



National Conference of Women's Bar Associations

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Nomination Form for 2018 Public Service Award and Outstanding Members Program Award

The National Conference of Women's Bar Associations' (NCWBA) Public Service Award and Outstanding Member Program Award recognize significant accomplishments of women's bar associations across the country. The **Public Service Award** is given to recognize a wide variety of outstanding and unique public service projects. The **Outstanding Member Program Award** is given to recognize bar associations' innovation projects, programs and service to their members. The NCWBA hopes that these Awards will inspire other women's bar associations to initiate similar programs in their own regions. For information about past recipients of both Awards, go to www.ncwba.org.

Nominations are due Friday, January 26, 2018.

Nominations are only accepted from member organizations of NCWBA (whose dues are current or submitted with the application). Projects co-sponsored with other non-bar association organizations may be considered, although more weight is given to those carried out solely by a women's bar association.

Instructions

Complete the nomination form and return it to the NCWBA Awards Committee at awards@ncwba.org. Supplemental information about your nominee is also accepted, however, the total number of pages for the nomination (including the nomination form) should be limited to 10 pages.

Nominee:

(boxes will expand as you type)

| | |
|--|---|
| Name of women's bar association being nominated: | Tennessee Lawyers' Association for Women (TLAW) |
| Name of project, program or service being nominated: | Empowerment Conference |
| Name of contact person for purposes of award notification: | Karen Crutchfield, TLAW President |
| Association's address: | PO Box 331214 Nashville, TN 37203 |
| Telephone number of contact person: | (865) 546-1000 |
| Email of contact person: | kcrutchfield@wimberlylawson.com |
| Number of members in the bar association: | 144 |

**Please make sure to notify the NCWBA of any change in contact information after submission of nomination to ensure timely notification of the awards decision.

Indicate which Award the bar association is being nominated for:

Public Service Award

1. About the Bar Association being Nominated:

In the space that follows, tell us about the women's bar association being nominated for an award. Include the year the association was established, a brief sketch of its growth and development, its major contributions to the legal community or community at-large, and its current membership. The space below is designed to expand to fit the length of your narrative.

Year Established: 1989

Number of Members: 144

About the Organization:

TLAW, founded on July 7, 1989, is Tennessee's only statewide women's bar association. TLAW grew out of the efforts and enthusiasm of women who participated in a judicial selection seminar in 1988. At that time, there were six bar associations for women attorneys scattered throughout the state, but no statewide group existed. The participants at the 1988 seminar formed a planning committee, which formulated a list of ambitious and important priorities, including to provide education on issues affecting women attorneys and on legal issues affecting all women. TLAW also set out to increase the political strength and influence of women attorneys by increasing the number of women on the bench, in bar leadership, and in elective office. Over the last thirty years, TLAW has grown and continued to pursue and accomplish the priorities envisioned by its founders.

The attachment to this nomination provides more details about TLAW.

2. About the Project, Program or Service being Nominated:

In the space that follows, tell us about the project, program or service being nominated for an award. First, describe the project, program or service in one sentence (i.e., a sound bite). Then go on and describe the project, program or service in detail, giving sufficient detail so that another women's bar association wishing to do a similar project could use your description as an outline of their action plan. Include information on how and why the project, program or service was initiated, historical information for the project, program or service, give the number of women attorneys involved, the number of people impacted and overall results achieved. Copies of photographs, news clippings or other supporting documentation may be attached to the narrative. The space below is designed to expand to fit the length of your narrative.

Description of project, program or service in one sentence:

- *Example: "The Pipeline to Leadership Project provides leadership training to women attorneys who are interested in securing positions on public boards and commissions."*

The Empowerment Conference is an annual, day-long CLE event that provides women attorneys with education and tools to improve their professional and personal lives.

Details about the project, program or service:

The TLAW Board of Directors recognized that the position of women in the legal profession has advanced since TLAW was founded, but the same concerns that gave rise to TLAW still exist today. Moving a greater percentage of women into elective office, the judiciary, chief corporate counsel, and law firm leadership is still challenging, with obstacles such as bias and the leaky pipeline keeping women from achieving their full potential.

The Conference was created as a way to address the need for further progress of women in the profession and to serve as a catalyst for continued efforts by women across Tennessee to increase female presence at the highest levels of the profession in the public and private sectors. The inaugural Conference was held in 2016. The 2017 Conference was held in conjunction with a national judicial conference. The evening before each Conference, there is a networking event for speakers and attendees.

The attachment to this nomination provides more details about the Empowerment Conference.

3. Tell Us What Makes Your Project, Program or Service Special

In the space that follows, tell us what is unique about your project, program or service and why is it special. The space below is designed to expand to fit the length of your narrative.

What makes this project, program or service special:

- *Example: "The Visiting Mom Project" is special and unique because it filled an unmet need of young children visiting their incarcerated mothers. The Project created a new visiting room for the children which was warm and inviting, looking more like a public library than a jail, and sent a message to incarcerated mothers that reaffirmed their humanity and their roles as mothers."*

The caliber of speakers at the Empowerment Conference is unmatched in Tennessee. The programming schedules for the past two conferences are included with this nomination and speak for themselves. Accomplished attorneys and judges provided insight about running for elected office, leadership at law firms, ethical considerations for in-house attorneys, retention in the legal practice, the path to partnership and more. This program is the first of its kind in Tennessee and has been duplicated in a shorter form by women's bar organizations in Nashville and Memphis.

Submission Deadline: Nominations are due Friday, January 26, 2018.

Send your completed Nomination Form to the NCWBA Awards Committee at awards@ncwba.org

The Nomination Form and any supplemental information should be limited to 10 pages.

1. About the Bar Association Being Nominated, *CONTINUED*:

TLAW has worked diligently to elevate women into leadership roles, whether on statewide committees or on the bench. TLAW urged the appointment of women to positions on the various judicial nominating commissions, and several TLAW members have served on such commissions. TLAW holds *ex officio* positions on bodies such as the Tennessee Bar Association Board of Governors, the Tennessee Judicial Conference, the Tennessee Judicial Conference's Bench-Bar Relations Committee, and the Board of Professional Responsibility. TLAW has served as a training ground for bar leadership, and many women who have risen to leadership in TLAW have gone on to serve in high positions in other organizations, such as the Tennessee Bar Association and the American Bar Association.

TLAW has championed the public acknowledgement and recognition of successful female attorneys. TLAW has submitted nominees for the prestigious ATHENA Award, and our nominee, Sixth Circuit Judge Martha Craig Daughtrey, received the first award given in Nashville. Other members have received subsequent ATHENA Awards. TLAW has consistently nominated candidates for the American Bar Association's Margaret Brent Award, and TLAW members have been among the recipients.

Beyond highlighting and supporting women within TLAW and women attorneys, TLAW has presented highly effective seminars to educate women across the state on a variety of topics, such as the economics of healthcare for women, running for office and applying for appointive positions, mentoring, developments in family privacy law, authentic leadership, solo practice, women's guide to negotiation, and finding a niche in the law. In addition to hosting its own programming, TLAW has participated in presenting seminars to the bench and bar at the annual joint conventions of the Tennessee Bar Association and the Tennessee Judicial Conference.

TLAW was instrumental in getting the passage of the statute that created the Tennessee Economic Council on Women, and TLAW members served on the Council. The Council held hearings and presented programs around the state to educate women (and men) on the subject of economic improvement for women. The Council studied the economic effects of domestic violence, raised money for grants, and held a Women's Economic Summit annually with panels and keynote speakers (such as retired Supreme Court Justice Sandra Day O'Connor). The Council isn't currently funded, but work is underway to have its funding reinstated.

TLAW has also supported local women's bar associations across Tennessee. TLAW has partnered with these associations to enable programming that would not otherwise be financially achievable. TLAW promotes local women's bar associations in its quarterly newsletter, on its website using a digital calendar, and on its social media platforms. Each women's bar association in the state has a representative who sits on the TLAW Board of Directors as a voting member and helps guide the future of TLAW.

Finally, TLAW provides an environment of invaluable fellowship among its members and between the bench and the bar. This fellowship has recently been strengthened by the Empowerment Conference, an annual CLE event in the central region of Tennessee that offers daylong programming focused on educating women about leadership and the practice of law.

2. About the Project, Program, or Service Being Nominated, *CONTINUED*:

The annual, themed Conference provides broad programming to appeal to attorneys across practice areas. The Conference also includes a variety of presentations by individual speakers, panel discussions, and a keynote speaker. The inaugural Conference, themed *Great Expectations*, featured keynote speaker Gwen Young, Director of the Women in Public Service Project. In 2017, the *Women Who Win!* Empowerment Conference hosted keynote speaker Linda Strite Murnane, Colonel, USAF, Ret., who served as the Chief of Court Management Services Section for the Special Tribunal for Lebanon in the Netherlands. Nearly 120 lawyers attended each Empowerment Conference, benefiting from the programming and the networking opportunities.

The Empowerment Conference also thrives thanks to widespread support of community partners, businesses, and organizations. In 2017, over twenty-five contributors—including local women's bar organizations—contributed sponsorships of the Empowerment Conference, totaling over \$17,000.00. This figure represents the strong reputation that TLAW enjoys in Tennessee, and this sponsorship support is essential for TLAW to present the Conference.

Planning is well underway for the 2018 TLAW Empowerment Conference, with the theme *Right Time, Right Now!* This year, TLAW is incorporating a #MeToo segment into the Conference in order to discuss sexual assault in the workplace.

TLAW is proud to offer valuable and timely programming so women lawyers in Tennessee can continue to succeed.



2016 TLAW Empowerment Conference: Great Expectations!

Friday, April 8th (Offices of Waller Lansden Dortch & Davis)

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|-------------------|--|
| 8:00 -9:00 a.m. | Networking/Coffee |
| 9:00-9:05 | Welcome by Beth Bates, TLAW President |
| 9:05-10:00 a.m. | Opening Remarks and Presentation by Gwen K. Young Wilson Center: Global Women's Leadership Initiative |
| 10:00-10:15 | Break |
| 10:15-11:45 a.m. | <i>Preparing Oneself for Elected and Appointed Positions</i> Tennessee Supreme Court Justice Holly Kirby, Moderator; Panelists: Hon. Debi Taylor Tate, Director, Tennessee AOC; Hon. Carol McCoy, Chancellor, Davidson County; Nashville Mayor Megan Barry and Representative Raumesh Akbari, Tennessee General Assembly |
| 11:45 a.m.-Noon | Break |
| Noon-1:00 p.m. | Lunch, TN Supreme Court Chief Justice Lee, Luncheon speaker |
| 1:00 to 1:15 p.m. | Break |
| 1:15 to 2:15 p.m. | <i>General Counsel: Leadership in the Private Sector</i> Anne Martin, Esq., Moderator; Panelists Sharon Ryan, Esq., International Paper; Audrey Anderson, Esq., Vanderbilt University; Cynthia Gibson, Esq., Scripps Interactive Network; and Mary S. Flipse, Esq., Healthways |
| 2:15-2:30 p.m. | Break |
| 2:30-3:30 | <i>Pathways to Leadership: Law Firms, Bar Organizations and Community Organizations</i> ; Tennessee Supreme Court Justice Cornelia Clark, Moderator; Panelists: Lisa Cole, Esq., Managing Member, Lewis Thomason, Gail Ashworth, founding member of Wiseman Ashworth Law Group PLC, DarKenya Waller, Managing Attorney of the LAS of Middle Tennessee and the Cumberland, and Hon. Sheila Calloway, Nashville-Davidson County Juvenile Court |
| 3:30 to 4:00 p.m. | <i>Bringing it Full Circle and Closing Remarks</i> by Cheryl Rice, TLAW Imm. Past President and Beth Bates, TLAW President |

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TENNESSEE LAWYERS'
ASSOCIATION FOR WOMEN

A word cloud graphic centered within a white circle. The words are arranged in a roughly circular pattern, with 'STRENGTH', 'CONFIDENCE', 'EMPOWERMENT', and 'leaders' being the most prominent. Other visible words include 'WOMEN', 'EXCELLENCE', 'TOGETHER', 'lead', 'succeed', 'service', 'learn', 'VISION', 'growth', 'engagement', 'support', 'individual', 'public', 'resilience', 'teach', 'thrive', 'mentor', 'share', 'encourage', 'empower', 'motivate', 'strength', 'culture', 'prepared', 'people', 'teamwork', 'skills', and 'service'.

skills
STRENGTH service
teamwork CONFIDENCE learn
WOMEN EXCELLENCE engagement VISION growth
TOGETHER EMPOWERMENT PREPARED
people culture prepared support individual
lead leaders strength teach resilience public
succeed empower mentor share

Empowerment Conference 2017: Women Who Win!

TLAW

Tennessee Lawyers'
Association for Women

EMPOWERING WOMEN SINCE 1989.

Empowerment Conference 2017: Women Who Win! Conference Schedule

MORNING SESSION

| | |
|-----------------------------|--|
| 8:00 am to 9:00 am | Networking Coffee & Continental Breakfast |
| 9:00 am to 9:05 am | Welcome <i>Ramona P. DeSalvo, TLAW President (Nashville)</i> |
| 9:05 am to 9:15 am | Introduction to Conference and The Hon. J. Gibbons <i>The Honorable Cornelia Clark, Tennessee Supreme Court</i> |
| 9:15 am to 10:15 am | Morning Keynote Address: “Pathways to Leadership” <i>The Honorable Julia Smith Gibbons, Sixth Circuit Court of Appeals</i> |
| 10:15 am to 10:30 am | Break |
| 10:30 am to 12:00 pm | Elected & Appointed Panel: Preparing Oneself for Elected & Appointed Positions <i>Panelists</i> <i>Andrée Blumstein, Solicitor General, State of Tennessee</i> <i>Dawn Deaner, Metropolitan Public Defender, Nashville-Davidson County</i> <i>The Honorable Kim McMillan, Mayor, Clarksville, Tennessee</i> <i>The Honorable Brandon Gibson, Tennessee Court of Appeals</i> <i>Moderator</i> <i>Kim Harvey Looney, Partner, Waller Lansden Dortch & Davis, LLP (Nashville)</i> |
| 12:00 pm to 12:10 pm | Break |
| 12:10 pm to 1:10 pm | Luncheon Keynote Address: “There is No Such Thing as Can’t” <i>Linda Strite Murnane, Colonel, USAF, Ret.</i> <i>Chair, Judicial Division, American Bar Association</i> <i>Chief, Court Management Services Section for the Special Tribunal for Lebanon</i> <i>(Leidschendam, The Netherlands)</i> |
| 1:10 pm to 1:20 pm | Break |

Empowerment Conference 2017: Women Who Win! Conference Schedule

AFTERNOON SESSION

| | |
|---------------------------|---|
| 1:20 pm to 1:50 pm | “Where Women Stand: Pipeline, Retention, and Promotion” <i>Heather Hubbard, Life Coach & Business Strategist, The Language of Joy (Nashville)</i> |
| 1:50 pm to 2:50 pm | General Counsel Panel: Leading from the Top |
| <i>Panelists</i> | <i>Kristi Bennett, Legal Counsel, Eastman Chemical Company (Kingsport)</i> <i>Susan Gritton, Senior Vice President and General Counsel, Ascend Federal Credit Union (Tullahoma)</i> <i>Donna Pierce, Vice President and General Counsel, University of the South (Sewanee)</i> <i>Wanda Wilson, Chief Operating Officer and General Counsel, Tennessee Lottery (Nashville)</i> <i>Jane Young, General Counsel, Tennessee Department of Health (Nashville)</i> |
| <i>Moderator</i> | <i>Kyonzte Hughes-Toombs, TLAW Empowerment Conference Co-Chair & Deputy General Counsel, Tennessee Department of Health (Nashville)</i> |
| 2:50 pm to 3:00 pm | Break |
| 3:00 pm to 4:00 pm | Law Firm Partners Panel: The Partnership Track |
| <i>Panelists</i> | <i>Molly Glover, Senior Attorney, Burch Porter & Johnson (Memphis)</i> <i>Lela Hollabaugh, Managing Partner, Bradley Arant Boult Cummings (Nashville)</i> <i>Jennifer Keller, President and COO, Baker Donelson (Johnson City)</i> <i>Andrea Perry, Member, Bone McAllester Norton PLLC (Nashville)</i> |
| <i>Moderator</i> | <i>Patty Wise, Counsel on Call (Brentwood)</i> |
| 4:00 pm to 4:15 pm | Closing Remarks <i>Justice Holly Kirby, Tennessee Supreme Court</i> |
| 4:15 pm | Thank You & Adjournment |