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Strive

Issue 2, 2015

BAKER DONELSON WOMEN’S INITIATIVE

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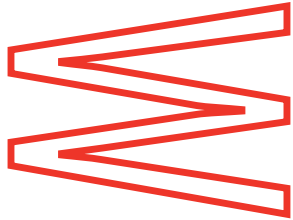
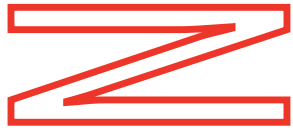
Jenna Bedsole and Linda Klein Honored with 2015 Susan E. Rich Award; Caldwell Collins Receives Work-Life Warrior Award

Each year, Baker Donelson recognizes a woman attorney for excellence in the promotion of and commitment to women in the legal profession through the Susan E. Rich Award. Baker Donelson established the Susan E. Rich Award in honor of Susan Elliot 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 two deserving women, [Jenna Bedsole](#) and [Linda Klein](#).

“Jenna and Linda are outstanding role models for women within the legal profession and beyond,” said Christy Tosh Crider, chair of Baker Donelson’s Women’s Initiative.

“Throughout her career, Linda has served as a champion and mentor for women and has influenced and encouraged women to become active in their profession and community. Jenna is a leader, confidante and mentor who has demonstrated an unwavering and tireless commitment to the advancement of women. We’re very proud to recognize both of them with this honor.”

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Upcoming Events
9/10/2015
 Comedy for a Cause
 (Knoxville)

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Jenna Bedsole and Linda Klein Honored with 2015 Susan E. Rich Award; Caldwell Collins Receives Work-Life Warrior Award, *continued*



Managing shareholder of the Firm's Georgia offices, Linda is the American Bar Association's president-elect. In June 1997, she became the first woman to serve as president of the State Bar of Georgia. During her term, she developed and executed a plan to benefit indigent victims of domestic violence through the state's first legislative appropriation for legal services, which resulted in annual state funding for legal services for victims of domestic violence. She is a past president of the Board of Directors' Network, a member of the board of directors of the Southface Energy Institute, and currently serves on the Executive Committee of the Buckhead Coalition. She has held numerous leadership positions for the ABA, including serving as chair of the American Bar Association's House of Delegates (the Association's second ranking officer), as chair of the Tort Trial and Insurance Practice Section and as chair of ABA Day, the association's Congressional outreach effort.

Linda is a recipient of the American Bar Association's prestigious Margaret Brent Achievement Award and the State Bar of Georgia's Randolph Thrower Award for Lifetime Achievement in Diversity. She has been recognized with the Sol H. Clark Pro Bono Award and was named to the YWCA Academy of Women Achievers.



A shareholder in the Firm's Birmingham office, Jenna is chair of the Firm's Labor & Employment Group. As co-chair of Baker Donelson's Women's Initiative Programming Committee, she is responsible for developing programs designed to help the Firm's women attorneys further their careers. She previously served as the 2013-2014 chair of the Birmingham Business Alliance Women's Business Council, which works to aid women in the achievement of their professional goals while encouraging a prosperous business community, and is currently serving as chair of the Birmingham Regional Economic Council, the coordinating body for all of the councils of the Birmingham Business Alliance. Jenna is a member of the board of directors for Autism 2 Ability, a 501(c)(3) non-profit that focuses on helping children with autism spectrum disorders to successfully talk, learn and live. She is working with the organization to develop an app, named TALK, designed to help give a voice to all non-verbal individuals.

Jenna is also the executive producer and director of "Stand Up, Speak Out - The Nina Miglionico Story," a feature film documentary on the life and legacy of one of Alabama's first female attorneys. What Jenna began as a short video project about Nina Miglionico - the only woman inducted into the Alabama State Bar Lawyer's Hall of Fame - quickly turned into much more after conducting just a small amount of research. This began the feature film that is "Stand Up, Speak Out," which highlights the path carved by Nina over the course of her trailblazing career. For more about this amazing documentary see the "sidebar" on page 4.

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Jenna Bedsole and Linda Klein Honored with 2015 Susan E. Rich Award; Caldwell Collins Receives Work-Life Warrior Award, *continued*

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Baker Donelson has recognized [Caldwell G. Collins](#) with the Firm's inaugural Work-Life Warrior Award. An associate in the Firm's Nashville office, Ms. Collins serves as co-chair of Baker Donelson's Women's Initiative Parental Leave Committee. In that role, she spearheaded the development and implementation of the Firm's expanded parental leave policy. Under the new policy, primary caregivers are eligible to take 16 weeks of paid leave, which can be taken consecutively or used intermittently over a 40-week period, while non-primary caregivers are eligible for three weeks of paid leave, which can be taken consecutively or used over a 20-week period. The policy applies to both male and female full-time and regular part-time attorneys.

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Due in large part to this progressive parental leave policy, Baker Donelson was recently named among the 50 Best Places to Work for New Dads in a report compiled by *Fatherly*, a digital lifestyle guide for men entering parenthood. The Firm's policy has also been highlighted in numerous articles in publications across Baker Donelson's footprint.

“Caldwell was instrumental in Baker Donelson’s adoption of an industry-leading parental leave policy that allows new parents to tailor their leaves to their lives and individual practices,” said Christy Tosh Crider. “Her efforts ensure that our attorneys, both men and women, will have significantly greater flexibility and an increased opportunity to achieve work-life balance as new parents.”

Caldwell concentrates her practice on products liability and mass tort litigation, health care litigation and business litigation. She is a member of the Defense Research Institute and serves as Book Chair of the ABA Section of Health Care Litigation Committee. Caldwell has been recognized as a “Rising Star” by *Mid-South Super Lawyers*, and in 2011 was named Baker Donelson's Nashville Pro Bono Attorney of the Year and was the recipient of the Firm's Lewis R. Donelson Public Service Award.

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Sidebar – “Stand Up, Speak Out”

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Nina Miglionico was born in Birmingham in 1913, the child of Italian immigrants. She graduated from Woodlawn High

School and attended law school at the University of Alabama – one of five women in her graduating class. Nina graduated from law school at age 22, in the middle of the Great Depression, and started her own law firm.

Nina was an early advocate for allowing women to serve on juries in Alabama as well as revising the probate laws of descent and distribution to guarantee women the same rights as men. She fought to eliminate the poll tax, which prevented African-Americans and poor, uneducated whites from exercising their right to vote. What is less known, however, is that the poll tax adversely affected women as well – especially married women. When Nina first reached voting age, her father paid her first poll tax and expressed to her the importance of voting. However, many working men could only afford to pay their own poll tax and women were left disenfranchised.

Nina also represented the state, nationally, as a presidential appointee to the President’s Commission on the Status of Women. In that capacity, she recommended passage of the Equal Pay Act of 1964 and worked to reduce gender bias in the workplace.

In 1963, amidst racial strife and turmoil, Birmingham shifted from a commissioner-based government (exemplified by Police Commissioner Bull Connor, who dominated the system for 20 years) to a mayor-council form of government. Nina Miglionico was elected as one of the nine original city council members. Because of her support for racial reconciliation in the city and her biracial political support, Nina received constant hate mail, death threats and angry phone calls. After Nina worked with the council to revoke Birmingham’s segregation ordinances in 1963, a bomb was delivered to her doorstep. Her father, 80 years old at the time, dismantled the bomb with his bare hands.

Nina was undeterred. She served on the city council until 1985, retiring after nearly 23 years. She also served as president of the city council from 1978 to 1981.

In the face of bomb threats, sexism and poverty, Nina lived a life that should be remembered and honored by Alabama.

“As a law student at the University of Alabama, I would walk past the composite photographs of law students from years gone by, not focusing on the fact that as the decades went by the number of women and people of color represented declined until there was only a sea of white men,” Jenna Bedsole said. “Miss Nina and those who came after her have paved the way for women and minorities to access the courtroom as lawyers, judges and jurors.”

Click [here](#) to view the trailer for “Stand Up, Speak Out” directed by Baker Donelson shareholder [Jenna Bedsole](#).

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Time Saver Savvy

This month's tips are from some of the women who are part of Baker Donelson's newest group of shareholders.

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"Learn when it may be best to say no. Not every opportunity presented to you is appropriate to take. By being selective in agreeing to speaking engagements, articles to write,

committees to serve upon, etc., you will inevitably save yourself time that can otherwise be channeled into other personal or professional projects that may be more rewarding in the long run. If you do turn down an opportunity, try and identify another person who may be better suited for the opportunity. Also, multitask when possible and appropriate. There's no reason why you can't get a pedicure while reviewing documents, outlining a brief, catching up on periodicals or articles, etc."

- [Kathlyn Perez Bethune](#)

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"Make lists - be sure to write down everything you need to do, professional and personal. You can use a notepad, iPad or anything that works for you, but writing it down will get it out of your head, help you prioritize and keep you from forgetting. Just remember to be flexible. Life is unpredictable, and sometimes we have to tackle those things that are not on our list first. And take time for yourself everyday - even if it just 30 minutes to take a walk or read a book. Taking time for yourself will help clear your head and make you more productive."

- [Whitney Harmon](#)



"I employ the 'one touch rule' at home and in the office for magazines and other mail to keep things from piling up. Each day, I review and address each piece of mail as it's

received - party invites go on the calendar and refrigerator, bills are placed in a separate dish to be paid, other correspondence is read and then recycled. Magazines and catalogs can get out of control quickly and are read and recycled the same day or within a few days of receipt. For articles that I want to save at work, I tear them out and scan them, and save them to a folder on my hard drive. I also keep articles and other individual photos, etc. from fashion and design magazines in plastic sleeves that are organized in binders by season and material - they take up a lot less space than keeping the entire magazine for future reference. Also, I use dry shampoo. Some days you just don't have time to wash your hair, and dry shampoo will help you get out the door quickly. A great tip for new moms too who rarely have time to shower in those first few months after you welcome a new little one into the world."

- [Catherine Long](#)



"At work, I only touch an email once. If I open an email, I handle it through to its conclusion before archiving it. At home, I use Sunday to get a jump start on dinners - boil veggies, cut fruit, make salad dressing, grill meat, or cook a couple of crock pot meals. With two kids under six, this is the only way that I can get dinner on the table shortly after I get home from work."

- [Sarah-Nell Walsh](#)

We'd love to hear your ideas!

[Click here](#) to comment on our thread. We'll feature some of your ideas in upcoming issues.

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On My Bookshelf – *Sponsoring Women: What Men Need to Know*



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Staci Pierce
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For this month's book review, Tim Lupinacci, the leader of the Firm's Financial Services Department, and Staci Pierce, an associate in Financial Services, provide their points of view on *Sponsoring Women* by Ida O. Abbott.

Sponsoring Women provides insight into growing top female talent and makes clear that companies serious about doing so will encourage direct personal involvement by leaders who are men. The book in no way belittles the sponsorship of women by women, but it does acknowledge that men still hold a large percentage of the power positions in the world, meaning there are just not enough powerful women sponsors available yet to sponsor all of the ambitious, deserving women out there. *Sponsoring Women* explains that it is insufficient for men just to pay lip service to the support of women. Instead, the

onus is placed on male leaders to act with determination to ensure women have the same career-elevating experiences and opportunities men have.

Staci's Take:

Sponsoring Women statistically backs the concept that "women aspire to be CEOs in equal proportions to men. Yet, even when women try to get ahead using the same career advancement strategies as men, even when they do 'all the right things,' they earn less and progress more slowly than men." This disparity is traced back to the phenomenon of men getting sponsored at rates that far surpass women. The incongruity begs the question of whether sponsorship could possibly be quite so dispositive in a career path. But, once sponsors are identified as "powerful backers who identify high performers and actively champion their advancement," it becomes easier to fathom that a sponsor could make all the difference in a career.

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On My Bookshelf, *continued*

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The book's comparison between mentors and sponsors puts into perspective what is truly meaningful for the career advancement of women. While a mentor advises, counsels and supports, a sponsor "puts skin in the game" by strategizing with the protégé, publicly endorsing her and privately advocating for her. The boost of powerful sponsors putting personal credibility on the line to back protégés as being leadership material in some ways becomes "the 'social proof' that makes [the protégés] de facto leaders."

Tim's Take:

Sponsoring Women does concede there are potential obstacles to cross-gender sponsorship, such as spousal jealousy, gossip and rumors, and feedback topics between a male sponsor and female protégé that may be more sensitive than if the sponsor/protégé relationship were between the same gender – such as direction regarding personal appearance, how to project executive presence and guidance on communication style. However, instead of allowing these obstacles to be excuses to avoid sponsoring women, advice is given regarding how to overcome each obstacle, and the admonition is given that avoiding female sponsorship is actually a "violation of [a man's] obligation as a leader to ensure that [his] firm has the best talent in place to guide and ensure its success."

Staci's Conclusions:

Instead of spending a great deal of time focusing on why sponsoring top female talent is important, the bulk of the book provides guidance regarding how to effectively do so. Suggestions such as the following are given along with direct instruction regarding implementation:

- Clarify the purpose and goals of the relationship
- Develop a strategy
- Explain how to get ahead (including the unwritten rules)
- Prime her for leadership
- Invite her to important networks
- Encourage her to stretch
- Focus on opportunities to showcase her strengths

Tim's Conclusions:

The suggestions given in the book are a helpful roadmap for charting a course for a sponsoring relationship. But, at the core, each sponsorship relationship will be its own individualized experiment. Some may be highly formalized and some quite informal. I have found that simply having a 15-minute recurring mid-week calendar appointment for an in-office "Coffee Break" with a protégé provides a tangible reminder to check in, chart progress and strategize. Regardless of how the sponsorship is structured, the bottom line in *Sponsoring Women* is that while firms have a corporate responsibility to nurture diversity programs and initiatives, male leaders have a very personal responsibility to change the ingrained norms and "serve as catalysts for cultural transformation" by pushing for gender balance and investing in the sponsorship of women.

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Women's Health Tips

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Anna Powers
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Jackson, Mississippi, attorney Anna Powers has traveled the world and lived in some of the globe's most fascinating places, picking up bits and pieces of fitness and nutrition practices along the way that shape her very active, vitamin-packed existence today. But this self-proclaimed bookworm wasn't always wellness-minded. A little bribery inspired a lot of passion, and now this busy attorney aims to work out six days a week and pours a lot of time each week into healthy food prep. Why? She says she is worth it – and so are you!



Tell us about your fitness routine.

I try to fit in an hour of exercise six days a week. My fitness routine varies from week to week, but a typical week would consist of weightlifting on two or three days, Zumba one day, yoga one day and running on the other days.



What are your favorite activities?

My favorite cardio activity is running. It's a great way to de-stress and clear the mind. There's also a wonderful running community in Jackson; my running group meets near the office two nights a week to run four miles up and down a hill. It sounds a little crazy, but running that hill builds endurance and mental fortitude.

On Tuesday nights, I teach a Zumba class at a local health club. Seeing my students enjoying the dances and letting loose is very rewarding. Zumba's great because anyone can do it, no

matter how fit you are. It uses your own body weight, and all the moves can be modified for beginners.

Yoga is another favorite. Yoga is all about inclusiveness and accepting yourself exactly where you are in the moment. From a purely physical perspective, the stretches that we do in yoga are invaluable for maintaining flexibility and staying injury-free while participating in activities like running and weightlifting.

Finally, I have been enjoying tabatas workouts over the past year. Tabatas is a form of high-intensity interval training that helps build endurance quickly.



Tell us about the role nutrition plays for you.

Nutrition is key! If you are not feeding your body quality nutrition, you cannot achieve vibrant health. I try to maintain a primarily plant-based diet with an emphasis on foods that alkalinize the body. The goal is to keep the body more alkaline, less acidic and less inflamed, which lowers the risk of infection and chronic disease. Whole foods are best, and organic and/or local fruits and vegetables are mainstays in my diet.

One of the best investments I've made this year was a high-quality juicer. Toss in a few cucumbers, some lemons, celery, Granny Smith apples, and a bunch of kale to the juicer, and presto – liquid sunshine! The wonderful thing about juice is that the body can immediately absorb the wonderful nutrients without having to use energy on digestion. *Editor's note:* Anna's juicer recommendations and favorite recipe are including at the end of the article. There are also resources on alkaline-rich foods.

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Women's Health Tips, *continued*

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Have you always been into fitness? Tell us about your journey.

My mother is a yoga instructor, and fitness has always been important to my family. There's a funny story behind my passion for running. When I was younger, I loved to read so much that I never wanted to play outside – I was totally content staying inside with a book all day. To get me out and moving, my mom offered to pay me \$1 for every mile that I ran. I needed money to buy the books I wanted to read, so in short order I was running four or five miles a day (and earning some serious cash)! Over the years, I've tried out many different fitness activities, including dance, gymnastics, karate, wind-surfing and mountain-biking. In 2004, I decided to follow in my mother's footsteps and complete a 200-hour yoga teacher training so that I could become a registered yoga therapist. Teaching yoga and Zumba while in law school helped me financially and also kept me connected with the community. I am very thankful to have a working body that allows me to get out and exercise – not everyone has that privilege! For as long as I'm physically able, I plan to continue running, dancing and doing yoga. Someday, I want to be one of those octogenarians still running in 5K races.



You've been to and lived in interesting places. Is wellness in America much different than other places?

In my personal experience, I found Europeans to be more adventurous with their fitness routines, possibly because the climate and natural surroundings are so conducive to working out outdoors...Europeans also seemed to be much more focused on a diet filled with natural, whole foods which makes healthy snacking very accessible. I'm hoping that Americans will begin

to move toward whole foods and away from processed ones. I feel confident that once people tried out a diet of mostly whole and unprocessed foods, they would quit craving the processed "foods!"



And how do you balance working and working out?

It can seem overwhelming to think about fitting six hours of exercise into an already jammed work week. One way to handle this is to break the hour down into small sections of time. There are days when I might take a short run in the morning and then do 30 minutes of yoga in my living room that evening. Workouts like tabatas are great because no equipment is needed and they can be done anywhere. And, of course, there are days when there really isn't time for a formal workout. On those days, I would just do some push-ups, sit-ups, lunges, squats and simple stretches.



What is your wellness philosophy?

My wellness philosophy is quite simple: "You are worth it!" The world today is incredibly hectic, and we have so many pressures, stressors and things vying for our time. I remind myself daily that I am worth the time it takes to make a green juice or a balanced meal instead of just wolfing down a granola bar in the car or picking up a burger on the way home from work. I'm worth the hour that I take away from my other responsibilities to exercise my body. Ultimately, maintaining good nutrition and exercising on a regular basis makes me more productive during the hours that I am working because I feel a sense of peace when I am living a balanced life. And, for me, a peaceful mind free from distractions allows me to focus on producing my highest-quality work.

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Women's Health Tips, *continued*

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Anything else to add?

Yes! I would like to say thank you to the people who are reading this – it has been my pleasure to discuss the topic of fitness and wellness. Please feel free to email me if you have questions about anything I mentioned. True fitness is a lifestyle, and every positive choice (no matter how small) yields a positive result. Remember that you are worth it!

Defining Alkaline (pH): <http://kriscarr.com/blog/a-little-ph-refresher-course/>
Alkaline Diet: <http://kriscarr.com/blog/5-easy-steps-to-an-alkaline-diet/>

What are some of your favorite health tips?



[Click here](#) to suggest health tips for future issues.

Anna's Juicer Recommendation:

For a juicer, I use the [Breville Juice Fountain Plus](#). The clean-up is easy for this one! Breville has several great models of juicers at different price points, so that's a good starting place. The Omega 8003 is another great model – that one is a masticating juicer which means that the juice will last a little longer if you don't want to drink it right away (centrifugal juicers like the Breville model I use oxidize the juice so it is better to drink it right away or at least later that same day). I also hear great things about the Huron Slow Juicer, but I haven't tried that one.

"Green Goodness Smoothie" aka "The Anna POWER Shake"

Here is the whole foods recipe with which I start every morning – the only equipment needed is a blender.

- 1 Avocado
- 1 Banana
- 1 Cucumber (peeled if not organic)
- A few big handfuls of romaine or spinach lettuce (or both! Why not?)
- Coconut water
- Ice

Blend and enjoy.



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New Faces at the Firm



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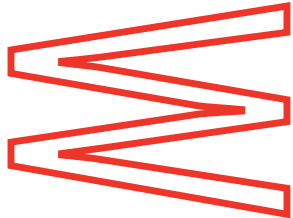
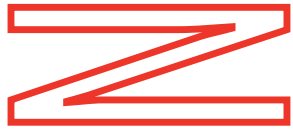


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Looking for an "OnRamp" Back into Legal?

Baker Donelson is among a select group of leading national law firms to participate in the [OnRamp Fellowship](#), an innovative program to provide women lawyers re-entering the legal profession with an opportunity to update their skills and legal contacts through one-year, paid positions with top law firms. The program aims

to replenish the talent pipeline in law firms with diverse, high-performing lawyers who have the potential and the desire to advance into leadership roles. To apply for one of the positions Baker Donelson has with the OnRamp Fellowship, [click here](#).



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Baker Donelson Women in the News



[Jenna Bedsole](#) and [Linda Klein](#) Recognized for [Commitment to Women in the Legal Profession](#)



[Donna Fraiche](#) Talks with [New Orleans CityBusiness](#) About ACA's Impact on Hospital Consolidations



[Marlena P. Pickering](#) Named Young Lawyer of the Year by [Mississippi College of Law](#)



[Christy Crider](#) Named to [Nashville Medical News](#) "Women to Watch"



Baker Donelson Announces [Eight Newly Elected Women Shareholders Firm-Wide](#)



[Layna Cook](#) Discusses Recent HIPAA Ruling in [ABA Litigation News](#)



[Jenna M. Bedsole](#) to Lead Baker Donelson's [Labor and Employment Group](#)



[Lisa Borden's](#) Fight Against the Death Penalty Highlighted in [AL.com](#)



[DS News Q&A](#) with [Linda Finley](#)



[Phyllis Cancienne](#) Highlighted in [Greater Baton Rouge Business Report](#)

The Baker Donelson Women's Initiative Newsletter

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