If you have ever baked a cake, cookies, or bread from scratch, then you know that it is important to follow the recipe exactly. Measuring the precise amount of flour, sugar, and milk, and taking care to closely watch the baking time, are all key steps to a successful result. Baking is not a time to improvise, experiment, or make substitutions.

Just like following a baking recipe, resisting the urge to “cut corners” when taking care of yourself, including exercise, eating right, and managing stress will lead to a more balanced lifestyle and greater satisfaction in both your personal and professional life. Speaking from personal experience, it is very easy to find a reason to skip the gym or convince yourself that you will somehow get “back on track” tomorrow.

As lawyers, our careers can be very demanding, taking time away from family and hobbies that help us relax. Therefore, we have to make time in our busy schedules to focus on ourselves, even if only for a few minutes every day. Engaging in good wellness practices, such as exercise, yoga, meditation, and getting enough sleep, will provide more balance in your life and reduce stress. Everyone manages and processes stress in different ways. Some people become overwhelmed to the point that they withdraw and become depressed. Other individuals may act out and lose their cool with colleagues and opposing counsel, while others may turn to alcohol or other substances in an effort to forget about their problems.

See “Chair’s Report,” next page
Regardless of the response an individual may have to stress, in all these examples there is a greater chance that an issue of professionalism may arise.

The Florida Bar recognizes the importance of focusing on the whole lawyer and that maintaining good health and wellness practices not only improves the quality of life for its members, but is integral to the legal matters handled by attorneys. [The Bar has a strong focus on this initiative, including a Health and Wellness Center available on The Florida Bar’s website. The website is a clearinghouse of resources for members, including access to wellbeing coaches, information on Florida Lawyers Assistance, and a Lawyer Wellbeing Starter Kit designed to be a go-to reference on this important topic.] The Bar has also established a Special Committee on Mental Health and Wellness which is focused on looking at these issues further and making recommendations for future programs and resources to promote wellness and destigmatize mental health issues among attorneys.

The Henry Latimer Center for Professionalism and The Florida Bar Standing Committee on Professionalism are also focused on these topics. We believe that lawyers who practice good wellness and stress management techniques in their lives will have a reduced likelihood of engaging in unprofessional behavior. We have established a Health and Wellness Working Group specifically focused on the relationship between lawyer health and wellness and professionalism. Among other tasks, the Group will be working on the development of a CLE focused on health and wellness-related issues and will be investigating how mentoring can be integrated in the Bar’s Health and Wellness initiative. I personally believe in the inherent connection between health and wellness and promoting professionalism. As a member of the 20th Circuit’s Professionalism Panel for several years, I have reviewed a number of referrals alleging unprofessional behavior. In reviewing the referrals and interviewing the parties involved, I can think of a number of instances where it was evident that the respondent was under a great deal of stress, which led to unprofessional behavior. In some cases, the stakes were high in the litigation and it was obvious that the lawyer may have been feeling a great deal of pressure from their client to prevail at any cost, including their professional reputation. I am optimistic that the efforts of the Bar and the Standing Committee on Professionalism will result in the occurrence of fewer professionalism issues.

As we begin the year, I am honored to serve as Chair of the Standing Committee on Professionalism for the 2018-2019 year. The members of the Committee are dedicated to promoting professionalism within the legal profession and will be working diligently all year on a number of initiatives. The Committee is comprised of members from the judiciary, as well as lawyers practicing in both the private and public sectors. I invite you to stop by a meeting during the next year to observe in person. I believe you will find that the diversity of perspectives, experiences and opinions is a perfect recipe for engaging discussions as we work together to promote professionalism within our Bar.

Starling Hendriks, Senior Trust Advisor/Team Leader, joined Northern Trust/Naples in 2006. In her role, she works with clients to understand and achieve their personal estate planning and wealth transfer goals. In addition, she is responsible for estate and trust administration for Northern’s clients. Formerly an attorney in private practice focusing on probate/trust and commercial litigation, Starling has a B.A. from Rollins College and a J.D. from Stetson University College of Law. She is a past president of the Collier County Women’s Bar Association, former 20th Circuit Representative for The Florida Bar Young Lawyers Division Board of Governors, and past director of the Collier County Bar Association. She is a graduate of The Florida Bar Leadership Academy and currently serves as the Collier County representative on the 20th Circuit Professionalism Committee and Professionalism Panel. She is currently chair of the Advisory Board for Legal Aid Services of Collier County. She and her husband, Craig, reside in Naples with their daughters.

INTERESTED IN HOSTING A PROFESSIONALISM SEMINAR?

The Henry Latimer Center for Professionalism offers presentations on a variety of topics, such as emotional intelligence, conflict resolution, mentoring, networking, personality profiles, mindfulness, and much, much more!

If you are interested in hosting a presentation, please contact the Center to discuss and schedule your program at:

(850) 561-5747 or email us at cfp@floridabar.org
TACKLING HEALTH AND WELLNESS CHALLENGES STARTS DURING BAR PREPARATION AND ON LAW SCHOOL CAMPUSES – A CALL TO INCREASE HEALTH AND WELLNESS EMPHASIS IN LAW SCHOOLS

By: Jason D. Silver
Chair, Student Education and Admission to the Bar Committee

One of the first things that comes up in conversation with anyone who has just taken a bar exam is how stressful, time consuming, and exhausting the experience was.

The rigors of bar exams, such as the one held annually in Tampa, could be a trigger for health and wellness issues such as sleep problems, nervousness and anxiety, and alcoholism and drug use. Those problems can easily carry over to young lawyers when they begin practicing law.

The Florida Bar has begun to aggressively tackle these challenges by creating a Standing Committee for Mental Health and Wellness, and since the issues facing lawyers could start in law school and around the time of the bar exam, the Student Education and Admissions to the Bar Committee together with the Henry T. Latimer Center for Professionalism are employing efforts to help law students who are about to begin the major mental and physical challenge that a bar exam presents.

Past Florida Bar President Michael High er discussed in his January 2018 Florida Bar Journal column.¹ A 2015 Florida Bar membership survey found that 33% of Florida lawyers reported high stress as a major problem and the well-circulated 2016 American Bar Association/Hazelden Betty Ford² study on the prevalence of substance use and mental health disorders in the legal profession chronicled and reiterated the problems lawyers face and why they are so prevalent.

It is clear that there is a need for preventive guidance on law school campuses so law students can get exposure to help and information before they undertake the stresses of a bar exam and then legal practice.

Assistance can come in a variety of ways, such as speakers and panels on law school campuses or in certain classes geared toward bar preparation; an increased focus on health and wellness at law school orientation; and by making it a priority to distribute helpful information related to possible health and wellness pitfalls and things that law students can do to combat them ahead of time.

Florida State University’s College of Law, for example, has a web page dedicated to assisting students with health and wellness and even has a clinical law professor, Larry Krieger, who hosts a weekly meditation session for FSU law students.³

The University Of Miami School Of Law has a Mindfulness in Law Program⁴ which is constantly putting on programming focusing on mindfulness in legal education and providing education courses for young lawyers through The Florida Bar’s Young Lawyers Division.

The Florida Bar also introduced health and wellness activities at the Annual Convention in Orlando in June, 2018, including a 5K Run and yoga sessions throughout the conference.

The same emphasis on health and wellness needs to be employed on all law school campuses and doing so will help bar takers. An interesting psychoneuro-endocrinological study done in California in 2013⁵ carefully analyzed the connection between exercising and increasing recall of encoding or, in other words, remembering vocabulary studied, in a group of 81 women, ages 19-29 years old. It was found that exercising during vocabulary learning at a light to moderate intensity level resulted in better performance compared to learning while being physically inactive.

A recent article in the National Jurist addressed managing stress and anxiety for those about to take a bar exam and provided helpful advice such as small but important reminders to breathe a certain way; move and exercise to stimulate brain cell production which develops the hippocampus - the part of the brain responsible for memory; and the actual medical impact of making sure to laugh, drink a lot of water, the importance of sleep. This article also stressed the need to ensure that law students know to reach out for help.⁶

In addition to physical activity, law schools can provide guidance on diet in the weeks leading up to the bar exam. A recent Texas Lawyer article emphasized the importance and impact of diet during bar preparation.⁷ It pointed out that a good diet can boost brain health and mental functioning, which can help bar takers acquire knowledge, retain memories, and

continued...
better process mood and emotions – all needed for a hard-working student studying for a bar exam.

There is great potential for standing committees and even additional sections of The Florida Bar, together with The Florida Bar’s Henry Latimer Center for Professionalism, to work with law schools to increase discussion about health and wellness, especially for bar takers.

While law schools have always focused on preparation for the strenuous essay and multiple choice portions of the exam, a focus on health and wellness needs to be emphasized more going forward.

The health and wellness challenges facing Florida attorneys could start in law school and during the stressful bar preparation time of a student’s life. By increasing emphasis and proving help and guidance on health and wellness in law schools, The Florida Bar’s efforts and assistance can expand further to law students even before they are sworn in as members of The Florida Bar. Efforts and assistance can help prevent the health and wellness challenges facing lawyers after they begin practicing.

Jason D. Silver is an attorney at Greenspoon Marder LLP in Ft. Lauderdale. He practices consumer finance litigation on behalf of large scale corporations to individual creditors, various commercial and civil litigation matters, and government and municipal law. In addition to his current role as Chair of the Student Education and Admissions to the Bar Committee, he is a past president of The Florida Bar YLD’s Law Student Division and serves on Grievance Committee 17 I.

Endnotes
1 Recognizing We Have a Problem: The Mental Health and Wellness of Lawyers. (n.d.). Retrieved from https://www.floridabar.org/news/TFB_Journal/?durl=/divcom/jn/jnJournal01.nsf/8c9f13012b96736985256aa900624829/e7ef89e8a2e670c8d852581fd007834c8
3 Health & Wellness | FSU College of Law, http://www.law.fsu.edu/students/health-wellness
THE TIME HAS COME TO GIVE MENTAL HEALTH’S NO. 1 KILLER A SEAT AT THE TABLE

By: Don Blackwell

I suppose when you have been in the eating disorders arena for more than a decade, as I have, it should not be surprising when relative newcomers to the mental health conversation, like my colleagues at the Bar, fail to mention these insidious and life-threatening diseases in seeking to educate their membership about the risks of mental illnesses and to develop initiatives aimed at helping those afflicted with them. After all, despite the fact that eating disorders have been part of the medical lexicon since at least 1680 and briefly received international attention in 1983, when they claimed the life of music icon, Karen Carpenter, they routinely are treated as the red-headed stepchild of all mental illnesses.

In the case of federal funding for research, for example, eating disorders receive a fraction of the funds ($34 million in 2018 or approximately 93¢ per sufferer) allocated to their more readily recognizable siblings, e.g., depression ($468 million), alcoholism ($528 million), anxiety disorders ($202 million), and drug abuse ($1.33 billion).1 In fact, eating disorders had never even been mentioned by name in a piece of federal legislation until December 2016, with the passage of the 21st Century Cures Act.

And yet it is surprising, especially when you consider that: (1) an estimated 25-30 million Americans (i.e., the approximate population of my home State of Texas!) suffer from some form of an eating disorder; (2) at least every 62 minutes someone dies as a direct result of suffering from an eating disorder; (3) four out of ten Americans have either suffered or know someone who has suffered from an eating disorder; (4) eating disorders have the highest mortality rate of any mental illness; (5) 20% of people suffering from anorexia will prematurely die from complications related to their eating disorder; (6) one in 200 American women suffers from anorexia; (7) the mortality rate associated with anorexia nervosa alone is 12 times higher than the death rate associated with all causes of death for females 15-24 years old; (7) as many as 50% of those suffering from anorexia and bulimia have comorbid anxiety, mood, and/or substance abuse disorders; and (8) contrary to popular belief, eating disorders do not discriminate by age, gender, ethnicity, religion, sexual orientation, and/or socioeconomic status.2

As disturbing as these statistics are, the likelihood is that they are grossly understated, given that some sources estimate as few as one in ten eating disorder sufferers ever seek treatment. Many who meet the diagnostic criteria for an eating disorder do not even realize it or harbor too much shame due to the social stigma attached to them to acknowledge their affliction, let alone seek help. In fact, in a recent study of law student mental health, 27% of students who responded (34% of females and 18% of males) screened positive for some form of eating disorder, while only 3% had actually been diagnosed.3 Similar data for practicing attorneys is scant, if not non-existent. Indeed, some of the largest studies to date on mental health in the legal profession, including a comprehensive 2016 collaborative study conducted by the Ford Foundation and the ABA reported extensively on the disproportionately high percentage of attorneys suffering from depression, alcohol and other substance abuse, and anxiety, but failed to include separate data relating to the prevalence of eating disorders.4

The absence of data relating to the prevalence of eating disorders among practicing attorneys does not mean that a considerable number of our colleagues are not suffering. Nor does the absence of data justify our continuing to leave these life-consuming and often deadly diseases out of the discussion when it comes to charting the future course of Bar-related mental health initiatives like the Lawyers’ Assistance Program (LAP).5 To the contrary, given what we are learning about the high rate of substance abuse, depression, anxiety, and loneliness within our ranks and what we already know about the documented correlation between those conditions and eating disorders, chances are the latter’s prevalence in the legal community is at least as great, if not greater than that found in the general population. If that is the case (and I strongly believe it is), eating disorders certainly deserve and have “earned” a seat at the table. These discussions are the long overdue, but no less welcomed discussions relating to mental health taking place at national, state, and local bar association meetings and in law school and law firm conference rooms across the country.6 The time has come. The time is now.

Don Blackwell is a graduate of the University of Virginia School of Law and has been an AV-rated trial lawyer in South Florida for the past 34 years. He currently is Of Counsel at Bowman and Brooke, LLP and is a Fellow in the Litigation Counsel of America. His practice areas include the defense of automotive product liability, construction defect, and toxic tort cases. He also defends class action cases in state and federal court. Don has authored several feature articles for The Florida Bar Journal and is a former recipient of its annual “Excellence in Writing” award.

Endnotes
1. [https://report.nih.gov/categorical_spend-ing.aspx](https://report.nih.gov/categorical_spend-ing.aspx)
2. See Alliance for Eating Disorders Awareness (AEDA): “Truth in Numbers” [http://www.allianceforeatingdisorders.com/portal/did-you-know. See also National Association continued...]

3 Jerome M. Organ, David B. Jaffe & Katherine M. Bender, Ph.D., Suffering in Silence: The


6 For those searching for help with an eating disorder or simply wanting to learn more about these diseases, these are helpful resources: http://www.allianceforeatingdisorders.com and https://www.nationaleatingdisorders.org

ANNUAL CONVENTION

Kara Berard Rockenbach received an appreciation award for her service as SCOP Chair

Michael Higer, then President of The Florida Bar, presenting the Law Faculty/Administrator Professionalism Award to Professor Bruce R. Jacob, Dean Emeritus, Stetson Law

Doug Bates, past Chair of the Student Education and Admission to the Bar Committee (SEABC) passing the gavel to the Committee’s new Chair, Jason Silver

Michael Higer, then President of The Florida Bar

Professor Kirsten Davis of Stetson Law and The Honorable Suzanne Van Wyk, at the SCOP Annual Convention meeting

2018 William M. Hoeveler Judicial Professionalism Award Winner The Honorable Paul C. Huck and his wife Donna at the Annual Judicial Luncheon

FSU College of Law Dean Erin O’Hara O’Connor with Justice R. Fred Lewis at June’s Supreme Court Commission on Professionalism and Civility Meeting
THE PROFESSIONAL BENEFITS OF COMMUNITY SERVICE

By: Rebecca Bandy, Director, The Henry Latimer Center for Professionalism

Maintaining work-life balance is important to lawyers’ mental health and well-being. I have two small children, and time is very valuable. Ironically, I find that the best way for me to stay balanced is to give away that precious commodity of time through volunteer hours and community service. Make no mistake, pro bono is essential to our profession; however, volunteering for non-legal causes can help you find your passion, foster creativity, and is both fun and rewarding. In addition, volunteering can serve as an escape from routine; can give a sense of purpose and fulfillment; and allows for growth in empathy, compassion, and gratitude.

From a professional stand-point, volunteering is a great way to stay sharp. I have a background in fundraising and event planning; however, my jobs have not always required those skills. Working on community projects has allowed me to stay fresh, while learning about the latest trends, especially in technology and social media. I have also become a better committee member, utilized state-of-the-art organizational strategies, and have observed a variety of leadership styles that I have since adopted.

Volunteering is a fantastic way to network. There is no better way to meet other professionals, potential clients, colleagues, and even friends than through a shared cause. Service humanizes us, makes us more approachable and visible, and it exposes us to a variety of people we may not normally encounter. Lawyers continually rank extremely low in Gallup’s annual poll of “Honesty and Ethical Standards in Professions.”¹ Authentic giving back to something or someone will help change this negative public perception.

According to the Corporation for National and Community Service, routinely volunteering for two hours a week can have a huge impact on physical and mental health.² The “helper’s high” is a prolonged feeling of calm, reduced stress, and greater self-worth that occurs after serving others.³ Volunteering has been proven to reduce depression and the rate of functional decline in senior citizens.⁴ Volunteering also increases self-esteem and self-confidence and gives a sense of purpose. That purpose for me is modeling service for my children. They know that I am a lawyer, have seen me at work, and know what I do; however, I want them to see me putting others before myself and contributing to the greater societal good outside of my career, as well. I hope that they will follow suit. In an age of excessive time spent using electronic devices and watching negative news coverage, I want to encourage empathy and compassion.

Finally, volunteering strengthens interpersonal communications skills by allowing interaction with diverse people. I recently served as a Guardian on Honor Flight Tallahassee. This amazing organization flies World War 2, Korean, and Vietnam veterans to Washington, D.C. for a day trip to visit Arlington Cemetery and various monuments raised in their honor. I was assigned to escort a female Korean War-era veteran whose deceased husband had also been in the military. I was her buddy for the entire flight, which meant not leaving her side, wheeling her around the city and airports in the rain, and helping her with bathroom breaks and food service. I am accustomed to leading. On that day, though, I was purely a servant, and it was humbling and physically exhausting.

Sitting next to us on the plane was a man from North Georgia who introduced himself as Buzzard. He had fought in Korea and Vietnam. I helped both veterans with their flip phones and used my own phone to text photos to their loved ones. I watched in awe as Buzzard journaled throughout the trip, and I listened as these vets shared stories, often in tears, of their experiences. This was a masterful lesson in active listening. I had no reason to think ahead of them, interject, or talk over them, because there was nothing I could possibly say other than thank you. The experience was one of the most powerful of my life.

Equally as moving to me was the email I received from my daughter’s second grade teacher the very next Monday. I had asked the class to contribute cards to “Mail Call” for the veterans on the plane. As a follow-up activity, the teacher showed a local news story in class featuring a recap of our Honor Flight. During the clip, my daughter stood up and proudly explained the organization, why it is important, what the group did on the flight, and why her Mommy participated—lessons learned by little eyes always observing.

If you would like to volunteer for any organization, start small and speak to a volunteer coordinator about their needs and wants. Be realistic about your expectations, and research organizations in your areas of interest. Websites such as All for Good, Catchafire, and Volunteer.org can help you find ways to get involved. You can choose something completely new or stick with what is familiar. I find that I am most passionate about causes in which I have a vested interest. In the past, I have volunteered with my place of worship, the local food bank, the Salvation Army, United Way, March of Dimes, and the Epilepsy Foundation. I also regularly volunteer at my children’s school. The goal is to set aside time to serve so that you can relax and have fun while making an impact on others’ lives.

continued...
Endnotes


CIVICS IS ABOUT YOU

By: Deborah Cupples

Writing my most recent book was a humbling experience.

In 2017, America woke up. Enormous numbers of previously silent people were scrutinizing our government and speaking out. Their voices rivaled thunder.

I was amazed because I had not seen anything like it (I was a toddler when the Vietnam protests peaked).

In early 2017, I could not stop scanning Twitter and Facebook to take the public’s temperature. The political discourse was downright hostile.

Many social-media posters knew something about government, but few seemed to grasp enough of the basics—like checks and balances; government’s powers and limits; constitutional rights; or the legislative process.

If they had understood such basics, many posters would not have said what they were saying.

It is not their fault: civics education in the U.S. has been lacking for years. And the lack of knowledge was evident across the political spectrum.

Given the First Amendment, almost anything goes in the media. Thus, falsehoods flood our “Marketplace of Ideas.”

As a result, millions of people have been duped into believing falsehoods. I was itching to correct people on Twitter and Facebook, but pointing out the errors of people on emotional rants is like throwing water on a grease fire.

In May of 2017, I decided to write a short, nonpartisan, plain-language book that explains basics about government and practical ways for people to have some influence. The book came out in December under the title, It Is About You: How American Government Works and How to Help Fix It. Do not get me wrong: I have ideas about how government should allocate resources, but I sidelined my opinions because my purpose was not to sell my opinions. I aimed to help people (1) grasp some basics, (2) question politicians’ and the media’s statements, and (3) empower themselves.

Basically, I wrote a simple civics book and included the U.S. Constitution in the appendix.

Because I attended to law school and completed graduate work in political science, I figured that writing such a simple book would be a breeze.

It was not. It took weeks of research to produce the core text: a mere 137 pages (the appendix, index, and table of contents added about 50 pages).

And there is nothing like trying to explain complex concepts in simple terms to remind us that our grasp is not as solid as we thought.

It took hours to edit short sections on basics about the electoral college and the 25th Amendment. And do not even try to tackle presidential caucuses unless you can devote weeks to studying the political parties’ bizarre rules.

Fortunately, my book was not meant to provide abundant details. Still, it took me a lot of time to learn about some concepts and to decide what to keep and what to leave out.

That process served as a reminder: whatever I know, and I do know some things, there is more to learn.

Deborah Cupples is a member of The Florida Bar’s Student Education and Admission to the Bar Committee (SEABC) and teaches at UF’s Levin College of Law.
Diversity Seminar

Ita M. Neymotin, Regional Counsel, Office of Criminal Conflict and Civil Regional Counsel of the Second District Court of Appeal (OCCRC2), and the Lee County Bar Association, hosted a Diversity Seminar in Fort Myers, Florida on July 2, 2018, with several wonderful guest speakers. The presentations by the speakers were educational and inspiring.

Ita M. Neymotin, Regional Counsel, spoke about her family’s experience in the former Soviet Union, where diversity did not exist, as well as the challenge for gender equality in the United States from 1920s to the present, as well as the overall struggles people have faced due to lack of diversity worldwide.

Adriannette Williams, Assistant Director, The Florida Bar Henry Latimer Center for Professionalism, had everyone involved in her interactive presentation about diversity and culture, and the importance of being inclusive.

Christina Harris Schwinn, Partner, Pavese Law Firm, talked about diversity from a Human Resources perspective, the challenges in creating diversity programs and policies while identifying the needs of employees, the importance of being sensitive and inclusive, and other topics.

Honorable Magistrate Edward Larsen, explained how important it is for attorneys and members of the judiciary alike to understand diversity, the obstacles cultural differences can bring forth, and how to ensure that people of all backgrounds and cultures who appear in a courtroom feel respected and comfortable to speak up.

Kelly Fayer, Past President of the Lee County Bar Association, gave a moving speech on diversity and domestic violence, and attorneys’ responsibilities to domestic violence victims, in trying to understand their positions to better be able to help them.

John Agnew, Past President of the Lee County Bar Association, discussed the importance of being tolerant, inclusive, and empathetic, and reminded everyone that despite our differences, we also have so much in common.

Daniel J. Endrizal III, President of the Lee County Bar, attended in support and helped to facilitate this important seminar.
ASK JUDGE SMITH
By: The Honorable J. Layne Smith

“LETTER TO A LAW SCHOOL GRADUATE”

Dear Law School Graduate:

Congratulations - graduating from law school is a milestone! Take time to celebrate your achievement with family and friends. Tomorrow you can refocus on passing the bar exam, finding a job, and paying back student loans.

Good fortune has already smiled on you. Your chosen profession will open doors for you in private practice, public service, business and government. With continued effort and focus you can earn a good living and be a difference maker.

However, only you can decide how to live and what you want to accomplish with your career. President Kennedy said, “To whom much is given, much is expected.” Likewise, Luke the Evangelist wrote, “When someone has been given much, much will be required in return.” Luke 12:48. So, think big, aim high and realize your potential.

That being said, don’t get too full of yourself because you still have a lot to learn and there is no substitute for actual experience. Be patient, humble and pay your dues. The key to success is earning the confidence of others through sustained effort, professional growth and high achievement over an extended period of time.

Diligently protect your reputation by being honest and avoiding even the appearance of impropriety. Having good character and a reputation for fairness will serve you well. Don’t say or do anything that you wouldn’t say or do in front of your mother, your boss, a journalist or the sheriff. Likewise, be careful what you post, say or do on the internet. Social media is a double-edged sword. You can avoid scandal, prison, heartache and disbarment by following this simple advice.

People notice how you treat others, including the janitor, your paralegal and opposing counsel. Show respect to everyone and be plain-spoken. Make it a habit to introduce yourself and network with a purpose.

Do you want to be a successful trial lawyer? Visit your local courthouse and observe how skilled lawyers and judges handle hearings and trials. Screen out and eliminate bad cases up front. Outwork your opponents, don’t overreach and adopt a style suitable to your personality.

Great trial lawyers are great storytellers! Tell simple, direct and memorable stories. Juries are more likely to return favorable verdicts if your presentation at trial involves a combination of visual, auditory and kinetic learning.

Try to listen twice as much as you speak, because when you are new you don’t have a clue. Listen to what people say and notice what they don’t say. Often their body language will verify or betray their words. Ask questions to clarify, distinguish, expose and summarize.

As an up and coming lawyer, don’t lose touch with ordinary people or lose the ability to empathize with their daily concerns. Be mindful about other people’s priorities and schedules (single parents really do need to pick their kids up from daycare at specific times!).

A good trial lawyer is a born skeptic who thinks, questions, evaluates, processes and communicates clearly. Be mindful of the words you use; otherwise, your doctorate level vocabulary will be both a gift and a curse. Craft your words to strike a chord with your target audience.

Read everything and stay current with popular culture. Learn the lyrics to songs and lines of poetry. You never know when information, a well-turned phrase, or a cultural reference will come in handy; if nothing else, it will make you more relatable. Often, in a contest between two evenly matched sides, the odds favor the one who is the most likeable and relatable.

Finally, be a community leader and stretch beyond your comfort zone. Good luck, God bless you and I hope to see you in my courtroom.

Sincerely,
J. Layne Smith

This article was first published in the Tallahassee Democrat.

J. Layne Smith is a Leon County Judge who handles a wide variety of criminal and civil cases. He often speaks and writes about civics, the law, our legal system, and the administration of justice.
April 29, 2018 marked the 17th anniversary of the Adult Felony Drug Court Program in Martin County. Since its inception, the Martin County Drug Court has been led by Circuit Court Judge Steven Levin, of the Nineteenth Judicial Circuit. There are now over ten drug courts operating in the 19th Circuit alone, as well as Drug Courts in each county in the State of Florida. Together with a team of truly caring professionals, Martin County’s Drug Court has been quietly and effectively working miracles in our community.

For those of you who are unfamiliar with the inner workings of Drug Court, it is essentially comprised of three phases, with a “graduation” celebration at the end of the third phase. In the first phase, participants come to court practically each week, attending counseling sessions two times each week, and are randomly drug tested one, two, sometimes three times each week. Drug Court participants also must be financially responsible as that is a major component of recovery. The participants pay for their own drug testing and also are financially responsible for counseling which continues throughout the scheduled two years that they are in the program. As the participants proceed through each phase of the program, the therapy and court appearances are adjusted to individually treat the needs of the individual. Some of the participants complete more intense counselling, some complete inpatient treatment and for some the counselling sessions are scheduled less frequent. They all continue to drug test throughout the program.

After completing the three phases of Drug Court, there is a graduation celebration, evidencing that participant’s completion of the rigorous Drug Court requirements. It has become a tradition that Judge Levin present each participant with a certificate of completion, a copy of the signed order which dismissed the defendant’s charge(s) and a copy of their original booking photo so each graduate can clearly see the progress they had made since that fateful day when they were first arrested. It is the goal of the Drug Court Program to give participants the tools to hopefully stay clean and sober and out of the criminal justice system. For those individuals who, shall we say, hit a “bump” in the road during the program, the Court imposes sanctions upon the individual which include community service and/or incarceration. After the sanction is completed, the participant continues with the program until such time as the person graduates or it is determined that the participant must be sentenced due to dishonesty within the program or continued non-compliance with the requirements. The most important part of Drug Court is the team concept where the judge, lawyers, the mental health counselors, psychologists, clerks, bailiffs, translators, public officials, and local business community—all work together to make this endeavor the great success it is today. We should all be very grateful that there are people willing to take the time and effort to put into effect in our communities such worthwhile programs.

Preethi Sekharan’s Gunster practice focuses on assisting the firm’s clients with their intellectual property and trade secret disputes. She is also involved in complex business litigation and the resolution of corporate and shareholder disputes, including those involving contract and restrictive covenant issues. In addition, Ms. Sekharan has handled a wide variety of fiduciary and trust related litigation.

Ms. Sekharan is an active member of the Treasure Coast legal community. In addition to serving as a past president of the Martin County Bar Association, she was also past chair of its Judicial Relations Committee, as well as past president of the Martin County Chapter of the Florida Association for Women Lawyers. Currently, Ms. Sekharan serves as an officer and active board member of the Justice Major B. Harding American Inn of Court and was recently appointed by the Governor to serve a second term on The Florida Bar’s Federal Practice Committee.
Technology saturates almost every aspect of our lives. It has greatly progressed and has changed how we see the world. This has especially impacted women. In the past, women were only responsible for taking care of their spouse, their home, and their children. Technology, education, and the women’s rights movement have been instrumental in helping women become more independent and self-reliant but have also added more stress.

Since 1970, the marriage age for women has increased by 4.3 years and for men by 3.6 years. The average age for women to get married today is 25.1, and for men it is 26.8. This contrasts with 48 years ago, when almost 95% of women in their 30s were married. Several reasons exist for this change.

Today, more than two times as many women are receiving their college degrees than women in the 1970’s. The second reason is that women marry at a later age to ensure that they are financially stable on their own, so they put their careers before marriage and families (Hayes, 2017, p. 1).

The emergence of household machinery and technology has also made women more independent. In addition to the development of household plumbing and electricity, by the 1950’s and 1960’s, household appliances became popular and were utilized in most households. For the first time, women had access to washing machines, dishwashers, and dryers, which were all created to make household work easier and much more efficient. The classic example is doing a load of laundry with a washboard, which requires four hours and considerable manual labor compared to using a washing machine, that works in about 40 minutes on its own (Stevenson & Wolfers, 2007, p. 42). Because of these inventions, women are better able to manage their time (Stevenson & Wolfers, 2007, p. 42).

Another revolutionary invention during the 1950’s and 1960’s was the refrigerator, in conjunction with the invention of pre-cooked meals. Since refrigerators and freezers could preserve food longer, women did not have to cook for the family every day. Factory prepared foods became very popular. Between the years of 1965 and 1990, a 50% reduction occurred, not only in the preparation of food, but in clean-up time after the meal, as well (Stevenson & Wolfers, 2007, p. 42). In 1830, a woman would spend 70 hours a week doing household chores. This was reduced to only 41 hours a week in 2002 (Stevenson & Wolfers, 2007, p. 42).

The entrance of women into the workforce made it much less necessary for women to marry. Once women could earn higher education and enter the workforce as men did, things changed in terms of women’s wants and needs. As education became more prevalent within the female gender so did women’s independence. Today, since technology allows us to access our emails virtually anywhere, it has been a great deal more difficult to relax. We take work home with us, and the idea of a nine-to-five job has become mostly obsolete.

Since women have entered the workforce, and their time in the work place continues to increase, their time at home with family has no choice but to decrease. Although technology has made life easier in many ways, it has likewise increased the stress for many, especially for women, since now it has become much more difficult to separate work from family life.

We must work harder to set aside time for ourselves to relax and to spend more quality time with our families. The work/life balance for women needs to be made a priority for the health and well-being of women today.

Ita M. Neymotin is the Regional Conflict Counsel Office of Criminal Conflict and Civil Regional Counsel, 2nd DCA Region. She began her legal career as a prosecutor for the State Attorney’s Office, then went on to practice as an Assistant Public Defender for approximately five years.

In 2007, Ms. Neymotin was hired to head The Office of Criminal Conflict and Civil Regional Counsel for the Twentieth Judicial Circuit. Ms. Neymotin was in charge of the five county offices of the Twentieth Judicial Circuit. As Circuit Chief, Ms. Neymotin put her legal and business experience to work by implementing policies that were both cost saving and efficient. In 2010, Ms. Neymotin moved on to private practice, by managing a local law office. Additionally, she taught classes at the Ave Maria School of Law.

Endnotes

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BROWARD COUNTY CIRCUIT COURT’S NEW PROFESSIONALISM AND CIVILITY PROGRAM

By: Gary C. Rosen and Jamie A. Cole

In 2013, the Florida Supreme Court in Florida Bar v. Norkin, 132 So. 2d 77, 89 (Fla. 2013), stated that it was “profoundly concerned with the lack of civility and professionalism demonstrated by some Bar members,” and referenced a survey that showed that over two-thirds of the Florida Bar members who responded believed that “in recent years, relationships between attorneys have become more adversarial.”

Unfortunately, since then, the situation has gotten even worse, and things are no better in Broward County. Nearly all Broward litigators have experienced or heard anecdotes about lawyers who have discredited themselves and the legal profession with abhorrent behavior. Whether it is obstreperous conduct during depositions, foul or insulting language with adversaries, or simply refusing to follow normal protocols and courtesies in scheduling hearings or depositions, unprofessional behavior is a problem that has not been effectively tackled by professionalism panels that lack any enforcement authority or even the ability to require lawyers to appear before them. Broward judges are now trying a new solution. This month, several civil and family divisions of the Broward Circuit bench are participating in a pilot professionalism and civility magistrate program, enlisting the services of some of Broward’s experienced civil litigators to hear referred matters relating to professionalism and civility, and issue reports and recommendations of sanctions arising from that conduct.

The idea for the program emerged from the Broward County Bar Association’s Large Law Firm Managing Partners Committee about a year ago. Over the past several months, a small working group has developed the concept with an eye toward deterring those few lawyers whose behavior repeatedly strays outside professionally acceptable boundaries. These managing partners have enlisted colleagues who have at least 20 years of civil litigation experience and are located here in Broward County to serve as magistrates. The magistrates are volunteers and will serve for no compensation.

On May 2, 2018, Chief Judge Tuter issued an Administrative Order detailing the program. The stated purpose of the program is “to promote and better enforce the appropriate level of professionalism and civility among the lawyers practicing in the Civil Circuit divisions of Broward County Circuit Court.” A participating judge may refer a matter to a volunteer magistrate if in the court’s judgment the conduct of an attorney should be examined. The purpose of the magistrate program is not to address routine matters; rather, the only types of matters that are to be referred to a magistrate are those that concern “[b]ehavior involving issues of civility in the courtroom, discovery or other interaction between counsel that undermines the integrity or professionalism of the Bar, including:

i. Non-routine discovery disputes involving conduct that has occurred more than once

ii. Non-routine discovery disputes where one party/counsel’s conduct is the subject of multiple motions

iii. Conduct that is the subject of a sanctions motion that the trial court determines has prima facie merit based on written submissions

iv. Repetitive disregard for scheduling protocols.

All filings with the magistrate shall be through the electronic filing system and will be a matter of public record. Following submission of written submissions by all parties, a hearing will be held before the magistrate, and a report and recommendation will be issued. The magistrate process is designed to work expeditiously, with the total time from referral to the issuance of a report and recommendation estimated to be no more than 45 days.

Admittedly, this magistrate program is an experiment that may require modification and adjustment. However, the ultimate goal of a more professional and civil practice of law in this circuit is well worth the effort.
Meet Our [Law] Suits: Will Spillias

By: Hillary Thornton, Law Clerk, FSU College of Law 3L

Will Spillias enjoys serving the public. As the Director of the Unlicensed Practice of Law (UPL) Department at The Florida Bar, Mr. Spillias and his team investigate complaints from members of the public regarding alleged acts of unlicensed practice of law, or the practice of law by those who are not authorized to do so. The mission of the UPL Department is to protect the public from the potential harms associated with unlicensed legal advice and services.

Mr. Spillias has a diverse legal background that includes serving as an Assistant Attorney General, Police Legal Advisor, Assistant City Attorney for the cities of West Palm Beach and Boca Raton, and Chief Legal Counsel for Florida’s Insurance Receiver. His professional focus has been in the public service realm which made the transition into his current position in December of 2015 a natural one.

On a normal day, Mr. Spillias can be found meeting with his Tallahassee staff attorneys in person or hosting telephone conferences with UPL attorneys in any one of the five branch offices around the state. During these meetings, he and the attorneys review pending complaints and determine a course of action for each, review case strategy, and review relevant documents in open investigations.

Mr. Spillias notes his favorite things about working at The Florida Bar: the opportunity to have wide discretion to perform necessary tasks; the chance to be involved with such a highly professional organization; and the people on his staff. He credits his staff, both local and distant, with “fighting the good fight” in protecting the public.

Mr. Spillias believes in leading by example regarding professional behavior. He notes that it is important to both set and expect a standard of professionalism that treats everyone with dignity regardless of role or stature.

He also stresses the importance of earning the respect of those that you work with, whether fellow attorneys or clients, by exhibiting professional behavior. His best piece of advice for practicing professionalism in difficult situations is to remember that your actions will always be seen by someone and can have consequences. Mr. Spillias says to be poised without being stiff and show passion without “losing your cool.” He says that it is important to respect everyone, even those that do not respect you or agree with your position, because others will appreciate the manner with which you present yourself.

A fun fact about Mr. Spillias is that he is a huge sports buff! He loves to snowboard, remarking that he is “usually the oldest snowboarder on the mountain” but can still hold his own. He also enjoys playing hardball baseball and will discuss baseball history with anyone who asks.

Will Spillias earned his undergraduate and law degrees from the University of Florida Frederic G. Levin College of Law. Since 2015, Will has served as UPL Counsel for The Florida Bar, where he manages a staff of six attorneys and 11 administrative personnel in five branch offices throughout the state of Florida. Prior to joining The Florida Bar as UPL Counsel, Mr. Spillias served as the Assistant Director of Legal Services for the Florida Education Association. He has also served as Chief Attorney for Florida’s Insurance Receiver; Assistant City Attorney for the City of West Palm Beach; Police Legal Advisor for the City of Boca Raton; Senior Assistant Attorney General with the Florida Attorney General’s Office; and a Judicial Law Clerk for Florida’s Fourth District Court of Appeal under Judges James C. Downey and Larry A. Klein. In his free time, Mr. Spillias enjoys spending time with his family, playing and watching baseball, snowboarding and reading.
“Being successful doesn’t necessarily make you great. What makes you great is when you reach back and help somebody else become great.”

This quote encapsulates the spirit of my mentoring relationship with Dr. Angela McCorvey. We all are direct beneficiaries of those who “thought it not robbery” to invest in our success with their time, resources, connections, and/or talents.

Since 2007, Dr. McCorvey has been my mentor. The value and dimensions of our bond has only increased throughout these 11 years. I began working for Dr. McCorvey as a tutor. At the time, she was the Assistant Provost for the College of Arts and Sciences at the University of West Florida. Eventually, Dr. McCorvey made an upward transition to another department as the interim Vice President of Diversity, International Education, and Programs. I was hired on a temporary basis to prepare files for auditing and eventually became the Program Assistant during my time as an undergraduate and graduate student. Soon after graduation, I transitioned to another institution as an adjunct professor. Five years after my career began, Dr. McCorvey retired in 2016 after a remarkable career in higher education.

At each step in my professional career Dr. McCorvey has been there. What I cherished most about our time together was that I was able to watch her advance her career—handling triumph and challenges along the way. Dr. McCorvey’s transparency allowed me to understand the ebbs and flows of careers and life. Mentors are usually proud of mentees, and I am sure Dr. McCorvey is proud of me, but boy am I proud of her, too! Therein lies the beauty of mentorships, they come full circle. I have learned as much from observation as I have from discussion. The benefits of mentoring are shared among the mentee, mentor, and all associated organizations.

Benefits of Mentoring

Many professionals see mentoring as a one-way street, but mentoring offers many benefits outside of feeling good about helping others. Mentoring presents the opportunity for leadership development which can lead to career advancement. Mentors have the opportunity to gain connections based on their connection with mentees. There is also immense pride in seeing your protégé succeed. On a larger scale—mentoring benefits the overall organization with increased retention; this means the best and brightest talent stays at the firm or organization for the benefit of all associated.

How to Find a Mentor

Finding a mentor may be a seemingly difficult task, especially for introverted individuals. The first step is to identify someone you would like to learn from. Take time to study the individual before approaching them. Knowing some basic information about the person will lead to a meaningful interaction. In addition to researching your potential mentor, identify specific ways in which the potential mentor can help or provide guidance. It is important to identify the role the mentor can play in assisting in attaining goals.

Mentees who have identified their needs and potential mentors must then ask for mentorship. Some potential mentors will be naturally hesitant due to uncertainty of time commitment and compatibility—simply put the mentor does not yet know the mentee. Because there may be hesitation, it is better to ask for a short-term commitment from potential mentors. Mentors may be more likely to agree to limited-capacity and/or short-term commitments. This limited-capacity or short-term commitment acts almost as a trial period in which the mentor and mentee

continued...
Mentoring Matters

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Proudly Attending Dr. Angela McCorvey’s Retirement (2016)

have time to build a rapport. Lastly, mentees must accept that some potential mentors may decline requests to serve as a mentor. Despite the reason, mentees should accept “no” graciously and remain committed to finding a mentor.

Clearly, mentor/mentee relationships do not happen by accident, they are quite intentional and require the time and energy of both parties.

A Note for Mentors

It is equally important for mentors to be a good example for mentees. Mentors should exude the character that they wish to see in mentees. It is imperative that mentees observe that mentors’ actions agree with their words. It is especially important in the legal field because young lawyers often imitate the actions of their early mentors. In this way, mentorship helps shape professionalism expectations of the legal profession.

Here are some of the transferable lessons I have learned:

1. Mentor/mentee relationships will evolve.
   Mentor/mentee relationships are like any other type of relationship. The needs of the individuals change with time. A mentee in law school needs will change when that mentee is a first-year associate at a firm. The mentor may transition from the role of coaching to consulting.

2. Mentor/mentee relationships should be reciprocal.
   Mentors naturally give to mentees, but mentorship works best as a mutually beneficial relationship. Mentees should find ways to serve and support their mentor. For example, sign up to greet guest at an event sponsored by your mentor.

3. Mentors and mentees should remain respectful and professional.
   Mentors and mentees should be courteous and respectful of each other’s time. Show up on time. In addition to being considerate of time, mentees should be sure to follow-up on advice, instructions, and leads so as not to waste the time and efforts of mentors. For example, if you are interested in a new area of law and your mentor takes the time to connect you with a colleague, be sure to follow-up promptly, extending the same professional considerations you would for your mentor.

Mentorship is a great responsibility, but the rewards are greater. Much like my mentor, Dr. McCorvey it has been a labor of love and service throughout the years. She has proudly watched the fruition of her early work with me all the way to my law school graduation and beyond. In parallel, I have observed in admiration of her professionally and personally starting from the height of her career to her retirement. As we advance, we have a duty to help those that come after us. That is the power and beauty of mentoring—it comes full circle.

Dr. Angela McCorvey Attending My Law School Graduation (2016)
Congratulations to The Honorable Paul C. Huck, U.S. District Court, Southern District of Florida, for being the named the recipient of the William M. Hoeveler Judicial Professionalism Award. This award is given annually by the Henry Latimer Center for Professionalism and the Standing Committee on Professionalism.

The purpose of this award is to recognize an active judge who best exemplifies strength of character, service, and competence as a jurist, lawyer, and public servant. Judge Huck communicates his dedication to the ideals of justice and demonstrates diligence in inspiring others to the mission of professionalism.

Judge Huck is described as gracious, humble, and “the most timely, well-prepared, and appropriately dressed person in any room, whether on the bench or outside his role as a jurist.” He plans and presides over the Federal Court Observer Program in Miami, which is intended to apply concepts in law school to an introduction to federal practice, integrating professionalism and civility. He has also created and organized the Annual UF Law NaviGator Program which teaches first year law students the importance of pro bono contributions, the value of mentoring, and balancing personal and professional goals. Judge Huck is an active supporter of the UF Law Minority Mentoring Picnic and spends a great deal of time mentoring young attorneys and instilling the ideals of professionalism in more casual settings.

Judge Huck is a paragon of professionalism, philanthropy, and generosity of spirit. He is committed to the ideals of professionalism in his courtroom and models best practices of civility, competence, and strength of character to anyone who steps in it.
The Henry Latimer Center for Professionalism and the Standing Committee on Professionalism proudly name Bruce R. Jacob, Dean Emeritus and Professor of Law at Stetson University College of Law, the recipient of the Law Faculty/Administrator Award.

The purpose of this award is to recognize a faculty member or administrator of one of Florida’s accredited law schools who, through teaching, scholarship, and service to the profession, best supports or exemplifies the mission of the Standing Committee on Professionalism: “To promote the fundamental ideals and values of professionalism within the legal system and to instill those ideals of character, competence, civility, and commitment in all those persons serving and seeking to serve therein.”

Professor Jacob has exemplified the meaning of professionalism in the law throughout his half century career. As a young assistant attorney general, he argued the case of *Gideon v. Wainwright* before the United States Supreme Court (1963), making him a pioneer in the representation of criminal defendants. As his career advanced, he continued to argue cases before the Florida Appellate Courts and Supreme Court, as well as the United States Supreme Court. While in private practice, he began to represent indigent clients, some pro bono and others as court appointed counsel.

In 1965, Professor Jacob began his career at Emory Law School, where he established the Legal Assistance for Inmates Program. Later, at Harvard Law School, he co-founded the Harvard Prison Legal Assistance Program. He was a professor at The Ohio State Law School, where he directed 13 clinical programs that he developed and staffed. He became Dean of Mercer Law School before serving as Dean of Stetson University College of Law.

Professor Jacob has received the Excellence in Teaching Award—Stetson University’s Distinguished Alumni Award; had a classroom at Stetson Law named in his honor; received the Ben C. Willard Award for Alumni dedicated to the legal profession; had an Inn of Court renamed in his honor; had a scholarship fund established in his name; and was a charter member of the Stetson Law School’s Hall of Fame. In 2013, he received the Constitutional Champion Award along with former United States Vice President Walter Mondale, Pulitzer Prize author Anthony Lewis, and attorney Abe Krash.

Current Dean and Professor of Law at Stetson, Christopher Pietruszkiewicz so eloquently says of him, “Professor Jacob’s ideals on professionalism have modernized and positively expanded the scope of proficient contemporary metrics at law schools across the country. His life is one that has been marked by community awareness and activism.” Professor Jacob is now entering retirement and will be greatly missed by the Stetson community.
UF Law’s Semester in Practice Program Earns Florida Bar Group Professionalism Award

UF Law’s Semester in Practice program has earned the 2018 Group Professionalism Award from The Florida Bar’s Standing Committee on Professionalism. UF Law Dean Laura A. Rosenbury accepted the award at the bar’s annual meeting in Orlando on June 14 alongside UF Law alum Nate Harvey (JD 18), who enrolled in the Semester in Practice program this past spring.

The honor has been given annually since 1994 to a program that is enhancing professionalism among law students and lawyers. Past recipients include judicial organizations, inns of court, law schools and local bar associations. This is the first year that UF Law has received the award.

UF Law launched the Semester in Practice program in 2016 to provide more experiential learning opportunities and to foster professional identity by exposing students to practicing attorneys, live clients and real legal matters.

“This program gives students the opportunity to see how lawyers manage ethical concerns, function in their professional roles, and navigate various substantive and procedural demands of practicing law,” Dean Rosenbury wrote in a recommendation letter to the bar.

Harvey, who spent the spring semester at the U.S. Attorney’s Office in Orlando, praised the program for enhancing his legal education and providing valuable connections with leaders in the legal profession.

“The program added a new dimension to my legal education,” Harvey said. “The legal market is so competitive. We can’t really rely on the traditional way that law school has operated – you have to be able to apply these concepts in the real world.”

“The Semester in Practice program has sent an increasing number of our 3L students into the workplace, helping them develop their professional identities through closely supervised assignments,” wrote Dean Rosenbury. “Indeed, 20 percent of our 3L class is currently enrolled in the program, which has professional identity formation as its centerpiece.”

The program has also enhanced connections among the Gator Law Nation through networking and mentoring opportunities.

“Gators want to hire Gators,” Harvey said. “It’s such a strong program because it allows us to make those connections with alumni that we would not otherwise have. It puts students closer to other alumni. Alumni make the effort to get to know you or take you to lunch. At the end of the day, Gator Law alumni have a strong passion for the school.”

Harvey says the program sets UF Law apart from other law schools.

“It’s nice to get the insider’s perspective,” he said. “Through this program, we can learn what it’s like to actually practice law in a professional setting.”

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Rebecca’s Podcast Playlist

#FLBarProfessionalism #DownloadThis #WhatIAmListeningTo

The Science of Success


Dr. Matthew Walker, a Professor of Neuroscience and Psychology at the University of California, Berkley, discusses with host Matt Bodnar the latest research findings on why sleep is important to our health and productivity, strategies to improve sleep, and the implications of the global sleep loss epidemic.

Radiolab Presents More Perfect


Former ACLU lawyer and now United States Supreme Court Justice Ruth Bader Ginsburg fought for gender equality before an all-male Supreme Court using unconventional strategies and cases, including *Craig v. Boren*, which centered around male victims of discrimination, “frat boys, and beer.”

Oprah’s Super Soul Conversations

“Brené Brown: Rising Strong” (July 18, 2018): [https://www.podbean.com/media/share/dir-8txdq-44b2084](https://www.podbean.com/media/share/dir-8txdq-44b2084)

Research professor, social scientist, and best-selling author, Brené Brown, discusses her book, *Rising Strong*, which details the reckoning, the rumble, and the revelation that individuals must go through in order to overcome the false dialogue we have within our minds.

Rise Podcast with Rachel Hollis


Rachel Hollis, author of the best-selling book, *Girl, Wash Your Face*, discusses the “5 to Thrive”—the five things that she does every day to improve her life and which can be easily implemented by others.
WELCOME, BRITTNEY CLEMONS!

Brittney Clemons is the new Program Coordinator for Diversity and The Center for Professionalism at The Florida Bar. Prior to joining The Florida Bar, Ms. Clemons was a legal assistant at The Florida Department of Health General Counsel’s Office. Ms. Clemons graduated from Florida State University where she received her bachelor’s degree in criminology and psychology, and her master’s degree in criminology.

Ms. Clemons’ breadth of study includes conducting research on various topics such as the collateral consequences of incarceration, juvenile justice reform, desistance, race and police contact, death row exonerations, gene-environment interactions, and deterrence theory. She has worked at the Institute for Family Violence Studies (IFVS) within Florida State University’s College of Social Work, where she helped build comprehensive trauma-informed large-scale trainings and conducted interdisciplinary research that promotes resilient, healthy families, and reduces all forms of family and intimate partner violence.

The Pompano Beach, Florida native enjoys working on projects related to her fields of study. Past projects include the Clearinghouse on Supervised Visitation; Alliance for Faith-Based Leaders to End Domestic Violence; Domestic Violence Online Trainings; Co-parenting after Divorce; LGBTQ Life Project; and the Trauma and Resilience Project.

Ms. Clemons is a women’s rights and social justice activist. She is a newly initiated member of Toastmasters International. Her hobbies consist of playing basketball and serving at her local church. Her long-term goal is to get a PhD in Criminology and conduct research that opens minds, offers solutions, and impacts policy.

Words to the Wise

“Still, I rise.” – Maya Angelou

“Be yourself. Everyone else is already taken.” – Oscar Wilde

“Still, I rise.” – Maya Angelou

“It’s up to you today to start making healthy choices. Not choices that are just healthy for your body, but healthy for your mind.” – Steve Maraboli, Unapologetically You: Reflections on Life and the Human Experience

“We need to change the culture of this topic and make it OK to speak about mental health and suicide.” – Luke Richardson

“We have seen that two heads are better than one when dealing with a mental health problem.” – Kate Middleton

“Be yourself. Everyone else is already taken.” – Oscar Wilde

“Still, I rise.” – Maya Angelou

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