

LAW MATTERS

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PRESIDENT'S MESSAGE

by Christen Blackburn



Happy Holidays! I hope that you are having a great holiday season with friends and family. This is my favorite time of the year! I love how the holidays provide the perfect excuse to get together with friends and family for holiday parties, cocktail receptions, and special dinners. During this time of year, I always look forward to catching up with friends in LAW at our annual free CLE and Holiday Mixer. We brought it back this year and it was inspiring and fun!

This year, for our free member appreciation CLE, we celebrated some of the amazing women attorneys in Nashville who have channeled their passion into community organizations and created real change in the lives of Nashville citizens. After hearing from these incredible women, we learned how to get involved in the causes that speak to us, including how to get involved in local and state politics, how to create a 501(c)(3) non-profit, and how to run a nonprofit successfully. I am certain that, like me, every person in attendance left inspired and motivated.

I know that this time of year brings many obligations- shopping, cooking, billable hour goals, year-end numbers, and so many parties and family gatherings. It can be overwhelming! But there is something about reconnecting with women in this organization that always leaves me feeling recharged. I am overwhelmed with a sense of gratitude for the great community of good friends and never ending support that we find in each other in this organization. I hope that you have found some time during this season to reconnect with your friends in LAW and that you have a very happy holiday.

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UPCOMING EVENTS

2020

January 16, 2020

Save the Date

**LAW Diversity Committee and
Napier-Looby Bar Association
Law Student Membership Happy Hour**

January 21, 2020

January Membership Meeting

Watch for Details!

**BB King's Jazz Club
152 2nd Avenue North**

January 30, 2020

Networking Committee

Nashville Craft Distillery

5:30 pm—7:30 pm

514 Hagan Street (In WeHo)

February 18, 2020

**February Membership Meeting
Special Diversity CLE**

(More info to come!)

**Asurion
650 Grassmere Park**

February 2020

Health and Wellness Book Club

TBA

February 25, 2020

Lean In Circles

6:00 pm—8:00 pm

**Waller
511 Union Street, 26th Floor**

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

New Admittees' Breakfast 2019

November 7, 2019

Wildhorse Saloon



New Admittees' Breakfast 2019

November 7, 2019

Wildhorse Saloon



Photos by Sara Gibbs Photography

Remarks of Chancellor Anne Martin, Keynote Speaker, 2019 New Admittees' Breakfast

Congratulations to the new admittees in the room – it takes so much time, effort, money, energy and work to get here. It also takes a lot of heart. I just started teaching at the Nashville School of Law this year and talk about needing heart! I gave my Sales final last week and as I watched my students take the test I thought about how difficult it is for non-traditional students to juggle everything to complete the course of study successfully while working full time.

But that is nothing off of traditional students. Three years of hyper focused effort to studying the law, learning an entirely new discipline, and worrying about getting a job feels like climbing Mount Everest.

Well, you have all made it to the summit, and on to the next exciting and challenging phase – now that you are about to have a law license, what do you do with it? How do you use that privilege – which it absolutely is – in the best way possible. At my former law firm, we had a saying – Do good. Have fun. Make money. I wish that for all of you.



In thinking about my remarks, and what would be meaningful to new lawyers, I came back to the most important set of guidelines and rules you will follow as a lawyer. Not the rules of civil procedure, or criminal procedure, or evidence, or the tax code. I am talking about the Rules of Professional Conduct. You are all intimately familiar with them as you have taken the MPRE in the last 18 months. The Rules are a comprehensive set of guidelines to live by as you go forward in your practice.

The preamble to the Rules says a few things I want to highlight today. It says, in part:

A lawyer is an expert in law pursuing a learned art in service to clients and in the spirit of public service and engaging in these pursuits as part of a common calling to promote justice and public good.

Essential characteristics of the lawyer are knowledge of the law, skill in applying the applicable law to the factual context, thoroughness of preparation, practical and prudential wisdom, ethical conduct and integrity, and dedication to justice and the public good.

A lawyer, as a member of the legal profession, is a representative of clients, an officer of the legal system, and a public citizen having special responsibility for the quality of justice.

I focus on that last statement because the Rules of Professional Conduct address lawyers in three roles – as a client advisor and advocate, as a part of a legal system that involves duties to the court and other lawyers and adversaries, and as a member of the community with a particular responsibility to maintain the integrity of the profession and give back. I will discuss those three subjects, with a little bit of advice and a few stories about how to fulfill those important obligations.

CLIENTS

Clients are the best and worst thing about practicing law. Clients are needy – thank goodness they do need us – and usually in crisis. They are generally one or all of uncertain, afraid, confused, angry, opinionated, desperate and conflicted. Your job is to use good judgment and instincts, be a good listener, assure clients you are their advocate, assure them that you will do everything you can to help, to be honest and be thoughtful. Clients need you to help them bring order to their problems and formulate a plan.

I can't tell you how many new clients came to me for a consultation with papers everywhere, or wheeling in a suitcase with all this stuff that they say is critical to their case. That chaos in the organization, or lack thereof, of their paperwork in many ways is illustrative of the lack of focus for their legal matter. Your job is to literally, and figuratively, unpack all of that for them.

You cannot change your client's facts. What you can do is prepare, research, review, get help if needed and respect your client's resources and relative timing needs. All lawyers are problem solvers whether you handle litigation, transactions, are in house with a corporation or do criminal work. Every client has a problem, needs to know his or her options, needs a risk assessment and needs a plan.

Clients are humans – even corporations are made up of humans – who need your help. Don't make promises you can't keep, but do be clear about what you can do and a reasonable timetable in which you can do it. Also be clear about risks and the impacts of certain courses of action. Be a good listener and be empathetic. Sometimes you have to deliver a difficult message, or cannot change the course of things. That is something clients need and deserve to hear from you. If that is the case, you should deliver that message clearly, understandably and with appreciation of the client's feelings about the situation.

Clients deserve to know what representation is costing them at every stage of the matter. Communication and clarity on that subject is key. Fee disputes are tricky, delicate, entirely unpleasant, and to be avoided if at all possible.

Pick up the phone or meet with clients in person. If they are a business, go to their workplace and figure out what they do. Observe their operations and their employees. You cannot practice law via text or email. Deliver difficult messages in person, preferably, or at least over the phone. Most importantly clients need to know that you care, that you will fight for them and you will be honest with them.

By the way, the same goes for the lawyers supervising your work. Most of you are Millennials or Zoomers, and used to all types of technology. Technology is awesome. And the flexibility of working remotely, or on a non-traditional schedule, is something to take advantage of. But a word of caution -- you are new. You are learning. The lawyers you work with are figuring you out and you need to figure them out. If you are doing work for a client who needs to be able to get you during business hours, you need to be available during business hours. Likewise, if you are doing work for a lawyer who comes into the office early, you need to do that too. You will reach a comfort level with clients and supervising lawyers where more flexibility is fine, and they have confidence that work is getting done, and that you are on top of things, even though your schedule may differ from their's. But it takes time for that level of trust to develop. In the meantime, being seen and being available on their schedule is important to building those relationships.

By the same token you have to set boundaries, especially with clients. We are all so accessible it is difficult for people who have put their lives in your hands to understand that you have a life too. And that you have other clients who need you just as much as they do. You have to strike a balance between being responsive and having time to decompress and enjoy other things. The same goes for work. And sometimes you need to turn off your phones. And go on vacation.

PROFESSION

In addition to your role as a client advisor and advocate, you will be part of a larger legal system that includes lawyer adversaries, adversary parties, judicial and administrative/government organizations. Just as not every client will be a joy or easy, you will feel the same about some of your adversaries. And even your judges! With that caveat, I can say that those situations will be few and far between and usually, the frustration you are feeling with a case is not the fault of the other lawyer, or of the adjudicator. Sometimes you have bad facts. Sometimes the blood between parties is so bad the best lawyer can't talk the parties down. And sometimes your case is just going south for a combination of reasons.

Practicing law in Nashville is an absolute blessing. I can count on one hand the lawyers I don't like or trust. And I have been in some dog fights with lawyers. But we were just doing our jobs and kept it professional. One of the first people to ask me to perform her wedding ceremony after I went on the bench was a lawyer I met as an adversary in an employment discrimination case. We were both very zealous advocates in that case, believe me! At the end of the day, however, the case resolved, we both represented our clients well, and we moved on to the next case.

I really, really encourage you not to take things too personally, and don't get a chip on your shoulder when a lawyer beats up on you or is a passionate advocate. Most of the time they are just doing their job. Everyone has different styles. Everyone handles things a little differently. You develop your own style. Just ensure that no matter what, you are respectful and professional.

Do not become one of those people known for not returning phone calls or emails. That is absolutely maddening in an adversary and absolutely affects the case and the possibility of resolution as you proceed. Just as you need to communicate with your clients, you need to communicate with your adversaries. Be reasonable about scheduling. Be reasonable if someone needs an extension. The next time you might need one. Be courteous not only to other lawyers, but also to their staff. If you are frustrated because you can't get your adversary to call you back, there is no reason to take that out on his or her staff. They are just doing their job and, likely their job is a difficult one since you are probably not the only person whose calls that lawyer is dodging!

The same goes for court staff and clerks' offices, or any sort of government employee. These are public servants who are dedicated to their jobs and understand that the courts are to be open and accessible to all. To the degree they can help you, they want to do that. In the case of courts, especially since you can't communicate with judges about your cases, the only place you are going to get information is through these court representatives. You need to be nice to them because they have a lot of power!

Join bar organizations. Hang out with other lawyers and get to know them. You will quickly realize how much you like them and that they are just like you, with the same insecurities and stresses. The collegiality and fellowship you will get from other lawyers is immeasurable. And I mean that whether it is the Tennessee Bar Association, the Nashville Bar Association, or a specialty bar like LAW or Napier Looby.

I started my career working for a woman lawyer who was a founder of LAW. I never considered not being involved. LAW has meant everything to me – whether I was struggling with the balance required as a new mother, maturing in my practice and struggling with the new responsibilities that brings, or struggling in my judicial campaign. These women have been my mentors, my friends and my lifeline.

And speaking of mentors, get yourself one. Seriously. Your mentor does not have to be someone you work with, or someone who practices in your area of concentration. It does need to be someone you trust, who will be available to help you when you need it, and who will be honest with you. Also someone with a little more grey hair than you who has developed wisdom and perspective from practicing law.

PUBLIC

Switching to my third topic, your role in the community at large. I just emphasized to you how important it is to get to know lawyers and spend time with them, and how they will become your best friends and most supportive champions. Now I am going to tell you to find ways to get away from lawyers. Seriously. There is a whole world out there that is not the practice of law, and a whole lot of fantastic and interesting people who are not lawyers. As new lawyers, you need to learn the importance of spending time doing things other than practicing law and hanging out with lawyers.

When I was a young lawyer, I was at a small firm where all the lawyers but 1 were in their 40's and early 50's – which seemed like 1000 years old at the time. I was single and did not have a lot of extra money. What I did have was a lot of student loans, and even though I was putting in hours at work, I had time. I refer to it as being time rich and cash poor.

Even having gone to Vanderbilt, I had a limited number of friends who had stayed in Nashville to practice. I really wanted to make some friends and engage in activities that I enjoyed, and that got me around people my age, and not just lawyers. I needed that for my own mental health and to develop some perspective outside of being a lawyer. Becoming a lawyer is such an all consuming process, and being a new lawyer is even more heady. You want to be a super lawyer immediately. There is more going on in the world, though, than just what lawyers and judges are doing. Getting involved with other, non-legal groups full of non-lawyer people is healthy.

The one lawyer at the firm where I practiced who was somewhat close to my age was heavily involved with the Nashville Area Junior Chamber of Commerce, a civic organization for young professionals. There were lawyer members, but also bankers, non-profit professionals, government employees, and sales professionals who represented all industries and types of organizations or jobs. The Junior Chamber produced fundraisers in partnership with non-profits. It was perfect for someone like me who couldn't write checks to those non-profits but who wanted to give back. And it was really fun. We produced a mud volleyball tournament to benefit the Epilepsy Foundation. We volunteered at Special Olympics to produce the track and field events. We produced the TSSAA, high school football championship to benefit the Vanderbilt Stallworth Clinic, or the Clinic Bowl as it was known.

Not only did I get tremendous satisfaction out of volunteering, I met people, most of whom were non-lawyers. They were like me – new in their careers, not long out of college or law school, and wanting to give back to the community and make new friends. And those people are now leaders in Nashville. There is nothing like getting to know someone while handing out water to athletes or parking cars or working a concession stand. That's how I met Darren Jernigan, who is now in the State Legislature. When I met him we were in our 20's. He had been in an auto accident that left him a quadriplegic and was the Clinic Bowl patient spokesperson the year I chaired it. We became good friends and he has gone on to be an important political influencer who really helped me in my judicial election. You just never know who you meet as a new lawyer may become a helpful ally, referral source or other type of resource down the road.

Some of you might run for public office some day. In the meantime, you are a member of the Nashville community either in private practice, or working for the government, or working for an organization. Or you might not practice law at all. No matter what you are doing professionally, you need to start building your network. If you do run for office it is invaluable. But also helps with building a book of business, or for having resources you might need to do your job. You will be in awe of what wonderful things you will accomplish, as will your non-lawyer peers, over the years.

It doesn't have to be the Junior Chamber – that is what I did. Think about getting involved at your church. Or at a non-profit that is meaningful to you like Girl Scouts or Boy Scouts or Hands On Nashville. You can make such a difference in your community.

In conclusion, you should strive to be successful and skillful lawyers who are helpful to your clients and recognized in the profession as excellent. You should also use this privilege of a law license to make the world a better place, which will pay dividends to you with happiness and satisfaction. Every choice you make will affect your relationship and reputation with your peers, judges and clients. Treat everyone with respect. Never go back on your word. Be honest with courts about caselaw and facts that do not help you. Treat every client as your most important client.

Do good. Have fun. Make money. Congratulations to you all. Enjoy the ride.



Annual New Admittees' Breakfast

By Erin Polly Palmer, Esq.

Many have called it the best LAW New Admittees' Breakfast in its forty-two year history. Sure, I am primarily referring to Callie Hinson, Gulam Zade, and myself (*i.e.*, the Breakfast Chairs), but I remain confident that everyone in attendance had a great time. We celebrated our forty-second Breakfast in a new setting - the Wildhorse Saloon. It provided a vast stage, impressively large screens with sponsor logos on rotation, and a great spread. LAW President Christen Blackburn kicked us off with some words of welcome and an acknowledgement of the important people in attendance -- judges, officials, bar presidents, and the like. One of our newest Metro councilwomen, Kyonztè Toombs, then took the stage and shared a little about her journey to her new position and the role that members of LAW played in that journey. Breakfast Chair and Board Member Gulam Zade followed and explained how he became involved in LAW and stressed what has become one of the many mantras of LAW -- it's the Lawyers' Association FOR Women (not "of Women"). We heard from DarKenya Waller, the amazing Executive Director of The Legal Aid Society of Middle Tennessee and the Cumberland. DarKenya shared the mission of Legal Aid and encouraged all, and particularly the new admittees, to get involved.

Chancellor Anne Martin served as our keynote speaker and tore it up in a truly remarkable fashion. Rather than trying to summarize, Chancellor Martin's wonderful remarks are included herein. If you attended the Breakfast and particularly if you brought a new admittee, thank you. And, if you didn't, you missed out, but we'll see you next year.



Erin is a Member of the Commercial Litigation Group at Butler Snow LLP. She also serves as Co-Chair of LAW's Breakfast Committee.

November Membership Meeting Recap

By *Chambre Malone*



(From L) *Liz Tipping, Kristen Shields and LAW President Christen Blackburn*

The November membership meeting and continuing legal education program featured an exploration of some of Tennessee’s “hidden crimes.” Liz Tipping, a Partner at Cotney Construction Law LLP, provided an informative presentation highlighting the importance of attorney competence and ethics in representing clients.

Ms. Tipping explained that some criminal penalty provisions are not located within the criminal offenses title of the Tennessee Code. Therefore, conducting research at the outset of a representation is key to ensuring adequate client representation and avoiding unintentional violations of criminal laws. She began her presentation by introducing attendees to examples involving a well-intentioned construction lawyer, an “animal lawyer”, and a lawyer representing entrepreneurs.

Attendees learned that a construction lawyer must ensure that a general contractor client has complied with the statutory written notice requirement to owners before filing a lien on behalf of the general contractor. A contractor’s failure to comply with the applicable notice requirement is a Class B misdemeanor under Tennessee law.¹ Another area of discussion was selling and/or

importing animals. In an example of a lawyer representing a pet business, Ms. Tipping explained that Tennessee law prohibits selling certain rabbits which have been colored or dyed, importing or selling skunks, and displaying, exhibiting or using reptiles in a manner that endangers others. Anyone violating these laws in Tennessee would also commit a misdemeanor crime.² Many attorneys represent existing small business owners or budding entrepreneurs wanting to explore new businesses. Ms. Tipping also discussed an example of a client desiring to sell a variety of items online. Research revealed that Tennessee law prohibits the sale of unbaled cotton, agricultural seeds, pecans and livestock under certain circumstances.³ Similarly, violations of these laws are also criminal misdemeanors.

Ms. Tipping then focused on attorneys’ obligation to comply with the Tennessee Rules of Professional Conduct, specifically Rule 1.1. Attorneys practicing at larger law firms, sole practitioners and lawyers representing organizations all may find themselves in situations in which a client requests advice in an unfamiliar or highly specialized area of law. Rule 1.1 requires that lawyers exhibit the legal knowledge, skill, and preparation reasonably necessary for the representation.⁴ Ignorance of a criminal penalty provision, even if located in an unrelated or obscure section of the code, would likely constitute a failure to meet an attorney’s professional obligation of competence if a reasonably prudent attorney would have known about it. Lawyers should review Rule 1.1, and the corresponding comments for guidance regarding competence in client representation.

Program attendees highlighted additional key points during the question-and-answer period. For example, a situation may require that an attorney consider whether it is appropriate to decline a representation (or refer the matter to a more experienced attorney or subject-matter expert). Others also discussed the challenges faced by attorneys practicing within firms and organizations that have limited legal research software tools.

¹See Tenn. Code Ann. §66-11-206 (2019).

²See Tenn. Code Ann. §39-14-204; §70-4-208; §39-17-101 (2019).

³See Tenn. Code Ann. §43-18-105 (cotton); §43-10-109; §43-10-116(seeds); §43-17-101; §43-17-103 (pecans); §44-11-109; §44-11-115 (livestock) (2019).

⁴The Rules of Professional Conduct are available at: <http://www.tsc.state.tn.us/rules/supreme-court/8>



Chambre is a 2019-2020 LAW Newsletter Editor. She is an attorney at Bridge-stone Americas, Inc.

The Spirit of Giving

By: Shundra N. Crumpton



The holiday season is quickly approaching. Pumpkin spice lattes have arrived in all our favorite coffee shops, Santa Claus and elf decorations are pouring into the aisles at stores, Black Friday ads are in full force, and many are calculating what pound turkey is needed to feed family members and friends.

This is also a busy time at work for many of our LAW members. There are deals to close, court deadlines to meet, and accounts to collect before the end of the year. There are also work holiday parties and holiday cards to prepare for clients and potential clients. Further, we cannot forget the many members who are vying for last-minute billable hours.

With all the hectic happenings of the season, it is often difficult to get so caught up in our to-do lists that we forget about an important aspect of this season – giving.

LAW recently hosted a community service event at Thistle Farms. Thistle Farms is a nonprofit organization in Nashville that helps women survivors of sex trafficking, prostitution, and addiction. Thistle Farms was founded 21 years ago and the organization centers around the motto of “Love Heals.” Thistle Farms truly believes that love has the power to heal those who have been broken by life’s various circumstances. The founder of the organization saw a need to not only house women living on the streets, but to provide them with jobs, counseling, education, and more to give participants the tools that are needed to keep them off the streets indefinitely.

Many of the women involved with the organization were homeless before getting help and support from Thistle Farms. To address this need, the organization has a two-year residential program that provides housing, food, healthcare, therapy and education free of charge to participants.

(From Left) Kaley Bell, Shellie Handelsman, Shundra Crumpton and Christen Blackburn

Thistle Farms also employs women and gives them an opportunity to earn their own money and feel useful and needed. Jobs include working at a quaint café that has delicious drinks, food, and even fresh flowers that are put out on a weekly basis. Thistle Farms also has a warehouse where women make soaps, lotions, candles and other holistic body products that are then sold at a store located onsite. Thistle Farms can even set up “remote-shops” where customers can purchase products without having to travel to the actual Thistle Farms location.

Organizations can also rent out Thistle Farms for various types of events ranging from corporate lunches to wedding receptions. During LAW’s service event, we created centerpieces for a rehearsal dinner that was taking place later that week. In accordance with Thistle Farm’s goals, 100% of the rental proceeds go towards funding the programs that provide resources to women at Thistle Farms. LAW took part in raising money for Thistle Farms by hosting a lunch at the venue earlier this year.

Last year alone, Thistle Farms worked together with its customers and donors to provide more than 10,000 nights of housing for women recovering from homelessness, 100,000 hours of employment, and 1,633 medical appointments (including mental health appointments). Moreover, 75% of the program’s graduates over the past five years are employed, sober, and living independently. This is due in large part to the organization’s goal of creating a life-long sisterhood between its members. The support and guidance does not stop after participants complete the program. Alumnae still have access to counseling, education, and emergency financial support.

It was a pleasure to volunteer for such an influential organization. Each volunteer’s service amounts to over twenty dollars per hour. Thistle Farms has an abundance of loyal volunteers who are there to assist when needed. Importantly, no volunteer assists with making any of the products that are sold at Thistle Farms. Such tasks are solely done by participants of the program as the tasks serve as an employment opportunity for those in need of a steady income source. Instead, volunteers help with other activities. For example, during LAW’s volunteer event, we created centerpieces out of donated flowers and placed them on tables in the café. You could instantly see the joy on customers’ faces when fresh flowers were placed on their tables. Such a small yet impactful gesture ensures that the Thistle Farms café receives repeat business and can continue to employ women in the program. We also wrote thank you cards to many of the financial supporters of Thistle Farms. The handwritten thank you cards continue the goal of providing personal care to all of those involved in the program, whether it is women in the program or donors. The thank you cards also encourage further donations.

Volunteering at Thistle Farms was a good opportunity to get away from my own personal to-do list and give back to the community. As we balance our career, families, friends, pets, and personal well-being, I encourage LAW members to take a moment this season to give back to others. The success of Thistle Farms is a perfect example of how a little love can go a long way.

Shundra is an associate in the Litigation Practice Group at Bradley Arant Boult Cummings LLP. She also serves as Co-Chair of LAW’s Community Relations Committee.



Board Member Spotlight I'Ashea Myles – Dihigo Co-Chair of LAW Diversity Committee

Where are you from? Tell us about your path to practicing law. I'm from Cincinnati, Ohio. I told my dad that I was going to be a lawyer someday, but I had a few things that I wanted to do first. I moved to New York City to pursue music. I had my own band and played clubs. I also worked with a fashion company where I learned my sense of style. After returning to Nashville I worked with Procter & Gamble, and then decided I was ready to go to law school.

What do you do professionally, and what is your favorite part of your job? I am an attorney at Bone McAllester Norton PLLC. My practice focuses on construction, real estate and the representation of businesses. I work with my clients from the drafting and negotiation of contracts and deals through litigation and arbitration if necessary. I love to win, however, when dealing with business clients and my contractor clients, winning looks a bit different. It's a "win" when we keep a project on track and deliver a building that everyone is happy with. I find here lately that it's a "win" when we can avoid litigation.

What leadership roles have you had with LAW? I currently serve on the Diversity Committee.

What is your favorite part of LAW? I love how the women of LAW are true champions of one another. There are few women in construction law as a whole, and even less women of color in construction. I love the way the women of LAW band together to move women into spaces traditionally dominated by men. It's a beautiful thing.

Describe yourself. I love my family and I believe the best in people always. I'm a joyful person. I know that even the hard spaces in life bring good so I'm very optimistic about the present and the future no matter the circumstance. I love my work, and may have a tendency to work a lot, but I believe that while you are building your practice you have to make sacrifices that will pay off later.

It's a Saturday night in Nashville. What are you up to? I'm usually trying to find a new Indian food restaurant to try, working on some project at my new house or hanging out with my kids.

Facebook or Instagram? Instagram. However, my Instagram does post to my Facebook.

If you could choose three people (living or deceased) to invite to a dinner to have an engaged conversation, who would you invite? Martin Luther King, Jr., Michelle Obama and Jesus.

Who has been a major influence in your life and why? So many people have been major influences in my life. However, one of my main influences in my adult life is Judge Richard Dinkins. We met before I went to law school at a Tennessee Alliance for Black Lawyers (TABL) event in Nashville. I gave him a business card, and we followed up with lunch. He was kind enough to take me under his wing as a mentee, and to this day has truly helped me to navigate my professional career. I can't speak enough to young lawyers about the importance of mentorship in your career. Before every major decision in my career, Judge and I sit down to discuss if it lines up with my overall long-term goal and strategy. He has been a major supporter and has influenced my life and career in so many ways. I am forever grateful.

What is your favorite quote, piece of advice, or a motto you try to live by? Micah 6:8 is my favorite quote, "...and what does the Lord require of you but to do justice, and to love mercy, and to walk humbly with your God."



LAW New Member Spotlight Courtney Leyes

Where are you from? Tell us about your path to practicing law. Originally hailing from St. Louis, Missouri, I started out on the plaintiffs' (employee) side in Washington, D.C. for my first year of practice, which was certainly baptism by fire. Following my first year, I had an opportunity to join a Mississippi-based firm outside of Memphis working with the gaming industry in Tunica, defending casinos in both personal injury and employment litigation. After practicing with that firm, I realized that I needed to be with an exclusively labor and employment firm to better hone my practice. In 2013, I joined Fisher Phillips in Memphis and have been with the firm ever since.

What brought you to Nashville? My law partner, Joe Shelton, and I are opening Fisher Phillips' Nashville office. Most of my litigation practice has been gravitating towards Nashville over the past few years. We are really excited to get involved with the legal community here in Nashville.

Tell us about your family. I have the cutest, sweetest, most loving non-sleeper of a 15 month old boy, Oliver, and the most wonderful (and super handsome) husband, Allen. We also co-exist with our geriatric cat, Rocco, who I adopted when I was in law school.

What is your favorite book and favorite movie? Favorite book - *Bitter is the New Black* by Jen Lancaster – her usage of the snarky footnote is inspiring. Favorite movie – *It's a Wonderful Life*.

What woman inspires you most and why? As cliché as this sounds, now that I am a mother, my own mother inspires me all the more. I am in awe in how strong she is and the depths of her sacrificial love.

Are there any other fun facts you would like to share about yourself? I relate all too well with Leslie Knope from Parks and Rec from her working tirelessly until a job is completed to her love of gift giving and Vice President Joe Biden.

Networking Committee Trivia Night at Diskin Cider

On November 14, LAW members enjoyed participating in Trivia Night at Diskin Cider. While 1st prize slipped away, our team, also known as "Torts Illustrated", competed hard to tackle the trivia questions while also enjoying appetizers and libations.



**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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Kathryn Barnett	Lauren Lamberth	Julie Sandine
Margaret Behm	Amelia Lant	Caroline Sapp
Raquel Bellamy	Pirjin Laser	Carolyn Schott
April Berman	Lynn Lawyer	Maria Scott
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Christen Blackburn	Courtney Leyes	Judge Marietta Shipley
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Justice Connie Clark	Amy Mohan	Scott Tift
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Chelsea Curtis	Barbara Moss	Robert Tuke
Judge Martha Daughtrey	Karen Neal	Vanessa Vargas-Land
Rebecca Demaree	Leighann Ness	Erica Vick
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Sherie Edwards	William O'Bryan, Jr.	Elizabeth Washko
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Amy Everhart	Larry Papel	Bernadette Welch
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Mandy Floyd	Julie Peak	Susan Neal Williams
Shana Foncesbeck	Andrea Perry	Tyler Yarbro
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Jessica Gichner	Betsy Phillips	Jane Young
Elizabeth Gonser	Cynthia Podis	Gulam Zade
Shellie Handelsman	Erin Polly	Rachel Zamata
Sarah Hannah	Sara Anne Quinn	
Corey Harkey	Jimmie Lynn Ramsaur	
Laura Heiman	Sally Ramsey	
Lisa Helton	Candice Reed	
Lisa Hinson	Lisa Rivera	
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