) (April 2019)

Morning Check Ins
Returning January 27th at 9:00 am!

[Register Here](#)



Networking Committee

The Networking at Noon series has begun. Three more sessions to go!

[Register Here](#) for one or all!

HEALTH & WELLNESS
BOOK CLUB



Did you take the survey to assist in planning for 2021? It's still open!

<https://www.surveymonkey.com/r/S7LM2BR>

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

Audrey Anderson	Grace Fox	Valerie Diden Moore	Mary Dohner Smith
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Kristy Arth	Jessica Gichner	Chancellor Patricia Moskal	Abby Sparks
Gail Ashworth	Madeline Gomez	Barbara Moss	Joycelyn Stevenson
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Laura Baker	Shellie Handelsman	Karen Scott Neal	Scott Tift
Cindy Barnett	Corey Harkey	Leighann Ness	Kyonztè Toombs
Kathryn Barnett	Elizabeth Harwood	Magistrate Judge Alistair Newbern	Martha Trammell
Margaret Behm	Laura Heiman	Larry Papel	Judge Aleta Trauger
Sonya Bellafant	Lisa Helton	Rebekah Parkhurst	Bryron Trauger
Rachel Berg	Candi Henry	Janice Parmar	Robert Tuke
April Berman	Jenny Howard	Andrea Perry	Vanessa Vargas-Land
Judge Cheryl Blackburn	Kimberly Ingram	Barbara Perutelli	Erica Vick
Christen Blackburn	Mene Jividen	Bart Pickett	Helena Walton Yarbrough
Judge Melissa Blackburn	Michele Johnson	Erin Polly	Emily Warth
Chancellor Claudia Bonnyman	Judge Kelvin Jones	Sara Anne Quinn	Elizabeth Washko
Jan Bossing	Judge Lynda Jones	Jimmie Lynn Ramsaur	Malaka Watson
Dewey Branstetter	Brendi Kaplan	Phillis Rambsey	Bernadette Welch
Hunter Branstetter	Anne Marie Kempf	Candice Reed	Karen Williams
Josh Burgener	Quynh-Anh Kibler	Lauren Roberts	Susan Neal Williams
Dr. Tracey Carter	Dean William Koch, Jr.	Jennifer Robinson	Emeritus Dean Melanie Wilson
Kay Caudle	Nina Kumar	Linda Rose	Leticia Mayberry Wright
Jenny Charles	Lauren Lamberth	Rachel Rosenblatt	Tyler Yarbro
Justice Cornelia Clark	Lynn Lawyer	Abby Rubinfeld	Jane Young
Brooke Coplou	Courtney Leyes	Jennifer Rusie	Mandy Young
Nancy Krider Corley	Judy Lojek	Amber Rutherford	Gulam Zade
Judge Patricia Cottrell	Wendy Longmire	Joyce Safley	Rachel Zamata
Chelsea Curtis	Joy Longnecker	Maria Salas	
Cynthia Cutler Moon	Haverly MacArthur	Julie Sandine	
Carrie Daughtrey	Alexandra MacKay	Caroline Sapp	
Rebecca Demaree	Nancy MacLean	Elizabeth Scaglione	
Jacqueline Dixon	Chambre Malone	Carolyn Schott	
Brenda Dowdle	Chancellor Anne Martin	Michael Sheridan	
Sherie Edwards	Henry Martin	Cynthia Sherwood	
Judge Ana Escobar	Kell McCarthy	Dianna Shew	
Raquel Eve	Judge Amanda McClendon	Judge Marietta Shipley	
Amy Everhart	Chancellor Carol McCoy	Emily Shouse	
Doreen Farthing	Elise McKelvey	Elizabeth Sitgreaves	
Kimberly Faye	Laura Merritt	Laura Smith	
Shana Fonnesbeck	Amy Mohan		