

LAW MATTERS

September 2020

Volume XXXII No. 5



In this Issue

President's Message	2
A Look Back-Big Brothers Big Sisters and Buena Vista Enhanced Option School New Multigenerational Series and Voter Suppression Program	3
Life After Law School: Perspectives of Newly Practicing Women Lawyers / Building a Bridge Across the Multigenerational Bar Recap	4
100 Years of Woman Suffrage: Honoring the Past, Looking to the Future Recap	6
LAW Founder's Spotlight – Chancellor Carol McCoy	8
LAW Past President Spotlight – Barbara Perutelli	9
Parenting Through a Global Pandemic	10
Sustaining Members	12

PRESIDENT'S MESSAGE

by Sara Anne Quinn



Every time I sit down to write my message, I try to think of something to discuss other than “What a year,” but, what a year, right?!? August was quite the eventful month. For myself, “back to school” meant navigating the new waters of my oldest starting kindergarten by setting up a “learning pod,” hiring a tutor, and figuring out how to do this all while making sure my kid actually learns something and has fun this year. I am sure many of you are in the same or a similar boat with tough school and child-care choices. It seems that this year has added a new weight to each of the daily activities, choices, and responsibilities we each had so delicately balanced before the pandemic.

I do not think I have ever felt pulled in more directions than I have these past couple of months. I often feel like I have about 4 full-time jobs, and I know each of you has had times in your lives this where you have felt the same. Most of you probably feel that way right now.

I do know that I can get very focused on the work and homelife responsibilities and stresses that I am experiencing in a way that can cloud my view of what others at different stages of their careers and family life may be going through. That is one reason why I am so excited about the new three-part morning CLE series we kicked off in August. This series focuses on the beginning, middle, and later years of our legal careers, and highlights opportunities, issues, and stressors each stage may present. This past month, LAW presented a fantastic panel of young lawyers, who shared their own experiences and advice for us all. For those of us who have practiced a few (or many) years more than the newer and younger LAW members, it is good to be reminded of how the first years of practice feel, to learn how it may feel different now than when you started out, and to be intentional about reaching out and supporting the next generation of lawyers and LAW leadership. This month, we are honored to have a panel lead by Past-President Candice Reed, discussing the “Halftime of Your Career.” While this panel is aimed primarily at women lawyers in their 40s and 50s, I encourage anyone to tune in who is thinking about a career transition or redefining the next stage of their career goals. It is never too late to make a change, and never too early to plan ahead. I think the curveballs thrown by 2020 has many people thinking about career modifications or changes and what a “return to normal” will look like after this year.

Later this month, our second CLE program will address voter suppression issues. As I sit writing this, it is the official 100th anniversary of the ratification of the 19th Amendment, guaranteeing women the right to vote. I hope you were able to tune in earlier in August, as LAW joined with the NBA to present an event celebrating 100 Years of Woman Suffrage. I was blown away by the speakers and honored to be a part of such an event. The very distinguished panelists discussed the long road and many years women spent battling for the right to vote leading up to the 19th Amendment. They also discussed the Americans deliberately left out of the suffrage movement – people of color – and touched on the lasting impact it had on voting, representation, and civil rights. Of course, this is a much bigger conversation than could be squeezed into two one-hour panels, but what I did take away was a reminder of how long the road toward impactful change can be and how the job is never finished. This month’s program on voter suppression will follow up on this topic and present a deeper-dive into the current voter suppression struggles here in Tennessee and the work being done to effect change. I hope you can join us for this timely and critical topic.

2020-2021 LAW BOARD OF DIRECTORS

Executive Board

Sara Anne Quinn, *President*
Kimberly Faye Clark, *President-Elect*
Courtney Orr, *Secretary*
Leighann Ness, *Treasurer*
LaTonnsya Burney, *2nd Year Director*
Shellie Handelsman, *2nd Year Director*
Brooke Coplon, *1st Year Director*
Tabitha Robinson, *1st Year Director*
Amanda Bradley, *Archivist*
Samantha Simpson, *Archivist*
Hannah Kay Freeman, *Newsletter Editor*
Callie Jennings, *Newsletter Editor*
Caroline Sapp, *Newsletter Editor*
Emily Warth, *Newsletter Editor*
Christen Blackburn, *Immediate Past President*

Committee Co-Chairs

Breakfast Committee

Kaley Bell/April Knox/Erin Palmer Polly

Community Relations

Candace Fox/Ann Murphy

Diversity

Mariam Stockton/Malaka Watson

Health & Wellness

Valerie Diden Moore/Rachel Taylor

Judicial Appointments & Elections

Katie Marshall/Bernadette Welch

Legislation & Litigation

Judea Davis/Jessica Lim

Caroline Spore

Membership

Abby Sparks/Judge Marietta Shipley

Mentoring/Member Development

Alaina Beach/Nancy Krider Corley

Devon Landman/Kimberly Veirs

Networking

Katie Bennett/Stephanie Chavez/

Shundra Crumpton/Blake Howell

Programs

Rachel Berg/Mandy Floyd/

Corey Harkey/Elizabeth Moreton

2020 Marion Griffin Women's Symposium

Liz Sitgreaves/Kyonzte' Toombs

40th Anniversary Celebration

Christen Blackburn

Executive Director

Melanie Gober Grand

LAW Matters is a monthly publication of the Lawyers' Association for Women, Marion Griffin Chapter, P. O. Box 210436, Nashville, Tennessee, 37221-0436. Voicemail: 615.708.1827; Fax: 888.834.7370; www.law-nashville.org.

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 highlighting the partnership between LAW and Big Brothers, Big Sisters in Middle Tennessee (BBBSMT), which was established in 2007. LAW partnered with Buena Vista Enhanced Option School and provided mentors to children at risk. BBBSMT primarily serves children from single-parent families. It provides one-to-one mentoring programs that are community-based and on-site based programs. For both the community-based and on-site/school based programs, the recruitment efforts target children who have one parent or parent figure that is incarcerated as those children are at the highest risk of failure, and intervention is critical to stop the inter-generational cycle of incarceration. [Click Here](#) to read about the program.

CONNECTING WITH MEMBERS ACROSS GENERATIONS - A THREE-PART SERIES -

LAW values that its membership is intergenerational and has active members in various stages of their career paths. LAW strives to appeal to its members across multiple generations and to form connections between those generations.

Plan to attend Part Two of the three-part series during our Morning Check In as we examine and learn from those in different career phases. LAW seeks your input in designing its future outreach by keeping in mind the generational characteristics and career phases of its members.

September 10 at 9:00 am: The Halftime of Your Career

October 7 at 9:00 am: Looking Toward Retirement or Keep Working?

For more detailed program information and to register [Click Here](#).

All programs will offer one hour of dual credit CLE.

VOTER SUPPRESSION IN TENNESSEE VIRTUAL ONE HOUR CREDIT CLE SEPTEMBER 22ND 12:00—1:00 PM

FOR MORE DETAILED PROGRAM INFORMATION AND TO REGISTER [CLICK HERE](#)

Life After Law School: Perspectives of Newly Practicing Women Lawyers / Building a Bridge Across the Multigenerational Bar

By: Emily Warth

On August 26, 2020, LAW put on its first session of a three-part series, “Connecting With Members Across Generations.” The goal of this series is to celebrate its intergenerational membership and help members across those generations connect. The first session, titled “Life After Law School,” provided an opportunity to hear from four women fairly new to the legal practice about their personal experiences navigating their new careers.

The panel was moderated by former LAW president, Liz Sitgreaves, and included Shundra Crumpton, a 2018 law school graduate and litigation associate Bradley, LLP; Tabitha Robinson, a 2017 law school graduate and in-house counsel at Nashville Electric Service; Sara Naylor, a 2019 law school graduate and clerk for Tennessee Supreme Court Justice Bivins; and Devon Landman, a 2017 law school graduate and personal injury and criminal defense attorney at Whitfield Bryson, LLP. The panel began with each panel member introducing herself, talking about her path to becoming a lawyer, and tips on how she has gotten engaged in her workplace and the legal community as a whole. Those tips included encouraging young lawyers to jump in to outside legal organizations and committees within the workplace, and take an active role in those organizations and committees; putting yourself out there by writing an article for a bar journal or other publication; and making an effort to reach out to other lawyers outside of your workplace to make connections.

Following introductions, Liz asked the panel to talk about barriers that face new lawyers as they join the legal profession. Tabitha talked about how overwhelming student loans have become for the newest generation of lawyers and talked about the additional challenges for new lawyers who are the first in their families to attend college or law school. Sara discussed the lack of diversity within the legal profession and the need to find ways to provide more access to minorities and other underrepresented groups. Devon added that it can be a challenge to get to know other members of the bar, and encouraged the attendees to make persistent and regular efforts to connect with people, by, for example, setting a goal to send an email a week to a potential new connection. Shundra also mentioned the challenge of needing to protect your mental health and wellness while getting your footing in a new job, and encouraged taking time for yourself, no matter how busy you are.

The panel next discussed the topic of mentorship and the types of mentoring that new lawyers should be looking for. Shundra talked about the need for three types of mentors: a mentor to advise you and help with your progress toward your goals; a peer mentor to be a source of support; and an advocate mentor who is in a position of power and can help advocate for your career progress. Each of these mentors can play a different role in your career development. Tabitha added that good mentors are intentional, and expose their mentees to new opportunities and new connections. Tabitha also talked about an important mentor in her career who allowed her to shadow her at the beginning of her career as she attended various meetings and functions, leading to Tabitha to form her own relationships with others in the community and develop an additional comfort level at getting involved in organizations herself. Devon also added that even lawyers new in their careers can be peer mentors for each other, and encouraged everyone to strive to be mentors in addition to seeking mentors for themselves.



The panel addressed the challenges of staying connected during the pandemic, when it's difficult to meet in person. While it can be challenging, the panel noted that the technology had given them different opportunities to network and get involved, and encouraged everyone to use the technology available to find ways to continue to make connections. The panel ended with some tips on how to develop your practice. One tip was to make sure to self-market, including on social media, and to not forget to be a cheerleader for other lawyers on social media. Another tip was to make sure to attend CLE's, especially those outside of your normal practice area in which you might be interested, as these are a great opportunity to develop your legal knowledge and make connections with people outside of your niche.

The panel was informative, fun, and provided great career insight for lawyers at all stages of their careers. Stay tuned for info on the next in this series!



Emily is a 2020-2021 Newsletter Editor. She is an Assistant General Counsel at Asurion.

DIVERSITY COMMITTEE BOOK DRIVE A GREAT SUCCESS!



Diversity co-chair, Malaka Watson delivering books to Book'em.

Thank you to everyone who participated in the recent racism and diversity book drive. 132 children, teen, and young adult books were recently delivered to Book'em. Since 1989, Book'em has distributed thousands of books to underprivileged youth in Davidson County. LAW has long supported Book'em by holding book drives, and LAW members have served on the Book'em board. For more information about Book'em, go to bookem-kids.org.



100 Years of Women's Suffrage

By: Emily Warth

On August 13, 2020, LAW and the NBA jointly put on a virtual celebration of 100 years of women's suffrage with a belated celebration of Law Day, a rousing keynote speech from Associate Justice of the North Carolina Supreme Court Anita Earls, and two CLE panels that discussed the history of women's suffrage, the important role Nashville played in passing the 19th Amendment, and the continued need for advocacy to ensure all Americans have an equal opportunity to vote. While the originally planned in-person celebrations had to be postponed, the committee organizing this event pulled off an extraordinary and engaging presentation that truly captured the importance of this anniversary while charging and empowering the attendees to continue to advocate for voting rights.

After an introduction from Honorable Frank G. Clement, Darkenya Waller announced that the Legal Aid Society had raised a record amount of funds. Law Firm Diversity Awards were then announced by the NBA, recognizing firms and businesses that demonstrated outstanding leadership to promote diversity and inclusion. Following the announcement of the winners of the Law Day essay contest, former LAW president and current NBA president Laura Baker introduced the keynote speaker, Justice Anita Earls. Prior to being elected to the North Carolina Supreme Court in 2018, Justice Anita Earls was a civil rights attorney litigating voting rights and other civil rights cases for 30 years, as well as the founder and Executive Director of the Southern Coalition for Social Justice. She also served as Deputy Assistant Attorney General in the U.S. Department of Justice, Civil Rights Division in the Clinton Administration and has served on the North Carolina Board of Elections. In addition to her extensive accomplishments, Justice Earls gave a compelling talk about her experience running for election for the first time, how far we have come since the 19th Amendment passed and how far we have to go to achieve voting rights for all.

Following the conclusion of the keynote speech, the event moved into the first of two engaging panels, introduced by LAW president Sara Anne Quinn. The first panel focused on honoring the history of women's suffrage, and was moderated by Rebecca Price, a public historian and founder of Chick History, a non-profit organization dedicated to preserving and interpreting all women's histories. The panelists included Judge Martha Craig "Cissy" Daughtrey, current member of the U.S. Court of Appeals for the Sixth Circuit and leader within the American Bar Association and National Association of Women Judges, and Linda Wynn, the Assistant Director of State Programs with the Tennessee Historical Commission and member of the Fisk University faculty, as well as the co-founder of the Nashville Conference on African American History and Culture. Ms. Price led Judge Daughtrey and Ms. Wynn in a lively discussion of the role that Nashville played in the passage of the 19th Amendment and provided important context to the history of the suffrage movement, including a discussion of the role segregation played and the importance of forming alliances and coalitions in order to effect change. Without recapping that history here, we would certainly encourage you to read or listen about Nashville's role in the passage of the 19th Amendment if you aren't already familiar. Judge Daughtrey, Ms. Wynn and Ms. Price brought great insight and context to the Amendment's passage and the work it took to get there.

Following the panel discussion of the history of suffrage, the event moved into the second panel, moderated by Margaret Behm, founder of Nashville's first all-woman law firm, who in addition to her credentials as a litigator, has advised numerous political candidates and is known for her support and encouragement of women candidates. Justice Earls returned to serve on the panel along with Freda Player-Peters, who serves on the Metro Nashville Public Schools Board of Education and works full time as the Executive Director of Emerge Tennessee. The panel members talked about the paths they took to getting involved in politics, and addressed the challenges women in particular face when running for office, including fundraising. They also talked about how important it is to support women candidates so that there is better representation in office and different approaches to reaching consensus and working together. Justice Earls and Ms. Player-Peters discussed how essential the opportunity to vote was in their own families, and touched on the historic nomination of Kamala Harris for the vice presidency of a major United States political party, a first for a woman of color in this country. They also talked about the Tennessee voting rights cases on which Justice Earls has worked. The panel further put in context how challenging the fight for suffrage is, emphasizing the years of efforts put forth and incremental change necessary to lead to big change, and charged the audience to get involved and join the fight.

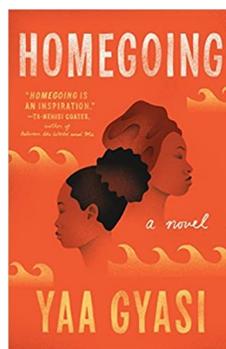
Overall, the event was informative and empowering. Kudos the whole committee for pulling off such a great virtual event!

Health & Wellness Committee for Your Mind and Your Body

Virtual Barre 3 Class September 12, 2020 Time: 9:00 am



Virtual Book Club September 17, 2020 Time: 6:00 pm



"1619" New York Times audio series.

For more information about the series,
visit [nytimes.com/1619podcast](https://www.nytimes.com/1619podcast)

For more information and to register go to www.law-nashville.org/events.

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 that celebration, we plan to highlight 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 **Chancellor Carol McCoy**

What were you doing in your career at the time the Marion Griffin chapter of LAW was founded? By January 1981, I had been a lawyer for 8 years, working first as a staff attorney/managing attorney with Nashville Legal Services, then a staff attorney for the Tennessee Department of Revenue before becoming a partner with Louis Farrell, Jr., the immediate past president of the NBA. In 1981, I was busy building a private practice, I had been appointed by the Governor to the Tennessee Commission on the Status of Women in 1974 and again in 1978 and through its funding, I had just published a brochure, "Where Credit is Due to Women." I was finishing my term as the vice-president of the Nashville YWCA, had formed CABLE, and was serving on the Board of the Nashville Urban League, the Council of Community Services and Nashville's Consumer Credit Counseling Services.

How did you come to become one of the founders? There were four women in my class of 162 law students at Vanderbilt. In my second year, I attended a unique national meeting of women law students and women law faculty at Duke. As a result, Lynne Todd Edgerton and I formed the Vanderbilt Law Students Association to address the issues facing women law students and the dearth of women faculty at the law school. The summer before my third year, I went to the Democratic National Convention in Miami and heard dynamic women politicians. In my third year, I worked to promote the Equal Rights Amendment, went to Capitol Hill to protest Phyllis Schlafly's efforts to rescind Tennessee's ratification of the ERA, and continued to learn about the suffrage movement and the numerous inequalities that faced women in the 1970's. I had no idea of the disparity of treatment women encountered when I entered law school and had much to learn. When I graduated, I could count on my hands the number of women lawyers who went to court. I reached out to those women lawyers and grew to respect and admire many who had established themselves in Nashville. Likewise, I reached out to the new women graduates who followed me and who were starting to appear in the courts. I helped them when I could. For instance, when Mary Martin Schaffner graduated from law school, I knew Doug Fisher (Howell & Fisher) quite well and recommended that he hire her. I told Mary to go see him. She did and a life-long match resulted. I was encouraged by other women lawyers and their efforts to advance. As a result of forming CABLE, I knew that women had incredible mental strength, great organizational abilities and strong strategic capabilities. As the number of women lawyers increased in Nashville, finding a way for all of us to convene and support one another necessitated the formation of LAW. Susan McGannon initiated and organized the first breakfast for new women admittees to the bar. This one activity served as a catalyst for a series of meetings and discussions which led to the creation of LAW, and we specifically included as many active women lawyers as we could find to be co-founders.

What's a favorite memory from your time with LAW? The annual breakfasts for new admittees. I have thoroughly enjoyed seeing the ever-increasing number of women lawyers and hearing the guest speakers who have been ranged from good, to very good, to exceptional.

What has your membership in LAW provided for you over the years? LAW benefits include the camaraderie with other women lawyers, the development of long term professional friendships, continuing legal education credits for attending exceptional programs, opportunities to support and help other women lawyers and to receive the same support and help, and to participate in the grand and positive expansion of the legal world environment that I first encountered.

What do you think LAW has provided to the Nashville legal community since it was founded? LAW has focused on (a) increasing the number of women judges, (b) increasing the number of women as partners in large law firms, (c) helping minority women lawyers find employment and advancement, (d) encouraging women lawyers to serve in leadership positions in professional bar associations (State, federal, local), and (e) promoting women lawyers for appointments to governmental and influential positions. LAW has created and enhanced a positive image of the woman lawyer in the eyes of male lawyers, the public and the media.



Past President's Spotlight Barbara Perutelli 1997-1998

Why (and how) did you first get involved in LAW? My first involvement with LAW may have been my most interesting. It came shortly after I began law school in 1981. I do not come from a family of lawyers and did not know many. At that time, I knew only one woman lawyer. She was my childhood best friend who practiced in Texas. One day, a notice appeared on the law school bulletin board. It stated that a new organization was being formed by women attorneys and invited law students to attend a meeting. This appeared to be the place and time for me to meet women attorneys. So, I attended that meeting. It was at a downtown office one evening. I did not know anyone there. To this day I wish I knew who was in that room that night. In retrospect, I think Margaret Behm, and Jimmie Lynn Ramsaur were there, but I don't know who else was. I had never been in the company of so many lawyers in my life. Everyone was very welcoming, and most appeared to know each other fairly well.

The discussion soon turned to the purpose of the meeting, which was how to move forward in forming the organization. One of the issues to be decided that evening was whether to allow law students to become members. Thus, my first involvement with LAW was to be in the uncomfortable position of hearing long discussion about whether I (and any other uncomfortable law student who may have been there) would be allowed to become a member of this new organization. I felt like an excited invitee to a housewarming party whose invitation was limited to the front porch. Fortunately for me and many others, the decision was made to extend membership to law students. I have been a member of LAW ever since those lawyers decided to let me in.

What has changed about LAW since you first got involved in LAW? The organization itself has grown and is much more diverse. Its goals have remained the same and are continuing to be accomplished. That is evidenced by the increase in the number of qualified women on the bench since the early 1980s. It was never the goal of LAW to be a separate organization for only women. The strength of this organization is that it encourages all of its members to participate in all bar associations, particularly in leadership levels, to reach out to new and minority attorneys, to create career opportunities, and to enhance the legal knowledge and skills of the attorneys in the Association. In retrospect, it seems to me that LAW has come a long way in accomplishing its goals.

The past presidents who served without one, would probably agree that having an executive director may have been one of the best changes in this organization. LAW did very well in convincing Melanie Grand to step into those shoes. One issue that LAW addressed in those early years was whether women attorneys should be allowed to wear slacks in the court room. At that time women attorneys had a fairly standard dress code. It was a blazer and skirt that was often accessorized with small scarf tied at the neck. It was ultimately decided that slacks were not a sign of disrespect and could be worn. I don't think that issue will come up again.

LAW has always provided a means for legal professionals to get to know each other on a social and professional level. It was much smaller when I was first involved, so it was a wonderful way to get to know others in the profession. It created an environment where long standing friendships were developed. I have many friends today that I would not have but for this organization.

What do you consider to be your greatest accomplishment while serving as president of LAW? I don't claim any great accomplishment during my term. However, as president of LAW in 1997 – 1998, I had the privilege to participate in a great LAW accomplishment. Shortly before my term began, LAW partnered with the Nashville Bar Association to establish the Early Truancy Intervention Program. Its purpose was to work in conjunction with the Juvenile Court system to help truant children stay in school and off the streets. Volunteer attorneys would serve as a guardian ad litem for a particular child. Those one on one relationships were both rewarding and often frustrating. But, more often than not, they were successful. Training programs were developed for volunteer attorneys who had no experience in Juvenile Court. Some had no experience in any court. Those attorneys did much more than appear in court. The most common source of truancy is an unstable family and/or home life. These volunteers would follow up, stay in touch with their student, and do the things that their families would not or could not do to keep a child in school.

Parenting During a Global Pandemic

Au Pairs: An Alternative Solution to Childcare and Balancing it All

By: Lynn Lawyer

I certainly did not anticipate this situation a decade ago when I started this journey as a working mom. Interestingly, I thought I had imagined every scenario possible that would play out over the next 18 years and had devised a safe fool proof plan to get me through those scenarios. (Funny, how we think prior to actually having kids!) Now, just over a decade later, here we are....parenting through a global pandemic. No birthing or parenting classes, hardback books, or “how to mom” blogs could have prepared us for these unprecedented challenges over the last six months. Fortunately for me, I’ve been able to enlist the support of our au pair to help us through these challenges, and wanted to share how we decided to use an au pair and how it works, in case it’s helpful to any parents or future parents out there, during a pandemic or otherwise!

Eight years ago, I was exhausted, overwhelmed, and at my wit’s end much like I have been feeling the last few months. I had a rambunctious, active two-year-old who was into everything and a newborn baby girl who would not sleep. My husband traveled 37 weeks out of the year and I was working full time as a litigator. I was struggling to balance my children, work, activities, taking care of our home, a traveling husband, and I had no real back up plan when anything unexpected came up. I was dreading going back to work because I was not prepared to send my newborn to daycare full time. I did not have a real positive experience with having my son in daycare full time. Not to mention, it felt like we were on every waitlist in town without a real viable option. In one of my sleepless nights of scrolling the Internet buying every baby sleep device/aid with at least one positive review, I came across the au pair childcare option. The word “au pair” seemed a little too fancy for me but I read anyway because what else did I have to do at 1:37 am?! I spent the next 3 hours researching the program. An au pair is a live-in international nanny who joins your family for a year with an option of an extension year to care for your children. Au pairs enter the program on a work/study visa so they do attend two college courses during their program year, but most of them would tell you they are here for the cultural exchange. What I learned was that I could have an au pair live with us, care for my children in my home, teach them Spanish, engage with them, and take them on playdates. She lived in our home which meant I could go work out early in the morning, she could start dinner if I was working late, and my husband and I could actually have an occasional date night. It sounded way too good to be true.

I waited until 8:00 am the next morning and contacted the local Area Director for AuPairCare. I was convinced that this was going to be my saving grace and that a unicorn childcare savior would be delivered to my front door. It did not exactly happen that way, but we did go through the application and selection process immediately. We interviewed and chose a wonderful young woman from Colombia. She was already in country and arrived at our home the following week. We are currently hosting our 7th au pair and hosting au pairs has been one of the better decisions I have made for my family. I loved it so much, I became the local area director about three years ago. It has been an amazing opportunity to share my experience and this program with families that need a flexible affordable childcare option.

Just when I thought I could not love this program any more, the global Pandemic hit and we entered the longest Spring Break ever. My au pair immediately became the virtual learning Goddess. She took the helm at managing Zoom calls, organizing PE in the driveway, and submitting assignments to their teachers. She has been ALL the things during this crazy time. The fact that she lived with us was also amazing because we were not exposing our family to anyone outside our home during stay at home orders.

An au pair may be the right option for your family if you are struggling to find reliable childcare, work unpredictable hours, are a single parent trying to balance it all, have a spouse that travels, or you just need an extra set of hands to help with virtual learning. It is not a perfect childcare solution but I have yet to find any childcare solution that does not have some bumps and hiccups along the way. It has definitely been the best option for our family. It may be the sole reason I am getting through this time of parenting during a pandemic. We are all in this together, which is why I felt compelled to share information about the program.

What does it cost? The agency fee (which can be paid in installments) for the year is approximately \$8500.00 or pro rated at \$700.00 per month. This fee covers international flights, screening/background checks, training, health insurance, and on program support by a local area director. In addition, you pay the au pair directly a weekly stipend of \$195.75. In a nut shell, with all the fees and weekly stipend, regardless of the number of children you have, the cost is roughly \$360 per week for up to 45 hours of care. It is definitely the most cost effective option I have found if you need more than 35 hours of childcare per week.

What can the au pair do? An au pair provides childcare and can do all things related to the children. This includes laundry, preparing meals, cleaning bottles, homework help, driving to and from activities, organizing playrooms, and even shopping. In addition to childcare, my au pairs teach my children Spanish and about her home country and culture. They also come with us on family vacations to act as another set of hands which definitely makes for more enjoyable travel.

How many hours a week can they work? An au pair can work up to 45 hours a week and up to 10 hours per day. They get 1.5 days off a week and at least one weekend off per month. The schedule can change weekly. They can work split schedules if your children are in school or if you have babies or are doing virtual learning they may work a more traditional 8am-5pm schedule. One of the biggest benefits to our family has definitely been the flexibility with scheduling her work week.

How does the process work? Au pairs are here on J1 visas which are work-study visas. The program is managed by the Department of State. You have to sign up and go through an agency to get an au pair. The agencies have to operate under the DOS guidelines and are audited yearly to ensure compliance. Once you sign up with an agency, you can review potential au pairs' profiles, which have extensive information about their family, education, childcare experience, DISC results, interests etc. You can interview girls from over 40 different countries that you believe would be a good fit for your family over Skype.

Our family has definitely benefited immensely by this program. My children have “big sisters” scattered around the world. They learn so much from these girls and have really created a unique bond with each of them. Their support is probably the sole reason I have stayed sane through this craziness that is motherhood. This has been a life changing experience for our family and it may be what you have been looking for in childcare.



Lynn Vo Lawyer is a senior trial attorney for Nationwide Mutual Insurance Company. She has worked predominantly as a civil defense litigator. Lynn is a long-time LAW member and has served on the board in a variety of positions.



The Lawyer Family with a group of au pairs.

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

Anne Arney
Kristi W. Arth
Gail Ashworth
Katherine Austin
Catie Bailey
Laura Baker
Cindy Barnett
Kathryn Barnett
Margaret Behm
Sonya Bellafant
Rachel Berg
April Berman
Judge Allegra Birdine
Judge Cheryl Blackburn
Christen Blackburn
Judge Melissa Blackburn
Chancellor Claudia Bonnyman
Jan Bossing
Dewey Branstetter
Hunter Branstetter
Tracey Carter
Kay Caudle
Jenny Charles
Justice Connie Clark
Kimberly Clark
Brooke Coplon
Judge Patricia Cottrell
Chelsea Curtis
Cynthia Moon Cutler
Judge Angie Dalton
Carrie Daughtrey
Rebecca Demaree
Jackie Dixon
Brenda Dowdle
Sherie Edwards
Judge Ana Escobar
Raquel Eve
Amy Everhart
Doreen Farthing
Mandy Floyd
Shana Foncesbeck
Grace Fox
Victoria Gentry
Jessica Gichner
Madeline Gomez
Elizabeth Gonser
Shellie Handelsman
Corey Harkey
Laura Heiman
Lisa Helton
Candi Henry
Kyonzte Hughes-Toombs
Kimberly Ingram
Mene Jividen
Michele Johnson
Judge Lynda Jones
Brendi Kaplan

Anne Marie Kempf
Quynh-Anh Kibler
Dean Bill Koch
Nina Kumar
Lauren Lamberth
Lynn Lawyer
Courtney Leyes
Judy Lojek
Wendy Longmire
Haverly MacArthur
Alexandra MacKay
Nancy MacLean
Chambre Malone
Chancellor Anne Martin
Judge Amanda McClenden
Chancellor Carol McCoy
Elise McKelvey
Laura Merritt
Valerie Diden Moore
Marlene Moses
Chancellor Patricia Moskal
Barbara Moss
Ann Murphy
I'Ashea Myles-Dihigo
Karen Neal
Leighann Ness
Magistrate Judge Alistair
Newbern
Larry Papel
Rebekah Parkhurst
Janice Parmar
Andrea Perry
Barbara Perutelli
Bart Pickett
Erin Palmer Polly
Sara Anne Quinn
Candice Reed
Lauren Roberts
Jennifer Robinson
Linda Rose
Rachel Rosenblatt
Abby Rubinfeld
Jennifer Rusie
Amber Rutherford
Joyce Safley
Maria Salas
Julie Sandine
Caroline Sapp
Elizabeth Scaglione
Carolyn Schott
Michael Sheridan
Cynthia Sherwood
Dianna Shew
Judge Marietta Shipley
Liz Sitgreaves
Laura Smith
Mary Dohner Smith

Leslie South
Abby Sparks
Joycelyn Stevenson
Mariam Stockton
Judge Jane Stranch
Scott Tift
Martha Trammell
Judge Aleta Trauger
Byron Trauger
Robert Tuke
Vanessa Vargas-Land
Erica Vick
Emily Warth
Elizabeth Washko
Malaka Watson
Bernadette Welch
Karen Williams
Susan Neal Williams
Leticia Mayberry Wright
Tyler Yarbrow
Helena Walton Yarbrough
Amanda Young
Jane Young
Gulam Zade