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**JOURNAL EDITOR**
Kevin Hudson  
App you can’t live without: BBC News
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Nine years ago, as a first-year attorney, I joined the Florida Association for Women Lawyers, becoming a member of the Tallahassee chapter. I never imagined where FAWL membership would take me or how often it would put me in “the room where it happens.” For that, I am so grateful.

It has been exceptionally rewarding to have a first-row seat as our mission is heard throughout Florida and the country. The hard work of our members has resulted in a phenomenal year, record-breaking membership, and the advancement of gender equality in the legal profession, the judiciary, and the community at large. In keeping with the theme of this issue, my top 10 moments as FAWL President include:

1. Seeing the dozens of lactation rooms open in courthouses across the state and nation, which put real meaning in “access to courts” for mothers.
2. Speaking to the Board of Governors of The Florida Bar, national and statewide media outlets, and the Supreme Court of Florida about the obstacles faced by litigators who are also parents.
3. Confronting the fact that I have a lot to learn about the experience of women of color who practice law, and spreading the message that we are stronger when unified.
4. Inspiring an in-house client contact who attended the FAWL Summit to immediately load Lean In onto her Kindle once she arrived home, and not leaving her porch until she read every word. Another attendee recently wrote, “[a]s someone that has been practicing for nearly 25 years, it has been a long time since I was truly inspired. The Summit was that moment for me!”
5. Learning about a FAWL Board member’s plan to run for office after Lobby Days.
6. Issuing charters to new chapters in Seminole and St. Lucie counties.
7. Hearing from a chapter leader about her work to change a law that devastated her family and will likely improve health care during labor and delivery for women throughout the state and country.
8. Sharing the excitement of one of our student chapter presidents about her lunch with Judge Patricia Seitz, who also agreed to review her law review article.
9. Meeting almost every member of the Cabinet during Lobby Days.
10. Receiving a phone call from Justice Rosemary Barkett.

As you can imagine, there were many more. Thank you for giving me the courage to seek this office and the opportunity to work with such dedicated and driven leaders on our Board and in our chapters. Though we have miles to go before we sleep, our path is clear and, through FAWL, we have the courage to move forward in accomplishing our shared mission.

**2018-2019 COMMITTEE CHAIRS AND ORGANIZATION LIAISONS**

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Central Florida Association for Women Lawyers (CFAWL)

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Palm Beach County Association for Women Lawyers
To close out the 2018-2019 FAWL membership year, I wanted to create an edition that had something for everyone. An issue that you could keep nearby and refer to often or, better yet, one that you could cut out and strategically place in various locations at your home or office. I am confident the extraordinary journal committee accomplished that with the 10 articles featured in this edition.

Whether you are a first-year law student trying to figure out how to survive law school, a first-year lawyer trying to figure out what you didn’t learn in law school or a senior attorney with 20+ years of experience trying to stay current in today’s digital world, you will find valuable information in the following pages.

Take the Legal Marketing Tips article and post it near your computer; complete one task a month and see your business grow. Did you know most busy professionals are F-shape readers? Cut out the article on Brief Writing and post it near your copier. Consider those tips when writing your next appellate brief, pleading or any general correspondence. If inspiration is what you need, the article on Creating a Mentorship Program and the one on Volunteer Opportunities will certainly give you a start in the right direction.

When you read the Self-Preservation article, I hope it inspires you to take care of YOU and to step forward on the path to wellness. Clip it and post it on your refrigerator door to remind you to say “no,” to smile and to take your daily vitamins. If you need to negotiate fridge space with your child’s art work, take a look at the article with Tips to Improve Your Negotiation Skills and learn how to win what you want.

For the days when the top of your success ladder just seems too far and unreachable, read the interview with Justice Barbara Lagoa. This article is my personal favorite and one I closely relate to, having been raised in Hialeah myself. Take this one and post it on your bathroom mirror as a daily reminder that perseverance and dedication are essential to reaching the top.

It has been a humbling experience and privilege to serve as FAWL’s Journal Editor, and one that I could not have done without the support of my dear family and amazing friends. Thank you!

May this edition help you take the last 10 steps on your climb to greatness, and may you achieve complete success.

“Success consists of going from failure to failure without loss of enthusiasm.” – Winston Churchill

MESSAGE FROM THE EDITOR

Ingrid Suarez Osborn
FAWL Journal Editor

FAWL Journal’s Articles Bank

Interested in publishing an article?

The FAWL Journal is printed twice per year and submissions are now accepted on a continual basis. The topic should be consistent with FAWL’s mission, be nonpartisan and non-promotional.

Contact FAWL’s journal editor or executive director at admin@fawl.org for detailed submission guidelines.

St. Lucie County now has a new FAWL chapter!

ST. LUCIE COUNTY CHAPTER OF FLORIDA ASSOCIATION FOR WOMEN LAWYERS

Join now!

For more information or to become a member, contact its founding president, Kate Bradford, Assistant Professor, Indian River State College, at kbradfor@irsc.edu
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Central Florida Association for Women Lawyers (CFAWL)  
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Theresa Carli  
St. Johns Association for Women Lawyers  
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Catherine B. Chapman  
Tallahassee Women Lawyers  
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Stetson Law School Student Chapter  
Last book read (hopes to!): Animus: A Short Introduction to Bias in the Law by William D. Araiza

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Autumn Hancock  
Pinellas County Association for Women Lawyers  
Last book read: Never Eat Alone by Keith Ferrazzi

Chelsea Hardy  
Pinellas County Association for Women Lawyers  
Last book read: Getting to Yes with Yourself by William Ury

Rachel Kamoutsas  
Miami-Dade FAWL  
Last book read: The Weight of Glory by C.S. Lewis

Michelle Moretz  
Stetson Law School Student Chapter  
Last book read (hopes to!): Animus: A Short Introduction to Bias in the Law by William D. Araiza

Casey M. Reiter  
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CHAPTER LEADERSHIP SPOTLIGHT

Advice from Across the State

by Lisa Smith Bedwell

In keeping with our issue theme of Top 10, we reached out to our statewide chapter presidents and chapter representatives to pay forward the personal and professional lessons they have learned in practice and in leadership. We asked them, “What is the best mentoring (or new graduate) advice you have to offer?” Here’s what they had to say:

“Mentoring relationships should not always stem from formal pairings. I highly encourage young lawyers to develop organic relationships with various mentors to support their personal and professional lives. Find those people that inspire you in terms of brief writing, trial skills, networking, life balance, leadership, community involvement, etc., and ask them to coffee, seek their advice, and remember to be open to learning.”
– LARA BACH, PRESIDENT, MIAMI-DADE FAWL

“Don’t be afraid to reach out to others for advice and guidance. There are so many wonderful people in the legal community and having a mentor or just someone you can talk to can be a huge help as you learn and grow as a young attorney.”
– JENNIFER GUTAI COMELLA, PRESIDENT-ELECT AND CHAPTER REPRESENTATIVE, OKALOOSA FLORIDA ASSOCIATION FOR WOMEN LAWYERS

“Be responsive. This tidbit is critical for both the mentor and the mentee. A long-ignored email or unreturned phone call is so disheartening to a mentor who is devoting his or her time and talent to a mentee. Likewise, it takes courage for a law student or young lawyer to initiate a mentoring relationship with a senior lawyer, and those efforts should not go unanswered for any significant time frame.”
– CHRISTIAN L. CUTILLO, PRESIDENT, TALLAHASSEE WOMEN LAWYERS

“Don’t be afraid to ask for help, but do your research first! Almost every attorney I have ever met has been more than willing to help a young associate with a legal issue, but they appreciate when you’ve read the case law or rules first and have taken a stab at figuring out the answer yourself. Don’t spin your wheels, but do take some initiative.”
– STEPHANIE M. CHAISSAN, CHAPTER REPRESENTATIVE, MIAMI-DADE FAWL
“Work hard. Always be the hardest worker in the room. Always ask, ‘How can I help?’ and be willing to go the extra mile. Connect. Be strategic about developing relationships both inside and outside your firm/company. Talk less and listen more. Be aware of how you can add value to your colleagues and your clients. Take action. Believe. Silence the self-doubt. Exude confidence in your abilities through both your physical presence (stand tall) and your voice (speak deliberately and powerfully). Stay strong. Prioritize your physical health so you can fuel your mind. Exercise should not be the first thing to fall off your schedule.”

– JESSICA M. FARRELLY, PRESIDENT, SARASOTA FAWL

“You get further by lifting other people up than by tearing people down. Other people’s sparkle will not dull your shine.”

– ARTI HIRANI, PRESIDENT, CENTRAL FLORIDA ASSOCIATION FOR WOMEN LAWYERS

“Cultivate sponsors. A mentor provides guidance and advice to help you develop your legal competencies and build soft skills. A sponsor is an influential person invested in your career success who puts his or her reputation and social capital to work for you. A great mentor can be invaluable to your career success, but the key to your advancement is a great sponsor.”

– JAMIE KARPMAN, PRESIDENT, JACKSONVILLE WOMEN LAWYERS ASSOCIATION

“If your team succeeds, you succeed. Mentor like your own career depends on it. Dig deep, actively listen, and implement a coaching model, like the GROW model, to best develop your mentee.”

– RACHEL MCCREARY, PRESIDENT, BREvard COUNTy ASSOCIATION FOR WOMEN LAWYERS

“These 10 things resonate with me as extremely important in practice:
1. Have a sincere appreciation for court personnel
2. Find a nice judge you can talk to
3. Learn how to get your client to tell you the truth
4. Appreciate that not every attorney is for every client
5. Know how to operate office machines
6. Maintain professionalism – even when opposing counsel is a jerk
7. Do not tolerate bad behavior
8. You need teamwork to make your dream work
9. Bring some empathy to the table
10. Find your tribe.”

– KRISTINA FEHER, PRESIDENT AND CHAPTER REPRESENTATIVE, PINELLAS COUNTY FAWL

“As a relatively new attorney, I’ve spent more time in the role of mentee than mentor in my career thus far. I’m most grateful for the mentors who have confided in me some of their past learning opportunities. Hearing that female and male attorneys I respect felt uncertain once too or even made mistakes reminds me that many of my concerns and self-doubts are universal to new attorneys. The doubts that seem to plague many new attorneys can be crippling. Remembering that it’s not the end of the world (frankly, it’s usually not even the end of the day!) from people who have ‘been there’ reminds mentees that they are in good company with their concerns, but that this, too, shall pass, as it has before for our colleagues.”

– COLBY KEEFE, PRESIDENT, ST. JOHNS ASSOCIATION FOR WOMEN LAWYERS

“You get further by lifting other people up than by tearing people down. Other people’s sparkle will not dull your shine.”

– ARTI HIRANI, PRESIDENT, CENTRAL FLORIDA ASSOCIATION FOR WOMEN LAWYERS
On January 9, 2019, Justice Barbara Lagoa made her mark on history by becoming the first Hispanic woman and the first Cuban-American woman appointed to the Florida Supreme Court. Prior to her appointment to the state’s highest court, she served for more than 12 years as an appellate judge on the Third District Court of Appeal, where she was also the first Hispanic woman and first Cuban-American woman to serve on that Court. She was also the first Hispanic woman to serve as Chief Judge of the Third District Court of Appeal. Justice Lagoa’s hard work and professional accomplishments, which made her appointment to the highest state court possible, started with humble beginnings and encouragement from caring mentors.

Justice Lagoa grew up an only child in Hialeah, Florida. She “rode her bike and roller skated down the streets and the sidewalks of Hialeah under the watchful eye of [her] grandmother while [her] parents worked long hours.” The beauty of my Cuban-American story is that it is not unique in Miami. My parents, like many others, arrived here with nothing but the clothes on their back and their education. Castro took their personal possessions, their property, but he couldn’t take their education. Because of that, they sacrificed to provide me with a Catholic school education and instilled in me the importance of education and hard work,” expressed Justice Lagoa. Her deep admiration for her parents and their perseverance in spite of their plight in Cuba motivated her to work hard.

Justice Lagoa’s interest in the law developed in high school when she spent several summers working in the clerk’s office at the courthouse in downtown Miami. Justice Lagoa recalled, “I would bring the paper files to the judges’ chambers for motion calendar and got to know several of the judges. Judge Mario Goderich, who was on the trial court at the time and later became a judge on the Third District Court of Appeal, used to buy cafecitos and talk to me about the law.” The chats over Cuban espresso shots during her summer experiences in the courthouse confirmed that the law was Justice Lagoa’s passion.

Although Justice Lagoa aspired to become a lawyer, while she attended undergrad at Florida International University (FIU) she never thought she would be appointed to sit as a judge at the courthouse located next to the FIU campus years later. Her path to a legal degree began at FIU and was fostered through encouragement and mentorship from several professors in the English and Political Science departments at the university. One professor in particular, John Stack, helped her develop the critical skills she would need to succeed in the practice of law. This same professor encouraged her to “expand [her] geographic and academic horizons to include the top law schools in the nation.” Following that advice, she applied and was accepted to Columbia University School of Law, where she served as an associate editor for the Law Review Journal.

Along with the mentorship from professors at FIU, other men and women helped mentor her throughout her career. Justice Lagoa affirms that she “cannot overstate how important mentors have been in shaping my professional life.” One important female mentor was Hilarie Bass, who later became president of the American Bar Association. Her mentors, including Bass, educated Justice Lagoa, as a new attorney, in the business side of the law and client services, and built her confidence in practicing law. “If I prepared the motion for summary judgment, I argued that motion. If I prepped the witness, I handled
that witness at trial,” Lagoa said. “My mentors were generous with their time and their willingness to give me the in-court opportunities a young lawyer needs to cut his or her teeth.”

Her aspirations to serve as a judge began a few years into her legal practice, when she handled a landlord-tenant case in front of the Honorable Cecilia Altonaga, who at the time was a county court judge in Hialeah, but now serves on the United States District Court for the Southern District of Florida. Justice Lagoa remarked, “Seeing her — someone who looked like me — made me realize that I could do something like that as well. I didn’t know how you became a judge, but I knew then that if I wanted to pursue that avenue, it was open to me.” That realization and interaction made a lasting impact on Justice Lagoa.

While it is undisputed that Justice Lagoa is highly accomplished in a professional capacity, she also does a great job at balancing work and family life while raising three daughters. When asked, “how do you balance it all?” Justice Lagoa acknowledges that there’s no definitive roadmap, but her personal role model for work-life balance was her mother, an accountant. Justice Lagoa shared that her mom “made things seem effortless, but now I know she was waking up at 5 a.m. to get things done. Balancing career and motherhood is a juggling act and a constant challenge that requires you to be flexible — your day usually doesn’t end up looking like what you thought it would the night before.” Justice Lagoa shared some simple steps to help the juggling act go a bit more smoothly: 1) get a network of mothers for support; 2) say yes to help; and 3) keep a sense of humor. She also employs her favorite app, Instacart, to maximize grocery shopping efficiency: “I can order groceries when I land in either Tallahassee or Miami, and that has been a wonderful timesaver.”

Even though work-life balance can already feel like managing two jobs at once, it is important to keep the right perspective. Justice Lagoa shared one of her favorite quotes from another impressive and accomplished woman, the late First Lady Barbara Bush: “As important as your obligations as a teacher, a doctor, a lawyer or a business leader will be, your connections with spouses, with children, and with friends are the most important investments that you will ever make. There’s a big difference between having a career and having a life. Be sure not to confuse the two.” The science fiction fan in Justice Lagoa also believes you either “Do or do not. There is no try.” Yes, it’s Yoda.

Justice Lagoa is an example of how hard work, and encouragement from mentors, can help you create your mark on history. Her advice for rising female lawyers on how to make their mark, big or small, is: “First, hone your skills and learn your craft as a lawyer. It may seem obvious, but before anything else you have to become an effective lawyer. Second, find mentors — women and men who will encourage your professional development, train you to become a better lawyer, and serve as your sounding boards for years to come. Finally, don’t be afraid to take chances or take risks because you think you might fail or because the timing isn’t perfect. The timing is never perfect, and life has no guarantees. Find the courage to do something you think you are not ready to do.”

References:
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3 “Governor Desantis names Miami-Born Justice to Supreme Court,” miami.cbslocal.com/2019/01/09/gov-desantis-to-make-announcement-at-miami-freedom-tower/
4 Id.
5 www.3dca.flcourts.org/judges/31lagoa.shtml (last visited March 29, 2019)
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2018-2019 FAWL AWARDS

FAWL is excited to announce its 2018-2019 award winners. Join us in congratulating the outstanding women lawyers, jurists, and public servants who have demonstrated their continuing commitment to their profession, their communities, their peers, and to FAWL. We also recognize those chapters that ran outstanding membership, member service, and community service programs.

LEADERS IN THE LAW

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ROSEMARY BARKETT OUTSTANDING ACHIEVEMENT AWARD
The Honorable Claudia Rickert Isom, Hillsborough

OUTSTANDING CHAPTER AWARD
Miami-Dade

OUTSTANDING STUDENT CHAPTER
Stetson Law School

OUTSTANDING MEMBER PROGRAM AWARD
St. Johns

OUTSTANDING PUBLIC SERVICE PROGRAM AWARD
Broward

MEMBERSHIP RECRUITMENT AWARD
Small Chapter – Marion
Medium Chapter – Pinellas
Large Chapter – Jacksonville

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We hope to see you there!
Ten Tips to Improve Your Negotiation Skills

by Autumn N. Hancock, Esq.

Negotiation is something that most everyone encounters in business and in everyday life. Whether it’s negotiating the terms of a business transaction, negotiating on behalf of a client at a mediation, or negotiating whether your child is allowed to stay up for 10 more minutes, honing your skills in this area is important. Here are 10 tips to help improve your negotiation skills.

1. **Be prepared.** You can never be too prepared. Even if you are a professional negotiator who has done this thousands of times, each set of facts is different. Preparation is key to make well-informed offers and decisions. In addition to knowing everything about the issue you’re negotiating, it’s helpful to learn as much as you can about the person on the other side. What are their needs? Why are they there? What are their risks? The more information you have, the stronger you will be in your negotiation.

2. **Ask for what you want.** If you don’t ask for what you want, it is not a negotiation. It is also impossible to achieve your best outcome. Be assertive, but not aggressive. Start by letting people know what you or your client wants to achieve without anxiety and without inserting any feelings or accusations.

3. **Aim high.** If you expect more, you allow yourself to achieve more. I’ve worked with several successful negotiators who always open negotiations with an extreme stance. They use this strategy to gain a stronger starting position. Of course, this comes with the risk that the other side will walk away from the negotiations at the very outset. It doesn’t usually end this way though. People who ask for more than they expect to receive most often end up with a more satisfying result.

4. **Stop talking.** To be an effective negotiator, one must be a good listener. Successful negotiators gather information, they ask questions, and then they stop talking. When you listen, you can learn the information you need to resolve the issues. Ask open-ended questions. Many negotiators follow the “70/30 rule” — talk 30 percent of the time and listen 70 percent of the time. After you ask for what you want — stop talking. Let the other side respond to your ask. Embrace the awkward silences.

5. **Don’t focus on your reasons, think about theirs.** If you spend time focusing on the reasons why you need to resolve a situation, you may be working against yourself. When you focus on your pressures, you will make the other side appear more powerful in your mind. While you need to be aware of them, don’t focus on the limitations of your position, focus on the strengths. Start thinking about the pressures felt by the other side and the reasons why they need to make a deal. You will then enhance your power and your negotiation position.

6. **Satisfy their needs, not their demands.** Instead of responding to the demands being made by the other side, think about what they truly need to be satisfied. Look at the situation from their perspective and consider what concessions you can make that will add value for them but will have a very low cost for you or your client. Look to satisfy the basic needs of the other side. Focus on their needs, not their wants. This will allow a lot more negotiation room for you to achieve the best outcome. Once you’ve figured out how to meet the basic needs of the other side, show them that these needs will be met.

7. **Be persistent.** Negotiation requires an attitude that is persistent. Be resilient, especially under pressure. Often, the other side will try several strategies to move the negotiations in their favor, but a successful negotiator will be persistent and will stand firm. Eventually, this persistence will begin to break down the obstacles put up by the other side, and will allow you to move forward toward a satisfactory result.

8. **Take your time.** Haste creates mistakes. If you have the most time, you will have the advantage. If the other side is in a rush to conclude the negotiations, and you are nonchalant about time, they will believe that you are not under any pressure. It will appear that you don’t need to make a deal. This is very likely to induce the other side to concede more and more of their position to entice you to agree.

9. **Give up your desire to please.** Don’t be willing to give away anything just to feel like you’re giving. Only concede when you’re getting something in return. When you give without receiving something in return, the other side will be empowered to ask for more and more. Giving something up without asking for something in return is self-defeating. Make the other side earn the things you’re giving them by giving something up themselves. This is how you will work toward a beneficial resolution.

10. **Be ready to walk away.** If you never consider walking away as an option, you will be more inclined to give in as a method to make a deal. Don’t be willing to take just any deal. Always negotiate with the knowledge that you can walk away if you can’t come to an agreement that is satisfactory. This will give you strength, which the other side will feel.
Marketing. Love it or hate it — we all have to do it. Marketing can seem like an overwhelming task at times, particularly when added to the pressures and responsibilities that come with the practice of law and in our personal lives. To make it more manageable, it is helpful to “chunk it down.” Here are some tips that may help when planning your marketing strategy.

1. **Website’s home page.** Because people in need of a lawyer often turn to the internet to begin their search, it is helpful to evaluate your firm’s website. Does your home page convey to the reader who you are, what you do, and the type of services they would receive if you were their attorney? First impressions are important — even when the first impression is your firm’s home page.

2. **Your website bio.** Does your bio support the information conveyed in your firm’s home page, or are the two pages incongruent? Is your bio up to date? Do you have a current profile photo on your bio? Is your contact information easily accessible?

3. **Metadata.** The sharpest website in the world will do you no good if no one can find it. Evaluate the metadata for each page of your website. Are any tweaks needed to increase the likelihood that search engines will bring up your page?

4. **Attend local networking events.** If you have the time, it may be worthwhile to stop by your local Chamber of Commerce or related organizations. Once, however, is not enough. The more you go, the more likely people are to remember you when referring someone to an attorney or if they are in need of legal assistance themselves.

5. **Join and actively participate in voluntary bar associations (like FAWL).** Aside from the fact that other attorneys are a great referral source, the friendships you will gain are invaluable.

6. **Sponsor a local event.** Budget permitting, if there is a cause or event that you believe in, show your support while also building goodwill for your firm.

7. **Your clients.** Let them know about new developments in the law. Is there something they can or should be doing to comply with the law? Write a blog!

8. **Become involved in trade associations.** Trade associations are a great way to meet potential clients. Get to know the individual members by actively participating in the association — volunteer to help with presentations, volunteer to help with the newsletter, or volunteer for any activity where you feel you can contribute.

9. **Your business plan.** Do you have a written business plan? Getting your marketing plan out of your head and onto paper brings clarity. If you have a written business plan, is it up to date?

10. **Social media.** No one can deny the dominant force that social media has in our society. Do you have a social media presence? If not, you may want to consider it. Used correctly, it can be an effective way to convey information concerning your practice and, most important, you. If potential clients feel a connection, they may be more likely to remember you and contact you should the need arise in the future.

   Be patient with marketing, don’t get discouraged, and have fun. Rome wasn’t built in a day, but it was really something when done.
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Ten Things I Love About Community Service

Volunteer & Pro Bono Opportunities to Enhance Your Professional and Personal Development

by Mariane L. Dorris

Upon graduation from law school, a professor of mine provided the following words from Justice Sandra Day O’Connor: “Certainly, life as a lawyer is a bit more complex today than it was a century ago. The ever-increasing pressures of the legal marketplace, the need to bill hours, to market to clients, and to attend to the bottom line, have made fulfilling the responsibilities of community service quite difficult. But public service marks the difference between a business and a profession. While a business can afford to focus solely on profits, a profession cannot. It must devote itself first to the community it is responsible to serve. I can imagine no greater duty than fulfilling this obligation. And I can imagine no greater pleasure.”

Over the past 20 years of practicing law, I have had the opportunity and the pleasure of providing pro bono legal services, community outreach, and educational instruction. Here is a list of my top 10 volunteering and pro bono opportunities:

1. **Pro bono.** The Florida Bar Foundation’s website (www.floridaprobono.org) is designed to help pro bono lawyers access news, events, and training materials to assist in the representation of low-income Floridians. Pro bono practice represents a way for a junior attorney to enhance their skills and help build a professional network.

2. ** Guardian ad litem.** The GAL volunteer is a child advocate who often becomes a role model, mentor, educational surrogate, friend, confidant, and most important, a consistent, caring person on whom the child can rely. Not only can you make an immediate impact by ensuring a child has a voice and receives what they need while in foster care, you can help build a positive path for a child’s future with hope and emotional security.

3. **Mentoring.** Join a mentoring program through your local bar association. Each of us has the potential to mentor another individual and to promote the role model of mentor to our colleagues. Mentoring young or inexperienced professionals is an investment in the future generation of lawyers. Serving as a mentor can deliver personal benefits as well, including improved communication or supervisory skills, expanded connections and networks, and the promotion of self-reflection.

4. **Political campaigns.** If you are passionate about politics, consider lending your support to a local candidate you feel good about. No politician gets elected without volunteers manning the phones, distributing fliers, raising money, and answering emails. This kind of work can provide you with valuable experience on many levels and can be applied to a host of different industries. It can also help you establish a network of contacts you can draw on if you have, or are interested in, a political career.

5. **Volunteer lobbying.** Each legislative session is inundated with bills augmenting, restricting, or eliminating the rights of your clients. As a lobbyist you can gain experience drafting amendments, position papers, and talking points, as well as reviewing pieces of legislation that affect the legal community and your clients.

6. **Board service.** Consider serving on the board of a nonprofit entity, voluntary bar association or government board. In addition to learning substantive skills in new areas of law, business, and community, you will also develop leadership, management, and advocacy skills.

7. **The Florida Bar Speakers Bureau.** The Speakers Bureau was created to provide Florida citizens an understanding of our constitutionally based system of government, knowledge about the justice system and an appreciation of the role lawyers play in protecting the rights of everyone. The Florida Bar Speakers Bureau offers schools, businesses, community groups and organizations the opportunity to have experienced attorneys speak about the role of lawyers, the significance of Florida’s constitution and the U.S. justice system, as well as other legal topics.

8. **The Florida Bar: Lawyers Advising Lawyers.** This networking program features a peer-to-peer interaction that gives

*Continued on page 30*
Busting Ten Bankruptcy Myths

by Nina M. LaFleur, LaFleur Law Firm

Even if bankruptcy is not your practice area, you may at some point encounter a client contemplating if bankruptcy is the right choice for them. Before you refer them, you can assist them by debunking a few myths about the process and its long-term effects.

1. Bankruptcy will forever damage my credit. The reality is that whatever happens to people’s credit before they file is usually just as bad as any bankruptcy. Even though a Chapter 7 filing will stay on your credit report for 10 years, after a couple of years it doesn’t have much of an impact. Many people’s scores even go up slightly after they file because their debt load has decreased, and lenders know they won’t be able to file again for a few years.

2. You must pay your credit card debt. That is a myth created by the credit card industry. Credit card debt is unsecured debt and can be totally wiped out in a bankruptcy.

3. Medical debt is not dischargeable. Not true. Medical debt can be wiped out too. Of course, some people want to pay their doctor; maybe it is a family doctor they have been seeing for years. Not a problem – you can voluntarily repay anyone you want to after a bankruptcy filing.

4. All of my assets will be liquidated. Not at all. While it is true that you can only protect a certain dollar amount of personal property, anything you own over and above that amount can be repurchased from the Trustee, usually for a discount and paid out over time. So, at the end of the day, you may have to pay some amount to the Trustee, but in exchange for that, you keep all of your assets. Other assets, such as your house, your IRA, and your 401(k) are totally protected. Creditors cannot touch them.

5. My accounts will be frozen. No, your accounts are not frozen or attached due to a bankruptcy filing. Additionally, if your account was frozen prior to a bankruptcy filing, the bank must now release the funds.

6. My name will be printed in the local newspaper. No. A bankruptcy petition is a public document, but it is not published or publicly listed anywhere. The only people who are going to know are those who you tell and those who have subscription access to the bankruptcy court record system.

7. A short sale is better than bankruptcy. Oftentimes in a short sale, the bank will require that you sign a promissory note for the balance. If it is not your primary residence, the bank can issue a 1099 for the shortfall and you must pay income tax on that amount. A bankruptcy simply wipes out that debt and lets you walk away from the house.

8. It is really hard to file now that the laws have changed. Another myth created by the credit card companies. The 2005 changes to the law added a couple of extra steps, but it is still a very simple, painless process, usually completed within 30 days.

9. Bankruptcy relief is no longer available. Also a myth. Bankruptcy remains a valid method for obtaining relief from creditors.

10. Bankruptcy is a sign of personal or moral failure. More than 90 percent of bankruptcy filings are traceable to job loss, illness, divorce or — most recently – dramatic declines in property values. These are factors largely out of anyone’s control.

MORE THAN 90 PERCENT OF BANKRUPTCY FILINGS ARE TRACEABLE TO JOB LOSS, ILLNESS, DIVORCE OR – MOST RECENTLY – DRAMATIC DECLINES IN PROPERTY VALUES. THESE ARE FACTORS LARGELY OUT OF ANYONE’S CONTROL.

About the Author
Nina LaFleur has been a bankruptcy attorney for over 28 years, originally practicing with a bankruptcy trustee in Birmingham and then moving to St. Augustine in 1996. LaFleur Law Firm was established in historic St. Augustine on January 1, 2006. LaFleur has served as president and chairman of the Jacksonville Bankruptcy Bar Association and continued to serve on its Board of Directors for 15 years. In 2015, LaFleur was a founding Board member of the St. Johns Association for Women Lawyers and continues to serve on the Board.
The Necessary Path to Taking Care of You

A Ten-Step Process to Self-Preservation

by Theresa Carli Pontieri, Esq.

“I don’t know how you do it all!” If you are a professional woman, juggling a thousand different things, you have likely been on the receiving end of those words. When I initially sat down to write this article, my first idea was to provide a list of 10 things a woman can do to improve her work-life balance. But then it hit me — women have a slew of things to do already, and typically, we are doing things for others. Most women are accustomed to putting themselves last. However, we have to ensure that in the process of taking care of everything and everyone, we remain focused on the vital survival tactic of self-preservation.

To prepare for this article, I surveyed the multitude of strong women that I am blessed to know. I asked what they wished they had more of and why they did not have it in their lives. The No. 1 answer: more help. The No. 1 reason they do not have more help: an expectation that they themselves will simply take care of things. But always taking care of things for everyone else results in us putting ourselves on hold. It is only a matter of time before we burn out. If we fail to focus on taking care of ourselves now, we will not be able to take care of the people and things we care about in the future. Our failure to practice self-preservation will preclude us from accomplishing our long-term goals, and ultimately leave us saddened and unfulfilled.

So, I decided to create this journey — this 10-step path to self-preservation. Take the journey at your own pace. The only rule is to stay conscious of the ultimate goal: Preserve the awesomeness that is you.

Step 1: Tell yourself and those around you that you are embarking on this journey. Commit to yourself this very conscious goal of taking care of yourself more. Let those around you know you are going to focus more on taking care of yourself. Make it a reality by saying it out loud! This will solidify your commitment, and the people in your life will help you stay on track.

Step 2: Find someone to embark on this journey with you. Invite another woman to hold you accountable. Someone that you know needs the same thing as you do, but is too busy to realize it. Team up and embark on this path together. Lean on each other for support and be each other’s rock. Each month catch up over lunch, happy hour, or even a quick call, and discuss what you have done for yourself so far. If you have become stagnant, talk about what is holding you back and explore ways to make a change.

Interestingly, one of the themes in the responses I received from the women I surveyed was that they felt like they are everyone else’s rock. Oftentimes, we have no one to rely on or go to for help, and we do not want to feel weak by asking. However, this is a weakness in itself. To get beyond that, take step No. 2 and be each other’s rock.

Step 3: Learn how to gracefully say “no.” Having a thousand things to do is partly our own fault. We never say no. There are some false assumptions, or misconceptions, that prevent women from saying “no.” The first misconception: “If I don’t do it, nobody else will.” This is false. If you do not do it, somebody else will have to. And guess what? That is OK!

The second misconception: “I can do it better, so I’ll just do it myself.” Also false. If you have that approach, no one else will ever step up and take that burden from you. While saying “no” can make you feel bad, in the long run, you will not regret it. Saying “no” can alleviate undue stress and free you to do things you want to do, rather than things you feel obligated to do. Sometimes, we end up resenting those obligations. Saying “no” will help you create time for things you genuinely want to commit to.

Step 4: Learn something new. Whether it is finding something to sharpen your mind, like a foreign language, Sudoku, or art – or whether it is finding a new physical activity to learn, like tennis, golf, or dancing – finding something new to learn can be exciting, breathe new life into you, and make you feel better about yourself. Hint: This step will be easier to do by following step No. 3.

Step 5: Start focusing on your physical well-being. By physical well-being, I do not mean exercise or diet. We all know we are supposed to do that. Instead, add little things to your routine, like meditating, taking vitamins, or getting an extra 30 minutes of sleep at night. Make a conscious effort to incorporate one change into your life until it becomes a daily practice. Little adjustments made in a purposeful way can make a huge difference to our physical well-being.

Step 6: Give yourself credit. Give yourself credit for committing to this journey and think about the positive effects this path has had on you so far. Give yourself credit for...
all of the things you tackle on a daily basis. Whether it is being able to buy your child the coolest new computer game, cooking your spouse their favorite meal, or winning a case for a client, stop and reflect on a job well done. No need to go dancing in the streets, but smile and give yourself kudos.

**Step 7: Limit sources of negativity.** Recognize sources of negativity in your life and eliminate them. If it is a person, distance yourself from them. If it is your job, think about how you can lessen the negativity you experience in the workplace, or make a change professionally. Sometimes, we tolerate negativity because eradicating it is uncomfortable or hard. Negativity is infectious. Being complacent will allow negativity to remain and spread. Instead, we must make an affirmative effort to eliminate it from our lives. Before you know it, you will not even realize that negative person or thing is gone. Your life will be better. You are embarking on a positive path and need positivity around you. Surround yourself with things and people that make you happy.

**Step 8: Compliment other women.** One of the biggest problems women have — especially strong, type-A women — is that they are in constant competition with one another. We should instead be sharing a common goal of building each other up. A genuine compliment is a humbling gesture that goes deeper than mere flattery. When you make a conscious effort to recognize the good in others and compliment them accordingly, it promotes positivity within yourself and for that person. Since it is satisfying to create happiness and well-being in others, this small act will also create a very good feeling within yourself.

**Step 9: Stop beating yourself up.** We are our own worst critics. We notice flaws in ourselves that no one else sees. While it is good to hold yourself to a high standard and push yourself to do better, it is also OK to sometimes forego perfection. Beating yourself up inhibits you from growing, creates self-doubt, and discourages you from continuing to push onward. Work on honest self-improvement, not ruthless self-loathing.

**Step 10: Be grateful.** This path to self-preservation ends with appreciation for the blessings in your life. All too often, we are so preoccupied with obligations and the desire to want more “stuff,” that we forget to reflect on what we have. Don’t focus on what you think you are missing. Take time to be grateful for what you have today and the bright future you are creating for tomorrow.

This brings us full circle to the beginning: consciously remember to stay on this path of self-preservation. Throughout this journey, check in on your accountability partner. Offer them help, lend an ear, and do not forget to tell them how amazing they are for having the strength to take this path with you.

I truly hope that you engage in this journey. Have the strength and the courage to put yourself on this path, and do not stop after doing it just once, or temporarily. Make it a well-traveled path in your life.

*Special thanks to the amazing women who contributed to the research for this article.*
Ten Steps for Creating a Mentorship Program

by Donna Cline

Many women starting out in the legal profession can feel lost and overwhelmed, unsure of how to find a job or network. A mentorship program can fill in some of these gaps by connecting young attorneys interested in professional development or learning about a new practice area with more experienced female law professionals. Both mentees and mentors can benefit from participating in a mentorship program; it can provide mentees with network growth and increased confidence, and foster career development skills. For mentors, it also provides a renewed professional enthusiasm and personal satisfaction through “giving back.” If your local FAWL chapter or firm is considering starting a mentorship program, read through the 10 steps below.

1. Decide what kind of mentorship program you want to create. Mentorship programs can be anything you want them to be! They can be formal, structured programs with one-on-one meetings occurring at regular intervals throughout the program. Or they can be informal, such as a single session set in a group environment.

The Vital Voices Global Mentoring Walk is an example of the latter. Organized annually to coincide with International Women’s Day, the walk is designed to connect mentors with mentees for a morning of conversation during a brief walk in the local community. During the walk, mentees have the opportunity to discuss their career goals with their mentors, who can then provide advice on how to map their career path, and potentially connect them with other individuals who may be able to help along the way. The laid-back approach to the mentoring walk enables mentors and mentees to quickly connect, but also leaves open the possibility for mentees to follow up with their mentors if they have further questions.

2. Set clear expectations. Whatever type of mentorship program you implement, clearly explain to all participants what the required level of participation is and what the boundaries of the mentor-mentee relationship are. Will there be a certain amount of times mentors and mentees meet? Is there a time period by which mentors should reply to mentees’ emails/phone calls? Mentors should understand they are committing to donating their time and energy, providing support, and listening and responding to their mentees throughout the mentorship period. Likewise, mentees should be aware they must be professional, actively participate, and listen/respond to their mentor’s advice. They should not expect their mentor to find them a job. Setting these types of parameters ahead of time will ensure a positive experience for both mentors and mentees.

3. Recruit participants. Provide the program as a perk of being a member in your local FAWL chapter. Seek out potential mentors from among your current members and advertise the program as a way to recruit new members, whether they want to serve as a mentor or benefit as a mentee.

4. Create a profile form. Creating a profile form or some type of questionnaire will help you match potential mentees with the most appropriate mentor (for more on this, see step 5). This form can be as simple or as complicated as you like! At a minimum, it should prompt potential mentees to identify the goals they want to achieve through the mentorship program, what their work educational background is, and what areas of law they are most interested in, even if it isn’t the area that they currently practice in. For mentors, it should ask them to list highlights from their work/education history that would allow them to best be matched with a mentee and could also include questions about any prior experiences as a mentor.

5. Match mentors with mentees. Now that you have basic information about each potential mentor and mentee, design a system for matching them with each other. Will the matches be made based on geographic location? Or by placing the mentee with a mentor in the same area of interest? Some mentees may want to connect with a mentor practicing in an area of law different than her current one. These are all factors you should consider when placing each mentee with their mentor.

6. Schedule an initial mentor/mentee meeting. If you develop a formal mentorship program, set an initial “orientation” meeting where mentors and mentees meet for the first time. Consider holding a
lunchtime or happy hour-style event, as this would allow all program participants to mingle and network with each other in a more relaxed setting. Alternatively, the orientation meeting could be a more formal event, such as with a speaker on a particular topic or a law-related CLE, with the mentors and mentees meeting and mingling afterward. With an informal program, consider simply setting a date by which the mentees should contact their mentor to set up the initial meeting on their own.

Regardless of whether the first contact takes place in a formal or informal setting, both mentors and mentees should be prepared to discuss their goals and expectations for the mentorship experience at the initial meeting.

7. Ensure open lines of communication. This is an absolute must. We are all busy professionals, but all participants should understand they must be open with each other. This will help build trust between the mentor/mentee and will also ensure everyone is maximizing the benefits of participating in a mentorship program.

8. Be prepared to suggest mentor-mentee activities. In case a mentor-mentee pair gets stuck on finding ways to connect, be prepared to suggest activities they can participate in together. Potential mentor-mentee activities could include:
   - Meeting for lunch to discuss everyday work challenges
   - Shadowing the mentor at her firm or in court
   - Résumé and cover letter review
   - Mock interviews
   - Attending a networking or other professional association event together
   - Inviting the mentee to attend a firm meeting

9. Be flexible! Remember, this is a voluntary program meant to forge a mutually beneficial relationship with potentially long-lasting effects. The mentors are donating their time and the mentees are sharing personal hopes and fears, and seeking support. If something simply isn’t working, change it! For example, if you have a larger number of potential mentees than mentors, try placing two to three mentees with a single mentor in a mentorship “pod.” This can help foster a community of supportive women while encouraging the mentees to learn from each other in addition to their mentor.

10. Plan a conclusory event. Regardless of whether you develop a formal or informal program, plan on scheduling a “final” session where both mentors and mentees can reflect on the mentorship experience and review their accomplishments. Also, be sure to request feedback from all participants to make sure your mentorship program is producing the intended results. This will also allow you to make any needed adjustments for next year’s program.

Reference:
I met FAWL President Jenny Richardson when she lived in Tallahassee. We served on the Tallahassee Women Lawyers’ (TWL) Board of Directors together for several years. Jenny was an asset to TWL, personifying the mission of both TWL and FAWL. While excited for her new adventure, we were sad when she moved to Jacksonville. TWL’s loss was most certainly a gain to the Jacksonville Women’s Lawyers Association (JWLA).

When Jenny speaks of her husband Randall “Randy” Richardson, she cannot contain her smile. The support about which Jenny speaks caused us to want to know a little bit more about the man behind the woman.

Randy and Jenny met in law school at Florida Coastal School of Law when Jenny beat Randy in a competition for a spot on the school’s mock trial team. Graduating in 2009, the two married and will be celebrating their 10th wedding anniversary—the diamond anniversary (cough, cough, Randy) — this year. Randy and Jenny have been lawyers for 10 years. Both have busy practices. Jenny currently practices employment law at Jackson Lewis; Randy is a capital litigation attorney at the Office of Criminal Conflict and Civil Regional Counsel, First District, Florida. Although busy, the two make it a priority to spend time together, traveling and spending time with their two rescue dogs.

We asked Randy to tell us about Jenny. His response was spot on: “Jenny is the type of person who is as comfortable in the boardroom as she is on the farm where she grew up. She has never met a stranger and she is the hardest working person I have ever met. ... She is my inspiration in how I practice law.” Jenny’s involvement in FAWL has deepened Randy’s understanding and appreciation of the issues facing women lawyers and women in general, as well as his belief that these issues must be addressed for communities to evolve in the right direction. To that end, Randy is supportive of FAWL’s initiatives, such as having lactation rooms in every courthouse. Randy is a member of FAWL and regularly attends JWLA meetings and events — something he has done for several years.

Randy’s support of and love for Jenny can be seen by his smile in the photograph above, and in the shirt he is wearing that states: “My wife isn’t fragile like a flower / she is fragile like a bomb.” We tip our hat to all the fragile bombs out there and their partners — like Randy — who support them!
McGlinchey Stafford and our Florida attorneys are proud to support the Florida Association for Women Lawyers and its mission to actively promote gender equality and the leadership roles of its members in the legal profession, judiciary, and community at large.

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McGlinchey Stafford and our Florida attorneys are proud to support the Florida Association for Women Lawyers and its mission to actively promote gender equality and the leadership roles of its members in the legal profession, judiciary, and community at large.
Ten Things to Keep in Mind When Writing a Brief in the Technology Era

by Jeri Delgado

In the digital age, there is a new question to ask yourself when preparing an appellate brief: What device will your judge be reading it on? Although some judges will continue to print and read a paper copy, a developing trend among judges is to read briefs on screens. The experience of reading a brief on a screen will have marked differences from reading a brief on paper. Here are 10 tips to keep in mind when preparing an appellate brief in the digital age:

1. **Master the digital record.** While there is nothing new about mastering the record, mastering a digital record has its own set of challenges and advantages. Reading words on paper may be easier than reading words on a screen, but the convenience and accessibility of digital records mean this technology is here to stay. To make reading on a screen easier:
   - Adjust the font size to help your eyes. If the font size is too small, instead of straining, enlarge it!
   - Adjust screen light options to be the same as the light in the room. For example, in a dark room, turn down the screen brightness.
   - Avoid screen distractions — turn off the internet, avoid checking email, etc.
   - Use tools available when reading that allow you to interact with your digital record, such as Adobe Reader or Good Reader. These programs allow you to bookmark, highlight, take notes, and make other markups while reading.

2. **Make your brief easy to read on a screen.** We read differently on screens. Research shows that people reading digitally follow an “F” pattern, reading faster on a screen, because we skin. 1 For your brief, this means your first few lines and words will get the most impressions by your reader. Design your brief with this in mind and make your writing “skimmable.” Use headings, topic sentences, and roadmap paragraphs. Your No. 1 task is to make your brief easy to read and digest.

3. **Use pictures.** At the trial level, the evidence is alive. At the appellate level, the facts are dulled. Reading explosive testimony on a dry record will never be the same as observing the witness lying on the stand. To make the facts come back to life, whenever possible, use graphs, pictures, or screenshots of video. Why say something when you can show it? Still not persuaded? Visit any web page and see how they present information. Most websites use pictures, infographics, and charts. Use these same tactics in your appellate brief.

4. **Forget writing like a lawyer.** Gone are any pretenses that legalese is an effective method of communication. For an effective brief, scrap legalese. Instead, aim for brevity: Tell a compelling story in the fewest words possible. You are not creating a literary masterpiece — you are preparing an appellate brief arguing why your client should prevail.

5. **Revise.** The revision stage is the most important and most overlooked step in the writing process. Nothing diminishes an impenetrable point like a typo. It is hard enough to catch your own errors; when you add in a screen, you are likely to miss even more. Print out the brief and red-ink your paper — you will be more likely to see errors on paper format than on a screen. Also, use this stage to eliminate extra words and condense your brief.

6. **Create white space.** White space is not blank space. White space on the page is a welcoming sight to a judge or clerk who reads large volumes of pages. According to Tim Terrell, co-author of Thinking Like a Writer, the modern reader lacks stamina — the last thing the reader wants to tackle is large, unbroken text that drags on. Terrell suggests using bullet points, headings, and short paragraphs to create white space on a page — a welcoming sight to the professional reader.

7. **Find an editor.** An editor can help make your brief the best it can be. When reading your own writing, you may miss glaring errors that an editor would catch, and you may be reinforcing your own bad habits. Finding an objective editor will help improve your writing, enhance your brief, and help reinforce good habits.

8. **Have a non-lawyer review your brief.** Most likely, the one non-lawyer you can bribe to read your appellate brief is your spouse. Don’t be cheap on the bribes: Having a non-lawyer read your brief is a great way to make sure you are successfully communicating your arguments. If you cannot effectively communicate your argument to a non-lawyer, then you have not effectively made your point. You know you have done your job when a non-lawyer understands your brief.

9. **Eliminate footnotes.** “Having to read a footnote resembles having to go downstairs to answer the door while in the midst of making love,” playwright Noel Coward said. No one likes to be interrupted during the act. In the digital era, footnotes, if read at all, get even more lost than on paper, as the reader is forced to scroll back and forth to find the footnote. If the information contained in the footnote is so important, include the information in the body of the text.

10. **Hyperlink citations.** One of the tools available for an e-brief is hyperlinking. If you have the ability to create hyperlinks, use it. Hyperlinks make it easy for the judge to click the case citation and jump right to the case itself. A hyperlinked brief is a convenient brief. The hyperlinks make it very convenient for the judge to analyze the case, determine whether it is good law, and return back to your brief.

**Reference:**

Ten Best Apps to Help with Law School Survival

by Michelle Moretz

Let’s be honest: being a law student is hard. Nothing can prepare you for what is required of you during your three years in law school. Below is a list of mobile apps that can help you get through those long days as a law student.

1. Spotify/iHeartRadio/Pandora. Music has always been an outlet for individuals to escape the world we live in, and law students are no exception. A music app can soothe you by playing in the background while you are reading for classes. You can also create a playlist that helps to either hype you up or calm you during exams. Additionally, many streaming services have podcasts that allow law students to either relax into a mindless podcast about reality TV or learn about the upcoming Supreme Court cases.

2. Westlaw/LexisNexis. Law students learn the skills to research cases or answers to specific issues in their first year. Having these apps on your phone can help when a question comes up and you’re not close to your computer. Being able to do legal research on the go makes you a very valuable and resourceful law clerk for that summer job.

3. Toggl: Time Tracker. Regardless of what year, as law students, we are always busy – whether it is reading for class, working at a law firm, participating in student organizations, or all of the above. This app helps to track the hours spent on different activities so that you can plan your days and maximize your time while being able to schedule non-law-school-related activities.

4. Adobe Scan. If you are part of a journal or law review, this app is for you. Much of what journals or law reviews do is edit scholarly works, which includes confirming that the sources cited match what is said in the article. This requires finding sources such as books (they still exist!), and scanning pages of the book for the sourcing assignments.

5. Clarity Money. This app helps to track your spending (which can get out of hand, especially when those refund checks are first distributed), organize your finances, and eventually help save money. This app can help prevent eating cheap, unhealthy food that last month of the semester just so you can spend your money on the coffee to keep you going.

6. Sudoku. This classic puzzle game offers the opportunity to turn off your law student brain and exercise your brain in a different way.

7. Woody Puzzle. This app helps law students to relax, reduce stress, and recharge after a long day of class, meetings, or work (or all three). Players figure out a jigsaw puzzle, with no stress placed on finishing the puzzle to go to the next round. Warning, it can get addictive!

8. Happy Color – Color by Number. The simplest things can help to escape the craziness of law school. This app is a coloring book that provides a variety of themed pages. The numbers assist in creating fantastic drawings.

9. Key Ring Reward Cards. Most law students are always on a budget. This app stores all your loyalty and membership cards. It also provides coupons and weekly ads for numerous stores. This app helps students keep an eye on the necessities they need while staying on budget.

10. Instagram, Facebook, and/or Twitter. As law students, we spend so much time with one another that we can forget the outside world exists. These social media apps help us stay connected with family and friends and on top of what is going on around the world.
members throughout the state access to veteran attorneys who can help answer procedural and substantive legal questions across more than 50 practice areas. Lawyers Advising Lawyers provides experienced attorneys an opportunity to assist other lawyers with issues they have previously navigated during their careers, by phone or email.

9. The Florida Law Related Education Association Inc. (FLREA). FLREA is dedicated to improving the administration of justice and strengthening democracy through practical, hands-on civics, government, and law programs for students of all ages. FLREA conducts mock-trial and moot-court competitions for high school students, provides Florida’s high school seniors with the tools to be better prepared to “adult” in this exciting world of rights, responsibilities, and obligations, and provides civics education instruction.

10. Fundraising for a cause. The right fundraising event idea can generate significant revenue for your cause. Whether you need to plan a quick event or an annual fundraiser, the benefits of fundraising go beyond the money raised. In addition to changing the lives of others, taking on a challenge for charity can benefit you personally. You will meet new people, possibly open up new opportunities, give yourself motivation, and may even improve your health.

Reference:
'Justice Sandra Day O’Connor, 78 Or. L. Rev. 385, 391 (1999)
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