

BAKER DONELSON

WOMEN'S INITIATIVE

STRIVE



Issue 2, 2017

This is an advertisement.

As this newsletter heads to press, fall is upon us, and we will soon begin the busy holiday season. We felt it timely to discuss the ever-elusive concept of “work-life balance,” something most of us consistently strive for, yet struggle to achieve. Five years after Anne Marie Slaughter’s article “Why Women Still Can’t Have it All” and four years post- “Lean In,” this issue explores what “balance” looks like to our clients and our lawyers – and what has helped them find success (and happiness) in their professional and personal lives. We hope that you are encouraged, inspired, and refreshed by their words. May we all remember Dolly Parton’s sage advice, “Don’t get so busy making a living that you forget to make a life.”

– *Strive* editors



[Catherine Crosby Long](#)



[Sarah-Nell H. Walsh](#)



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LINDA A. KLEIN CONCLUDES A MONUMENTAL YEAR AS PRESIDENT OF THE ABA



At the conclusion of the 2017 Annual Meeting of the American Bar Association, Linda A. Klein completed her term as president of the organization. During the past year, Linda worked tirelessly to advance and advocate on behalf of the legal industry. We are proud of her hard work and dedication. [Click here](#) to view a video highlighting Linda's work over the past year.

CLIENT INTERVIEW – JENNIFER F. NELSON, SENIOR ASSOCIATE GENERAL COUNSEL, PRESTIGE BRANDS HOLDINGS, INC.

Interviewed by [Micheline Kelly Johnson](#), 423.209.4103, mjohnson@bakerdonelson.com



CAN YOU TELL US ABOUT THE VARIOUS LEADERSHIP POSITIONS YOU HAVE HELD THROUGHOUT YOUR CAREER AND THE BASICS OF HOW YOU ACHIEVED THOSE POSITIONS?

I've been serving on the Small Law Department Management Committee Board of the Association of Corporate Counsel for about three years now in various capacities. This is a great way to network, learn about other in-house legal department metrics and SOPs, and stay abreast of and work through the issues typically faced by in-house attorneys. Informally, I have served as a mentor of sorts during many of the recent years of my career. In my prior position as General Counsel at The Maesa Group, a B2B/CPG beauty company, I had the pleasure to work with many young women facing life/career decisions, including whether to keep working after having their first child, how to balance dating and working crazy hours, etc. I've been told that I am quite approachable, and some of the women I spoke to said they looked up to me, mentioning it seems like I "had it all" by having a great work-life balance where I am able to continue a career and have a successful family life. It has been a privilege to tell my experiences and have these women gain a perspective they might not otherwise have had as to what their lives could look like in the future. I'm not saying that my path is/was the best way to go – it was just how I got to where I am now.



THINK ABOUT THE MOST CHALLENGING TIME IN YOUR CAREER. HOW DID YOU PULL THROUGH IT AND USE THE LESSONS LEARNED TO PROPEL YOU TO SUCCESS?

Hands-down, the most challenging time in my career was at a point when I was six months pregnant with my first child. My then-current husband and I had both been clerking for judges on the Tax Court in Washington, D.C., and were both interviewing for permanent legal positions towards the end of our termed clerkships. His judge advised that he should interview with a prominent law firm in Corpus Christi, Texas; so, in turn, I sought some prospects there as well. I interviewed with (then one of the "Big 8" accounting firms) Peat Marwick and was extended an offer. However, my spouse failed to receive an offer for himself, and followed his judge's advice to go to a law firm in NYC. So back to the drawing board I went and started my mass-mailing to firms in NYC and working through Georgetown University Law Center's career office to interview. By that time, I was definitely "showing," and although the Pregnancy Discrimination Act was in place at the time, in my experience it was not enforced (or maybe I wasn't qualified for the jobs I interviewed for). In any event, I was unable to secure even a follow-up second interview and had no prospects. So I found myself about to give birth with no job and no prospect. After having my daughter, I tried to go back to work through consulting and temporary legal gigs. I was nursing my daughter, and there was no accommodation for that. I finally gave up and decided to work for my father's marketing research firm part-time, while doing real estate closings on the side.

CLIENT INTERVIEW, *continued*

This got me through to three years later, when I had my son, and carried me into early years of nurturing both children. By the time both were in all-day school, I was itching to get back into the legal workforce full-time and set out to do just that. The challenge was marketing my brand such that prospective employers would recognize my worth, even though I hadn't been in the workforce for some time. One law firm took a chance on me, and that was the start of a great second wave of my career as an attorney.

WHAT ADVICE DO YOU HAVE FOR LAW FIRM LEADERS TO ATTRACT, RETAIN AND PROMOTE WOMEN LAWYERS?

The advice I have for law firm leaders (and companies in connection with in-house counsel) is the following:

- Show by example; make sure to have a decent representation of women in all positions of your firm/company;
- Make sure management/leadership committees reflect a good female representation;
- Be very mindful of male dominance in meetings, discussions and delegation of responsibilities. Women do not need special treatment; however, social mores sometimes result in males taking for granted that their leadership is superior to a woman's; and
- Promote from within, and make sure it is never gender-based, but rather always based on prior achievement and a candidate's qualifications.

I am happy to say that my present position at Prestige Brands Holdings, Inc. – an OTC, Household and Cosmetics CPG company – has proved to be a move to a company that encompasses all of the foregoing. Our CFO is a brilliant woman who I have already recognized (after only three months) as a strong and effective leader. Our Board of Directors and Steering Committee include intelligent women, and our New Product Development and Regulatory departments are headed by exceptionally talented women. I have personally found myself in meetings at Prestige Brands, expecting “maninterrupting” and/or “mansplaining” and can happily announce that I have absolutely experienced quite the opposite!

WHAT ARE THE CHALLENGES OF BEING A WOMAN AT A SENIOR LEVEL EITHER WITHIN A LAW FIRM OR IN YOUR CURRENT INDUSTRY?

I'd definitely say the main challenge of being a woman at a senior level is the disparity of salary that can occur at higher levels. I've found that given my experience, salary has always been disparate from my opposite-gender brethren. Although I am not okay with this, I understand that change is abounding. Sometimes it is difficult to compare apples to apples in the legal realm, especially when a woman has taken some time to raise her children. While I don't have an answer to this conundrum, I can say that playing a victim to this challenge is not helpful. I've tried to work through these types of issues throughout my career by keeping my perspective as positive and hopeful as possible, buckling down to do the best work I can and making sure that I am heard when proffering legal and business counsel.

WHAT ADVICE WOULD YOU GIVE TO AN ASPIRING FEMALE PROFESSIONAL?

Some advice that I have given (and would continue to give) is:

- Keep your self-confidence high by working hard, being prepared and anticipating questions, concerns and pitfalls before meetings;
- Recognize the environment of the firm/company by whom you are employed, and decide for yourself whether it is livable; if not, then effectuate change (either within or without) for yourself (within reason, of course);
- Do not be afraid of work overload or hard work – just compartmentalize and understand that speedy turnaround is not always helpful; and
- Listen well – be mindful of what others are telling you, saying to you, advising you, asking of you – and respond thoughtfully, not rashly.

CLIENT INTERVIEW, *continued*



DO YOU HAVE ANY LIFE HACKS THAT GIVE YOU THAT EXTRA EDGE?

I still go by the motto “dress for success.” I may be old-fashioned in this thinking, but I do it for myself. When I feel confident in what I’m wearing, from clothes, to makeup, to hairstyle, to fragrance, I exude that confidence outward. People react positively to confidence. Another life hack: GET ENOUGH SLEEP! Do not skimp on the zzzzzz’s, as this is so important to help you concentrate, and if there’s one element to being an attorney that is pivotal, it’s that we can concentrate!



ARE THERE ANY REAL NO-NOS WHEN IT COMES TO WORKING YOUR WAY UP THE CORPORATE OR PROFESSIONAL LADDER?

The main one that comes to mind is to not use your sexuality with men in order to get there. I’m not suggesting that you must account for other peoples’ reactions to you or behavior, but you can account for yours. Be professional at all times (and this certainly includes your persona on social media).



CAN YOU NAME SOMEONE YOU PARTICULARLY ADMIRE AND TELL US WHY?

YES! Sara Moss, Estee Lauder’s General Counsel. She is my idol. To quote Mercedes Meyer in her February 3, 2015 [profile of Sara Moss](#), she, “like any true New Yorker, is tough, sensitive, and has a big heart.” Like Sara, I was a cheerleader in high school and eventually married my high school sweetheart (after nearly 28 years apart). Sara has had a remarkable career, and I aspire to achieve even one-tenth of what she has done during hers.

BAKER DONELSON RECOGNIZES COMMITMENTS TO THE ADVANCEMENT OF WOMEN IN THE PROFESSION

By [Sarah-Nell H. Walsh](#), 404.589.3409, swalsh@bakerdonelson.com

SUSAN E. RICH AWARD

Each year, Baker Donelson recognizes an attorney for excellence in the promotion of and commitment to women in the legal profession through the Susan E. Rich Award. The award honors a Baker Donelson attorney who displays excellence in the promotion of and commitment to women in the legal profession. Baker Donelson established the award in honor of [Susan Elliott Rich](#), a shareholder in the Firm’s Chattanooga office, who was the Firm’s first woman shareholder, the first woman to be appointed as an office managing shareholder and the first woman appointed to the Firm’s board of directors.



This year, we presented the award to [Sheila P. Burke](#), a strategic advisor in Baker Donelson’s Washington, D.C., office chair of the Firm’s Government Relations and Public Policy Group, who is an exemplar of these attributes. Sheila has succeeded at every step of her career in some of the highest institutions in our country, including leading the Smithsonian Institute efforts towards the establishment of the National Museum of African American History and Culture. Sheila is a strong leader within the law firm, chairing the Government Relations and Public Policy Group, and championing the careers of women through her leadership on the Women’s Initiative Pathways to Leadership Committee. Sheila is an amazing ambassador for Baker Donelson and a role model for many women and men.

BAKER DONELSON RECOGNIZES, *continued*

WORK-LIFE WARRIOR AWARD



The Work-Life Warrior Award honors an attorney in the Firm who demonstrates an ongoing commitment to excellence in maintaining a healthy work-life balance or who has advocated on behalf of work-life balance issues for the benefit of others. This year, Baker Donelson presented the award to Atlanta shareholder [Jodi D. Taylor](#) who has maintained excellent client service while managing numerous challenges in her life. At home, Jodi managed medical care for her infant daughter with glaucoma, which required multiple surgeries in the first year of her daughter's life. In a twist of unbelievably bad luck, a subsequent house fire displaced Jodi and her family from their home. All the while, Jodi managed a fast-paced litigation

practice during a critical look-back year for shareholder advancement. Through it all, Jodi maintained a positive attitude, spoke on behalf of other attorneys through her role on the Associate Advisory Committee, exceeded clients' expectations and continued to develop new clients. She exemplifies a "work-life warrior" and inspires all of us on days when it feels like we can't have it all. Jodi showed her commitment to the practice of law and her clients, while dedicating the time that is necessary to support and care for her family.

We are proud of all that these two Baker Donelson women have accomplished and are fortunate to have them on our team.

FIVE LESSONS I LEARNED FROM BAKER DONELSON'S WORK-LIFE WARRIORS

By [Jodi D. Taylor](#), 404.589.3413, jtaylor@bakerdonelson.com

In a firm bursting with talented and dynamic women, I was humbled to receive Baker Donelson's 2017 Work-Life Warrior Award. Admittedly, the past year included some atypical hurdles for my family – such as a house fire that forced us out of our home for 12 weeks; a new baby born with cataracts requiring multiple, extensive surgeries; all while I was up for shareholder consideration and my husband was killing it to get the new Mercedes-Benz Stadium ready to open by August 26, 2017. Luckily, I work alongside women who balance robust practices in addition to managing ailing parents, sick children and serving their communities in leadership positions. How can it be done? Here is what I have witnessed from my mentors and applied to my own life:

1 First, and probably most important, is having a supportive workplace. Baker Donelson obviously fits that bill. Despite the challenges in my personal life, I received the necessary resources from Baker Donelson, including a flexible working schedule, 16

weeks of paid parental leave, leave hours and "dollars" to capture what my billable hours and collections would have looked like, but for my leave. I was able to focus on what I am here to do – provide quality legal work for my clients. Also, I have excellent internal role models: our firm leadership and shareholders with large practices make time for activities beyond work.

2 It is helpful to have a strong support network outside of the office. My husband, who also has a demanding job, shares in our household responsibilities. We are blessed with a wonderful nanny and local family who help us. In some cases, my parents and children have traveled with me (on our own dime) for out-of-state conferences, depositions or hearings.

FIVE LESSONS, *continued*

3 Making sure the professional and personal commitments are met often requires creative problem-solving, juggling multiple balls at all times and anticipating problems – skills that we use daily during our law practice. I think lawyers are especially well-equipped to handle the juggle of a rich personal life with the demands of a law practice because the necessary skills to do both transfer quite well. When the first two steps are met, it is a natural progression that lawyers can run their home and practice effectively and efficiently.

4 I've learned that “work time” and “family time” are not always mutually exclusive. Some of my mentors have met clients through a child's

sporting activities, or by serving on a public interest board together. Baker Donelson supports these efforts, and the result is a win for both the firm and the attorney.

5 Not everything runs perfectly 100 percent of the time. Letting go of some of that control and perfectionism is also a requirement for making the balance work. [Christy Crider](#), chair of Baker Donelson's Women's Initiative, nailed this premise in her article entitled “[Nobody is Perfect, So Cut Yourself Some Slack](#).” I refer back to that article often, and it gives me peace with whatever life is currently throwing at me and the motivation to keep going.

BAKER'S DOZEN – 13 OF THE BEST PLACES TO VISIT IN MUSIC CITY

For more places to visit in the Music City, check out our [Nashville Nightlife Guide](#).

1. Check the concert schedules for the [Ryman Auditorium](#), [Bridgestone Arena](#), [Ascend Amphitheatre](#) and [City Winery](#) before you plan your trip, and plan it around an amazing live music act.
2. Make reservations for a singer-songwriter night in the round at the [Bluebird Café](#), or catch a bluegrass show at the [Station Inn](#).



[Christy Tosh Crider](#), Shareholder, with Jennifer Armstrong, Director of Crisis Care Services for Centerstone at the Merle Haggard Tribute Concert at Bridgestone Arena.

3. Nashville has a great comedy scene that is often overlooked. You can find open mic nights just about any night of the week. [Zanies](#) is the local favorite with occasional headliners. [Karen Blake](#), Attorney

4. If you're looking to try out Nashville's craft beer scene, stop by [Jackalope Brewery](#). The brewmaster, [Bailey Spaulding](#), is a female lawyer who started homebrewing while she was a student at Vanderbilt Law School. After developing a cult following in her law school class, she decided brewing beer was her real passion in life and opened the brewery in 2011. Today, Jackalope's 30 brands are served in more than 500 locations around Middle and West Tennessee. Try the Bearwalker, a maple brown ale made with real Vermont maple syrup, or LoveBird, a strawberry/raspberry hefeweizen.



Claire and James Haltom enjoying Jackalope Brewery's tap room.

BAKER'S DOZEN, *continued*

5. While you're in Nashville, you're likely to see tourists (and locals) snapping selfies in front of the city's many murals. "Mural Hopping" has become so popular that some people even rent golf carts or private drivers to shuttle them from mural to mural all over Nashville. [Click here](#) for a list of some of our favorite murals. Your Instagram account (and your kids) will thank us.

[Claire Cowart Haltom](#), Shareholder

6. For the foodies, I recommend scheduling a walking tour through [Walk Eat Nashville](#). Each tour gives participants the opportunity to get a little exercise, sight-see and sample tasty dishes from some of Nashville's finest restaurants!

[Joy Boyd Longnecker](#), Shareholder

7. Grab a cooler of beer and boxed wine, Pringles and Twizzlers, and go for a kayak or canoe float down the Harpeth River (30 minutes outside of Nashville). It can take two hours if you go straight through or five hours if you stop and frolic along the way (my strong preference).



Baker Donelson attorneys enjoyed a day floating on the Harpeth River.

8. Stop by my secret shopping location, [United Apparel Liquidators](#), where my favorite designer clothes (Balenciaga, Rag & Bone, Armani) sell for 70 - 90 percent off retail. [The New York Times](#) calls it "the best kept secret in fashion." I bought \$350 jeans for \$30, a \$1,250 sweater for \$150 and a \$150 gold bracelet for \$4!

[Tonya Mitchem Grindon](#), Shareholder

9. While [Five Daughters Bakery](#) (in 12 South) is best known for their 100 layer donuts, they have the best biscuit sandwiches in town, and they are only \$3!

[Sarah Murray](#), Associate

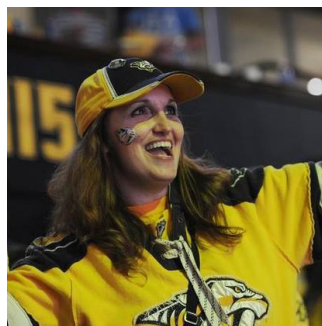
10. Nashville Hot Chicken is a must-have while you're in Nashville, and [Hattie B's Hot Chicken](#) is the best. Don't miss the dark quarter (I like mine "hot"), pimento mac & cheese and banana pudding.

[Caldwell G. Collins](#), Shareholder

11. Nashville has a wide variety of ethnic restaurants. Indian food lovers should also check out Dosa Hut Indian Grill, which is harder to find but equally delicious, located off of Nolensville Road. Dosa Hut also has an "express" shop located in Nashville's downtown [Arcade](#). You can order off the menu instead of eating what's served, and their dosas, which they will cook while you wait, are fabulous. The Arcade also has a wonderful Ethiopian restaurant, [Ajora Kitchen](#), which is not meat-free, but you can easily eat meat-free if you're vegetarian and fill up with some wonderfully flavored and healthy fare.

[Martha L. Boyd](#), Shareholder

12. Enjoy a fine Italian dinner at [Trattoria Il Mulino](#), across the street from Bridgestone Arena. By far the best selection on the menu, their pasta - made fresh daily - is incredible. They have a great tiramisu made with limoncello, too. Ask for James, and you will be treated to stellar service! And then...Go to a Predators game! Although you may not have known that Nashville was a hockey town, the Nashville Preds recently made it to the Stanley Cup Finals with the entire city rallied behind them. Catching a game in Bridgestone Arena is like no other - the energy, the chants and the music stars in attendance make for an unforgettable experience. We believe in Smashville!



(Left photo) Attorney [Karen Blake](#) cheering on the Predators;

(Right photo) Associates [Maia T. Woodhouse](#) and [Jaime DeRensis](#) enjoying Smashville with a friend.

BAKER'S DOZEN, *continued*

13. If you are traveling with young children, don't miss the [Martin ArtQuest](#) at the Frist Center for the Visual Arts and the garden-scale outdoor train exhibit at [Cheekwood Estate & Gardens](#). At Martin ArtQuest, budding artists are invited to paint, sketch, make an animated short video and explore multiple hands-on activities in addition to

viewing the latest art exhibition on display in the museum. Cheekwood is a perfect spot to enjoy a picnic with your family while watching the train exhibit and then explore the beautiful gardens and outdoor art installations.


[Chelsea Sudbury](#), Attorney

HEALTH TIP – “LIFE HACKS” FOR WORKING MOMS

By [Michelle F. Zaltsberg](#), 407.367.5433, mzaltsberg@bakerdonelson.com

I often recall with amusement how busy I used to think I was before I had my first child last year. In reality, I would spend free time having meals with friends, shopping for things I didn't really need and generally doing things I enjoyed, like cooking, catching up on TV and browsing titles of books I might read one day when I wasn't so “busy.” These are activities I rarely have time for these days. Of course, I'm obligated to tell you that my daughter is worth every sacrifice (and it's true – she is!), but I would be lying if I said I didn't miss spending a little time on myself.

The last year has been marked by trial and error as I've worked on ways to balance my responsibilities as a new mom with a hectic career, but also with my hobbies and interests that keep me personally fulfilled. Here are a few ways I've managed to re-incorporate into my life some of the things having a busy career and a toddler have forced me to give up:

 **Improve efficiency by combining items on your to-do list.** I love to cook, but find it challenging (and unenjoyable) to race to get dinner on the table in the 90 minutes I have after I arrive home from daycare with my daughter and before her bedtime, in which I must also (with the help of my husband), eat the meal, clear the table, play with my daughter, bathe her, read to her and put her to bed. This leaves little time to make a meal that didn't come labeled with heating instructions. Similarly, keeping up with friends has been increasingly difficult as the demands of family life have taken over. To address these issues, once every few months, I invite a

couple of girlfriends over on a Sunday for a marathon cooking session – we coordinate by email three or four freezer-friendly recipes that we plan to execute in bulk and then divide and conquer the shopping and cooking. Not only do we each end up with about a dozen family meals that reduce weekday dinner stress, but we also get to spend time together without feeling guilty for neglecting other items on our to-do lists.



Don't squander your free time. I have always been a news junkie. My car's satellite radio is preset only to news channels, and over the last year, given the current state of political discourse, the ride to work has only created anxiety for me. Indeed, by the end of my commute, I'm usually in deep existential thought, questioning the stability of the world order – not a recommended way to start the day. Recognizing that my consumption of this content was adding little value to my life, I've replaced it with one of the things I wish I had more time for – books. I now listen to audio books during my commute and often opt for fiction or memoirs by comedic writers. When I arrive at the office, I'm in a better headspace, having replaced a stressor with a de-stressor. As an added bonus, traffic jams can be serendipitous when you're listening to a real page-turner.

HEALTH TIP, *continued*



Ask yourself, “Can it air dry?” When I was in law school, I often made trips to South Florida to visit my grandparents. I recall one instance when my grandmother, who was suffering from health problems, received an in-home visit from a nurse who was explaining to her ways to avoid too much physical exertion. As they were standing in the kitchen talking, my grandmother picked up a towel and began to dry some dishes that had just been washed. The nurse stopped her and said, “Let the air do that for you. Take a rest. When you come back, they will be

dry.” My grandmother did not appreciate the instruction (she had her way of doing things), but for some reason, the simple concept of eliminating an unnecessary step struck me, and I’ve always remembered that advice. So, I ask myself (sometimes metaphorically, and sometimes, it’s really about the dishes), can whatever I’m spending my time doing instead of what I actually want to do be set out to “air dry?” Often, the answer is to just let it go and take a rest. Whatever it is will still be there after I catch the nightly news.

ON MY BOOKSHELF: **GRIT, THE SECRET TO ADVANCEMENT: STORIES OF SUCCESSFUL WOMEN LAWYERS**

Reviewed by [Wendy Huff Ellard](#), 601.969.4681, wellard@bakerdonelson.com

Grit, The Secret to Advancement, published by the American Bar Association (ABA) in July 2017, is largely based on The Grit Project, a key initiative of the ABA’s Commission on Women in the Profession. The Grit Project seeks to identify the common characteristics of highly successful individuals, particularly leading women in law, and then educate and support those who may not naturally exercise these traits. The Project focuses on two primary traits: grit, defined as perseverance and passion for long-term goals, and growth mindset, defined as the belief that talent can be developed through dedication and hard work, and that perseverance, persistence and effort eventually pay off.

Grit, The Secret to Advancement is an easy, enjoyable read; it educates the reader on The Grit Project and the concepts of grit and growth mindset, but also inspires one to apply these principles to achieve a more positive outcome. The book is not only for women lawyers; the content is beneficial for a much broader audience. From the Introduction:

“Grit and growth mindset have the potential to help women navigate their way through the (sometimes overwhelming) obstacles – both personal and professional – that may present themselves along the way. Furthermore, this research provides legal employers, bar associations, law schools, and other entities with additional tools to support women in the workplace and to begin to chip away at the gender gap at the leadership level.”



ON MY BOOKSHELF, *continued*

Chapter One defines primary concepts associated with the underlying research, and summarizes the process used and key findings. Subsequent chapters are divided by specific work environments and titled accordingly: Solo Practitioners, Law Firm Lawyers, In-House Lawyers, and Government and Nonprofit Lawyers, respectively. Each begins with a detailed summary of the demographics, followed by a description of the relevant measures of success, and then a summary of the key findings for that group.

The latter chapters each conclude with a collection of letters from women leaders representing that work environment – 47 letters total. These letters are presented in first person and with very little editorial oversight (I can attest to this, as I am honored to have had the opportunity to contribute a letter for Chapter Three, Law Firm Lawyers, in honor of Baker Donelson shareholder and immediate past president of the ABA, [Linda A. Klein](#)). I highly encourage all women, no matter the practice area, industry or career point, to read these letters. The authors come from varied backgrounds, by design, and present differing perspectives on the practice of law and how to succeed in it. But, I also found that the letters present differing perspectives on how to succeed in life. It is inspiring to read the personal accounts of these women, the advice presented and the encouraging words of each letter. To have this collection in one work is quite remarkable, and I commend the Commission for taking the initiative to complete such an encouraging and timely project.

The book concludes with a short summary followed by three appendices, including information on what employers can do to nurture, evaluate, encourage and reward grit; resources available through the Commission’s Grit Project; and a summary of the associated science with discussion of some of the factors that have been known to impact female professionals across other industries.

To me, a grit and growth mindset essentially means that you must identify what you want and put in the hard work that it takes to achieve your goals; consider every obstacle an opportunity to grow and overcome; and never, ever give up. I highly recommend *Grit, The Secret to Advancement* for support and daily encouragement.

“

There’s going to be anxiety about uncertainty and fear about failing, but push yourself to keep going. After all, you’ll never know how close you are to succeeding if you quit now.

”

Grit, The Secret to Advancement may be purchased [here](#).

BAKER DONELSON RECOGNIZED FOR ADVANCEMENT OF WOMEN

By [Sarah-Nell H. Walsh](#), 404.589.3409, swalsh@bakerdonelson.com

Recently, the Baker Donelson Women’s Initiative has been in the press – A LOT. Don’t worry, it’s all good news. In June, Baker Donelson was honored to receive the Gold Standard Certification by the Women in Law Empowerment Forum (WILEF) for meeting objective criteria concerning the number of women among equity partners, in firm leadership positions and in the ranks of their most highly compensated partners.

WILEF honors law firms whose advancement of women stands out. Criteria that are considered for WILEF Gold Standard Certification include the number of women attorneys who are equity partners; who serve as heads of the firm, its offices and practice groups or departments; who serve on the firm’s primary governance committee; and who serve on the committee that determines equity partner compensation.

STRIVE

Issue 2, 2017

This is an advertisement.

BAKER DONELSON RECOGNIZED, *continued*



**CERTIFIED
GOLD STANDARD
FIRM BY WILEF**
FOR THREE YEARS IN A ROW

At Baker Donelson, female attorneys serve as leaders across the Firm. Currently, women serve as president and COO, on the

board of directors, as office managing shareholders, and as practice group and committee chairs. Women lead numerous administrative departments within Baker Donelson as well, such as Knowledge Management, Recruiting and Professional Development. This year's class of new shareholders at the Firm was comprised of more than 50 percent women, making it the third-consecutive year women have made up nearly or more than half of the Firm's newly elected shareholders.

Then, in July, *Working Mother* magazine named Baker Donelson as one of the 2017 "Best Law Firms for Women" in recognition of using best practices in retaining and promoting women lawyers. [Christy Tosh Crider](#), chair of Baker Donelson's Women's Initiative and a shareholder in the Firm's Nashville office, said, "Baker Donelson has long been committed to ensuring a work environment where female attorneys thrive. We're exceptionally proud of this recognition by *Working Mother*, which is a validation of our efforts to create a workplace that is among the best in the country for women. We continue to be focused on the recruitment, retention, support and advancement of women in the profession and developing industry-leading policies that promote work-life balance."

Meredith Bodgas, editor-in-chief of *Working Mother*, says, "The Best Law Firms for Women are not only setting the standard for the modern-day law firm in supporting flexible work arrangements and offering generous paid leave but also ensuring that lawyers who take advantage of these programs are not excluded from the partnership track."

**WORKING MOTHER MAGAZINE
ONE OF THE 2017
BEST LAW FIRMS FOR WOMEN**



For the sixth consecutive year, *Vault, Inc.* ranked Baker Donelson among the **top ten** law firms in the country in the 2018 edition of *Vault, Inc.*'s "Best Law Firms for Diversity." The Firm ranked **tenth** in the country on *Vault*'s overall "Best Law Firms for Diversity" list. The Firm was ranked **third** nationally for Diversity for Women, **tenth** for Diversity for Individuals with Disabilities and received **top 25** rankings in the categories of Diversity for Minorities and LGBT Diversity.

 **VAULT'S
2018
NATIONAL SURVEY
OF 18,000 LAW
FIRM ASSOCIATES**

**RANKED
3RD
DIVERSITY
FOR
WOMEN**



**RANKED
10TH
BEST LAW FIRMS
FOR DIVERSITY**



**RANKED
11TH
DIVERSITY FOR
MINORITIES**



**RANKED
23RD
FOR LGBT
DIVERSITY**



NEW FEMALE FACES

Baker Donelson is proud to announce the addition of the women attorneys featured below to our team.

ATLANTA



Sarah M. Carrier
Advocacy



Tanisha L. Pinkins
Advocacy

BALTIMORE



Temitope Ojo
Labor &
Employment

BIRMINGHAM



Daisy Karlson
Advocacy

MEMPHIS



Shayna A. Giles
Advocacy



Maygan Peaks
Financial Services
Transactions

NEW ORLEANS



Emily O. Kesler
Advocacy



Margaret A. Mentz
Advocacy

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BAKER DONELSON WOMEN IN THE NEWS



DRI's [The Voice](#) Highlights Defense Win by [Kay Anderson](#)



[Emily Billig](#) Discusses Intellectual Property and Fashion in [Daily Record](#)



[Lisa Borden](#) Discusses Impact of Ruling on Mental Health Care in Alabama Prisons in [AL.com](#), [U.S. News & World Report](#), [NPR](#), [Tucson News Now](#) and [Tuscaloosa News](#)



[Martha Boyd](#) and [Tonya Grindon](#) Profiled

Among [Nashville Business Journal](#)'s 2017 Best of the Bar



[Emily Brackstone](#) Featured on [Recalculating Radio](#) Discussing Challenges Women-Led Businesses Face in Securing Venture Capital



[Sheila Burke](#) Discusses Next Steps in Health Care Reform in [Modern Healthcare](#), [Healthcare Financial Management Association](#) and the [Washington Post](#)



[Alisa Chestler](#) Comments on Impact of Cyber Costs on Future Hospital Mergers in [Bloomberg BNA's Health Care Daily Report](#)

[Alisa Chestler](#) Comments on Cyber Risks and the Need for Improved Protections for Networked Medical Devices in [Bloomberg BNA](#) and [Bloomberg BNA's Health IT Law & Industry Report](#)



[Angie C. Davis](#) Named Vice Chair of Baker Donelson's Labor & Employment Group



[Doreen Edelman](#) Discusses Trump Administration's Goals for Renegotiating NAFTA in [Washington Post](#), [Automotive News](#), [SupplyChainBrain](#) and [CGTN](#)

[Doreen Edelman](#) Discusses U.S. Sanctions Against South Sudan in [Foreign Policy](#)

[Doreen Edelman](#) Discusses Possibility of Sanctions on Chinese Companies Doing Business with North Korea in [Associated Press](#)



[Amy Elder](#) Appointed to [International Association of Gaming Advisors](#) Leadership Role



[Wendy Huff Ellard](#) was a guest on the Jackson, Mississippi radio talk show, "[Women for Progress](#)" on July 26 to discuss her path to success in the legal industry. The recording of the program is available [here](#).

[Wendy Huff Ellard](#) Quoted in [Bloomberg BNA](#) on FEMA Assistance for Hurricane Harvey First Responders

[Wendy Huff Ellard](#) and Firm's Parental Leave Policy Highlighted in [Mississippi Business Journal](#)

[Wendy Huff Ellard](#) Receives [American Bar Association](#)'s "On the Rise - Top 40 Young Lawyers" Award



[Paula Estrada de Martin](#) Talks About Louisiana Life Sciences and Technology Symposium in [Silicon Bayou News](#)



[Leslie Goldsmith](#) Comments on CMS Shift to Site Payment Neutrality in [Medical Economics](#)

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BAKER DONELSON WOMEN IN THE NEWS, *continued*



[Linda Klein](#) Profiled in [ABA Journal](#)

[Linda Klein](#) Quoted in [Law360](#) on Diversity in the Legal Profession

[Linda Klein](#) Discusses ABA's Public Service Loan Forgiveness Program Lawsuit in the [Washington Post](#), [Huffington Post](#) and [Legal Talk Network](#)

[Linda Klein](#) Discusses ABA's Homeless Youth Legal Network in [Global Legal Post](#) and [Associations Now](#)

[Linda Klein](#) Quoted in [Huffington Post](#) on Alabama Death Penalty Appeals Law

[Linda Klein](#) Quoted in [Indiana Lawyer](#) on the ABA's Online Tool Legal Checkup for Veterans

[Linda Klein](#) Discusses ABA Opposition to Concealed-Carry Permit Bills in [ABA Journal](#)



"[Female Law Firm Leaders in Small Markets](#)" featuring Baker Donelson shareholder [Catherine A. Martin](#) was published by Major, Lindsey & Africa in August 2017.



[LeAnn Mynatt](#) Featured on [WATE](#) Discussing the University of Tennessee Medical Center Cancer Institute Fundraiser "Comedy for a Cause"



[Kathlyn Perez](#) Quoted in [CityBusiness](#) Path to Excellence



[Jackie Prester](#) Comments on Dodd-Frank Repeal Efforts in [San Francisco Chronicle](#)



Karen Smith (right) accepting the Justice Barbara Culver Clark award.

At the 2017 Texas State Bar Annual Meeting, [Karen D. Smith](#) was awarded the Justice Barbara Culver Clack award by the Woman and the Law Section. The award is named after the founding member of the Women and the Law Section and its first chair. This award is presented to someone of the chair's choice who has been particularly helpful throughout the year and to the section.



[Ellen Tauscher](#) Quoted in [Los Angeles Times](#) on Role of Women Senators in Health Care Debate

[Ellen Tauscher](#) Comments on U.S. Relations with Germany and North Korea in [Las Vegas Review-Journal](#) and [CNBC](#)



[Donna Thiel](#) Quoted in [Corporate Counsel](#) on Recent DOJ Crackdown on Health Care Fraud



Baker Donelson's [Nancy A. Vincent](#) Becomes Rule 31 Listed General Civil Mediator



During ANSWERS, the American Legal and Financial Network's 15th Annual Conference, the organization celebrated its fourth annual Picture the Future publication and awards, showcasing 13 young professionals who are making a noteworthy impact in their companies, communities and the mortgage servicing industry. Baker Donelson is proud to announce that [Sarah-Nell Walsh](#), shareholder in the Firm's Atlanta office, was named one of this year's Future Leaders.



[Emily Wein](#) Talks with [Bloomberg BNA Health Law Reporter](#) About Hospital Preparedness for Active Shooter Events

[Emily Wein](#) Comments on State Telemedicine Laws in [Bloomberg BNA Health IT Law & Industry Report](#)

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