

LAW MATTERS

November 2021

Volume XXXIII No. 7

**HAPPY THANKSGIVING
TO ALL OF
OUR MEMBERS AND
THEIR FAMILIES!**



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PRESIDENT'S MESSAGE

by Kimberly Faye



In our profession, it is easy to get caught up in the stress that comes from the deadlines, meetings, and day-to-day struggles of work life balance. To combat some of those emotions, I actively make an effort to practice gratitude by taking time to notice and reflect upon the things I am thankful for, which usually makes me realize I need to appreciate the very things that can cause me stress. Given that the month of November encourages us express those things we are thankful for and to spark feelings of gratitude, I want to take this opportunity to express my gratitude for LAW.

LAW has enriched my life, both professionally and personally. By allowing me to play an active role in the organization at an early stage in my career, LAW bolstered my confidence and professional development. LAW has given me access to wonderful mentors, networking events that led to job opportunities, and so much more. Although I am very grateful for the professional enrichment, if I had to choose the single thing I am most thankful for, it would be the friendships that I have developed and continue to develop through LAW. Similar to stories of many of our members, I've met so many brilliant and inspiring women that I get to call my friends. Whether it is work-related or personal, I know I can count on these women. They have been there for me to celebrate the highs and to wipe my tears and share a bottle (or two) of wine during the lows.

Lastly, I want to say a special thank you to my fellow LAW Board Members and Committee Co-Chairs. Your service on the board and efforts to help advance an organization that I love so much means the world to me. I hope that you are experiencing all the great benefits of LAW and continue to thrive. I also want to say a special thank you to our Executive Director for keeping us on track and always going above and beyond.

2021-2022 LAW BOARD OF DIRECTORS

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**DECEMBER 2021 ISSUE OF *LAW MATTERS*
WILL PAY TRIBUTE TO JUSTICE CONNIE CLARK
LAW MEMBER, FRIEND AND MENTOR**



The December issue of *LAW Matters* will be dedicated to the memory of Justice Connie Clark. All LAW members are invited to share their memories of Justice Clark for inclusion in the issue. Please send your memories in an email to info@law-nashville.org, along with your headshot, job title and place of employment. A copy of the issue will be sent to Justice Clark's family.

**Submissions must be received in the LAW office by
close of business, Monday, December 13th.**

Virtual Trivia Night!

Back by Popular Demand!

Thursday, December 2nd 6-8:00 pm

Prizes for the top two teams!



Form your own teams before game night, or show up at 6:00 and have an opportunity to be placed on a team and make new friends while you play! Click [here](#) for more information and to register!

LAW's Diversity Equity and Inclusion Committee Partnership with Dress for Success Nashville

The Lawyer's Association for Women - Marion Griffin Chapter and [Dress for Success Nashville](#), an organization that empowers women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and in life have partnered to raise awareness and funds for Dress for Success Nashville.

LAW's Diversity, Equity, and Inclusion Committee designed the t-shirt shown below. The t-shirt will sell for \$35 and all profits will be donated to Dress for Success Nashville.

Orders must be placed by Dec. 4 and should arrive in time for the holidays. Please join LAW in empowering young women in our community!

<https://www.customink.com/fundraising/law-dress-for-success-nashville-fundraiser>



**2021 NEW ADMITTEES' VIRTUAL BREAKFAST
HAS BEEN RESCHEDULED TO
JANUARY 27, 2022 8:30 AM**



Keynote Speaker

Laura Baker

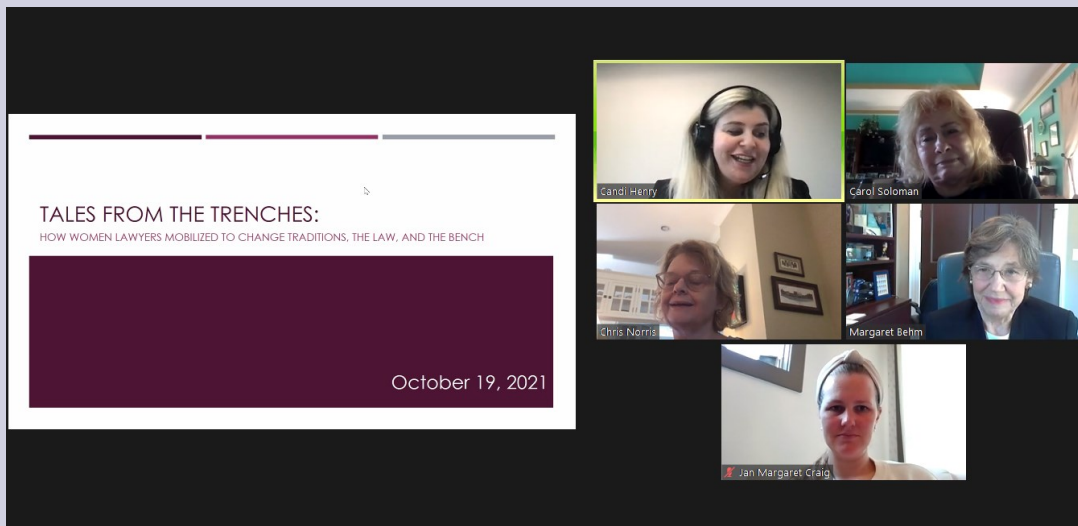
Partner, The Law Offices of John Day

LAW welcomes Past LAW President, Laura Baker, as the keynote speaker for the Virtual New Admittees' Breakfast honoring new attorneys who passed the bar in October 2021. We hope you will encourage all new attorneys in your firms to join LAW in welcoming Laura and other special guests.

WATCH FOR MORE INFORMATION TO BE EMAILED SOON!

Recap of the October Meeting: Tales from the Trenches: How Women Lawyers Mobilized to Change Traditions, the Law, and the Bench

By: Amanda Bradley



LAW members met virtually for the October member meeting and heard from three of LAW's founders and learned how they worked together to effect change from the Downtown Nashville YMCA to the Tennessee Supreme Court. The panel consisted of Chris Norris, Margaret Behm, and Judge Carol Soloman. Candy Henry moderated. These trailblazing women shared their stories of what it was like for the small, but growing, number of women in the Nashville legal community in the 1970s and 1980s.

In the early 1970s, before Carol Soloman was a judge, or even a lawyer, her daughter wanted to play little league baseball in Nashville. Current little league rules excluded girls from playing. Judge Soloman famously asked her daughter at the time, "wouldn't you rather just go to camp?" Undeterred, the mother filed a discrimination lawsuit on behalf of her daughter. Little League backed down and changed their governing rules to allow females to play, and the lawsuit was dismissed. The experience prompted Judge Soloman to attend law school. After graduation, she worked as an assistant district attorney and was often the only woman in the courtroom in the rural counties she visited. She shared a story about one county judge that would not allow her as a woman to question witnesses and so she would have to trade off and let one of her male colleagues take over in those situations.

Chris Norris served as the first female clerk and master in Davidson County Chancery Court. But before she served in that capacity, Norris was instrumental in changing the downtown Nashville YMCA's men-only policy. She and her female colleagues thought it was ridiculous and unfair that women could not join the YMCA and work out alongside men. So Norris helped recruit other female lawyers, many of whom used the names of the judges they clerked for as clout to back them up when they had to disclose their employers on member applications, to persuade the YMCA to begin allowing female members. Norris utilized her membership at the YMCA and could often be found running on the indoor track. Later, she served as one of LAW's first presidents.

Margaret Behm credits Judge Martha Craig "Cissy" Daughtrey for playing a key roll in helping the women lawyers in Nashville find and befriend one another. "All roads lead back to Cissy Daughtrey," Behm said. Judge Daughtrey, who was the first female judge for a court of record in Tennessee, would host potluck dinners at her house for all the women in the Nashville legal community so they could get to know one another. After Judge Daughtrey went to a judges' convention in California, she noticed how many more female judges that state had. When she asked how that came to be, Behm said she was surprised to learn

that California had a women's bar association. That planted the seed for Daughtrey to help begin the Lawyers Association for Women in Nashville.

Margaret Behm adopted the "MOM" method: Message, Organize, and Money, based on what she learned from the league of women voters during the women's rights movement. Behm was strategic in her efforts to mobilize and organize women lawyers behind candidates and causes in her early days of practice. Behm was instrumental in helping to get Judge Barbara Haynes elected in her first term as a general sessions judge in a contested election. With Behm's help and support, Haynes beat an incumbent. Behm says they worked within the current system to promote women into judicial positions. And as the system changed over the years, their strategy continued to change with it. Behm reminded members that one of the founding purposes for LAW was to help elect more women to the bench. By Behm's estimates now, approximately 33% of LAW's founders went on to become judges.

Collectively, the panel discussed that as women, they were worried about what to wear in court and other professional settings in their early days of practice in the 1970s and 1980s. "We obviously didn't wear pants," Chris Norris remarked. Women lawyers in these days oftentimes wore scarves with their skirt suits to give the appearance of wearing a necktie like their male counterparts. The women commented that they walked a fine line, asking themselves, "are we trying to be like them (the men), or are we trying to be different?"

The panelists talked about how in their early days as lawyers, there were certain places you couldn't eat (like the Nashville City Club), certain places you couldn't be a member of (the downtown Nashville YMCA) and certain things you couldn't do (girls could not play little league). And those are just a few examples. But these women lawyers mobilized and worked together to effect lasting change.

These trailblazers inspired members with their stories and left attendees with some final advice. Carol Solomon: "Think about your fellow sisters," and "Always support each other." Chris Norris: "Meet with other people, mobilize and work together to change policies if there are policies that need to be changed." Margaret Behm: "Get in the trenches. We all *think* we're in the trenches – but maybe you're not really in the trenches with your fellow women lawyers. Start making change together. You are with a lot of accomplished, and powerful people – which leads to powerful network building! Develop those relationships. **You are missing out if you don't embrace your fellow women lawyers.**"



Amanda is a 2021-2022 Newsletter Editor. She is of counsel at Hartzog & Silva, PLLC.



Founder's Spotlight

Judge Penny Harrington

What were you doing in your career at the time the Marion Griffin Chapter of LAW was founded? I graduated from Vanderbilt Law School in May 1982 at age 36. My best friends were Mary Schaffner and Cissy Daughtrey and they treated me as if I were a lawyer already as plans went forward. (The Marion Griffin idea was Mary's.)

How did you become one of LAW's founders? I don't remember if the actual first meeting was before or after graduation. I think I was waiting for bar results. See above. Mary and Cissy.

What memories do you have about the formation of LAW? We gathered a group of women lawyers....that wasn't hard to do. I think everyone knew everyone else and we didn't need a large room. The core group of LAW founders had recently participated in creating CABLE as a civic group alternative to the all male civic clubs so we were in a mood to create. I believe there was a first meeting at the Capital Club in the ground floor of the building that is now the UBS center.

What did you envision as the goal or purpose of LAW when it was founded? It will seem odd today....but there weren't any women in leadership positions in the TBA or NBA and we weren't sure there ever would be. LAW would give us a place to practice leadership skills and to form bonds and alliances. I think Cissy was still the only judge of a court of record in Tennessee at that time having been appointed in 1980. Major law firms did not have any women senior partners and were only beginning to interview women. We had a long way to go.

What's a favorite memory from your time with LAW? The naive political nature of the group. In 1990 I was the only woman running for any of the nine positions on the General Sessions Court in Davidson County.(There fewer than 10 women running statewide.) There were women running for circuit court. The president then offered to let us make campaign speeches at the May 1990 meeting. However, the primary election was held on May 1 some 10 days before the meeting. I think they've paid more attention since.

What has your membership in LAW provided for you over the years? An opportunity to get to know women lawyers across all generations.

What do you consider to be the greatest accomplishment of LAW? LAW has fulfilled the goal of encouraging women to participate in professional organizations and provided not only the leadership training we envisioned but mentoring for younger members as well. It has also provided the alliances and coalitions to encourage women to run for judgeships.

What has changed about LAW and/or the Nashville legal community since LAW was first formed? The Nashville legal community is so different today that it's hard to think of unwinding the strands to pick out which group did what and why. Certainly the organization has encouraged women to see themselves as full professionals who can compete with any of our male colleagues on all levels including the most mysterious "rainmaking." Younger members would hear me say that and think maybe I practiced with Marion Griffin herself! Women have their own law firms and hire men! Who would have thought of that?

How has the practice of law changed for women since LAW was founded? When I was first looking for a job I was told by the interviewing lawyer that a woman lawyer couldn't have a good impact on a jury

so I was refused a position in a law firm though he said I qualified in every other way. I was told women lawyers would have the secretaries mad at them all the time. Certainly, no man could type and so the secretaries were very important. When I was practicing with Fred Thompson he saw me using a typewriter for a document that needed to be filed. He walked by and said, "Now that's a secure woman lawyer who will admit she can type."

Then there's time I went General Sessions and was standing within the bar holding a brief case and when the case was called I answered and the judge said, "I am looking for your lawyer, young lady. Please sit down." That was his last term on the bench as I ran and won the seat. I am sure the women who were the first at the big firms would have much better stories that no doubt involve coffee and inappropriate conduct.

One of my associates was a founder of the LGBTQ law society. And I am going to be retiring from my own law firm. Who could that have imagined that in 1982?

What do you hope LAW does in the next 40 years? Of course, continuing what the organization has done so well over the past 40 years. We've broken so many ceilings that it's time recognize that they were not glass at all. Those barriers were clouds that floated away as soon as women had the courage



Past President's Spotlight

Chancellor Anne Martin

2000-2001

Why (and how) did you first get involved in LAW? I went to work at Dodson, Parker & Behm straight out of law school, and Margaret Behm introduced me to LAW immediately. She recognized the value of the networking, collegiality and mentoring women lawyers could provide each other, having been one of the founding members of the organization. She told me about how and why they formed LAW and what a difference it was making in increasing the number of women on the bench. I had the opportunity to meet remarkable women lawyers and

judges at the pinnacle of their careers while I was a baby lawyer because they were immediately interested in meeting and supporting bright young women lawyers. Without LAW, that platform simply would not have existed. Of course, at that time it never occurred to me I would ever be a judge -- I was just trying to figure out how to practice law and to meet lawyers I enjoyed being around and who might some day send me business!

What do you consider to be your greatest accomplishment while serving as president of LAW? I was involved in the hiring of Melanie Gober Grand as our Executive Director. We had hired our first staff support several years earlier, which was a significant step for the organization. Prior to having professional administrative support, the officers and directors did everything themselves. Melanie was our first "true" ED and really took ownership of her role in LAW. She had worked for lawyers and law firms most of her career, thus she was personally and professionally invested in seeing us succeed. Melanie's role in LAW cannot be overstated -- she keeps the trains running year after year as our leadership changes.

What's your favorite memory from your time serving as LAW's president? I was LAW president during the 2000 presidential election between George W. Bush and Al Gore. The LAW Breakfast was scheduled the morning after the election pursuant to the Tennessee Supreme Court's scheduled new lawyer swearing in ceremony. We were hosting the breakfast at The Hermitage Hotel that year, in the

ballroom that has larger than life portraits of the three former US presidents from Tennessee -- Andrew Jackson, James K. Polk and Andrew Johnson. As we all know, that election came down to the wire with Gore being declared the loser after the "hanging chad" issues in Florida. He was scheduled to have his victory celebration on Legislative Plaza election night, and many LAW members were heavily involved in his campaign and had long ties with him. That was a rough morning! I drove down Charlotte Avenue before daylight and the Plaza was in total disarray. Most people at the breakfast were exhausted, having stayed up all night watching election returns, and The Hermitage lobby was full of Gore staffers and press frantically trying to get flights to Florida. It was very surreal!

What has serving as president of LAW taught you as a leader? Biggest takeaway(s)? Practicing law in Nashville is an honor and a privilege, and it is all due to the attitude of the lawyers and judges. The cooperative dynamic between the majority bar associations and the specialty bars such as LAW is key to that. Having the opportunity to participate in a smaller, affinity bar such as LAW has had a significant impact on my professional experience and satisfaction. Sustaining LAW and its good works is vital to the ongoing vigor of the entire Nashville bar and provides an avenue for newer women lawyers to have role models, mentors and lawyer friends with whom they have commonalities in a very inviting setting.

What has changed about LAW and/or the Nashville legal community since you first got involved in LAW? So many more women lawyers! And pants!

What do you hope LAW's role is in the Nashville legal community going forward? That it continues to grow and flourish as women continue to become licensed and practice in Nashville. I am so glad that we have three strong local law schools, and others in the state, that feed the talent of the Nashville bar. I, like many others, came to Nashville via law school, and consider that circumstance of chance an absolute blessing. I cannot imagine living anywhere else or practicing law anywhere else.

What woman inspires you and why? Margaret Behm. She is the total, real deal. I say that as her friend of 30 years who came to practice with her fresh and eager from law school. She taught me everything I know. And she did so with enthusiasm, encouragement, and excitement about the law and the opportunity to share it with a young mentee. Margaret cares deeply about the rule of law and being excellent. But she also appreciates the balance necessary to sustain that enthusiasm through difficult times and with difficult clients. Just as coming to Nashville was a happenstance that I am grateful for, meeting Margaret and being trained/molded by her is an experience I treasure and am thankful for every day.



Board Member Spotlight

Newsletter Editor

Devon Landman

Where are you from? Tell us about your path to practicing law. I am originally from Melbourne, Florida. Though my father has been a family law attorney my whole life, I did not develop the desire to practice law until my junior year of college. I decided that after college it would be a great idea to get a graduate degree and my dad then encouraged me to go to law school. I sort of went on a whim, but I am so glad I did because after passing the bar and working as an attorney, I felt a passion and joy I had not experienced thus far in my professional life.

I attended my first year of law school at Charleston School of Law in Charleston, South Carolina. I transferred my 2L year to Belmont Law in Nashville and graduated from Belmont Law in spring of 2017. I began

my practice as an Assistant State Attorney in the 18th Judicial Circuit of Florida, i.e., Brevard County, FL. After prosecuting crimes for a few years, I moved back to Nashville to begin my private practice.

What do you do professionally, and what is your favorite part of your job? I have been practicing personal injury, medical malpractice, and complex civil litigation all on the Plaintiff's side since moving back to Nashville in late 2019. My goal for my job and also my favorite part of my job is to help people who cannot help themselves and to put their lives in a better situation than when they first came in to see me.

What leadership roles have you had with LAW? I was co-chair of the Mentoring Committee and now I am one of LAW's Newsletter Editors.

What is your favorite part of LAW? There are so many opportunities in LAW to meet very impressive and inspiring people who can provide such good career and life advice. The group of people in LAW are the kind of people to surround yourself with if you are advantageous about your career goals.

It's a Saturday night in Nashville (pre-COVID-19) - what are you up to? I am probably out to dinner with my fiancée, Gary, going out for drinks with my friends, or relaxing at home with Gary and our two animals, Mr. B (Tuxedo Cat) and Bear (Lab/Pit Dog).

Facebook or Instagram? Definitely Instagram. I get inspired by a lot of the content on there, whether it's for pleasure or professional purposes.

Phone call or text? Text if it is going to be a short conversation. Phone call if the conversation is going to be long or complex.

Netflix or Hulu? Netflix.

KUDOS

. . . to Rachel Berg and her husband on the birth of Emily Sophia Berg on October 29, 2021!

. . . to Caroline Sapp on her recent marriage to Walker Pipkins and opening her new law practice, the Law Office of Caroline Sapp!

JOB OPPORTUNITIES



Hiring Announcement: Belmont University College of Law

Belmont University College of Law, in Nashville, Tennessee, invites applications from entry level and experienced candidates to fill up to three tenure-track faculty positions to begin during the 2022-2023 academic year. We are seeking candidates across a broad range of teaching and research areas. Particular areas of interest include health law, civil procedure, property, trusts & estates, and legal research and writing (tenure-track).

Successful applicants must have a J.D., strong academic background, and record that indicates the promise of both teaching excellence and high scholarly achievement. Belmont is an EOE/AA employer and welcomes applications from candidates who may add to the diversity of the College of Law. Belmont College of Law reserves the right to exercise a preference for those candidates who support the goals and missions of the University.

If interested, please submit a letter of interest and curriculum vitae to the Chair of the Faculty Recruitment Committee, Professor Lucian Dervan, by emailing lawfaculty.recruitment@belmont.edu.

If you have questions about the position or Belmont University, please contact Professor Dervan at Lucian.Dervan@Belmont.edu.

Administrative Office of the Courts, Executive Director—CLE

<https://www.tncourts.gov/employment/executive-director-cle>

Assistant Director of Career Services, UT College of Law

Click on the link for more information. https://ut.taleo.net/careersection/ut_system/jobdetail.ftl?job=225438

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

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