

GT Women's Initiative (GTWI) **2020 Mid-Year In Review**



The goal of the Greenberg Traurig Women's Initiative (GTWI) is to strengthen the firm by building a cohesive community of women lawyers through empowerment, inclusion, and advancement.

As we look back at the last few months, we are so proud of all we have accomplished. Greenberg Traurig women are leading taskforces inside and outside of the firm, setting firm and industry best practices, and are seen as thought leaders in virtually every legal and business area impacted by Coronavirus Disease 2019 (COVID-19) and beyond.

We had so much to share that we could not fit it all; however, we hope you enjoy this small sample of our 2020 mid-year highlights. Be safe and stay well.

CONTENTS:

[Events](#) | [Staying Connected](#) | [In the News](#) | [Awards & Recognitions](#) | [ICYMI](#)

In January, February, and early March, we were busy hosting, sponsoring, and speaking at various events in support of the inclusion and advancement of women in the legal profession and the wider business communities in which we live and work.

GT GT DRIVES @GT_DRIVES Mar 6

In honor of International Women's Day 2020, GT's Miami Women's Initiative hosted an afternoon break with light bites and refreshments to show GT's support for building a gender equal world. #EachforEqual #GTWomensInitiative #WomensDay2020 #Equality #Miami



GT GTLaw Women @GTLawWomen Mar 6

Last night, @GT_Law's Diane Blagman, Laurie McKay, Elizabeth Hadley, and Laura Klaus attended the opening exhibit of Creating Icons at the Museum of American History celebrating the women's suffrage movement. @amhistorymuseum #WomensHistoryMonth #womenshistory



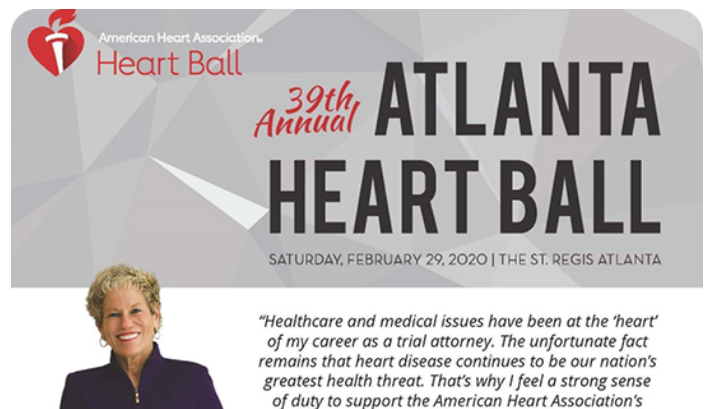
GT GTLaw Women @GTLawWomen Feb 26

@GT_Law's Nicole Goodwin served as a mentor at @phxbizjournal's #Bizwoman Mentoring Monday, which provides the opportunity to meet some of the most influential women in the community for one-on-one coaching sessions <https://buff.ly/2vWxWXP> #mentoringmonday @nicolestantonaz



GT GreenbergTraurig LLP @GT_Law Feb 25

@GT_Law's Lori Cohen will serve as Chair of the @American_Heart's 2020 Heart Ball in Atlanta on Feb. 29. She is the first woman to serve as Chair in nearly a decade! GT is a proud sponsor of the 39th annual event #ATLheartball #HeartBall2020 #heartmonth <https://buff.ly/2vjHoEX>



GT GTLaw Women @GTLawWomen Feb 24

@GT_Law's #Orlando office was pleased to host an event for "Women of the Boardroom," an initiative to recognize the achievements of women in #CentralFlorida. Tanisha Nunn Gary, Pres. of the African American Chamber of Commerce (Central Florida), was the key notespeaker. @AACCCF



GT GT DRIVES @GT_DRIVES Jan 15

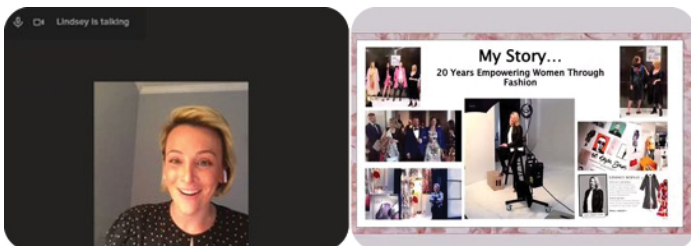
@GT_Law Chicago hosted the Black Women Lawyers Association for "Road to the Robe Series Part II: The Federal Judiciary," featuring a panel of judges who shared their career paths to the federal judiciary & overcoming adversities #womeninlaw #Diversity @BWLChicago @GTLawWomen



In March, the COVID-19 pandemic changed the world as we knew it; however, the empowered, creative, and dynamic women of GT found and took advantage of many new opportunities. Through virtual presentations and client meetings, wide-ranging community service initiatives, and by staying connected to each other, the GT women worked to keep our firm strong, our people protected, and our clients secure.

GT GT Law Women @GTLawWomen Jul 6

Lindsey Bernay, Senior Stylist for Saks Flagship store in NYC joined several women Government Law & Policy clients for virtual networking to discuss how to empower women through fashion. #GTLawWomen #womenempowerment @Saks



GT GreenbergTraurig LLP @GT_Law Jun 20

@GT_Law's Laura Rabinowitz will serve as a panelist on the webinar COVID-19 Pandemic: Impacts And Developments In Foreign Trade Relations Between Brazil and The USA. More event info here: <https://buff.ly/3oYuBFb> #foreigntrade #COVID19



GT GTLaw Cares @GTLawCares Jun 16

@GT_Law's Shari Heyen and her family held a car wash fundraiser that raised \$3,200 for the Houston food bank, which will supply 9,600 meals for hungry children and their families. #inthistgether #GTCares



GT GreenbergTraurig LLP @GT_Law Jun 11

@GT_Law's Shari Heyen will moderate a panel about industries that have been impacted by COVID-19 as part of the @aira_org's AC20 Virtual Series. <https://buff.ly/3cR3ezq> #restructuring #COVID19



GT GreenbergTraurig LLP @GT_Law Jun 3

On June 4th, Shareholder Kelly Dobbs Bunting will help close out the American Bar Association Section of International Law's Virtual Annual Meeting. Read more: <https://buff.ly/304dDVR> #LaborAndEmployment #ABA @GTLawWomen



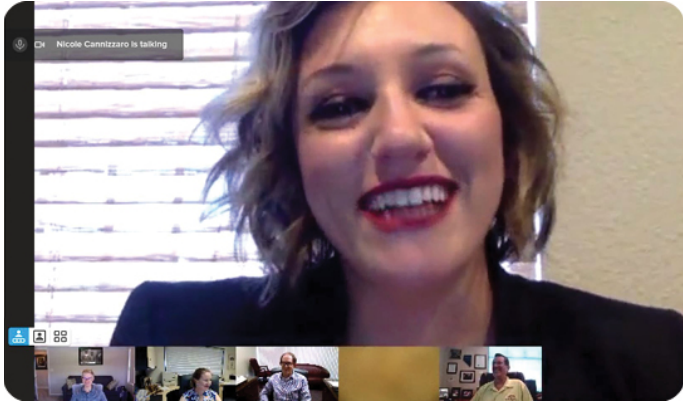
GT GTLaw Women @GTLawWomen May 26

Join @GT_Law's Kate Black (@PrivacyKate) on May 28 for the @BerkeleyLawBCLT #webinar on #privacy, contact tracing, and other data usage to fight #COVID19. Register here: <https://buff.ly/2XoqOf0>



GT GreenbergTraurig LLP @GT_Law May 22

#Nevada Majority Leader Nicole Cannizzaro joined @GT_Law Las Vegas and clients for an online conversation about the immense challenges facing the state during the COVID-19 pandemic and impacts on #education. #vegasstrong @Nicole4Nevada



GT GreenbergTraurig LLP @GT_Law May 21

Nevada Congresswoman @repdinatitus joined our Nevada Leadership Town Hall Series to discuss the challenges and opportunities facing Nevada due to the #COVID19 Pandemic. Thank you Congresswoman for taking the time to connect with us! #VegasStrong



GT GreenbergTraurig LLP @GT_Law May 21

Nevada Senator @SenJackyRosen took some time to discuss with our Las Vegas attorneys and clients the immense challenges facing Nevada created by the COVID-19 Pandemic and new COVID-19 relief programs in the works. Thank you Senator for taking the time! #VegasStrong #COVID19



GT GreenbergTraurig LLP @GT_Law May 20

@GT_Law's Ginger Pigott will be speaking at MassMEDIC's "#MedTech Virtual Town Hall" at 12 p.m. PST on Thursday, May 21 about current issues impacting the #healthcare industry. For more info: <https://buff.ly/3g2FZoJ>



GT GTLaw Women @GTLawWomen May 18

Join @GT_Law's Eva M. Spahn on Tuesday May 19th for a virtual webinar with @SpaceFlorida South Florida Defense Alliance to discuss #SouthFlorida's contributions & opportunities with @SpaceForceDoD. Register to attend here <https://buff.ly/3dV6Cdf> #Aerospave #innovation #technology



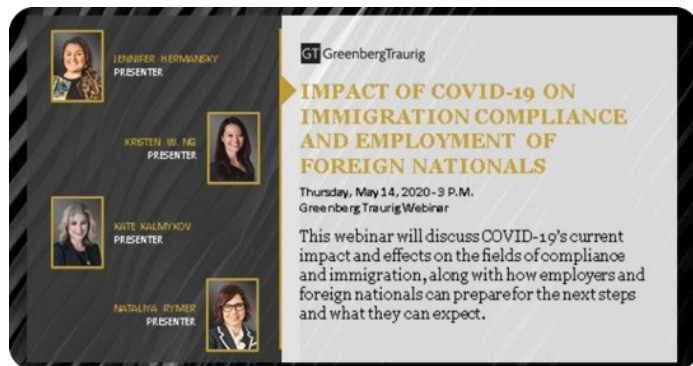
GT GreenbergTraurig LLP @GT_Law May 11

@GT_Law & @womeninagri release a video series focused on how the COVID-19 pandemic is affecting U.S. agribusiness, read more here: <https://buff.ly/3fDfRRd> @GTLawWomen #womeninagribusiness #agribusiness



GT GreenbergTraurig LLP @GT_Law May 13

How is COVID-19 affecting #immigration and #compliance? Join this @GT_Law webinar tomorrow when some of GT's immigration attorneys will discuss the pandemic's impacts and effects and how to prepare for next steps. <https://buff.ly/2AdNx05> #COVID19



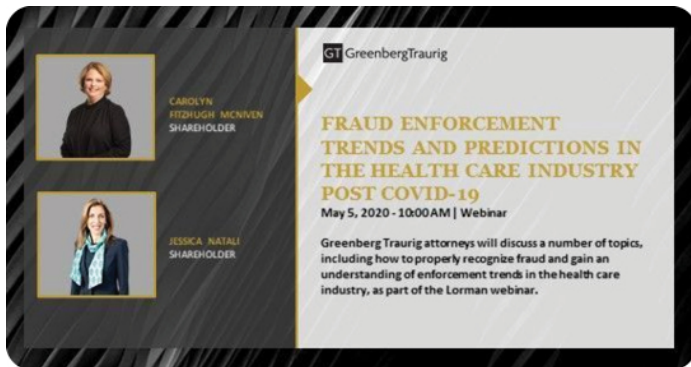
GT GreenbergTraurig LLP @GT_Law May 8

@GT_Law's Whitney Phelps spoke on Hot Topics in Compliance at @theHCCA 2020 Virtual New York Regional Conference and focused on federal #compliance issues, New York state compliance, and Medicaid redesign. <https://buff.ly/2L8Bfjh> #medicaid



GT GreenbergTraurig LLP @GT_Law May 1

@GT_Law attorneys, Carolyn Fitzhugh McNiven and Jessica Natali will discuss potential fraud enforcement trends and predictions in the health care industry post COVID-19 on the @LormanEducation webinar on May 5 at 10:00 AM. <https://buff.ly/3aUxNTE> #fraud #healthcare



GT GTLaw Cares @GTLawCares Apr 27

@GT_Law shareholder Johnine Barnes, her husband, and friends donated meals to frontline medical providers in the Washington, #DC area. They bought food from @benshilibowl, a local #smallbusiness and historical site, for a @MedstarWHC nursing unit.



GT GreenbergTraurig LLP @GT_Law Apr 14

@GT_Law's Johnine Barnes (@JohnineB) and Lori Cohen (@lori_cohen) were recognized in Lawdragon's 2020 guide for "500 Leading Lawyers in America." <https://buff.ly/2VwLfr> @lawdragon_news #womeninlaw



GT GreenbergTraurig LLP @GT_Law March 12

@GT_Law Shareholder Carmina Mogollón González will speak on the panel "Protecting Assets from Cyber Threats" at the COA/CFO Forums - Mexico City this afternoon. <https://buff.ly/2w2sFyn> #cybersecurity #dataprotection



In the first half of 2020, our women soared. Many spent sleepless nights digesting executive orders, learning new regulations, and strategizing for their clients, industries, and practices. We were in awe of the amazing articles and press mentions written by and featuring our women thought leaders.

GT **GT DRIVES** @GT_DRIVES Jun 30

A mentor and influencer, co-managing shareholder of @GT_Law's San Francisco and Silicon Valley offices, G. Michelle Ferreira (@gmferreira1) was recently profiled in @HispanicExecMag. Read more: <https://buff.ly/2ZqbsJU> @GTGlobalTax #SomosGT #DiversebyDesign

GT **GTLaw Women** @GTLawWomen Jun 24

@GT_Law's Sylvia Simson and Elizabeth Sullivan co-authored a @BLaw Professional Perspective column titled "Strategies for Defending Issue Class Actions." Read more here. <https://buff.ly/3dziim> #classactions

GT **GreenbergTraurig LLP** @GT_Law June 23

Annette Jarvis, Peggy Hunt, Sarah Goldberg, and John Wiest authored the @denbizjournal article, "The Less-Known Tools for Financially Distressed Small and Mid-Size Companies" <https://buff.ly/2BDym8n>

GT **GTLaw Women** @GTLawWomen Jun 6

@GT_Law's Laura Reiff (@lfreiff) is quoted in @Law360's article, "Postgrad Visa Restrictions Likely To Curb Economic Growth." Read more here: <https://buff.ly/3obvPg9> #immigration

GT **GTLaw Women** @GTLawWomen May 14

@GT_Law #Environmental Practice Shareholder Jillian Kirn recently penned an article in Law360 titled, "#EPA Coal Ash Proposals Offer Flexibility, But Also Uncertainty." Read more here: <https://buff.ly/2T6oytv> #GAIN

GT **GreenbergTraurig LLP** @GT_Law May 6

@GT_Law's Iris Escarra, co-chair of the Miami Land Development & Zoning Practice, is featured in a @MiamiHerald article titled "Escarra: Developers continue to buy real estate in Miami's rising neighborhoods." More: <https://buff.ly/2zl6fcX> @IrisEscarra #LandDevelopment #Zoning

GT **GreenbergTraurig LLP** @GT_Law Feb 24

@GT_Law Shareholder Michelle Ferreira authored an article titled "Top changes in #federaltax law to watch for during the 2019 filing season" in @SFDailyJournal. <https://buff.ly/2SUCYNJ> @GTGlobalTax



D. Todd Smith @dtoddsmith Feb 14

We have featured a "Be Well" column in Austin Lawyer during my time as Austin Bar president. In the December/January issue, Heidi Bloch told us about "A Lawyer's Ethical Duty of Self-Care." Key tip: Know when to say no. #lawyerwellbeing #bewell

BE WELL



A Lawyer's Ethical Duty of Self-Care

BY HEIDI BLOCH

takes care of yourself first. This is not only good advice for lawyers, it's our ethical obligation. This article is not intended to add more pressure (everyone knows we're stressed enough; now you're telling me I may be overlooking my ethical duties as well!), but instead to arm you with professionally based justification for taking steps toward self-care.

Several provisions of the Texas Disciplinary Rules of Professional Conduct (DRs) address a lawyer's responsibility to maintain not only competence, but "fitness" to represent clients:

PRELIMINARY AGREEMENTS AND RESPONSIBILITIES

3. ... a lawyer should not accept or continue to represent a client if the lawyer knows or should know that the lawyer's physical, mental, or psychological condition materially impairs the lawyer's fitness to represent the client ...

TERMINOLOGY

"Fitness" denotes those qualities of physical, mental, and psychological health that enable a person to discharge a lawyer's responsibilities to clients in conformity with the DRs. The DRs recognize that the pressures of our profession are significant. We are in the business of dealing with problems. Clients cannot sit with someone that could raise their liabilities, or even their lives. Employees and law partners demand long hours and peak performance—two things that often conflict. Opposing counsel's job is to make our job more difficult (and, for others, with a lack of civility heightening our professional). Fatigue tags on our exhaustion for more quality time with them. It can be overwhelming. It

... a lawyer should not accept or continue to represent a client if the lawyer knows or should know that the lawyer's physical, mental, or psychological condition materially impairs the lawyer's fitness to represent the client ...

... a lawyer should not accept or continue to represent a client if the lawyer knows or should know that the lawyer's physical, mental, or psychological condition materially impairs the lawyer's fitness to represent the client ...

Several provisions of the Texas Disciplinary Rules of Professional Conduct (DRs) address a lawyer's responsibility to maintain not only competence, but "fitness" to represent clients.

study by the Hamilton Betty Ford Foundation and the SBA Commission on Lawyer Assistance Programs,¹ involving almost 12,000 attorneys from 19 states, found that among licensed working attorneys:

- 21 percent are problem drinkers;
- 28 percent struggle with some level of depression; and
- 19 percent suffer from anxiety.

Anxiety in their first 10 years of practice exhibits the highest incidence of these problems, all of which could affect a lawyer's fitness to represent a client. Under the DRs, "fitness" includes not only physical health, but mental and psychological health as well. When we're physically ill, we go to the doctor. But when our mental or psychological health is compromised, we tend to try to power through it, or perhaps self-medicate, which could exacerbate the underlying concern.

James Cho, a leading author advocating self-care for lawyers, defines "self-care" as "any activities that you do for yourself when you take steps to identify your own needs and meet them."² Cho recommends purposefully setting aside time to take proper care of yourself, even placing such activities far non-negotiable on your to-do list at the office, and making self-care part of your daily or weekly schedule. Otherwise, self-care falls to the bottom, after the demands of clients, bosses, and families are met.

So, as you power through your workday, keep in mind that self-care is not selfish. We are better able to represent our clients authentically when we're physically, mentally, and emotionally fit to

do so. We are better able to meet deadlines when we've managed our schedules in a way that allows us to do so realistically, without adding unnecessary pressure.

Footnotes

¹ See Pamela K. Gilman Johnson, Richard Adams, Linda Adams, "The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys," 2012 UTAH L. REV. 1033 (2012), available at <http://www.utahlawjournal.org/vol2012/issue4/Johnson-Adams-Adams.html>.

² James Cho, Self-Care for Selfish and Law Firms, *THE LAWYER'S WELLBEING*, 2019, <http://www.dphillips.com/resources/articles/self-care-for-lawyers>.

BOOK CORNER

"The Happiness Advantage" by Shawn Achor

Recommended reading by the Austin Bar's Lawyer Well-Being Committee



We've been taught that if we work hard, we will be successful, and then we'll be happy. If we can just find that great job, get a raise, lose those five pounds, happiness will follow. But recent discoveries in the field of positive psychology have shown that this formula is actually backward: Happiness leads success, not the other way around.

Shawn Achor, who spent over a decade living, researching, and lecturing at Harvard University, draws on his own research—including one of the largest studies of happiness and potential at Harvard and at large companies like IBM and KPMG—to share strategies for how to fix this broken formula in "The Happiness Advantage." Using case studies from his work with thousands of Fortune 500 executives in 42 countries, Achor explains how we can reprogram our brains to become more positive, and ultimately more successful at work.

A must read for everyone trying to excel in a world of increasing workloads, stress, and negativity, "The Happiness Advantage," at its core, is about how to reap the benefits of a happier and more positive mindset to achieve the extraordinary in our work and in our lives.

12 AUSTIN LAWYER | DECEMBER 2019/JANUARY 2020

Our profession is law. Our focus is life.



Burnett Turner

Burnett Turner, P.L.L.C.
502.471.2000
burnettturner.com

The Family Law Firm for Austin

At Burnett Turner, family law is all we do. Responsive and compassionate in our work, we help to protect our clients' loved ones both in and out of the courtroom. Our approach has earned us some of the industry's top accolades, including Michael Burnett's recent acceptance into the American Academy of Matrimonial Lawyers and being honored as a 2019 U.S. News & World Report "Best Law Firm."

Burnett Turner: Your Professional Advantage. Your Personal Life.

13 DECEMBER 2019/JANUARY 2020 | AUSTIN LAWYER

We were delighted to applaud awards, leadership roles, and honors recognizing our women trailblazers.

GT GTLaw Women @GTLawWomen Jul 7

@GT_Law's Bridget Berry and Lauren Whetstone have been selected as recipients of the Women in Leadership Awards by the Executive Women of the Palm Beaches Foundation (@ewpbf). Congratulations! #womenleaders #WILA2020



GT GTLaw Women @GTLawWomen Jul 6

@GT_Law Tampa office Shareholder Danielle S. Kemp is recognized in @FloridaTrend magazine's 2020 Legal Elite. Congratulations Danielle! <https://buff.ly/2Bq5Hnj> #LegalElite #womeninlaw



GT GTLaw Women @GTLawWomen Jun 30

Congratulations to @GT_Law's Brandilyn Dumas for being recognized by @NYLawJournal as a 2020 Rising Star! <https://buff.ly/2YKsSs> #DiversebyDesign #GAIN



GT GreenbergTraurig LLP @GT_Law Jun 25

@GT_Law's Vice Chair Lori G. Cohen and Associate Allison Ng were honored at the Daily Report's 2020 Georgia Legal Awards. Cohen received the Distinguished Leader Award and Ng was named an On the Rise attorney. Congratulations! <https://buff.ly/2BIoVVb> #GTAtlanta #LegalAward



GT GreenbergTraurig LLP @GT_Law Jun 24

Diane Blagman, Senior Director in @GT_law's #Government Law & Policy Practice, has been re-elected to the @RecordingAcad Washington, D.C. Chapter Board of Governors for the 2020-2021 term. Read more: <https://buff.ly/2Bu16ly> #GRAMMYS #WashingtonDC



GT GreenbergTraurig LLP @GT_Law Jun 18

@GT_Law's Adelaida Vasquez Mihi, Vishesh Narayen, and Erica Okerberg are 2020 honorees for the American Bar Association's (ABA) "On The Rise – Top 40 Young Lawyers." Congratulations to all! Read more: <https://buff.ly/3fznGqb> @ABAesq #LegalAwards #YoungLawyers #ABA



GT GTLaw Women @GTLawWomen Jun 12

Congratulations to @GT_Law's Susan Heller for being recognized by @ManagingIP as one of "The Top 250 Women in IP 2020!" <https://buff.ly/3fiEGkf> #IP #trademark



GT GTLaw Women @GTLawWomen Jun 11

@GT_Law's Real Estate Practice Shareholder Samantha Ahuja has been appointed to the Boutique Lifestyle Leaders Association (@BoutiqueLeaders) and the #BoutiqueStrong Council. Read about it: <https://buff.ly/37pWJCr> #BLLA #RealEstate



GT **GT London** @GTLawLondon Jun 9

Four women attorneys in the GT London office have been listed in @BestLawyers in the United Kingdom. Read more: <https://buff.ly/2XNjM71> #BestLawyers #UK



GT **GTLaw Women** @GTLawWomen Jun 5

@GT_Law's Jennifer Hermansky has been named as one of @thelegalintel's 2020 Professional Excellence Award winners. Congratulations! <https://buff.ly/378M4fv> #womeninlaw #Immigration



GT **GreenbergTraurig LLP** @GT_Law May 8

Congratulations to Phoenix Shareholder @DanaHoop selected by Arizona State University's Allan "Bud" Selig Sports Law and Business Program (SLB) to receive the Faculty of the Year award. <https://buff.ly/2WiYZaR> @ASU @ASUSportsLawBiz



GT **GTLaw Women** @GTLawWomen Apr 29

Congratulations to @GT_Law Los Angeles Shareholder Candice Kim, recognized among the Top Women Attorneys in Los Angeles by @LABizJournal <https://buff.ly/2VLu7zp>



GT GTLaw Women @GTLawWomen Mar 28

Congratulations to @GT_Law's India Sneed for being honored at the National Action Network's Women's Auxiliary's Women of Excellence/Men of Vision Awards! #leadership #women <https://buff.ly/2VHKQUs>



GT GTLaw Women @GTLawWomen Mar 5

Congratulations to @GT_Law's Mian Wang, selected as an "Up & Coming Lawyer" by Massachusetts Lawyers Weekly. <https://buff.ly/3akXwF4> @masslw #upandcoming #GTBoston



GT GreenbergTraurig LLP @GT_Law Mar 4

Congratulations to @GT_Law's Linda Hirschson for being honored at the @RIOULT Dance NY 2020 Gala! We commend your commitment to NY #arts and #culture. <https://buff.ly/38jqAvd>



GT GT DRIVES @GT_DRIVES Feb 24

@GT_Law's Monica Harris has been named a "Top 40 Under 40" attorney in Illinois by The National Black Lawyers. Congratulations Monica! <https://buff.ly/2PfVY70> #40Under40 @NbLtop100



GT **GT DRIVES** @GT_DRIVES Jan 14

Congratulations to @GT_Law's Allyson Lumpkin who was named to @NbLtop100 'Top 40 Under 40' in Georgia <https://buff.ly/2FRf7Hv> #DiversityandInclusion #NBL #womeninlaw



GT **GTLaw Women** @GTLawWomen Jan 13

Congratulations to @GT_Law attorney Audrey Chang for being selected as a 2019 National Influencer by @TheBizJournal. <https://buff.ly/35LX1RD> #GTTexas #TexasAttorneys



In addition to the above, ICYMI, so far in 2020, we have:

- Welcomed **over 50** women lateral attorneys in 21 offices and in **11 practice areas**.
 - Albany added **Laura Evangelista** as a shareholder in the **Government Law & Policy Practice**.
 - Amsterdam added three senior-level women attorneys to its banking and financial group - **Sabine Schoute**, **Lilian Welling-Steffens**, and **Linda Thonen**.
 - Boston added **Colleen Murphy** as a shareholder in the **Public Finance Practice**.
 - Denver added **Peggy Hunt** and **Annette Jarvis** as shareholders in the **Restructuring & Bankruptcy Practice**.
 - Miami added **Daniella Silberstein** as shareholder in the **Corporate Practice**.
 - New Jersey added **Galit Kierkut** as shareholder in the **Litigation** and **Labor & Employment Practices**.
 - Washington, D.C. added **Kyle Freeny** as shareholder in the **Litigation Practice**.
- **Launched our third Good2Great (G2G) class**. Like the classes before them, this class of G2G women were incredibly driven. We were beyond impressed with their flexibility, dedication, and creativity as their programming changed in response to the pandemic.
 - G2G is a business development coaching program, in conjunction with marketing and professional development, which offers a cohesive and driven group of shareholders the coaching, support, and accountability to establish and implement individual business development goals, strategies, and priorities.
- **Celebrated our 2020 elevations**. Women, ethnic minorities, and LGBTQ+ attorneys made up **more than one half** of the firm's 2020 shareholder class and **nearly 40%** of those elevated to of counsel.