

BAKER DONELSON

WOMEN'S INITIATIVE

STRIVE



Issue 3, 2017

This is an advertisement.

The holidays are upon us, and at the suggestion of *Strive* co-editor Sarah-Nell H. Walsh, this issue is devoted to Finding Joy. Sarah-Nell shares her own tips for finding joy with us, and Baker Donelson COO Jennifer Keller tells us how to find joy in business travel. Don't miss the feature on hot spots in New Orleans, too.

Many of our contributors noted that they find joy in their lives by slowing things down and focusing on what is truly important to them. However, with the hustle and bustle that this season brings, it is easy to get lost in your to-do list and miss the special memories found in spending time with those we love. Each year during Christmas, I read the late Anna Dewdney's book "Llama Llama Holiday Drama" with my two boys over, and over...and over again. We started when my youngest was barely old enough to understand the words. He can now read the book to me. I have found few books that better explain the importance of forgetting the "drama" the holidays usually bring. So, I leave you with the final words of what has become a holiday classic in my home, with the hope that they bring you joy this year and in the years to come:

"Stringing lights is not much fun, how come mama isn't done? Is the big day coming soon? Llama llama starts to swoon...all this waiting for one day, time for presents right away! Too much music, too much fluff! Too much making, too much stuff! Too much everything for Llama...Llama, Llama, Holidrama! Come and listen, little Llama. Have a cuddle with your mama. Sometimes we should take a rest, and hold the ones we love the best. Wishing, waiting, wanting things...we forget what this time brings. Gifts are nice, but there's another - the true gift is, we have each other. Llama llama warm and snug. Gives a kiss, gets a hug. Snuggles close with mama llama. Happy holidays, for Llama."

- *Strive* editors



[Catherine Crosby Long](#)



[Sarah-Nell H. Walsh](#)



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FINDING JOY

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



About a year ago, a friend asked me what in my life brought me joy, and I answered that I felt joyful watching my daughter dance and listening to my son tell me about every animal at the zoo. “No, no, no,” she said, “What do you do for yourself that brings you joy?” I was stumped. I couldn’t list one thing that I did purely for myself that brought me joy. My family was happy, but in the busyness of striving to be a partner at a law firm and striving to be the perfect mom and striving to have a thriving social life, I had lost my joy.

So, in a typically Type-A way, I now systematically work at finding joy – the same way that I work to bring in a new client, work to organize the school’s Small-Tall Ball, or work to organize a girls’ night out. I started by cultivating more joyful activities into my schedule. I made a list of activities that brought me joy in the past: Pilates, roller blading, reading fiction, dancing, skiing, and community service. Then, I incorporated these activities in my life. I signed up for a Pilates class. I started reading a fiction book for 15 minutes before bed. I started dancing along with my kids when “Can’t Stop the Feeling” came on the radio. Simultaneously, I began devouring podcasts, articles, and books on how to develop a more joyful attitude. Here’s what I’ve learned:

- **I’m not owed anything.** When I feel stressed, it is most likely because I didn’t get something that I thought I deserved. A perfect example is traffic. I commute seven miles every day, and it often takes me more than 45 minutes. I used to arrive home a disgruntled mess because I didn’t think it should take me so long. Now, (most days) I have accepted that it will always take me at least 45 minutes to get home so that I’m grateful when it only takes me 40 minutes.
- **Gratitude.** Sometimes I feel stressed or resentful because I can’t afford to do something that I really want to do or because I get passed over for something I thought I really deserved. When that happens, I now ask myself, “Do I need that to live a happy life?” The answer is almost always “No.” Do I need to get that big promotion to live a happy life?

Do I need to travel to Cancun for Spring Break to live a happy life? Do I need a Chanel handbag to live a happy life? No, no, no. I have everything I need to live a happy life already. As Aurelius said, “Very little is needed to make a happy life; it is all within yourself, in your way of thinking.”

- **Be Present.** Lasting joy is not found in the mountain top moments. Mountain top moments are those fleeting periods of euphoria when the world seems perfect. I was spending my life chasing mountain top moments, creating the perfect memories, living a “Facebook-worthy” life. But, joy is found in being fully present in the everyday experiences – feeling the sun on your face as you finish a grueling run, enjoying a stunning sunrise on your way to work, or picking flowers on the way home from the bus stop with your kids. Find magic in the every day.
- **Celebrate EVERYTHING.** I punctuate my life with quiet celebrations (most commonly of Starbucks and a Marshmallow Dream bar) with a friend – when a client sends me a “job well done” email, when my child had a good doctor visit, when I got my first deal after seven years of pure litigation. My “work wives” and I witness and celebrate each other’s small accomplishments, adding a great deal of joy to my daily life. At home, our family celebrates every little thing – good report cards, great client results, new friendships, and personal triumphs – over family dinner with a toast and a high five. And, my husband and I celebrate the big stuff – birthdays, anniversaries, and holidays – with dinners out, parties, and trips. Moments of celebration make us pause and be mindful, boosting our well-being. Any celebration, big or small, is really about taking a beat to notice the good stuff in your life. It can also be a reminder of our talents and abilities, skills and persistence.

I have realized that Annie Dillard was right when she said, “How we spend our days is, of course, how we spend our lives. What we do with this hour, and that one, is what we are doing” with our lives. So, no matter how small, sowing joyful seeds and attitudes into my days is how I am building a more joyful life.

CLIENT INTERVIEW – JENNIFER ARMSTRONG, VICE PRESIDENT OF CUSTOMER ENGAGEMENT OPERATIONS, CENTERSTONE OF AMERICA

Interviewed by [Christy Tosh Crider](#), 615.726.5608, ccrider@bakerdonelson.com



CAN YOU TELL US ABOUT THE LEADERSHIP POSITIONS YOU'VE HELD AND HOW YOU ACHIEVED THEM?

I have found myself professionally, and otherwise, in leadership positions throughout my life. I was a clinical supervisor within six months of finishing graduate school. My advancements continued until August 2017 when I was promoted to my current leadership position of Vice President of Customer Engagement Operations for Centerstone of America. The secret to advancing is finding your fit within your passion. I've been passionate about mental health since the seventh grade. I found positions that aligned with my skill set. Don't be complacent if you're not happy.

WHAT ADVICE DO YOU HAVE FOR BUSINESS LEADERS TO ATTRACT, RETAIN, AND PROMOTE WOMEN IN THEIR COMPANIES?

Not specific to your industry, but for businesses in general, there are several ways to accomplish this. First, create a culture of equal opportunity – equitable pay and incentives for equal effort and skillset. Next, you HAVE to be willing to put in the time and effort to cultivate women – example, leadership academies for future leaders who are nominated by any level manager and mentorship programs to support and groom those with leadership qualities. Last, you must understand what drives or correlates with retention of women professionals. Understanding the challenges around women's work-life balance is huge. Businesses can exhibit this understanding in a number of ways, ranging from supportive maternity leave policies, to flexibility around work hours or allowing remote work.

WHAT ARE THE CHALLENGES OF BEING A WOMAN AT A SENIOR LEVEL IN THE MENTAL HEALTH INDUSTRY?

There is a good, large group of women in mental health. One of the reasons is likely our nurturing nature. Also, the medical field in general is concrete. Mental health is abstract; not always tangible. It takes confidence and willingness to take risk to tackle those things.

WHAT ADVICE WOULD YOU GIVE TO AN ASPIRING FEMALE PROFESSIONAL?

Don't see yourself as a female. See yourself as a professional. Settle for more.

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

Prove your worth based on your work, nothing else.

WHO DO YOU ADMIRE AND WHY?

My dad because he taught me the "failure is not an option" mentality. He has modeled that for me since I was little. He has faced incredible adversity and took it all in stride. He taught me that "everything worth doing takes hard work."

IN ADDITION TO YOUR CAREER AND SPENDING TIME WITH YOUR FAMILY, WHAT BRINGS YOU JOY?

I hang out with Baker Donelson's Women's Initiative chair, Christy Crider, at fun places! But all joking aside, I find joy in spending time with friends. I love the outdoors and sports – anything that calls me right into the moment I am living and nowhere else. My maiden name is Jennifer Joy.

DO YOU HAVE ANY TIPS FOR CULTIVATING A MORE JOYFUL LIFE?

Do not take yourself too seriously – I am a work in progress. Disconnect when you can, and live in the moment. Know that your life is now, and don't live it thinking, "When I do 'X,' I will be happy."

WHAT ADVICE DO YOU HAVE FOR THOSE WHO DON'T FIND THE HOLIDAYS TO BE SUCH A HAPPY TIME?

Accept that you feel how you feel, plain and simple. Your feelings are your own, and giving yourself permission to acknowledge them can really help. Maintain realistic expectations. Don't get caught up in what you feel you are supposed to be. Holidays are stressful even without adding the "keep up" mentality. Create your own set of expectations for the holidays that are more enjoyable for you.

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BAKER'S DOZEN – 13 HOT SPOTS IN THE BIG EASY

It isn't hard to find fun and entertainment in New Orleans, whether you're checking out a great jazz band or indulging in delicious Creole or Cajun cuisine. Several of our women attorneys in our New Orleans office, located on St. Charles Avenue just minutes from the French Quarter, offer a great Baker's Dozen of places to visit and things to do in New Orleans, especially if you're visiting for the holidays. Be sure to also check out our [New Orleans Restaurant Guide](#) for a list of the best places to try while you're in town.

1. If you enjoy wine and live music, check out the super funky Bywater hideout, [Bacchanal Wine](#). Enter the old world wine shop and buy a bottle (or two) and then venture out back onto a sprawling, lush patio complete with mismatched tables and chairs sprinkled around a stage where local jazz performers play nightly. It's perfect for getting a group of friends together and hanging out in a laid-back kind of way. Ask for a cheese plate or any of the other delicious chef-inspired dishes (served on paper plates so not to be too pretentious). Trust me, there is no place like it in the city.
2. If you happen to be here around the holidays, hop on a streetcar and ride it uptown to see the mansions decorated with holiday lights. If you are lucky, you might get on a car with gospel carolers. It is impossible to not get into the Christmas spirit after riding in a streetcar full of holiday harmony.
3. Although I don't recommend Bourbon Street, if you wind up there, be sure to dip into [Fritzel's European Jazz Pub](#). It has live music nightly by local artists with pews along the stage so that the seating is up close and personal.
Lacey Rochester, Associate
4. One of my favorite New Orleans holiday traditions is [Caroling in Jackson Square](#). The event is free of charge and brings natives and tourists alike together in the heart of the French Quarter on Sunday the week before Christmas (December 17 this year). You could also attend a [Réveillon](#) meal either before or after the caroling. A New Orleans Creole dining experience that dates back to the mid-1800s, the Creoles celebrated the start of Christmas with a big family meal – a Réveillon – when they returned home from midnight mass. Today the best restaurants in town serve up decadent four-course holiday meals in the spirit of this classic tradition.
Ashley Arnold, Associate
5. Check the concert schedules for the [Saenger Theater](#). They offer at least a dozen performances annually, and many are family-friendly.
6. [Roulaison Distilling Co](#) has amazing rum tours and tasting events.
7. If you come with children, stop by the [Louisiana Children's Museum](#), the [Audubon Zoo](#), the [Audubon Aquarium of the Americas](#), and/or the [Audubon Butterfly Garden and Insectarium](#). For older kids and history buffs, [The National World War II Museum](#) is pretty neat.
Katie L. Dysart, Shareholder
8. The Ritz-Carlton always dresses itself up well for the holidays! Last year, they made an amazing gingerbread house that you could walk through. Check out their holiday calendar [here](#).
9. A fairly new tradition that started a few years ago is the lighting of Convention Center Boulevard and Fulton Street. There is fake snow on Fulton Street, and they light up the entire area with figurines. It's a great event for kids.
Colleen C. Jarrott, Of Counsel
10. Check out [Frenchmen Street](#) for music, not to mention [Maple Leaf Bar](#) for the [Rebirth Brass Band](#) on Tuesday nights and [The Soul Rebels](#) at [Le Bon Temps Roule](#) on Thursday nights. Take the street car uptown to see spectacular decorated homes, or check out the [Garden District's Holiday Home Tour](#). I also love antiquing on Magazine Street Uptown.

BAKER'S DOZEN, *continued*

11. For food and libations, [Domilise's Po-boys and Bar](#) is the best place for shrimp and oyster po-boys. The new hip sandwich place written up by [Bon Appétit](#) is [Turkey and the Wolf](#). I also love [Compère Lapin](#), [Cava](#), [Gautreau's](#) and [Clancy's](#). Quintessential New Orleans is [Commander's Palace](#) at Christmastime, especially for the jazz brunch. [Galatoire's](#) is great for lunch in the French Quarter. Have drinks in the [Carousel Bar & Lounge](#) at [Hotel Monteleone](#), or stop in at [Domenica](#). Go to [Napoleon House](#) for a [Pimm's Cup](#) or Sazerac. I like [Parkway Bakery and Tavern](#) for sandwiches, and stop at [Angelo Brocato](#) for coffee and Italian pastries. Finally, don't forget the homemade peppermint ice cream sandwich at [The Creole Creamery](#) on Prytania Street.
Danielle Trostorff, Shareholder

12. I love to attend [Celebration in the Oaks](#) at City Park. It has been around for about 30 years and has grown into a wonderful light and sound display, complete with shooting stars, manger scenes and my favorite, the Cajun Christmas! The rose garden outside the [Pavilion of the Two Sisters](#) is stunning when lit up. You might feel compelled to borrow a child to ride on the carousel,

but don't let the lack of a young person keep you from enjoying the train ride throughout the park. We finish our tour with dinner at [Ralph's on the Park](#), but other options dot Esplanade Avenue including [Café Degas](#), [Sante Fe](#), and [Lola's](#). After all, who comes to New Orleans without eating!

13. My all-time favorite thing to do during the holidays in New Orleans is to walk through the [Waldorf Wonderland Lobby in The Roosevelt](#). As a child we went to DH Holmes to see Santa Claus in our Christmas finest and then walked the block or so to The Roosevelt to wander and "ooh and ahh" at the lobby covered in (New Orleans-style) snow. It was an absolute wonderland to New Orleans children who never got to see the real stuff! Although there is no DH Holmes anymore, I still visit The Roosevelt lobby every year. Now, of course, I just stop for a drink in one of the bars. Enjoy a Sazerac in The Sazerac Bar, or try any of the specialty drinks featured on the holiday cocktails list – the cocktails are different every year! You can also take the little ones for [Teddy Bear Tea](#).
Jan M. Hayden, Shareholder

HEALTH TIP – DESTRESSING DURING THE HOLIDAY SEASON

By [Karen Blake](#), 615.726.5566, kblake@bakerdonelson.com



We all know what a busy season the holidays create each year, and it seems we're always running behind and trying to get caught up, rather than staying on top of the seemingly never ending list of to-dos. This can negatively impact our physical and mental health when we become too consumed and overwhelmed by the stressors of the season. Below are three simple ways to take a break and help destress this year while finding some moments of peace in the midst of the hustle and bustle.



Body Scan

Relax and close your eyes. Take three deep breaths. From this point on, your breaths will be gentle. Loosen everything – starting at the top of your scalp, wander over your eyes and ears, jaw, shoulders, all the way to your feet. On the way, notice the softness of

your belly, relaxing all major muscle groups as you descend to your feet. Notice the contact of your feet on the ground. Once the body is grounded, ease your body and slowly correct your posture. Turn attention to your breath. Track the breath, how it flows in, where it goes. Now as you do another scan, imagine the breath leaving through your skin as you travel from the top of your scalp to your feet.

If your mind wanders, gently come back and think about your breath, one breath at a time. Loosen the shoulders again, allowing them to drop toward the floor. If you lose your scan, pick up where it left off.

When you are ready to finish, allow your attention to widen, open your eyes and feel your breath exiting from your body into the room.

HEALTH TIP, *continued*



Ocean Meditation

Have you been to the beach and seen the ocean recently? Or maybe you're closer to a peaceful lake, flowing river, or even just a small pond in an area nearby.

You can always access this memory to help you relax. Think about the color of the water, the sound it makes, and all the sensations you might feel as if you were there. Spend a minute on each sense. Can you taste the salt in the air, or feel the cool mist on your face? Can you see the ripples on the surface, or hear the rush of the water?

Just as waves come and go, ebb and flow, so can stressful moments if we take the time to clear our minds, accept what we can change and what we can't, and let go.



Breath Counting

Sit in a comfortable position with the spine straight and head inclined slightly forward. Gently close your eyes and take a few deep breaths. Then let the breath come naturally without trying to influence it. Ideally it will be quiet and slow, but depth and rhythm may vary.

To begin the exercise, count "one" to yourself as you exhale. The next time you exhale, count "two," and so on up to "five." Then begin a new cycle, counting "one" on the next exhalation. Never count higher than "five," and count only when you exhale. You will know your attention has wandered when you find yourself up to eight, 12, or even 19.

Try to do ten minutes of this form of meditation.

FINDING JOY IN BUSINESS TRAVEL

By [Jennifer P. Keller](#), 423.928.0181, jkeller@bakerdonelson.com



In my job, I'm a road warrior – visiting our Firm's 23 offices regularly, as well as traveling for client development, professional seminars, Firm meetings, and speaking engagements. I travel somewhere most weeks, and a lot of that travel is by air. I don't know that many equate business travel with joy, but when one travels often, failing to find the joy in travel can lead to a pretty melancholy existence. Thus, I have worked hard to find joy in travel and am often asked how I keep such a positive perspective on it. While none of these are groundbreaking, below you'll find ten tips that may help keep a smile on your face when you travel on business.



Plan, parse, pack

This one seems so easy, but I know a lot of people that give short shrift to the importance of these necessary tasks. Throw some stuff in a bag and go for it, right? Not if joy is what you're after. Plan your clothes and shoes for what you will be doing; make sure they are travel friendly; and make sure they make you feel confident. Take out those extras that just make your bag heavier, but remember that sweater if you are prone to get

cold, that workout gear if you like to be active, and any easy special touch that will remind you of home. Don't hesitate to splurge a bit on a suitcase or bag that works for your situation.



Use those apps

Sign up for the points or frequent customer programs of the companies you use for travel – and then get their apps. The apps are typically easy to use and relieve you of the burden of carrying extra paper or files. And, for some reason, they make you feel armed and confident.



Work that security line like you've been there

Whether you are TSA Pre-Check or do the standard line, arrive prepared. There's nothing that zaps your joy worse than having your bag rummaged through or receiving an all-too-friendly pat down at 5:45 a.m. I keep a Ziploc bag packed with all of my small liquids (and I have travel-size everything) and keep it in the front pocket of my suitcase. I never have to wonder where it is or what's in it. Wear easy to remove shoes. Same with belts and jewelry. Say a friendly word to those around you

FINDING JOY IN BUSINESS TRAVEL, *continued*

who look like they are intimidated by the process or haven't flown in a while. Helping ease their concerns and brighten their day will do the same for you. And finally, remember that we all make mistakes, and you have to laugh when it happens to you. After all my traveling, I still forget and leave my antibacterial gel in my purse on occasion or wear a dress with metallic thread from head to toe. Yes, I did that. And yes, the agents were VERY thorough.



Bring something to do – and have a backup plan

Unless you want to just nap or meditate, bring along something to occupy your time – not only on the plane, but in the airport. Take more than you think you can do because delays are inevitable. If you have something to catch up on, you can emerge from a delay feeling accomplished instead of just mad. And the “something” doesn't always have to be work. I often use the time to write handwritten notes, make lists of home tasks to be accomplished, study college choices for my daughter, write an article (this one, in fact!), and sync family calendars. Whatever will relieve a burden, just do it.



Stay in touch

I'm so grateful to be traveling in an age where we have not only excellent cell phone service, but FaceTime, texting, and even in-air messaging now! No matter how busy you are, you can make keeping in contact with your family a priority. Don't be shy about telling your coworkers that you need time to make a call home. I often excuse myself from business dinners to make a quick call to tell my daughter goodnight, and I wouldn't have it any other way. That time refreshes me, supports her, and brings me joy. One final note here: your parents or grandparents may not know how to use these tools, so teach them. It's so worth the time.



Find a getaway/treat yourself to an excursion

If you are traveling for multiple days, you are likely to find a bit of free time. Find a local attraction you can visit, get a massage or blowout, or call up a friend who lives in that town. Yes, it takes a little planning, but each of those can feed your soul in a way that sitting in a hotel room alone cannot.



Comfort = Joy

Don't underestimate the importance of comfort. When I think comfort, I think a roomy light shoulder bag, low heel shoes, a warm blanket, good headphones, and my travel-size heat mat for my bad back. Sometimes I even pack a comfort outfit for those days when I'll be traveling later at night. Your comfort items may be different, but we all have them.



Know your airports and where to find peace and quiet

Many of us travel routinely to certain locations. Learn those airports and your favorite places to spend time in them. That may rarely be the gate area. Instead, you may love a certain restaurant or bar, the airline club, or even an unused gate area. Many airports now even have places where you can rent a room for a nap or to work or talk on the phone in private. I haven't tried one of those yet, but I plan to!



Make a new friend

While I'm not much for chatting with my seat mates randomly (mostly because I don't know if they want to talk to me), I do find the occasional talk refreshing and enlightening. As Maya Angelou wrote in *Letter to My Daughter*, “A friend may be waiting behind a stranger's face.” I have met and talked to some incredibly interesting people while traveling – missionaries, authors, students, world traveling retirees, and even potential clients. Human connection is just a basic need, and going through long hours of travel alone isn't for everyone.



Have gratitude for the “why”

Remember that you are traveling because you have a good job that brings opportunity and challenge. Your family, too, is blessed by the benefits that come along with your hectic schedule, and you may be raising kids that see your accomplishment while feeling your love for them. Not everyone can say the same. While the rush and stress of travel may leave you feeling tired and harried, the “why” is something to be thankful for. As I look out the window at the clouds and horizon, I am amazed at my place in this huge world and appreciative of my opportunity to see so much of it. Nothing brings joy like genuine gratitude.

So, buy those tickets, book that hotel, and set out on your way. Joy is just around the corner.

ON MY BOOKSHELF – THE BOOK OF JOY: LASTING HAPPINESS IN A CHANGING WORLD

Reviewed by [Catherine Crosby Long](#), 205.244.3858, clong@bakerdonelson.com



In Fall 2016, Archbishop Desmond Tutu and His Holiness the Dalai Lama published *The Book of Joy: Lasting Happiness in a Changing World*, the written memorialization of a weeklong

conversation between two spiritual leaders who are also known as “infectiously happy.” Published before the 2016 election in the United States and the tumultuous events of the past year, the book offers wisdom for all of us looking to “find joy” during challenging times.

Both men are now in their eighties and have experienced more adversity than most of us hope to in a lifetime. The Dalai Lama has been a refugee in India since 1959, when he fled during the Tibetan uprising following China’s attempt to assert control over Tibet. Archbishop Tutu experienced the injustices of a segregated South Africa under apartheid rule and is currently suffering with cancer. Yet, both men are recipients of the Nobel Peace Prize and deliver universal messages of happiness, compassion, and understanding.

The weeklong conversation was divided into three general categories: day one focused on “The Nature of True Joy,” days two and three on “Obstacles to Joy,” and days four and five on the “Eight Pillars of Joy.” Each day was further segmented into discussions aimed at learning more about the ways these men have found inner peace and strength in the face of personal struggles, based on questions submitted in response to a world-wide questionnaire asking people what they wanted to know. For example, sub-chapters are named “Nothing Beautiful Comes Without Some Suffering,” “You are a Masterpiece in the Making,” “Gratitude: I am Fortunate to Be Alive,” and “Generosity: We are Filled with Joy.”

No matter your religion, background, or stage in life, this book is a “how-to” guide to finding your own joy. Within the appendix, there are specific exercises called “Joy Practices” that incorporate prayer, guided meditation, and self-

examination geared toward the Eight Pillars of Joy: perspective, humility, humor, acceptance, forgiveness, gratitude, compassion, and generosity.

The depth of wisdom from these two pillars of peace is hard to capture in a brief review of the work. From Archbishop Tutu, we hear that “Our greatest joy is when we seek to do good for others,” and “You are made for perfection, but you are not yet perfect. You are a masterpiece in the making.” The Dalai Lama’s instructions regarding self-compassion struck a chord. He notes:

“

“Modern culture makes it hard for us to have compassion for ourselves. We spend so much of our lives climbing a pyramid of achievement where we are constantly being evaluated and judged, and often found to be not making the grade. We internalize these other voices of parents, teachers, and society at large. As a result, sometimes people are not very compassionate with themselves.”

”

Ultimately, a shift in perspective can help you to be more patient and kind with yourself and with others. Both men agreed that “We are most joyful when we focus on others, not on ourselves. In short, bringing joy to others is the fastest way to experience joy oneself.” I found no better review of this book than the one from *Publishers Weekly*, which proclaimed “This sparkling, wise, and immediately useful gift to readers from two remarkable spiritual masters offers hope that joy is possible for everyone even in the most difficult circumstances, and describes a clear path for attaining it.”

I wish each of you abundant, persistent joy in this holiday season and beyond, and hope that you are truly touched by the wisdom found in [The Book of Joy](#).



HOLIDAY TRADITIONS – WHAT BRINGS YOU JOY DURING THE HOLIDAYS?

We asked our women attorneys to share their favorite joyful holiday traditions, photos and easy, fun recipes that they look forward to each year. Happy holidays!



HOLIDAY ZESTY OYSTER CRACKERS

This is an easy recipe that I make in huge batches during the holidays that people love! It's great to serve at parties and perfect to gift with a bottle of wine.

- 2 (16 oz.) packages oyster crackers
- 1/2 teaspoon garlic powder
- 1/2 teaspoon dill weed
- 3/4 cup vegetable oil
- 1 (1 oz.) package ranch dressing mix

Mix all ingredients together in a large bowl. Allow to sit one hour for flavors to blend. Store in an airtight container for up to five days.

Courtney H. Gilmer, Shareholder



GRASSHOPPER PIE

Our holiday tradition is grasshopper pie. My mom grew up in Michigan where the famous restaurant Schuler's featured grasshopper pie. Mom always loved it, began making it, and brought it down South when she married my dad. It's a beautiful pie with a chocolate cookie crust and a pretty green color (made with crème de menthe, not grasshoppers) that everyone looks forward to at Christmas. Now that my mom is gone, my dad started making the pies for our Christmas dinners. [Click here](#) for the original recipe from Schuler's and try it at home.

Martha L. Boyd, Shareholder



MAKING CHRISTMAS ORNAMENTS

I started a tradition with my daughter of making a Christmas ornament every year to decorate our tree. Last year, I put her hospital bracelet and hat in a clear ornament. This year, we'll make one with her hand/footprint that she will paint.

Taraneh Maloney Zasada, Associate



CHRISTMAS EVE TRADITIONS

Now that our children are teenagers, our Christmas Eve tradition begins with a matinee of *It's a Wonderful Life* at our favorite independent theatre, followed by the candlelight service at church. We eat dinner at our favorite Indian restaurant, and then head home to sit by a crackling fire

and the Christmas tree, open one gift each, read *Twas the Night Before Christmas* aloud, then snuggle up and hope Santa comes!

Christy Tosh Crider, Shareholder



MAKING GINGERBREAD HOUSES

I am an utterly un-crafty/un-creative person, but this was a fun and easy gingerbread house project. All you need is milk cartons, white icing (pre-made in a container is fine), graham crackers and holiday candies. Take a small milk carton (pint size is probably best), smear it with the icing, and break the graham crackers up in appropriate sizes to cover all sides of the milk carton. Use some of the icing as "glue" to decorate your gingerbread house with the candy. It's a great activity for kids of all ages, all the materials are (more or less) edible, and no one has to slave over a hot stove making gingerbread.

Carla Peacher-Ryan, Shareholder

HOLIDAY TRADITIONS, *continued*



Making cookies

Wendy, Grandmother and
Brayden

time because we get to see Santa, have a nice family breakfast, and get to spend time with all of our neighbors and their children.

Wendy Huff Ellard, Shareholder

FAMILY TRADITIONS

We love the holidays, and have several fun traditions in my family. We make holiday sugar cookies each Christmas. This is always a very messy but fun time. We also always schedule a trip to Canton, Mississippi to view the Christmas lights. Our tradition (since I was a baby) has been to open gifts Christmas morning and then have a family breakfast. Last, we love our neighborhood Breakfast with Santa. This is a yearly event and always a fun



CHRISTMAS EVE-EVE TRADITIONS

My family watches Christmas Vacation while we drink eggnog and wrap presents. My six-year-old thinks the scene with the squirrel in the Christmas tree is about the funniest thing he has ever seen (and I find it rather amusing, too)!

Catherine Crosby Long, Shareholder

WORKING MOTHER MAGAZINE – BEST LAW FIRMS FOR WOMEN AWARDS GALA

By Jan M. Hayden, 504.566.8645, jhayden@bakerdonelson.com



In October, Baker Donelson was recognized as one of the 50 “Best Law Firms for Women” in 2017 by *Working Mother* magazine. The award is presented annually by Working Mother Media at its annual Summit and Gala Luncheon. This year the Career Accelerator Summit and Gala were held in Chicago, and Baker Donelson was represented by Jan Hayden, a shareholder in the Firm’s New Orleans office. This year’s program emphasized the struggles both men and women face in integrating their family lives with their work lives.

Various strategies were presented, including programs noting that this integration is not a woman’s only problem and the suggestion that gender neutral programming is useful. Another strategy touted during the program was the use of informal sponsorships in addition to formal mentoring programs in order to enable women to better connect with their sponsors throughout the firm. Baker Donelson was proud to be honored with this award in reflection of the Firm’s commitment to the advancement of women in the legal profession.

STRIVE

Issue 3, 2017

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OFFICE UPDATES

The **New Orleans** Women's Initiative recently hosted its second annual costume party for the office's women attorneys. Attendees dressed as their younger selves' dreams of what they wanted to be when they grew up. Given the number of people who wanted to be lawyers and judges, they were thrilled to see so many dreams come true!



Danielle Trostorff



*Back, L to R: Danielle Trostorff, Kirsten Lewis Hayes, Jan Hayden, Emily Kesler, Mimi Koch, and Colleen Jarrott
Front, L to R: Lauren Brink, Margaret Mentz, Erin Pelleteri, and Lacey Rochester*

The **Birmingham** women attorneys got together for "Coffee and Cocktails" at the new Elyton Hotel in downtown Birmingham. They enjoyed a fun afternoon of networking and updating one another on their professional and personal lives.



L to R: Daisy Karlson, Laura Collins, Jade Sipes, Austin Smith, and Julie Schiff



L to R: Leigh Anne Fleming, Catherine Long, and Sharonda Fancher

The **Jackson** Women's Initiative co-hosted a breakfast event with the Mississippi Women's Lawyers' Association in late October. They had a great turnout and spent the morning networking and sharing ideas and tips for success in the profession.



Wendy Huff Ellard and La'Verne Edney



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Issue 3, 2017

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OFFICE UPDATES, *continued*

In October, several of Baker Donelson's **Orlando** and **Fort Lauderdale** women attorneys were honored at the Community Legal Services of Mid-Florida's Pro Bono Awards at Quantum Leap Winery for Pro Bono [service to veterans](#). Those honored were [Mona Bentz](#), Angela M. Fiorentino, [Mahira Khan](#), [Renee Decker](#) and Lynne M. White as well as [Travis J. Halstead](#).



L to R: The Honorable Heather Pinder Ronriguez of the Ninth Judicial Circuit, Kimberly Sanchez of Community Legal Services of Mid-Florida, Marisa Dorrough Mahira Khan, Mona Bentz, Angela Fiorentino, and Travis Halstead

On November 14, the **Tallahassee** Women's Initiative hosted a Lunch and Learn featuring a registered dietician who provided tips and advice on eating healthy during the holiday season.



L to R: Lauren DeWeil, Amy Schrader, Heather Fisher (Registered Dietician), Kelly Overstreet Johnson, Dena Sokolow, and Kim Crowell

The **Johnson City** Women's Initiative enjoyed dinner together with their colleagues and clients for a night of networking and fellowship.



L to R: Linda Guimond, Sharon Stratton, Melisa Hill, Christie Hayes, Jennifer Keller, Michelle Bishop, Telia Otto, and Angie Guimond

The **Baton Rouge** Women's Initiative and the Louisiana chapter of the International Women's Forum came together to host a wine tasting event for great wines for Thanksgiving. Donna Fraiche graciously offered to have the event at her home, and the ladies enjoyed a wonderful evening of networking and celebration.



Donna Fraiche welcomes colleagues and guests.

STRIVE

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NEW FEMALE FACES

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

GOVERNMENT RELATIONS AND PUBLIC POLICY



[Adrienne Ramsay](#)
Washington, D.C.

ADVOCACY



[Lauren M. DeWeil](#)
Tallahassee

CONNECT WITH THE WOMEN'S INITIATIVE ON SOCIAL MEDIA



[WI Twitter](#)
[@BDWomen](#)



[WI Homepage](#)



[WI LinkedIn](#)



[WI Instagram](#)

BAKER DONELSON WOMEN IN THE NEWS



[Rachel VanNortwick Barlotta](#) and [Ashley Hugunine](#)

were named as two of "[Birmingham's Rising Stars of Law for 2017](#)" by the *Birmingham Business Journal*. Honorees were chosen based on their contributions to their firms and their potential to shape the industry, and the Magic City's legal world, moving forward.



The Baker Donelson Women's Initiative was featured by the [Memphis Daily News](#) in an article about initiatives and

mentoring aimed to retain women attorneys. [Kristine L. Roberts](#), chair of the Firm's Financial Services Litigation Group and a Parental Leave Advisor, discussed the Firm's parental leave policy and work flexibility as key parts of our work toward the advancement of women in the profession.



[Kyra F. Howell](#) was selected as one of the 28 women named to [Emergence Tennessee's 2018 Spring cohort](#).



[Dena Sokolow](#) Discusses Payroll Record-Keeping Requirements in [SHRM](#)



L to R: Carmalita "CC" Carletos-Drayton, Mary Wu Tullis, Lori H. Patterson, Ann Tipton Francis, and Kristine L. Roberts
Photo: Memphis Daily News / Houston Cofield



[Lisa Borden](#) Quoted in [AL.com](#) on Private Probation Companies

[Lisa Borden](#) Quoted in [New York Times](#) on Alabama Man Awaiting Trial for Ten Years



[Alisa Chestler](#) Discusses Departure of Health Information Privacy Official in Health Care on [Bloomberg Law](#)

[Alisa Chestler](#) Quoted in [The Parallax](#) on Privacy Issues in Credit Monitoring



[Wendy Huff Ellard](#) Profiled Among [Mississippi Business Journal's](#) 2017 50 Leading Business Women in Mississippi



[Sheila Burke](#) Quoted in [Congressional Quarterly News](#) on Continuing Health Reform Efforts by Congress

BAKER DONELSON WOMEN IN THE NEWS, *continued*



[Jenna M. Bedsole](#) was recently honored by the

Women's Section of the Birmingham Bar Association as the recipient of the Nina Miglionico Paving the Way Award. The award recognizes and honors lawyers who have actively paved the way to success and advancement for women lawyers. Jenna received the award, in part, for her work on her documentary "[Stand Up, Speak Out](#)," which tells the story of "Miss Nina's" life as one of the first female attorneys in Alabama and a champion for civil and women's rights. On October 16, "Stand Up, Speak Out" was shown to the Dorbin Association at the University of Alabama School of Law. Approximately 30 female students and several faculty members enjoyed the film, followed by a question and answer session with Jenna and [Catherine Crosby Long](#) on a range of topics, from Nina Miglionico's legacy in the Birmingham legal community to life as a practicing female attorney. Plans are underway to make the documentary showing an annual Dorbin Association event for students at UA Law.



[Cynthia Blake Sanders](#) Discusses "Call of Duty" Trademark Case in [Bloomberg BNA's Patent, Trademark & Copyright Journal](#)



[Donna Fraiche](#) Discusses The Joint Commission Accreditation in [Hospital Peer Review](#)



Jenna Bedsole and Catherine Long (top row, fourth and fifth from left) with students from the Dorbin Association at the University of Alabama School of Law



[Linda Klein](#) Offers Advice for Young Women Lawyers in [ABA Podcast](#)

[Linda Klein](#) Quoted in [The Hill](#) on ABA's Role in Judicial Selection Process

[Linda Klein](#) Quoted in [Before the Bar](#) on ABA's Veterans Legal Services Initiative

[Linda Klein](#) Discusses Funding for Legal Services Corporation in [Detroit News](#)



[Emily Wein](#) Discusses Telemedicine Coverage Laws in [McKnight's Long-Term Care News](#)

[Emily Wein](#) Quoted in [Bloomberg BNA Health Law Reporter](#) on Telemedicine Reimbursement Laws



[Doreen Edelman](#) Featured in [FCPA Compliance Report Podcast](#) on NAFTA Negotiations

[Doreen Edelman](#) Discusses Telia Enforcement Action on [FCPA Compliance Report Podcast](#)

[Doreen Edelman](#) Quoted in [CNN Money](#) on U.S. Proposals in NAFTA Negotiations

[Doreen Edelman](#) Comments on Potential Impact of NAFTA Changes in [Automotive News](#)

[Doreen Edelman](#) Discusses Impact of Widened North Korea Sanctions in [Washington Examiner](#)



[Linda Finley](#) Profiled in [Daily Report](#)



[Emily Brackstone](#) Comments on Importance of Healthy Business Relationships in [Business News Daily](#)



[Claire Cowart Haltom](#) Quoted in [National Law Journal](#) on Trump Administration's Actions on ACA



[Jill Steinberg](#) Comments on Need for Forensic IT Experts to Explain EMRs in [ED Legal Letter](#)



[Paula Estrada de Martin](#) Discusses Working with Louisiana Life Sciences Emerging Companies in [CityBusiness](#)