

**CLASS OF
2020**

EQUAL JUSTICE



UNIVERSITY

RESILIENT JUSTICE

Building Resilience, Ensuring Justice

September 9 - 10, 2020



Dear Class of 2020,

Welcome to the 43rd Equal Justice University conference (EJU)! 2020 has been an unprecedented year. While our conference will be virtual, our focus on strengthening the equal justice network remains unwavering.

Equal Justice University 2020's central theme, "Resilient Justice: Building Resilience and Ensuring Justice," will guide us as we explore skills for building resilience and managing change, strengthening core advocacy skills and preparing for emerging trends, as well as learning skills for advancing racial justice and equity through our work. Because the arts have always played a critical role during times of upheaval and change, Rashad Rayford of Elevate Your Vibe will close EJU with a unique spoken word piece to reflect our theme.

We have prepared individual videos of our honorees, which will include a special spoken word introduction by Mr. Rayford. The award presentation videos will be featured at different points throughout the conference to give us the opportunity to celebrate each honoree's extraordinary contributions to justice. We are excited to be celebrating Justice Connie Clark as our Janice M. Holder Access to Justice Award honoree. We will recognize two B. Riney Green Award recipients: Spring Miller, Associate Dean of Public Interest, Lecturer in Law at Vanderbilt University Law School and Emily Stotts, Director of the Immigrant Justice Program at Community Legal Center. Danielle Woods, Managing Attorney, Pro Bono Programs at Memphis Area Legal Services is our New Advocate of the Year honoree. EJU will include an extra boost of celebration in 2020. Attendees will also have the opportunity to view the Tennessee Association of Professional Mediators' presentation of their Greyfred Gray Public Service in Mediation Award to Justice Connie Clark during the programming, and the Tennessee Bar Association's Public Interest Award presentation videos will be available in the TBA sponsorship booth. All of the award videos will also be available in the media center inside our EJU platform.

Don't miss the fun activities designed to keep us connected: listening to the EJU 2020 Resilient Justice playlist on Spotify, posting a selfie of your home office or a new quarantine hobby, joining our Facebook Live Trivia Night where teams from each grand division will compete for the McIver Cup, and participating in the gamification activities to earn points for the Dell laptop giveaway.

I am thankful to our sponsors whose support made our virtual EJU possible. Please visit their booths and join me in thanking them! Thank you to our board led by Cathy Clayton for their strong support of EJU, our dedicated Conference Design Committee led by EJU Chair Sheri Fox. A heartfelt thanks to the my team for all their work on EJU, especially to Joy Reed who led and managed the project to re-imagine EJU on a virtual platform and Kirsten Jacobson who used her improv skills to plan an engaging online Trivia Night.

"See" you at EJU!
Warmest Regards,

Ann Pruitt
Executive Director

WELCOME



The Tennessee Alliance for Legal Services welcomes you to Equal Justice University!

Group Photo (left to right): Kent Halkett, Kirsten Jacobson, Ann Pruitt, Tim Hughes, Joy Reed, Nayeli Chavez, Steve Wasserman;

Individual Images (left to right, top to bottom): Chastity Grice, Alexa Spata, Kate Stone, Cindy Troyer

PROGRAM GUIDE

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EVENT FAQS

- Attendees will be muted. You'll ask questions by typing in the question box on the left side of your screen during live sessions.
- The Today's Events tab and Conference Center Map are easy ways to find where you want to go within the platform.
- Visit the Exhibit Hall and interact with our sponsors and exhibitors to earn points on the Leaderboard.
- Click [here](#) to see a list of the activities that will earn you points on the Mutual of America Leaderboard and be in the running for the Dell laptop giveaway!
- Short session surveys will pop up at the end of sessions to get your feedback. An overall conference survey will be emailed post EJU. Your input helps us improve EJU each year, and we review all ratings with our Conference Design Committee.
- Presentation and any session handouts are located in the download button at the top of the session screen.
- There are 11 prerecorded sessions available for you to watch September 10 through October 19, 2020 on the link below. After EJU, the live sessions, other than the plenaries, will be recorded and also available through October 19 via this link: www.tals.org/eju/2020-session-videos. After watching the recording, you'll have to complete the short assessment to receive credit.

AGENDA AT A GLANCE

WEDNESDAY, SEPTEMBER 9 *Times Listed in Central Time*

8:15-8:45 a.m.	Wellness Exercise Chair Yoga		
9:00-10:30 a.m.	Opening Plenary Building Resilience and Managing Change in a Turbulent World		
10:30-10:45 a.m.	Access to Justice Janice M. Holder Award Presentation and 10-minute Break		
10:45-11:45 a.m.	Session 1		
	Basic Skills: Effective Presentation and Use of Exhibits at Trial: The Basics	Implicit Bias in Special Education	Paralegal Track (Open to All): Removing Barriers to Legal Representation with Help from Social Workers
11:45-12:45 p.m.	Access to Justice B. Riney Green Award Presentation and 50-minute Break		
12:45-1:45 p.m.	Session 2		
	Basic Skills: Let's Talk Ethics	The New Public Charge Rule: What Is It and Why It Matters Even If You Don't Practice Immigration Law	Tax Implications in Wake of the Coronavirus
6:00-7:00 p.m.	Trivia Game Night on Facebook Live		

★ ★ AGENDA AT A GLANCE

THURSDAY, SEPTEMBER 10 *Times Listed in Central Time*

8:15-8:45 a.m.	Wellness Exercise Mindfulness Tools We Can Use to Build Resilience		
9:00-10:00 a.m.	Session 1		
	Basic Skills: Family Law Issue Spotting	Ethics and Access via Video Mediation	Clearing Criminal Records, Gaining Employment
10:00-10:15 a.m.	Tennessee Association of Professional Mediators Award Presentation and 8-minute Break		
10:15-11:15 a.m.	Session 2		
	Basic Skills: Employment Law Issue Spotting 101	Katie Beckett Waiver: How Client Stories and Collaboration Made it Happen	Spotting and Addressing Financial Exploitation of Older Adults
11:15-12:15 p.m.	Access to Justice New Advocate Award Presentation and 55-minute Break		
12:15-1:45 p.m.	Closing Plenary The Path Forward: Tools for Advancing Racial Justice		

All live sessions, other than the plenaries, will be recorded and available Sept. 18 through Oct. 19, 2020 via

www.tals.org/eju/2020-session-videos



ON DEMAND SESSIONS

Available September 10 - October 19 via www.tals.org/eju/2020-session-videos

The Top Ten Tennessee Litigation Mistakes

Representing Immigrant Clients in an Anti-Immigrant Era

Health & Safety Workplace Issues in the Time of COVID-19

Asset Protection for the Blended Families

Best Practices in Coordinated Crises Response

Defending Nursing Home Evictions or Discharges

Representing Nonprofit Corporations:
Why It's Important to Them and to Legal Services Providers

Functional Behavior Assessments and Behavior Intervention Plans for Students:
Regulations and Best Practices

Review of 2020 Legislative Update

Meet the HELP4TN Bot: Intelligent Automation for Delivering Access to Justice in Tennessee

Paralegal Track (Open to All): Getting the Most Out of Your Time on Westlaw

FEATURED SPEAKERS

Opening Plenary | Building Resilience & Managing Change in a Turbulent World

Linda Hoopes, PhD, *Founder & President, Resilience Alliance*

Closing Plenary | The Path Forward: Tools for Advancing Racial Justice

Bill Kennedy, *Law Office of William Kennedy*

Rashad Rayford, *President, Elevate Your Vibe, LLC*

Beverly Watts, *Executive Director, Tennessee Human Rights Commission*

THE EJU CONFERENCE DESIGN COMMITTEE

Sheri Fox, Conference Chair

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Cathy Clayton	Quiteka Moten
Benjamin Danford	Lisa Primm
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Charles Ferguson	Joy Reed
Rita Gibson	Nikki Smith-Bartley
Ashley Holliday	Liz Todaro
Deb House	DarKenya Waller
Patricia Jones	Ann Louise Wirthlin
Jeannie Kosciolk	Deborah Yeomans-Barton

THE AWARDS COMMITTEE

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Barri Bernstein	Liz Todaro
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☆☆ CONFERENCE CO-SPONSOR



★ **THANK YOU FOR YOUR SUPPORT** ★

The Tennessee Bar Association, Co-Sponsor

Joycelyn Stevenson, Executive Director

Liz Todaro, Access to Justice/Public Education Coordinator



Equal justice helps define a free society. And a fair one, too.

Mutual of America is proud to sponsor the Equal Justice University and support the fine work of the Tennessee Alliance for Legal Services. A free and fair society cannot exist without equal justice. For all.



Securities offered by Mutual of America Life Insurance Company, a registered Broker-Dealer. Mutual of America® is a registered service mark of Mutual of America Life Insurance Company.

★ PROGRAM TRACK SPONSOR



The Tennessee Commission on Aging and Disability is the designated state agency on aging and is mandated to provide leadership relative to aging issues on behalf of older persons in the state.

tn.gov/aging
1-866-836-6678



Tennessee Human Rights Commission



**Safeguarding Individuals from Discrimination
Through Education and Enforcement**

If you believe you have been discriminated against, file a complaint
by calling **800-251-3589** or visiting **tn.gov/humanrights**

312 Rosa L. Parks Avenue, 23rd Floor Nashville, TN 37243



SESSION SPONSOR



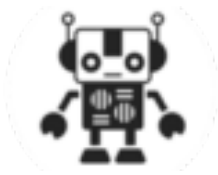
From diabetes, to depression, to Down Syndrome and with programs, public policy, and purpose; we're In This Together with 1.6 million Tennesseans that have a disability, as we work together to build a society that values, includes, and supports people with disabilities.

EJU AMBASSADORS



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★ FEATURED SPEAKERS



Opening Plenary Speaker: Dr. Linda Hoopes, Founder & President, Resilience Alliance

Dr. Linda Hoopes, founder and president of Resilience Alliance, is an award-winning author, licensed psychologist, experienced consultant, valued teacher, and engaging speaker. She has a rare gift for taking complex ideas from multiple areas and bringing them together in simple and practical ways. The author of *Prosilience: Building Your Resilience for a Turbulent World*, winner of the 2018 EPIC award for best non-fiction book, and a contributing author for the *Change Management Review*, she is a former college professor with more than 25 years of hands-on experience in organizational change, resilience, and human well-being. Her current areas of exploration include human energy sustainability in organizations, the role of body-mind connections in successful change, and the application of organizational change principles in public health and education.



Closing Plenary Speaker: Bill Kennedy, Law Office of William Kennedy

From 1974 until September 2015, Bill Kennedy served on the front lines of legal services programs in California where his work focused primarily on housing and civil rights. He is now in private practice and serves as faculty for the national Racial Justice Institute.

Bill Kennedy began his practice 1974 at California Rural Legal Assistance in Modesto, CA. In 1978, Bill was part of the defense team that represented “the Camp Pendleton 14”, African American marines facing criminal charges for a preemptive attack on Ku Klux Klansmen on the base. He then spent several years doing anti-Klan and anti-poverty work in California’s central valley.

In the 1980’s Bill was lead counsel on three successful civil rights challenges to the police practices of the U.S Border Patrol which limited raids in communities, workplaces and businesses without warrants based upon “articulable suspicion of alienage”. He was trial counsel on the Rancho de

Cuevas case, which defended the civil rights of farm workers recruited from Mexico to live in caves in Monterey County.

In 2012, his team celebrated a victory on behalf of the Avondale Glen Elder Neighborhood Association - wherein a historical African American community was able to defeat a proposal to pump 7.5 billion cubic feet of natural gas into a geological formation beneath their homes.

In 2014, in the US Supreme Court case *Texas DHCA v. Inclusive Communities Project*, he co-authored, with Andrea Matsuoka and Mona Tawatao, an Amicus Curiae brief on behalf of 19 social psychologists and cognitive scientists arguing that implicit bias required the retention of the disparate outcome standard in fair housing cases. In that case the court, for the first time, recognized the existence of implicit bias. Bill brings a practitioner’s perspective to the discussion of cognitive science and the law.

★ FEATURED SPEAKERS



Closing Plenary Speaker: Rashad Rayford, President, Elevate Your Vibe, LLC

Rashad Rayford has been featured in the Wall Street Journal, NPR, USA Today, The Huffington Post, The Tennessean, and the Nashville Scene among others. Rashad's company, Elevate Your Vibe, LLC is a non-traditional speaking company that blends spoken word poetry, inspirational speaking, and business talk to help companies tell more concise stories. He has the innate ability to transform any crowd in any industry and elevate their vibe through his wordplay and high energy talks. His goal is to leave people more inspired and more in tune with their own stories and their own authentic voice.

His book "Elevate Your Vibe: Ten Ways To Grow You" is a self-development book that gives the reader ten practical ways to elevate to their highest self. Rashad is The MOTH story hour Nashville

GRAND slam champion. His work earned him the honor of presenting a TED Talk at TEDX Nashville.

Rashad thaPoet was the first and only hip-hop artist to perform at BNA (Nashville International Airport) and to grace the Musicians Corner stage; he has sold out the City Winery and been involved with shows at TPAC and the Schermerhorn Symphony Center. He has also graced the stage with the incredible Nick Cave as a part of his FEAT. series.

He has curated curriculum on Civil Rights and Spoken Word/Hip-Hop for the Downtown Public Library in Nashville. He also leads workshops on Hip-Hop for The National Museum of African American Music (NMAAM) and is a mentor for Southern Word, teaching literacy in schools using spoken word. Find him at Rashadthapoet.com and follow [@elevateyourvibe_](https://twitter.com/elevateyourvibe)



Closing Plenary Speaker: Beverly Watts, Executive Director, Tennessee Human Rights Commission

Nashville native Beverly L. Watts was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007. Prior to her current appointment, she served as Special Advisor to the Chair at the U.S. Equal Employment Opportunity Commission, responsible for state and local relations. Watts served as the first Executive Director of the National Fair Housing Training Academy in Washington DC; Executive Director of the Kentucky Commission on Human Rights; Director of Management Advisory Services for Ralph G. Moore and Associates; Regional Director of Civil Rights, U.S. Department of Agriculture; Executive Director, Illinois Minority and Female Business Enterprise Council; and as one of the first Title IX coordinators in the country during her tenure at the US Office for Civil Rights. She was an

adjunct faculty member at Spalding University.

Ms. Watts is a Past President of the International Association of Official Human Rights Agencies (IAOHRA) where she represented IAOHRA throughout the US, Canada, and at the UN World Conference on Racism in Durban, South Africa. She currently serves as the IAOHRA Southern Region Representative and Annual Conference Planning Chair. Watts has served as Chair of Women Executives in State Government and currently serves as the Mission Advisor to the Cable Board and on the board of the YWCA of Nashville & Middle Tennessee. She is a life member of the NAACP. A graduate of Tennessee State University and Southern Illinois University, she has completed Executive leadership programs at Duke University and the Harvard University John F. Kennedy School of Government.

❖ 2019 ACCESS TO JUSTICE AWARDS



The Janice M. Holder Access to Justice Award

The Janice M. Holder Award seeks to recognize an individual who has made significant contributions to expanding Access to Justice in Tennessee. The recipient of this award is a professional in private practice, corporate counsel, a public servant, or other social service advocate who has advanced the quality of justice statewide by ensuring that the legal system is open and available to all.

This Access to Justice Award is named in honor of retired Tennessee Supreme Court Justice Janice M. Holder, who personifies the qualities that this Award recognizes. She served as the first female chief justice of the Tennessee Supreme Court, is a passionate leader in Tennessee's Access to Justice Initiative, a courageous champion of the rights of the historically marginalized, and a dedicated servant to the people of this state. In 2008, the Tennessee Supreme Court launched its Access to Justice Initiative. Under her leadership, the court hired a full time access to justice coordinator, created the website www.justiceforalltn.com, and created the Access to Justice Commission.

2020 JANICE M. HOLDER ACCESS TO JUSTICE AWARD RECIPIENT



Justice Cornelia A. Clark

Tennessee Supreme Court Justice, Connie Clark is the 2020 Janice M. Holder Access to Justice Award recipient for her strategic leadership to ensure the legal system is open and available to all. The award was created in honor of Janice Holder, the first female Chief Justice of the Tennessee Supreme Court, who spearheaded the creation of Tennessee's Access to Justice Commission during her tenure as Chief Justice.

Through Justice Clark's leadership, Tennessee has developed one of the most successful Access to Justice Commissions in the country. An important example of Justice Clark's dedication to making civil legal help more accessible is the instrumental role she played in establishing the Tennessee Supreme Court Access to Justice Commission's Faith and Justice Alliance (TFJA) project, bringing together faith-based groups in Tennessee who commit to providing legal resources to their congregations and communities. TFJA was created to align needs seen at the local house of worship level with potential legal resources that are nearby.

"I am delighted that Tennessee Alliance for Legal Services is honoring Justice Connie Clark with the Janice M. Holder Award," said Chief Justice Jeff Bivins. "Justice Clark has made extraordinary contributions to advancing the Court's priority of ensuring every Tennessean has meaningful access to justice, and we congratulate her on receiving this well-deserved honor."

✦ 2019 ACCESS TO JUSTICE AWARDS



The B. Riney Green Access to Justice Award

The B. Riney Green Award recognizes and emphasizes the value the access to justice community has for a particular kind of accomplishment – one that promotes inter-program cooperation and strengthens access to justice across the state. To recognize and encourage those efforts, a person who promotes inter-program cooperation or otherwise strengthens the provision of legal aid in Tennessee is annually named the B. Riney Green Award recipient.

In the late 1990s, B. Riney Green, a Nashville attorney, relentlessly led Tennessee’s effort to prevent the U.S. House and Senate from adopting provisions that would reduce funding to legal services and increase restrictions on legal aid programs. As a corporate lawyer and a Republican, he was a new and credible voice in this effort. He successfully enlisted bipartisan support to preserve federal funding for legal aid. His efforts in this state not only enhanced relations with the Congressional delegation, but were essential to the successful national effort to avoid further reductions in legal aid funding. This award is named to honor his contribution at a critical time in the history of legal services.

2020 B. RINEY GREEN ACCESS TO JUSTICE AWARD RECIPIENTS



Spring Miller, Vanderbilt University Law School

Spring Miller is an Assistant Dean of Public Interest and Lecturer in Law at Vanderbilt University Law School. Ms. Miller is being honored for her leadership in designing and sharing the Worker’s Rights Practicum she launched at Vanderbilt Law School in the midst of the pandemic to assist low wage workers on a variety of matters including employment discrimination claims, unemployment benefits, workers compensation, wage and hour and family/medical leave protections. By sharing her model, Ms. Miller also assisted a fellow Tennessee law school in designing their worker advocacy program to ensure that low wage workers have legal help across the state.



Emily Stotts, Community Legal Center

Emily Stotts, Director of the Community Legal Center’s Immigrant Justice, is receiving the Green Award for the collaborations she has passionately forged to provide legal services to under-served immigrant populations. Ms. Stotts partnered with non-profits, law schools and pro bono attorneys from Memphis to Morristown to address “immigration representation deserts,” by working to ensure there are qualified immigration attorneys to meet the needs of low income immigrants and their families.

✦ 2019 ACCESS TO JUSTICE AWARDS

The New Advocate of the Year Award

The New Advocate of the Year Award recognizes advocates who use their legal skills in an active, creative way that produces outstanding benefits for individual clients and the communities in which they live. This award was established in 2006 to help recognize individuals who, although new to their legal services' organization, quickly made a profound impact for their clients and communities.

2020 NEW ADVOCATE OF THE YEAR AWARD RECIPIENT



Danielle Woods, Memphis Area Legal Services

Danielle Woods, Managing Attorney for Pro Bono Programs at Memphis Area Legal Services is the 2020 New Advocate of the Year. Dedicated to helping remove legal barriers to give clients a fresh start, Ms. Woods has worked tirelessly to enlist pro bono attorneys to assist qualifying individuals in the Shelby county Veterans Court and to assist qualifying clients with drivers' license reinstatements, expungements, and restoration of voting rights. When the traditional in-person legal clinics were canceled due to Covid-19, she began hosting virtual legal clinics online and pairing clients with volunteer attorneys by phone, ensuring legal resources remain available.

Congratulations to the 2020 Access to Justice Award Honorees!

Many thanks to the AOC for their assistance in producing the award videos.



PAST AWARDS RECIPIENTS

The Janice M. Holder Award

2014	George T. “Buck” Lewis	2017	Larry W. Bridgesmith & Caitlin Moon
2015	Daniel R. Yoder	2018	Former Justice Frank F. Drowota III & Amber Floyd
2016	James P. Barry & Sharon Ryan	2019	Deborah Taylor Tate

The B. Riney Green Award

1999	Bonnie King, Gloria Samuels & Christine Wolfe	2010	David Tarpley
2000	Linda Seely & Patti George	2011	Beth Bates & Russ Overby
2001	Stewart Clifton, Bill Haley & Mike Murphy	2012	Margaret Behm
2002	Pat Mock	2013	Gordon Bonnyman & Harrison D. McIver III
2003	Doug Blaze	2014	Theresa-Vay Smith
2004	Mary Michelle Gillum	2015	Lenny Croce
2005	Jennifer Jean Rosenbaum & Steve Xanthopoulos	2016	Craig Barnes & Russell Fowler
2006	Sherry Wilds	2017	Carol Gish & Ashley Holliday
2007	Frank Cantrell	2018	Marcia Eason & Gary Housepian
2008	Pam Ford Wright & Bill Bush	2019	Jeannie Kosciolk
2009	Adinah Robertson		

New Advocate of the Year Award

2006	Sharmila Murphy	2014	Charles E. McDaniel, II
2007	Dawn Gerhardt	2015	Robert Downs
2009	Craig Barnes & Spring Miller	2016	Zac Oswald
2010	Katie Evans & Chris Coleman	2017	Christina Magráns-Tillery
2011	Shayla Purifoy	2018	Vanessa Bullock
2012	Adrienne Kittos	2019	Lucy Boateng & Benjamin Danford
2013	Charity Miles-Williams & Emily O’Donnell		

NEW EQUAL JUSTICE STAFF MEMBERS

Join us in welcoming new staff members of legal assistance organizations represented on TALS' board!

Community Legal Center

- Memphis* Amber Butts, Paralegal
- Memphis* Chelsea VanOrden, Staff Attorney

Disability Rights of Tennessee

- Nashville* Leslie Beach, Intake Advocate
- Nashville* Karen Bessette, Advocate
- Memphis* Patria Bridgeman, RP Coordinator
- Memphis* Alex Cooper, RP Advocate
- Nashville* Jack Derryberry, Legal Director
- Memphis* Moneik Moore, Advocate
- Nashville* Freeman World, BSS Advocate

Legal Aid of East Tennessee

- Cleveland* Maria Calderon, Paralegal
- Morristown* Jessica Crawford, Paralegal, Cycles of Success
- Knoxville* Michael Davis, Attorney
- Morristown* Kimberly Grace-Seals, Attorney, Cycles of Success
- Chattanooga* Matthew Huff, Attorney, Pro Bono
- Johnson City* Amanda Simpson, Attorney, Pro Bono
- Knoxville* Caitlin Torney, Attorney
- Knoxville* Mila Yarbrough, Paralegal, TLIF

Legal Aid Society of Middle Tennessee & the Cumberlands

- Nashville* Anna Flores, Paralegal, Cycles of Success
- Oak Ridge* Trina Hughes, Attorney, Cycles of Success
- Nashville* Bianca Martinez, Legal Assistant, VOCA-Immigration
- Cookeville* Justin Morgan, Attorney, TSLA
- Nashville* Harper Grace Niedermeyer, Paralegal, Cycles of Success
- Nashville* Stephanie Northington, Paralegal, TSLA
- Columbia* Beth Oschack Tarter, Attorney
- Nashville* Jessica Page, Paralegal
- Nashville* Jorge Salles Diaz, Paralegal
- Columbia* Patty Sellars, Attorney
- Nashville* Jackson Taylor, Legal Assistant, VOCA-Enhancement
- Nashville* Randi Ward, Attorney, VOCA
- Cookeville* Slaton Wheeler, Paralegal, Cycles of Success
- Oak Ridge* Kathleen Williams, Paralegal, Cycles of Success
- Nashville* Deven Wilson, Attorney, Harris Gilbert Re-Entry

NEW EQUAL JUSTICE STAFF MEMBERS

Join us in welcoming new staff members of legal assistance organizations represented on TALS' board!

Memphis Area Legal Services

<i>All</i>	Cindy Ettingoff, CEO & General Counsel	<i>All</i>	Loretta Stubbs, CFO
<i>Memphis</i>	Cedric Bruce Harris, Memphis Fair Housing Center Staff Attorney	<i>Covington</i>	Josh Warren, Rural Attorney

Southern Migrant Legal Services

<i>Nashville</i>	Liz Leiserson, Attorney	<i>Nashville</i>	Daisy Santana, Jesuit Volunteer
<i>Nashville</i>	Tomas Rogel, Paralegal		

Tennessee Alliance for Legal Services

<i>Nashville</i>	Leonard Pogue, HELP4TN Volunteer Attorney (part time)
<i>Chattanooga</i>	Kate Stone, HELP4TN Attorney (part-time)

Tennessee Justice Center

<i>Nashville</i>	Emily Brown Baker, Jesuit Volunteer	<i>Nashville</i>	Mary Moore, Casework Supervisor
<i>Nashville</i>	James Creppel, Client Advocate	<i>Nashville</i>	Mika Moser, Chief Operations Officer
<i>Nashville</i>	Sarah Henson, Nutrition Advocate	<i>Nashville</i>	Bilal Mubarack, Melkus Family Fellow
<i>Nashville</i>	Heavyn Jennings, King Child Health Fellow	<i>Nashville</i>	Laura Revolinski, Warfield Fellow
<i>Nashville</i>	Cady Kaiman, Supervising Attorney Pro Bono Coordinator	<i>Nashville</i>	Vanessa Zapata, Attorney, George Barrett Social Justice Legal Fellow
<i>Nashville</i>	Nicole Leonard, Digital Media Coordinator		

West Tennessee Legal Services

<i>Jackson</i>	Garth Carson, Consumer/Housing/Benefits Attorney	<i>Selmer</i>	Chad Owens, Attorney, Cycles of Success
<i>Jackson</i>	Andy Cole, Attorney, TN Elder Trust	<i>Jackson</i>	Alexis Stokes, Paralegal, TN Elder Trust
<i>Jackson</i>	Denania Galloway, Attorney, VOCA 3	<i>Jackson</i>	Ashlee Ward, Paralegal, VOCA 3
<i>Jackson</i>	Tammy Johnson, Paralegal-Victim Advocate, VOCA	<i>Selmer</i>	Mallory Wheeler, Paralegal, Cycles of Success

★ ENTERTAINMENT GUIDE ★

Don't Miss Out on the Fun!

We may not be physically together this year, but there are plenty of fun ways to connect with your colleagues statewide during EJU:

Click to listen to the Resilient Justice Play List created by EJU registrants, participate in activities below to earn points on our Leaderboard for the chance to win a Dell laptop, join a Trivia Night team or watch the festivities on **Facebook Live** to see who will win the coveted Mclver Cup.



Leaderboard Activities*

Activity	Points
Create your avatar in the virtual conference platform	200
Watch a sponsor video	200 (per video)
Answer the question, "What does equal justice mean to you?" in the Mutual of America sponsor booth	200
Watch an Access to Justice Award video presentation	300 (per video)
Watch TBA Award video	200 (per video)
Watch TAPM Award video	200
Attend a live CLE session	300 (per session)
Answer poll questions in a live CLE	100 (per session where offered)
Complete the session survey (excluding closing plenary)	200 (per survey)
Participate in a morning wellness activity	100 (per session)
Show us your quarantine! Send us a photo of what makes you happy in 2020. Email your pic to jreed@tals.org by 9/8 at 2:00 pm CT. Make sure the file name on the pic is the same email address used to register for EJU. Photos will be displayed on a rolling banner in the virtual conference center.	200

**Only activities completed by 9/10 at 11:15 am CT will be included in the leaderboard.*

WEDNESDAY, SEPTEMBER 9

9:00 - 10:30 a.m. | Opening Plenary *sponsored by First Horizon*

Building Resilience and Managing Change in a Turbulent World (1.42 GEN) | with Dr. Linda Hoopes

In this session Dr. Linda Hoopes will share tangible skills advocates can use during times of change and uncertainty to build their personal resilience and to contribute towards organizational resilience in their workplace and ultimately in our civil justice ecosystem in Tennessee.

10:45 - 11:45 a.m. | Session One

Basic Skills: Effective Presentation and Use of Exhibits at Trial: The Basics (GEN) with Daniel Schaffzin, Brigid Welsh, and Brittany Williams

Designed for both new and more experienced attorneys, this session will offer instruction on the effective presentation and utilization of exhibits at trial. The presenters will demonstrate how to lay foundations for various types of documentary and tangible evidence, and how to respond to common objections from opposing counsel. A Q&A segment will follow presenter simulations.

Implicit Bias in Special Education (DUAL) | with Joe Jarret

Relationships in education are crucial. Perhaps particularly in the special education classroom, where students and families can feel particularly vulnerable and misunderstood, it is necessary for teachers and administrators to confront internalized biases that might prevent effective work with students with disabilities. Though it may seem counter-intuitive, bias with regard to abilities is actually quite common in special education. We might feel like some disabilities are somehow better than others. Children on the autistic spectrum, for instance, are often seen as difficult and unpleasant, whereas children with Down Syndrome are seen as sweet and loving. These biases can actually negatively affect all students since they prevent students from being seen as individuals.

Paralegal Track (Open to All): Removing Barriers to Legal Representation with Help from Social Workers (DUAL/CEU National Association of Social Workers – Tennessee Chapter) with Anne Sweeney, Maria Smith, & Chloé Sudduth

This session will use hypothetical scenarios based on legal services experience to explore topics related to collaboration by lawyers and social workers. Nuts and bolts related to planning, implementing, and managing a social work program will be discussed throughout. The discussion in this session will build on the MIE article: “Expanding Legal Services to Include Social Work” published in the Winter 2018 issue.

WEDNESDAY, SEPTEMBER 9

12:45 - 1:45 p.m. | Session Two

Basic Skills: Let's Talk Ethics (DUAL) | with Susan Kay and David Kozlowski

This engaging session will feature two public interest law attorneys discussing real world ethical issues based on their expertise on how ethical issues arise in civil legal aid practice and questions they have received from legal aid advocates.

The New Public Charge Rule: What Is It and Why It Matters Even If You Don't Practice Immigration Law (GEN/CME General Continuing Education) | with Chay Sengkhounmany

The new public charge rule went into effect in February 2020. It has wide ranging consequences beyond the confines of immigration law. This session will provide an overview of the new rules and explore the implications that affect immigrants and their families.

Tax Implications in Wake of the Coronavirus (GEN/CME General Continuing Education) with Mary Gillum, Sukita Johnson, & Anidra Lomax

Congress passed a series of tax laws in wake of the coronavirus outbreak. Many of these laws have favorable tax benefits for our clients. Simultaneous with these tax benefits, unscrupulous landlords and scammers have found ways to victimize our low income clients. This session will provide a summary of the benefits and issues impacting low income families.

SESSION DESCRIPTIONS

THURSDAY, SEPTEMBER 10

9:00 - 10:00 a.m. | Session One

Basic Skills: Issue-Spotting in Family Law Cases: Practice Pointers and Potential Pitfalls (GEN/CME Family Law) | with Tara Drewry and Jacob Horn

Sometimes Family Law can get a little messy! In this practical guide we'll give you the tools and guidance you need to spot, untangle, and understand common legal issues in divorce, custody, and protective orders to get your clients the help they need as quickly as possible.

Ethics and Access via Video Mediation | with Sara Figal (DUAL/CME General Mediation Issues & General Continuing Education/CEU National Association of Social Workers – Tennessee Chapter)

Nashville Conflict Resolution Center (NCRC) staff demonstrate effective family and civil mediation practices via video conferencing. Together, we will highlight specific technical and ethical issues that must be navigated while assuring that low-income Tennesseans have access to ADR justice. Attendees will leave with Best Practices and Protocols.

Clearing Criminal Records, Gaining Employment (GEN) | with Deven Wilson and Danielle Woods

Many Tennesseans are denied employment or promotional opportunities due criminal records. This session will cover criminal records eligible for expungement and the process for reinstating driver license privileges to enable clients better employment opportunities. Session will also briefly introduce certificates of employability.

THURSDAY, SEPTEMBER 10

10:15 - 11:15 a.m. | Session Two

Basic Skills: Employment Law Issue Spotting 101 (GEN) | with Cindy Ettingoff

With the devastating economic impact of Covid-19, now more than ever, a basic understanding of how wage and hour; discrimination (especially age discrimination); accommodation and retaliation claims arise is essential. In this session, participants will learn how to spot these issues and will gain an understanding of the legal protections afforded to workers.

Spotting and Addressing Financial Exploitation of Older Adults (GEN/CME Family Law) with Sarah Galvan and Kate Lang

Elder financial exploitation is the most common form of elder abuse and impacts the financial stability of older adults. While most instances of elder abuse are crimes, many older adults will benefit from person-centered, holistic civil legal responses. This session will cover civil remedies for protection, redress, and associated legal issues. Presenters will also share strategies for promoting ongoing economic security, including navigating issues with the recent Economic Impact Payments.

Katie Beckett Waiver: How Client Stories and Collaboration Made it Happen (DUAL) with Carol Westlake and Stewart Clifton

Learn how a group of determined parents and advocates built a powerful coalition and partnered with the General Assembly to establish access to TennCare for previously ineligible children with disabilities and special health care needs. Grassroots organizing and advocacy resulted in a 24 million dollar state appropriation that will become 72 million dollars to serve children and protect families. Lessons learned can translate to other advocacy efforts.

12:15 - 1:45 p.m. | Closing Plenary

The Path Forward: Tools for Advancing Racial Justice (1.33 GEN) with Bill Kennedy, Rashad Rayford, & Beverly Watts

This session will explore how we got to this moment in history and will provide practical tools advocates can use in their practice to advance racial justice. Our presenters will put this moment in historical context. They will then provide specific tools grounded in math, science, and diversity logic that advocates can use in their practice to advance racial justice. Because the arts have been key to inspiring and sustaining movements throughout history, we'll end the session with a spoken word poem about resilient justice created especially for conference attendees based on our EJU theme and agenda.

ON DEMAND SESSIONS

The Top Ten Tennessee Litigation Mistakes (1.57 GEN) | with Russell Fowler

With the help of retired Tennessee judges and chancellors, the top ten Tennessee litigation mistakes were collected and are explained in a fast-moving countdown format with an entertaining PowerPoint featuring the law and a famous movie monster hosting each mistake presented. The goal is to prevent such mistakes in the future.

Representing Immigrant Clients in an Anti-immigrant Era (1.02 GEN) with Stephanie Henry and Bethany Jackson

The current administration has worked to limit immigration through various mechanisms including executive orders, Attorney General opinions, changes to regulations and agency policies, increased scrutiny of applications for relief, and litigation. In this session, we will provide updates and best practices for representing your clients effectively in this era.

Health & Safety Workplace Issues in the Time of COVID-19 (1.40 GEN) | with Bill Bush and Elizabeth Gedmark

This session will provide a top-line overview of relevant health and safety legal protections for low-wage workers in the COVID-19 era, including the Families First Coronavirus Response Act, Unemployment Insurance, OSHA, discrimination & accommodation statutes, and others.

Estate Planning for Blended Families (.75 GEN) | with Barbara McGinnis

sponsored by Tennessee Commission on Aging & Disability

How Estate Planning changes for Blended Families from an Elder Law Perspective. Do I have a duty to take care of my spouse if he or she needs skilled nursing care? What about my child's inheritance? Do I need a prenuptial agreement? If so, should it address aging issues? What does that look like?

Best Practices in Coordinated Crises Response (1.07 GEN/1 CEU National Association of Social Workers – Tennessee Chapter) | with Emily O'Donnell, Benjamin Danford, & Alexa LeBoeuf

The recent pandemic has caused a flood of evictions during court closure. Learn how Chattanooga Leaders developed a coordinated eviction crises response with public, private, non-profit, and governmental partners. Includes policy recommendations for system level change to improve justice going forward.

Representing Nonprofit Corporations: Why It's Important to Them and to Legal Services Providers (1.57 GEN) | with Neil McBride, Rae Anne Smith, & Beth Tarter

Nonprofit organizations can be invaluable to our clients and communities. The presenters will discuss the types of groups that are LSC eligible clients, outreach strategies, potential systemic impact of providing assistance to nonprofit organizations, and common legal problems that arise for nonprofit organizations after operation begins. The presenters will also discuss the benefit of a "legal check-up" to help identify and prevent issues for nonprofit organizations.

ON DEMAND SESSIONS

Defending Nursing Home Evictions or Discharges (.83 GEN) | with Chasity Grice

sponsored by Tennessee Commission on Aging & Disability

This session will explore nursing home discharge issues and strategies used in Memphis.

Functional Behavior Assessments and Behavior Intervention Plans for Students: Regulations and Best Practices (1.10 GEN) | with Joanna Bivins

Functional Behavior Assessments (FBAs) provide teams with needed information regarding the motivation and intent behind a student's action which is then used to help develop Behavior Intervention Plans. This is relevant for students whose behavior impedes their learning or the learning of others. This session will cover when it is appropriate to complete each, the typical components and steps to complete them, and crisis plan considerations.

Review of 2020 Legislative Update (1.12 GEN) | with Stewart Clifton

Hear from TALS' Government Relations Consultant, Stewart Clifton, about what significant changes occurred (or didn't occur) during this year's legislative session that affect legal aid's practice and your clients' lives. Recognizing that there are LSC prohibitions on lobbying by legal aid, Stewart will address the importance of non-partisan relationship building and education about legal aid.

Meet the HELP4TN Bot: Intelligent Automation for Delivering Access to Justice in Tennessee (.95 GEN) with Tom Martin, Jay Hicks, & Kirsten Jacobson

A human-centered design approach means involving the end user/client in all aspects of project development and constantly seeking feedback to improve a program. The HELP4TN Bot does just that, all while automating divorce forms, making it easier to search for legal help, and more! Attendees will gain an understanding of what the HELP4TN Bot can do and a confidence in referring clients to use the bot.

Paralegal Track (Open to All): Getting the Most Out of Your Time on Westlaw (.78 GEN) | with Tony Desmond

This session is designed to empower researchers and provide them with the tools necessary to confidently perform basic research tasks on Westlaw.com.

PRESENTER BIOGRAPHIES

Joanna Bivins, Tennessee Department of Education

Joanna Bivins is the department's director of school psychology and behavior services. She oversees statewide practices related to school psychology, special education and 504 evaluation and eligibility, restraint and isolation, functional behavior assessments, behavior intervention plans, and the disproportionate representation of identification practices and discrepant disciplinary practices.

She participates in the state's dyslexia advisory council, traumatic brain injury advisory council, mental health collaborative, statement management team for project AWARE, NASP practice model committee, and is a youth mental health first aid instructor. She came to the department after practicing as a school psychologist.

Bill Bush, Legal Aid Society of Middle Tennessee and the Cumberland

Bill Bush is a graduate of Princeton University and Case Western Reserve University Law School. He joined the Aid Society in 1982. He is a 2008 recipient of the B. Riney Green Award for promoting inter-program cooperation and otherwise strengthening the provision of legal aid in Tennessee. He is a frequent presenter on employment law topics.

Stewart Clifton, Clifton Government Relations

Stewart Clifton is an attorney and registered lobbyist for TALS. He also is a registered lobbyist for other nonprofit organizations, including NASW- Tennessee Chapter, Alzheimer's Tennessee, and the League of Women Voters of Tennessee among others. He received a BA in political science in 1973 from Vanderbilt and a JD from Vanderbilt Law School in 1976. Mr. Clifton has worked as executive director, legal counsel and public policy director for Tennessee nonprofit groups, including working with legal aid programs in various capacities for several decades and serving as TALS executive director for over 12 years, prior to establishing a government relations practice.

Benjamin Danford, Legal Aid of East Tennessee

Benjamin Danford has been a staff attorney with LAET in Chattanooga since 2014. In addition to a general practice, Mr. Danford handles housing cases for clients in Chattanooga and the surrounding ten county area. Mr. Danford is also LAET's attorney in the health law partnership office at Erlanger Hospital, a project that strives to solve legal problems that may adversely affect health. Mr. Danford received his undergraduate degree from James Madison University and his JD from the University of Tennessee.

Tony Desmond, Thomson Reuters Westlaw

Tony Desmond is a Client Representative in state and local government for the south central region where he covers the Southeastern United States. He holds a JD from the University of Tennessee College of Law and a BS in Marketing, also from UT. He has over 10 years of experience as a research consultant in the legal profession. When not hard at work, you can usually find Tony mountain-biking, trail-running or backpacking around the beautiful country-sides of middle and east Tennessee, or in the high country of western North Carolina.

Tara Drewry, Memphis Area Legal Services

Tara began her legal career as a paralegal before graduating from the University of Memphis Cecil C. Humphreys School of Law in 2017. Tara initially got her start in Family Law working at a private practice with Jimmie D. Drewry. She is a survivor of Domestic Violence and when she was offered the opportunity to work with DV survivors at Memphis Area Legal Services, Tara felt she could make a difference and use her own experiences to help those trying to break free of their abuser.

Cindy Ettingoff, Memphis Area Legal Services

Cindy Cole Ettingoff is CEO and General Counsel for Memphis Area Legal Services. Ms. Ettingoff comes to MALS after thirty years of employment law practice, during which time she has engaged in every aspect of labor and employment law. Ms. Ettingoff is also a Rule 31 General Civil Mediator, Family Mediator, Mediator Trainer, and arbitrator.

★ PRESENTER BIOGRAPHIES

Sara Figal, Nashville Conflict Resolution Center

Sara Figal (Yale Univ. AB, Harvard Univ. PhD) is the Executive Director of the Nashville Conflict Resolution Center (NCRC), a nonprofit organization that provides free mediation for nearly 2000 low-income people each year. In this capacity, Sara has been named by the Nashville Business Journal as a “Woman of Influence”.

Russell Fowler, Legal Aid of East Tennessee

Russell Fowler is the Director of Litigation and Advocacy of Legal Aid of East Tennessee. He earned his B.A. in 1984 and his J.D. in 1987 at the University of Memphis. After serving as the law clerk to Chancellor Neal Small, he was with a leading Memphis litigation firm for 10 years. Mr. Fowler regularly served as Special Chancellor. He is a prolific author and frequent presenter on law and legal history and writes the column “History’s Verdict” for The Tennessee Bar Journal. Since 1999, Fowler has been an adjunct professor at UTC where he teaches judicial process and constitutional law and was selected UTC’s Outstanding Adjunct Professor of 2005. He serves on the Executive Council of the TBA Litigation Law Section and on the TBA’s Access to Justice Committee. Fowler was awarded the TALS B. Riney Green Award in 2016.

Sarah Galvan, Justice in Aging, National Center on Law and Elder Rights

Sarah Galvan joined Justice in Aging in 2018 and is a staff attorney working on the National Center on Law and Elder Rights (NCLER). Under a contract with the Administration on Community Living, NCLER provides training, case consultation and technical assistance to the legal and aging network. Sarah’s work for NCLER focuses primarily on legal services development, skills-based training, and technical support. She also provides training and support for the Equal Justice Works Elder Justice Fellows Program.

Sarah previously worked at Center for Elder Law & Justice, a civil legal services agency that provides free legal assistance to older adults. She served as an attorney in the consumer protection and foreclosure prevention units and also worked in development and funding of new programs and models of service. Sarah is admitted to the New York bar, and is a 2009 graduate of the University of Notre Dame Law School. She received her BA in Political Science and Philosophy from the University of Notre Dame in 2006.

Elizabeth Gedmark, A Better Balance

Elizabeth Gedmark joined A Better Balance in 2011. Since 2014, when the Southern Office, based in Nashville, TN, was launched, Elizabeth has leveraged the power of the law to help families in the South suffering from discrimination at work and to advance more family-friendly laws and policies. Elizabeth is a co-author of the book, *Babygate: How to Survive Pregnancy and Parenting in the Workplace*. She is also the author of an article published in the *Clearinghouse Review*, “Using Pregnancy Discrimination Claims to Fight Poverty.”

Elizabeth has served on the New York City Bar Sex and Law Committee and IWPR’s Status of Women in the South Advisory Committee, and is currently serving on the Nashville Mayor’s Council on Gender Equity. She has a J.D. from the New York University School of Law and a B.A. cum laude from Wake Forest University in Winston-Salem, NC. As a part of NYU Law’s Federal Defender Clinic, Elizabeth argued before the U.S. Court of Appeals for the Second Circuit. In law school, she interned with the ACLU of Tennessee and the New York Legal Assistance Group’s Special Litigation Unit. She was born and raised in Louisville, Kentucky.

Mary Gillum, Legal Aid Society of Middle Tennessee and the Cumberland

Mary Michelle Gillum is the Director of the Legal Aid Society’s Low Income Taxpayer Clinic, also known as the Tennessee Taxpayer Project. Ms. Gillum, in conjunction with the University of Tennessee College of Law Legal Clinic and the Legal Aid Society, founded the Tennessee Taxpayer Project in 2000.

PRESENTER BIOGRAPHIES

Chasity Grice, Peppel, Grice, & Palazzolo, P.C.

Chasity Sharp Grice graduated with honors from Clark Atlanta University with a Bachelor of Arts in English and a minor in French. Upon graduation, Ms. Grice graduated from University of Tennessee College of Law, where she focused on transactional tax planning. Additionally, she attended University of Texas at Dallas, where she received education in the Accounting and Tax areas. She also served as Managing Editor for the Tennessee Journal of Law and Policy and a two-year participant of the Frederick Douglass Moot Court team. Prior to opening up her own law office, Ms. Grice worked for Certified Public Accounting firms for two years where she focused primarily on estate planning and taxation for trusts, estates, and gifts.

Ms. Grice is a native of Tennessee and is admitted to the Bars of Tennessee and Texas. She is a member of the Dallas Bar Association, Association of Attorneys and Certified Public Accountants, Texas Society of Certified Public Accountants, and the Probate, Estate, Estate planning Council of Dallas and Trust section of the Dallas Bar Association.

On January 1, 2015, Chasity Sharp Grice became a member of Peppel, Gomes & MacIntosh, P.C. where she brings to the practice her expertise in probate, estate planning, estate and trust administration, and elder law. She received her LLM in Estate planning and Elder law from Western New England College of Law.

Stephanie Henry, Legal Aid Society of Middle Tennessee and the Cumberland

Stephanie Henry joined Legal Aid Society in May 2019 as an Immigration Attorney. She obtained her undergraduate degree from Howard University and her law degree from West Virginia University College of Law. She was with the Tennessee Coalition to End Domestic and Sexual Violence as an immigration clinic staff attorney from 2007 to 2016, and as the managing attorney of the clinic from 2017- April 2019. She has represented immigrant clients before the Executive Office for Immigration Review, Board of Immigration Appeals, Administrative Appeals Office, and U.S. Citizenship and Immigration Services.

Jay Hicks, Tennessee Bureau of Workers' Compensation

Jay has a bachelor's degree in Political Science from the University of Tennessee-Knoxville (2009) and law degree from the University of Memphis, Cecil C. Humphreys School of Law (2013). While in law school, he served as a Law Review staff member, Student Justice on the school's Honor Council, and worked as a research assistant to Professor Alena Allen. Jay is a licensed attorney in Tennessee and after law school he began work as a plaintiffs' attorney. His practice concentrated primarily on representing injured employees in workers' compensation disputes. Jay began working as mediator for the Tennessee Bureau of Workers' Compensation in August of 2015 and became the Bureau's first ombudsman attorney in August of 2017.

Jacob Horn, Memphis Area Legal Services

Jacob Horn is a staff attorney for the Family Law Unit at Memphis Area Legal Services. He is an alum of the University of Memphis Cecil C. Humphreys School of Law, where he was a member of the Mental Health Policy & Law Journal. Jacob is a member of the Memphis Bar Association and Tennessee Bar Association. Prior to working with MALS, he was engaged in private practice primarily in the areas of Domestic Relations and Estate Planning. He and his wife recently celebrated the birth of their first child and haven't slept a wink since June!

Bethany Jackson, Tennessee Justice for Our Neighbors

Bethany Jackson, is a graduate of Rhodes College and Tulane University School of Law. She has practiced law in New Orleans, Baltimore and Nashville. Bethany joined TNJFON in 2014 as a Staff Attorney and became Legal Director in January 2019. Bethany's practice at TNJFON has focused on young people who are eligible for humanitarian forms of relief. Her volunteer experience includes work with Tennessee Immigrant and Refugee Rights Coalition, Court Appointed Special Advocates, Nashville Bar Association Pro Bono Program, the Nashville Urban Debate League and the Nashville Public Library.

PRESENTER BIOGRAPHIES

Kirsten Jacobson, Tennessee Alliance for Legal Services

Kirsten Jacobson is a Staff Attorney at TALS. She focuses on leveraging technology to provide new legal service delivery models and to increase access to legal care for low-income Tennesseans. She is the site administrator for TN Free Legal Answers. Kirsten joined TALS as an Equal Justice Works Fellow in September 2016. During her two year fellowship, Kirsten developed the Legal Wellness Checkup, a preventive and strengths-based approach to managing every day legal risks. Kirsten received her J.D. from the University of Tennessee College of Law in 2016 and B.A. from Vanderbilt University in 2013.

Joe Jarret, University of Tennessee

Joe Jarret is an attorney and a federal and state mediator who has been practicing law for over 27 years. He has practiced law before the Tennessee Supreme Court, and lower state and federal courts and before the Florida Governor and his Cabinet. Joe is a former school board attorney who has served three different government entities as chief legal counsel the most recent being Knox County, Tennessee. He is a widely published author.

Joe has presented CME and CLE-certified blocks of instruction on behalf of the Tennessee Bar Association, The Tennessee Administrative Office of the Courts, and other legal organizations. Joe is a full-time lecturer for UT's Graduate School of Public Policy and Administration.

Joe holds a Bachelor of Science Degree, a Masters in Public Administration degree, a Juris Doctorate degree, a post-Graduate Certificate in public management. He is a former active duty Army Officer with service overseas.

Sukita Johnson, Memphis Area Legal Services

Sukita Johnson is a 2006 graduate of The University of Tennessee at Martin 2006, where she graduated Cum Laude with a major in Criminal Justice and minor in Political Science. Sukita is a Fall 2012 graduate of South Texas College of Law Houston, where she earned her law degree and subsequently passed the Texas bar exam. She became a licensed attorney in the state of Texas on May 3, 2013. After returning to Tennessee, Sukita earned five years of federal employment at the IRS as a Tax Examiner. Additionally, she served as the Chief Steward of the National Treasury Employees Union, supervising more than 30 union stewards and managing an office staff of eight case handlers. In this role, Sukita gained experience handling federal labor law cases, actively practicing before the FLRA, MSPB and OGC boards.

Sukita passed the TN Bar exam in 2017 and became licensed in TN on November 7, 2017. Sukita has been employed with Memphis Area Legal Services since March 2019. She started as a Staff Attorney in the Elder Law Unit then transition into her current role as Tax Attorney and Qualified Tax Expert with MALS's Low Income Taxpayer Clinic.

Susan Kay, Vanderbilt University Law School

Sue Kay has headed the law school's clinical and experiential legal education program since 2001, having joined the clinical faculty in 1980. In addition to teaching in the Criminal Practice Clinic, Dean Kay supervises the Trial Advocacy courses and teaches courses on Criminal Law and Evidence. She is active in many professional and service activities and has served as president of the Clinical Legal Education Association, a national association that represents more than 600 law faculty, and as president of the board of the Tennessee Alliance for Legal Services and the Legal Aid Society of Middle Tennessee and the Cumberlandands.

Sue currently chairs the board of the American Civil Liberties Union of Tennessee. Dean Kay is a former member of the Accreditation Committee and Standards Review Committee of the ABA's Section on Legal Education and Admission to the Bar. Within the clinic, she has conducted major public law litigation concerning jail overcrowding, inmates' rights and juvenile justice. She recently served as a member of the Tennessee Supreme Court's Indigent Representation Task Force. In 2007, she completed an assignment as a court-appointed monitor in federal litigation challenging the state's compliance with its responsibilities to children enrolled in the TennCare program. In 2005, Dean Kay was co-reporter with on the Tennessee Bar Association Criminal Justice Section's study of effectiveness of counsel in death penalty cases.

PRESENTER BIOGRAPHIES

David Kozlowski, Legal Aid Society of Middle Tennessee and the Cumberlandands

David Kozlowski is a 1974 graduate of the Vanderbilt University Law School. He was a clinical instructor at the Vanderbilt Legal Clinic from 1975 through 1980, at which time he joined the Legal Aid Society. In 2002 he was named Assistant General Counsel for the Legal Aid Society and is currently the Director of Advocacy for the firm. He is an author of reference works on Tennessee unemployment compensation and on appeals from juvenile and general sessions courts. Kozlowski received the Tennessee Bar Association's award as the Public Service Attorney of the Year in 1998. He served nine years on the Tennessee Supreme Court's Advisory Commission on the Rules of Practice and Procedure; in that position, he was part of the effort to completely revise the Tennessee Rules of Juvenile Practice and Procedure. Kozlowski is currently in his second three year term as a hearing officer for the Board of Professional Responsibility.

Kate Lang, Justice in Aging

Kate Lang joined Justice in Aging's Income Team in December 2012 as a staff attorney in the Washington, DC office and works on Social Security and Supplemental Security Income-related issues. She was formerly staff attorney at the Legal Aid Bureau in Riverdale, MD where she was an advocate for low-income older adults and persons with disabilities.

In her previous positions, Kate worked as an attorney at the National Legal Aid and Defender Association and Bread for the City Legal Clinic in Washington, DC as well as at Doherty, Cella, Keane and Associates, LLP. She has also served as a staff attorney for Legal Services of Northern California. She received her B.A. from Oberlin College and her J.D. from Fordham University School of Law. She also has a master's degree from the University of Pennsylvania in teaching English to speakers of other languages

Alexa LeBoeuf, Chattanooga Neighborhood Enterprise

Alexa is originally from Austin, Texas and started her career in the field of education where she worked at the intersection of community organizing and education policy. She became passionate about public education during her internship with Facing History and Ourselves (FHAO) in Memphis. After her time with FHAO, she went to Rhode Island where she got a Master in Public Policy at Brown University and, after graduation, transitioned as a research assistant at the Annenberg Institute for School Reform to a Program Associate in the Community Organizing and Engagement department. In this role, she worked with national and New England based organizing groups as a technical assistance provider to their campaigns rooted in education equity. During her time there, she initiated a regional Youth Leadership Institute with youth organizers from across New England.

She transitioned to work in TN because of her desire to support organizing initiatives in mid-size southern cities. During her time at a Chattanooga education non-profit, she co-led the planning and implementation of an organizing campaign that engaged 3,600 Hamilton County residents around a platform on education equity. She transitioned to housing policy in 2018 as CNE's Policy Advocate and is currently working on a platform for housing and neighborhoods to inform the upcoming city elections

Anidra Lomax, Memphis Area Legal Services

Anidra Lomax is a staff attorney with Memphis Area Legal Services. She is the Program Manager for the MALS Low Income Taxpayer Clinic (LITC). She received a B.A. (summa cum laude) from the University of Memphis in 2006. She received a J.D. from the same institution in 2009. She currently serves on the TALS board of directors.

Tom Martin, Technical Skills for Access to Justice

Tom Martin is a legal bot advocate, lawyer, author and speaker. He is CEO and founder of LawDroid Ltd. (a legal AI company dedicated to helping lawyers automate their law practice). Tom is also co-founder of Vancouver Legal Hackers, advisor to ATJ Tech Fellow Program, member of ARAG Technology Innovation Committee, board member of Group Legal Services Association, and mentor at the Yale Tsai Center for Innovative Thinking. Born and raised in Los Angeles, California, Tom now lives in Vancouver, Canada with his wife and two daughters.

PRESENTER BIOGRAPHIES

Neil McBride, Legal Aid Society of Middle Tennessee and the Cumberland

Neil McBride is a 1970 graduate of the University of Virginia Law School. He began his legal career as a staff attorney with Ralph Nader in Washington, D.C. He moved to Tennessee in 1973 to organize a public interest law firm that represented environmental organizations, health clinics and development organizations in the Appalachian coalfields. He founded and directed Rural Legal Services of Tennessee from 1978 to 2002, at which time he became General Counsel of the Legal Aid Society of Middle Tennessee and the Cumberland and Managing Attorney of its Oak Ridge office.

He has advised and served on the boards of many nonprofits throughout his career as a public interest lawyer, from the Model Valley Economic Development Corporation to the Tennessee Valley Authority. He has frequently presented training to legal aid and private lawyers in Tennessee and throughout the country. He has incorporated dozens of organizations in Tennessee and other states. From 1998 to 2006 he served as an Adjunct Professor at the University of Tennessee School of Law, where he taught a clinical seminar on representing nonprofit organizations in Tennessee.

Barbara McGinnis, Takacs McGinnis Elder Care Law

Barbara McGinnis is certified as an elder law attorney by the National Elder Law Foundation and is a VA-accredited attorney and is a partner at Takacs McGinnis Elder Care Law. Before receiving her license to practice law in Tennessee, Barbara spent more than 20 years as a Registered Nurse and Gerontological Nurse Practitioner.

Emily O'Donnell, Emily O'Donnell Law

Emily O'Donnell is a private attorney practicing in Chattanooga, TN. She is also a former LAET staff attorney who has represented tenants in a number of past crises. She received the 2013 TALS New Advocate of the Year Award.

Daniel Schaffzin, University of Memphis, Cecil C. Humphreys School of Law

Daniel M. Schaffzin is an Associate Professor of Law and the Director of Experiential Learning at the University of Memphis Cecil C. Humphreys School of Law. Professor Schaffzin co-directs and teaches the University of Memphis Neighborhood Preservation Clinic, which currently handles hundreds Shelby County Environmental Court lawsuits seeking to abate the nuisance condition of badly neglected, vacant and abandoned properties. Professor Schaffzin also teaches Civil Procedure I and II and directs Memphis Law's Externship Program. He has previously taught Trial Advocacy and served as coached of the National Trial Team for nearly a decade.

Professor Schaffzin earned his Bachelor of Arts degree from Temple University and his law degree from Temple University School of Law. Following law school, Professor Schaffzin worked for five years as an associate at Pepper Hamilton LLP in Philadelphia, practicing in the firm's Health Effects Litigation Practice Group. At Pepper, Professor Schaffzin also maintained an active pro bono practice, including work on a successful death penalty appeal under the Pennsylvania Post-Conviction Relief Act. He received the Pennsylvania Bar Association Pro Bono Award in 2005. In 2005, Professor Schaffzin joined GlaxoSmithKline (GSK) as Counsel in the pharmaceutical company's U.S. Legal Operations group. At GSK, Professor Schaffzin served on the Sales, Marketing, and Managed Care Legal Team, providing guidance to the company's diabetes franchise and pediatric vaccines product teams, as well as to several sales regions, concerning product promotion, fraud and abuse, and general regulatory compliance issues.

Prior to joining the Memphis Law faculty, Professor Schaffzin was a Visiting Assistant Professor of Law at the University of North Dakota School of Law in 2007-08 and 2008-09, instructing the school's Housing and Employment Litigation Clinic.

Chay Sengkhoumany, Legal Aid Society of Middle Tennessee and the Cumberland

Chay Sengkhoumany is the Lead Immigration Attorney at the Legal Aid Society of Middle TN and the Cumberland. At Legal Aid Society, Chay directs the Survivors Immigration Legal (SIL) Project and provides immigration legal services to survivors of domestic violence, sexual assault, or stalking. Before returning to Legal Aid Society in May 2019, she was in private practice out of Murfreesboro. Practicing law since 2003, Chay handles a variety of immigration matters but has extensive experience in humanitarian immigration relief, such as VAWA, T visas and U visas. Chay frequently presents and writes on immigration law, specifically issues related to victims of abuse or crime.

✦ PRESENTER BIOGRAPHIES

Chay is a member of the American Immigration Lawyers Association (AILA) and has presented at several regional and national AILA conferences. She is also a member of the American Bar Association, Tennessee Bar Association, State Bar of Georgia, Nashville Bar Association, Federal Bar Association, Middle Tennessee Lawyers' Association for Women, and the Lawyers' Association for Women, Marion Griffin Chapter. She is a 2009 graduate of the Tennessee Bar Association's Leadership Law Program. She was honored by AILA as the 2014 First Quarter Pro Bono Hero for the Southeast Region. Chay earned her Bachelor's degree in Journalism, cum laude, in three years from Middle Tennessee State University and received her law degree in 2003 from Georgia State University College of Law. In 2010, Mercer University Press published her book on the history of the Lawyers Club of Atlanta. Chay is licensed to practice law in Tennessee and is an inactive member in good standing in Georgia.

Maria Smith, The Legal Aid Society of Cleveland (Ohio)

Maria strives to be an activist-community lawyer. She has been a trainer twice for The Shriver Center's Community Lawyering workshops. She is co-chair of the Advocacy and Policy Committee of the Greater Cleveland Reentry Leadership Coalition. She co-convenes an emerging group of medical providers and housing advocates that is examining how to translate savings from reduced emergency room visits by people who were formerly experiencing homelessness to permanent supportive housing initiatives. She is a supervising attorney with the Housing Group of The Legal Aid Society of Cleveland.

In her personal life, she is active with the Cleveland Catholic Worker and the Cleveland Nonviolence Network. She believes that reading or re-reading Pedagogy of the Oppressed and A Human Being Died That Night during this Kairos moment could bring about insights to move forward in the journey to truth, reparations and reconciliation for racial justice. She graduated from the University of Virginia School of Law.

Rae Anne Smith, Legal Aid Society of Middle Tennessee and the Cumberlands

Rae Anne Smith is a 2008 graduate of the Nashville School of Law. She has a Bachelor in Social Work degree from Harding University and a Master of Science in Social Work from the University of Tennessee. Before attending law school, she worked for ten years in the public child welfare system. While in law school she interned with the Tennessee Department of Human Services' General Counsel's Office; clerked with the Tennessee Office of the Attorney General; and worked full-time in the Legal Aid Society's Nashville office through the end of 2008 as a law clerk and grant writer. She joined the Legal Aid Society's Columbia office as a staff attorney in 2009 and transferred to the Tullahoma office in 2012. She is co-chair of the Legal Aid Society's Gilbert Family Fellowship which focuses on cases that help children and young adults.

She is past Chair and a current Executive Council member of the Juvenile and Children's Law Section of the Tennessee Bar Association. She is an appointed member and past President of the Tennessee Joint Task Force on Children's Justice and Child Sexual Abuse and past Chair of that organization's Court Improvement Committee. She has served on the Tennessee Supreme Court's Court Improvement Program's Law Committee, which focuses on laws and rules affecting children, and was co-chair of the committee that revised the Tennessee Rules of Juvenile Practice and Procedure. She is a member of the Coffee County Foster Care Review Board. In addition to cases that help children and young adults, Rae Anne's law practice includes consumer cases, federal income tax cases, and assistance to nonprofit organizations.

Chloé Sudduth, The Legal Aid Society of Cleveland (Ohio)

After graduating from Hobart and William Smith Colleges with degrees in Anthropology, Sociology and Public Policy, Chloé began working in civil legal services as a paralegal at the Legal Aid Society of Cleveland. As a member of the Community Engagement group, Chloé is involved in group representation cases grounded in community lawyering principles. She also helps with community legal education materials, community outreach, and a variety of initiatives to improve access to justice and client outcomes. Chloé is a co-chair of the Ohio Statewide Neighborhood Stabilization Taskforce, a member of Cleveland Legal Aid's Reentry Committee, and involved with various grassroots groups across Northeast Ohio.

PRESENTER BIOGRAPHIES

Anne Sweeney, The Legal Aid Society of Cleveland (Ohio)

Anne is Managing Attorney for Community Engagement at the Legal Aid Society of Cleveland. Anne works with community groups, partner organizations and staff on equitable community economic development, outreach and education, community lawyering, social work, and advocacy for vulnerable populations. She has presented at the Shriver Center Community Lawyering Training, NLADA Litigation and Advocacy Leaders Conference, the NLADA Annual conference and the Cuyahoga County Conference on Social Welfare. Anne regularly trains non-attorney providers on navigating the civil legal system. She has also chaired Legal Aid's Ethics Committee since 2012.

Anne joined Legal Aid in 2004 as a general practitioner, then specialized in housing, before starting the social work program in 2009 and assuming her current responsibilities in 2012. She received her JD and MSSW from the University of Wisconsin, and her undergraduate degree from Wesleyan University in Middletown, CT. She is also a licensed independent social worker.

Beth Tarter, Legal Aid Society of Middle Tennessee and the Cumberlands

Beth graduated from the University of Memphis-School of Law in 2005. Prior to attending law school, she received a B.S. in Psychology from the University of Illinois and spent several years working in social work, as a Foster Care caseworker, a Youth Mentor/Advocate to teens in State custody and a Vocational Developer for individuals with disabilities. Upon graduating law school, she spent several years in Memphis as an attorney practicing primarily plaintiff's work in consumer law where she participated in all aspects of litigation in both State and Federal courts and administrative hearings. Since moving to Middle Tennessee, she worked as a Regulatory Board Attorney (Board for Licensing Contractors), with the Dept. of Commerce & Insurance for the State of Tennessee and then in private practice in Columbia. Beth also served as an adjunct faculty for the Business and Criminal Justice departments with Columbia State community college and a volunteer with Maury County CASA.

In 2015, Beth became a Rule 31 Licensed Family Mediator, and from 2016 until May 2020 was the Executive Director of the Mediation Center based in downtown Columbia, Tennessee. Beginning in June of this year, Beth joined Legal Aid Society as a Staff Attorney in the Columbia office and is honored to be a part of the impact Legal Aid continues to make towards access to justice for low income individuals. Beth also is very involved in supporting non-profit organizations, and continues to serve on the Boards of several community non-profits and is the Secretary for the Tennessee Association of Professional Mediators. Beth lives in Columbia, has two young children, owns a large variety of animals, has been married for 15 years. She also helps her husband run his small business, "Animalogy", that presents educational wildlife programs to audiences of all ages. In 2019, she also had "Charlotte", her Labrador, certified through Therapy ARC of Nashville to serve as a therapy dog, and has visited several agencies and organizations to provide comfort to individuals experiencing stress.

Brigid Welsh, University of Memphis, Cecil C. Humphreys School of Law

Brigid Welsh is the current staff attorney in the University of Memphis Neighborhood Preservation Clinic which represents the City of Memphis in litigation seeking to abate the nuisance condition of badly neglected, vacant and abandoned properties. In her role as the Neighborhood Preservation Clinic's staff attorney, Ms. Welsh helps coordinate a team of faculty, staff, students, code enforcement investigators, and city prosecutors handling hundreds of Neighborhood Preservation Act cases filed on behalf of the City of Memphis.

Ms. Welsh earned her Bachelor of Arts degree (magna cum laude) from Mississippi State University, her law degree (magna cum laude) from the University of Memphis Cecil C. Humphreys School of Law, and her Master of Public Health degree (summa cum laude) from the University of Memphis School of Public Health. During law school, Ms. Welsh was a national semi-finalist in the National Trial Competition, co-sponsored by the American College of Trial Lawyers and the Texas Young Lawyers Association. Following law school, Ms. Welsh has assisted with coaching the University of Memphis School of Law's National Trial Competition teams. She has practiced as an AmeriCorps attorney with Legal Aid of Arkansas assisting low-income Arkansans, particularly veterans, with various legal issues and then spent three years as assistant regional counsel with the Tennessee Department of Children's Services providing legal advice and representation in all aspects of child welfare cases in Shelby County.

PRESENTER BIOGRAPHIES

Carol Westlake, Tennessee Disability Coalition

Carol is a lifelong advocate for people with disabilities. She is the founding director of the Tennessee Disability Coalition. As the executive director since 1990, she leads the Coalition's efforts to improve policy and opportunities for individuals with disabilities and their families. She regularly serves on state boards and commissions that affect people with disabilities, especially those that promote access to healthcare, long-term supports and services, and economic self-sufficiency. She has helped to establish a number of disability advocacy programs and agencies in Tennessee and serves on a number of nonprofit boards.

Brittany Williams, Division of Public Works, City of Memphis

Brittany J. Williams is a Code Enforcement Prosecutor for the City of Memphis. In this position she advises Code Enforcement on legal issues and processes as well as litigates on behalf of the City in cases involving blighted properties. Previously she was the Neighborhood Preservation Clinic Staff Attorney at the University of Memphis Cecil C. Humphreys School of Law. In this position she represented the City of Memphis in Environmental Court matters and helped manage and facilitate the Neighborhood Preservation Clinic at the law school. Ms. Williams has written on vacancy and abandonment in Memphis and the effect of property loss on communities. She helps coach the Constance Baker Motley Mock Trial team at the University of Memphis School of Law and volunteers as a mentor with STS Enterprise Corporation, a youth leadership development organization. Ms. Williams earned her Juris Doctorate in 2015 from the University of Memphis School of Law, and her Bachelor of Arts in Sociology in 2012 from the University of Tennessee at Knoxville.

Deven Wilson, Legal Aid Society of Middle Tennessee and the Cumberlands

Deven Wilson joined the Nashville office of the Legal Aid Society of Middle Tennessee and the Cumberlands as the Reentry Attorney for the LAS Harris Gilbert Reentry Program in September 2019. Her practice focuses on assisting the formerly incarcerated in overcoming barriers to participation in society upon release and working with community partners in Middle Tennessee on reentry education. Deven graduated from the University of Tennessee at Martin with a B.A. in English Literature in 2016 and the University of Tennessee College of Law with her Juris Doctor in 2019.

Danielle Woods, Memphis Area Legal Services

Danielle M. Woods is a graduate of The University of Memphis, Cecil C. Humphreys School of Law and The University of Tennessee. She cultivated a partnership with The University of Memphis School of Law in 2018 to address the growing need of restoration services (expungement, driver license reinstatement, voter restoration, and cost waivers).

END OF CONFERENCE REMINDERS

- For the live webinars on 9/9 and 9/10, complete, scan and email your CLE/CME/CEU form to Nayeli Chavez at nchavez@tals.org – please do not fax forms.
- There are 11 prerecorded sessions available for you to watch through October 19, 2020 on the link below. After EJU, the live sessions, other than the plenaries, will be recorded and also available September 10 - October 19 via this link: www.tals.org/eju/2020-session-videos. After watching the recording, you'll have to complete the short assessment to receive credit.
- Be sure to complete the overall conference survey you will receive via email post EJU.

SAVE THE DATE FOR EJU 2021!

*The 2021 Equal Justice University Conference
returns to the Embassy Suites in Murfreesboro,
September 1-3, 2021!*





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TALS offers services to strengthen the delivery of civil legal help to vulnerable Tennesseans.

We serve legal service providers, the Access to Justice community, and low-income & elderly Tennesseans through our programs -



Substantive Law Taskforces

TALS supports and reinforces the advocacy that legal aid programs provide. The substantive law task forces include: Family; Employment; Consumer & Housing; Health/Benefits/DCS; Special Education & Juvenile Justice; and Immigration & Refugee. TALS facilitates regular Task Force conference calls to connect attorneys and advocates statewide. TALS also coordinates statewide CLE trainings in the substantive law areas of relevance to legal aid attorneys and other advocates.



Equal Justice University

Equal Justice University (EJU) provides a unique opportunity for legal aid attorneys and staff, pro bono attorneys, and other advocates to earn Continuing Education credit (CLEs/CEUs) and network. EJU also provides dynamic speakers who express the value in being a part of the equal justice community.



Help4TN

Help4TN connects Tennesseans to free legal help by phone and online. Call 1-844-HELP4TN to speak to an attorney who can provide legal information, resources, and referrals. Help4TN.org is a free, one-stop venue for accessing civil legal information by category and learning to navigate the TN Court system. The website adapts to fit the screen size of any device with an internet connection. It is also accessible at local libraries where users can receive additional assistance from librarians trained to help patrons find legal information and resources.



TN Free Legal Answers

Tn.freelegalanswers.org (formerly Online TN Justice) is a free to use web-based pro bono clinic for low-income Tennesseans who might otherwise fall through the cracks of receiving legal assistance. The website is easy-to-use and convenient for both volunteer attorneys and low-income client/users.



Law Search Pro

Law Search Pro is a lawyer referral service intended to provide the public with access to the legal system. We are an approved Intermediary Organization according to the Tennessee Board of Professional Responsibility. TALS launched Law Search Pro to advance its mission of making the legal system more accessible.

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