



**2019/2020 HARRIET E. MIERS WRITING COMPETITION
AWARDS MATERIALS**

OCTOBER 12, 2020

TABLE OF CONTENTS

1. Timeline
2. Law School Contact List
3. Invitation
4. *Texas Bar Blog* Article re: Invitation
5. Judges' Evaluation Form
6. Letter to 1st Place Award Winner re: Award
7. Letter to 2nd Place Award Winner re: Award
8. Letter to Applicant re: Rejection
9. Section Membership Application (current)
10. W-9 Form (current)
11. Press Release re: Results
12. *Texas Bar Blog* Article re: Results
13. Newsletter Publication of Essays
14. Email to Treasurer Requesting Checks
15. Physical Awards – Vendor Contact Information
16. Physical Awards – Image
17. Physical Awards – Proof
18. Physical Awards – Receipt
19. Section Reimbursement Form (current)

20. Letter to 1st Place Award Winner Enclosing Award
21. Letter to 2nd Place Award Winner Enclosing Award

TAB 1
TIMELINE

State Bar of Texas Women and the Law Section
2020 Texas Law Student Writing Competition
Committee Timeline

Task	Date	Notes
1. Committee members to review draft announcement and email to law school contacts.	Prior to week of 10/14/19	DONE
2. Committee designee to obtain login information for section's email address and check to make sure it works. Email address is sbotwomenandthelaw@gmail.com.	Prior to week of 10/14/19	DONE
3. Committee teleconference to discuss and finalize draft announcement and email to law school contacts.	Approx. 10/14/19	DONE
4. Committee designee to send draft announcement to council chair for her consideration and for inclusion on agenda for next council meeting.	By 10/18/19	DONE
5. Council meeting to consider approving announcement.	10/26/19	DONE
6. Committee designee to email announcement to law school contacts, and respond to questions as needed.	10/28/19	DONE
7. Committee designee to email announcement to (a) Section newsletter chair for publication. Section newsletter chair is Danae Benton. (b) State Bar section and media contacts in case they have helpful ways to publicize the competition. Section head is Tracy Nuckols (tnuckols@texasbar.com). Section liaison is Natalie Myhra (natalie.myhra@texasbar.com). Media contact is Amy Starnes (amy.starnes@texasbar.com). <i>Texas Bar Journal</i> contacts are Patricia McConnico (Patricia.McConnico@TEXASBAR.COM)	10/28/19	DONE

and Adam Faderewski (Adam.Faderewski@TEXASBAR.COM).		
8. Committee designee to (a) monitor email account, including spam box; (b) respond with short email to each applicant to confirm receipt; and (c) download and circulate submissions to committee.	10/28/19 to 2/28/19	DONE
9. Committee teleconference to (a) discuss submissions; (b) select proposed winners; (c) finalize draft press release; and (d) finalize draft acceptance and rejection letters.	3/3/20	DONE
10. Committee designee to send information to council chair for her consideration and for inclusion on agenda for next council meeting.	3/3/20	DONE
11. Council meeting to consider agenda items including approval of competition information.	3/26/20	DONE
12. Council chair or committee designee to telephone the following to let them know about the award, thank them for their involvement, and invite publication of essay in section newsletter, if appropriate: (a) two winners (if we have tel. numbers); (b) law school contacts for their schools; and (c) deans of their schools.	3/26/20	DONE
13. Council chair or committee designee to send out acceptance letters to winners. Winners to confirm acceptance.	3/31/20	DONE
14. Council chair or committee designee to send out rejection letter.	3/31/20	DONE
15. Committee designee to send appropriate paperwork to Awards Committee so that award can be purchased.	4/3/20	DONE

16. Committee designee to gather and send appropriate paperwork to section treasurer so that two checks can be cut.	4/6/20	DONE
17. Committee designee to cite-check winning essays.	4/9/20	DONE
18. Committee designee to send winning essays to section newsletter chair for publication, if appropriate.	4/9/20	DONE
19. Committee designee to send press release to State Bar section, media, and <i>Texas Bar Journal</i> contacts, section website chair, and section newsletter chair for publication.	4/9/20	DONE
20. Committee designee to email law school contacts to announce the winners and thank them for their involvement.	4/10/20	DONE
21. Council chair to present award and checks to winners at Annual Meeting.	6/25/20	Awards and checks mailed.

TAB 2
LAW SCHOOL CONTACT LIST

State Bar of Texas Women and the Law Section
Law School Contacts

- The people listed in the 3rd column are our main contacts. We sent writing-competition communications to them via a group email.
- We received the information in the 4th column along the way; if this information is not duplicative, it may or may not be current (e.g., law student).

Law School	Section Council Liaison	Law School Contact for Writing Competition	Law School Contact for Women's Organization
1. University of Houston Law Center	Elizabeth Cantu	Sondra Tennessee Associate Dean for Student Affairs srichard@Central.UH.EDU 713-743-2079	The Association of Women in Law (AWIL) Sami Adhikari Sadhika4@Central.UH.EDU 713-743-2100
2. South Texas College of Law	Judy Ney	Emily Sillcocks Financial Aid Director esillcocks@stcl.edu 713-659-8040	Women's Law Society Kirk Guillory Program Administrator kguillory@stcl.edu 713-659-8040
3. Southern Methodist University Dedman School of Law	Kirby Drake	Joanna L. Grossman Ellen K. Sollender Endowed Chair in Women and the Law and Professor of Law jlgrossman@smu.edu 214-768-2000	Women in Law Professor Joanna L. Grossman jlgrossman@smu.edu 214-768-2000
4. St. Mary's University School of Law	_____	Robin Thorner Director, Office of Career Services rthorner@stmarytx.edu 210-431-2265	Women's Law Association Lauren McCollum lmccollum@mail.stmsrytx.edu 210-436-3523
5. University of Texas School of Law	_____	Judy White Faculty Assistant	Women's Law Caucus Abigail Hemphill

			The David J. Beck Center for Legal Research, Writing, and Appellate Advocacy jwhite@law.utexas.edu 512-232-1254	Development Coordinator Center for Women in Law ahemphill@law.utexas.edu 512-471-4632
6. Thurgood Marshall School of Law	Natasha Martinez	Nikki Smith Assistant Dean of the Office of Career and Professional Development nikkismith@tmslaw.tsu.edu 713-313-7372	Women of Law womenoflawtmsl@gmail.com 713-313-4455 Also Hispanic Law Student Association Daniela Manzano danielamanzanoibarra@gmail.com 832-419-2808	
7. Texas Tech University School of Law	Deborah Race	DeLeith Duke Gossett Professor of Law deLeith.gossett@ttu.edu 806-834-7672	Organization of Women Law Students Sofia Chapman Associate Dean for Student Life sofia.chapman@ttu.edu 806-834-2468	
8. Baylor University School of Law	Teresa Schiller (local)	Jenny Branson Assistant Dean of Admissions and Financial Aid Jenny_Branson@baylor.edu 254-710-1911	Women's Legal Society Leah Teague Associate Dean leah_teague@baylor.edu 254-710-1911	
9. Texas A&M University School of Law	Kirby Drake	Taylor Allan J.D. Candidate tallan1@email.tamu.edu 225-931-0703	Women's Law Student Association Taylor Allan tallan1@email.tamu.edu 225-931-0703	
10. University of North Texas Dallas College of Law		Melissa Bezanson Shultz Assistant Professor and Director of Legal Writing	Professor Loren Jacobson Assistant Professor Loren.Jacobson@untdallas.edu	

		<p>melissa.shultz@untDallas.edu 214-243-1762</p> <p>Professor Loren Jacobson Assistant Professor Loren.Jacobson@untDallas.edu 214-571-2412</p>	<p>214-571-2412</p>
--	--	--	---------------------

TAB 3
INVITATION

State Bar of Texas Women and the Law Section
2020 Texas Law Student Writing Competition

The State Bar of Texas Women and the Law Section (the “Section”) invites students currently attending a law school in Texas to participate in its 2020 Texas Law Student Writing Competition (the “Competition”). The student who wins the Competition, as determined by the Section, in its sole discretion, will receive The 2020 Harriet E. Miers Writing Competition Award (the “Award”). The Award includes \$500 payable to such student for law-school educational expenses. The Section will, in its sole discretion, publish such student’s essay in its newsletter.

Students wishing to be considered for the Award should submit an essay of no more than 2,500 words on the below-referenced topic by no later than **February 28, 2020** to Section Chair Nicondra Chargois-Allen via email to **sbotwomenandthelaw@gmail.com** with the following subject line: “WAL Student Writing Competition.”

The topic of the essay is to identify and analyze a legal challenge for women in Texas and/or in the United States, based on recent news reports. Imagine that you have been invited to publish an op-ed in a newspaper read by the general public.

- What is the challenge? How are women harmed?
- What is the relevant law(s)?
- How should the challenge be addressed?

Submissions will be evaluated based on criteria including the following: (1) legal reasoning; (2) readability; (3) thoroughness; (4) timeliness of topic; (5) organizational structure; (6) *Bluebook* citation; and (7) grammar.

The Section has designed the Competition with the following goals: (1) to help participating Texas law-school students prepare to tackle legal and societal challenges after graduation and strengthen their written advocacy skills; (2) to increase awareness of and involvement with the Section; and (3) to further the Section’s mission. The Section’s mission is to encourage and facilitate the active and effective participation of women in the legal profession and in the community, and to address the current needs of and issues affecting women.

TAB 4
***TEXAS BAR BLOG* ARTICLE RE: INVITATION**

STATE BAR *of* TEXAS

TEXAS BAR BLOG

NEWS ON THE LAWYERS AND LEGAL PROFESSIONALS OF TEXAS

POSTED IN LAW SCHOOLS NEWS

State Bar of Texas Women and the Law Section announces writing competition

By Adam Faderewski on November 4, 2019

The State Bar of Texas Women and the Law Section is calling for Texas law students to participate in its 2020 Texas Law Student Writing Competition.

The winning entrant will receive the 2020 Harriet E. Miers Writing Competition Award and \$1,000 payable toward law school-related educational expenses. The second place finisher will receive \$500 toward law school-related educational expenses. The two essays may be published in the section's newsletter.

Essays should be no more than 2,500 words and should identify and analyze a legal challenge for women in Texas and/or in the United States based on recent news reports. The entry—written in a newspaper op-ed fashion—should define what the challenge is, how are women harmed, what is/are relevant law(s), and how the challenge should be addressed.

The submissions will be evaluated based on legal reasoning, readability, thoroughness, timeliness of topic, organizational structure, Bluebook citation, and grammar.

Students must submit entries by February 28, 2020, to Nicondra Chargois-Allen, Women and the Law Section chair, by email at sbotwomenandthelaw@gmail.com with the subject line "WAL Student Writing Competition."

Copyright © 2020, State Bar of Texas. All Rights Reserved

STRATEGY, DESIGN, MARKETING & SUPPORT BY



TAB 5
JUDGES' EVALUATION FORM

State Bar of Texas Women and the Law Section
2020 Texas Law Student Writing Competition
Judges' Evaluation Form

Entrant's Name: _____

	<u>POINTS</u>
I. Grammar (i.e., sentence structure, spelling, punctuation)	<u>/10</u>
II. Organization (i.e., logically structured)	<u>/10</u>
III. Overall Readability (i.e., whether the paper is easy to read or difficult to follow)	<u>/20</u>
IV. Timeliness (i.e., whether the subject matter reflects current state of the law and a topic of interest to FCBA membership)	<u>/10</u>
V. Legal Reasoning (i.e., whether conclusions are analytically sound)	<u>/20</u>
VI. Proper Citation of Legal Authority (i.e., whether it complies with the "Bluebook")	<u>/10</u>
VII. Thoroughness	<u>/20</u>
TOTAL POINTS	<u><u>/100</u></u>

Optional comments by Reviewer:

TAB 6
LETTER TO 1ST-PLACE WINNER RE: AWARD



WOMEN AND THE LAW
STATE BAR OF TEXAS

March 31, 2020

VIA ELECTRONIC MAIL

Ms. Khyra Kolidakis
Email: kolidakis@gmail.com

Re: State Bar of Texas Women and the Law Section 2020 Texas Law Student Writing Competition

Dear Ms. Kolidakis:

On behalf of the State Bar of Texas Women and the Law Section (the "Section"), I am pleased to offer you the second annual award for the above referenced competition. The award, The 2020 Harriet E. Miers Writing Competition Award (the "Award"), was established in honor of the first female president of the State Bar of Texas. We were impressed by your analysis of a legal challenge for women. Please respond to me within five (5) days to confirm your acceptance of the Award.

The Award and a check for \$1,000 to the winner will be presented at the Section's annual membership meeting, which is currently scheduled to take place during the multi-day State Bar of Texas Annual Meeting. The Section's annual meeting will be from 2:00 to 3:00 p.m. on Thursday, June 25, 2020, at the Hilton Anatole located at 2201 N Stemmons Freeway, Dallas, Texas 75207. We plan to issue a press release about the Award and this year's winners.

If you are not already a member, please consider joining the Section, which can be done through texarbar.com. Again, congratulations.

Yours truly,

STATE BAR OF TEXAS WOMEN AND THE
LAW SECTION

Nicondra Chargois-Allen

Nicondra Chargois-Allen, Chair

TAB 7
LETTER TO 2ND-PLACE WINNER RE: AWARD



WOMEN AND THE LAW
STATE BAR OF TEXAS

March 31, 2020

VIA ELECTRONIC MAIL

Ms. Tara Bush
Email: TaraBush@my.untDallas.edu

Re: State Bar of Texas Women and the Law Section 2020 Texas Law Student Writing Competition

Dear Ms. Bush:

On behalf of the State Bar of Texas Women and the Law Section (the "Section"), I am pleased to recognize you as the second place winner of the above referenced competition. The award, The 2020 Harriet E. Miers Writing Competition Award (the "Award"), was established in honor of the first female president of the State Bar of Texas. We were impressed by your analysis of a legal challenge for women. Please respond to me within five (5) days to confirm your acceptance of this award.

The Award and a check for \$500 will be presented at the Section's annual membership meeting, which is currently scheduled to take place during the multi-day State Bar of Texas Annual Meeting in Dallas. The Section's annual meeting will be from 2:00 to 3:00 p.m. on Thursday, June 25, 2020, at the Hilton Anatole located at 2201 N Stemmons Freeway, Dallas, Texas 75207. We plan to issue a press release about the Award and this year's winners.

If you are not already a member, please consider joining the Section, which can be done through texarbar.com. Again, congratulations.

Yours truly,

STATE BAR OF TEXAS WOMEN AND THE
LAW SECTION

Nicondra Chargois-Allen

Nicondra Chargois-Allen, Chair

TAB 8
LETTER TO APPLICANT RE: REJECTION



WOMEN AND THE LAW
STATE BAR OF TEXAS

March 31, 2020

VIA ELECTRONIC MAIL

Ms. Brooke López
Email: BrookeLopez@my.untDallas.edu

Re: State Bar of Texas Women and the Law Section 2020 Texas Law Student Writing Competition

Dear Ms. López:

On behalf of the State Bar of Texas Women and the Law Section (the "Section"), I am writing with regard to the above referenced competition (the "Competition"). We greatly appreciate your efforts to write and submit an essay for the Competition. We are impressed by your and other entrants' analyses of legal challenges for women. We regret to inform you, however, that you have not been selected as a Competition winner.

We appreciate your participation in the Competition and interest in the Section. We encourage you in accordance with eligibility criteria to submit entries in future competitions hosted by the Section. The awards ceremony will be held at the Section's annual membership meeting, which is currently scheduled to take place during the multi-day State Bar of Texas Annual Meeting. The Section's annual meeting will be from 2:00 to 3:00 p.m. on Thursday, June 25, 2020, at the Hilton Anatole located at 2201 N Stemmons Freeway, Dallas, Texas 75207.

We would love to have you as a member of the Section now and in the future. If you are not already a member, please consider joining the Section, which can be done through texarbar.com.

Yours truly,

STATE BAR OF TEXAS WOMEN AND
THE LAW SECTION

Nicondra Chargois-Allen

Nicondra Chargois-Allen, Chair

TAB 9
SECTION MEMBERSHIP APPLICATION (CURRENT)



**STATE BAR OF TEXAS
WOMEN & THE LAW SECTION
MEMBERSHIP APPLICATION FORM**

*(Bar Year is from June 1, 2020 – May 31, 2021)
(Applications submitted after March 1, 2020, entitle you to
membership through May 31, 2021.)
(Please Print Legibly)*

Attorney Dues: \$25.00

**Law Students and New Lawyers
(licensed 2 Years or less): Dues waived**

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Facsimile: _____

Bar Number: _____ E-Mail: _____

Method of Payment:

Check **Visa** **MasterCard** **American Express**

Account Number: _____ Expiration Date: _____

Name on Card (please print): _____

Authorized Signature: _____

**Please return to:
State Bar of Texas
Attn: Membership Department
P.O. Box 12487, Austin, Texas 78711-2487
Fax: (512) 427-4424**

TAB 10
W-9 FORM (CURRENT)

Request for Taxpayer Identification Number and Certification

**Give Form to the
requester. Do not
send to the IRS.**

▶ Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type.
See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.	
2 Business name/disregarded entity name, if different from above	
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor or single-member LLC <input type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____ Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions) ▶ _____	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>
5 Address (number, street, and apt. or suite no.) See instructions.	Requester's name and address (optional)
6 City, state, and ZIP code	
7 List account number(s) here (optional)	

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number								
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">-</td> <td style="text-align: center;">-</td> <td></td> <td></td> </tr> </table>					-	-		
-	-							
or								
Employer identification number								
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> <td style="width: 25%; border: 1px solid black; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">-</td> <td></td> <td></td> <td></td> </tr> </table>					-			
-								

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here

Signature of U.S. person ▶

Date ▶

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
 - Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
 - Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
 - Form 1099-S (proceeds from real estate transactions)
 - Form 1099-K (merchant card and third party network transactions)
 - Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
 - Form 1099-C (canceled debt)
 - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

By signing the filled-out form, you:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income, and
4. Certify that FATCA code(s) entered on this form (if any) indicating that you are exempt from the FATCA reporting, is correct. See *What is FATCA reporting*, later, for further information.

Note: If you are a U.S. person and a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien;
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States;
- An estate (other than a foreign estate); or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax under section 1446 on any foreign partners' share of effectively connected taxable income from such business. Further, in certain cases where a Form W-9 has not been received, the rules under section 1446 require a partnership to presume that a partner is a foreign person, and pay the section 1446 withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid section 1446 withholding on your share of partnership income.

In the cases below, the following person must give Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United States.

- In the case of a disregarded entity with a U.S. owner, the U.S. owner of the disregarded entity and not the entity;
- In the case of a grantor trust with a U.S. grantor or other U.S. owner, generally, the U.S. grantor or other U.S. owner of the grantor trust and not the trust; and
- In the case of a U.S. trust (other than a grantor trust), the U.S. trust (other than a grantor trust) and not the beneficiaries of the trust.

Foreign person. If you are a foreign person or the U.S. branch of a foreign bank that has elected to be treated as a U.S. person, do not use Form W-9. Instead, use the appropriate Form W-8 or Form 8233 (see Pub. 515, *Withholding of Tax on Nonresident Aliens and Foreign Entities*).

Nonresident alien who becomes a resident alien. Generally, only a nonresident alien individual may use the terms of a tax treaty to reduce or eliminate U.S. tax on certain types of income. However, most tax treaties contain a provision known as a "saving clause." Exceptions specified in the saving clause may permit an exemption from tax to continue for certain types of income even after the payee has otherwise become a U.S. resident alien for tax purposes.

If you are a U.S. resident alien who is relying on an exception contained in the saving clause of a tax treaty to claim an exemption from U.S. tax on certain types of income, you must attach a statement to Form W-9 that specifies the following five items.

1. The treaty country. Generally, this must be the same treaty under which you claimed exemption from tax as a nonresident alien.
2. The treaty article addressing the income.
3. The article number (or location) in the tax treaty that contains the saving clause and its exceptions.
4. The type and amount of income that qualifies for the exemption from tax.
5. Sufficient facts to justify the exemption from tax under the terms of the treaty article.

Example. Article 20 of the U.S.-China income tax treaty allows an exemption from tax for scholarship income received by a Chinese student temporarily present in the United States. Under U.S. law, this student will become a resident alien for tax purposes if his or her stay in the United States exceeds 5 calendar years. However, paragraph 2 of the first Protocol to the U.S.-China treaty (dated April 30, 1984) allows the provisions of Article 20 to continue to apply even after the Chinese student becomes a resident alien of the United States. A Chinese student who qualifies for this exception (under paragraph 2 of the first protocol) and is relying on this exception to claim an exemption from tax on his or her scholarship or fellowship income would attach to Form W-9 a statement that includes the information described above to support that exemption.

If you are a nonresident alien or a foreign entity, give the requester the appropriate completed Form W-8 or Form 8233.

Backup Withholding

What is backup withholding? Persons making certain payments to you must under certain conditions withhold and pay to the IRS 24% of such payments. This is called "backup withholding." Payments that may be subject to backup withholding include interest, tax-exempt interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee pay, payments made in settlement of payment card and third party network transactions, and certain payments from fishing boat operators. Real estate transactions are not subject to backup withholding.

You will not be subject to backup withholding on payments you receive if you give the requester your correct TIN, make the proper certifications, and report all your taxable interest and dividends on your tax return.

Payments you receive will be subject to backup withholding if:

1. You do not furnish your TIN to the requester,
2. You do not certify your TIN when required (see the instructions for Part II for details),
3. The IRS tells the requester that you furnished an incorrect TIN,
4. The IRS tells you that you are subject to backup withholding because you did not report all your interest and dividends on your tax return (for reportable interest and dividends only), or
5. You do not certify to the requester that you are not subject to backup withholding under 4 above (for reportable interest and dividend accounts opened after 1983 only).

Certain payees and payments are exempt from backup withholding. See *Exempt payee code*, later, and the separate Instructions for the Requester of Form W-9 for more information.

Also see *Special rules for partnerships*, earlier.

What is FATCA Reporting?

The Foreign Account Tax Compliance Act (FATCA) requires a participating foreign financial institution to report all United States account holders that are specified United States persons. Certain payees are exempt from FATCA reporting. See *Exemption from FATCA reporting code*, later, and the Instructions for the Requester of Form W-9 for more information.

Updating Your Information

You must provide updated information to any person to whom you claimed to be an exempt payee if you are no longer an exempt payee and anticipate receiving reportable payments in the future from this person. For example, you may need to provide updated information if you are a C corporation that elects to be an S corporation, or if you no longer are tax exempt. In addition, you must furnish a new Form W-9 if the name or TIN changes for the account; for example, if the grantor of a grantor trust dies.

Penalties

Failure to furnish TIN. If you fail to furnish your correct TIN to a requester, you are subject to a penalty of \$50 for each such failure unless your failure is due to reasonable cause and not to willful neglect.

Civil penalty for false information with respect to withholding. If you make a false statement with no reasonable basis that results in no backup withholding, you are subject to a \$500 penalty.

Criminal penalty for falsifying information. Willfully falsifying certifications or affirmations may subject you to criminal penalties including fines and/or imprisonment.

Misuse of TINs. If the requester discloses or uses TINs in violation of federal law, the requester may be subject to civil and criminal penalties.

Specific Instructions

Line 1

You must enter one of the following on this line; **do not** leave this line blank. The name should match the name on your tax return.

If this Form W-9 is for a joint account (other than an account maintained by a foreign financial institution (FFI)), list first, and then circle, the name of the person or entity whose number you entered in Part I of Form W-9. If you are providing Form W-9 to an FFI to document a joint account, each holder of the account that is a U.S. person must provide a Form W-9.

a. **Individual.** Generally, enter the name shown on your tax return. If you have changed your last name without informing the Social Security Administration (SSA) of the name change, enter your first name, the last name as shown on your social security card, and your new last name.

Note: ITIN applicant: Enter your individual name as it was entered on your Form W-7 application, line 1a. This should also be the same as the name you entered on the Form 1040/1040A/1040EZ you filed with your application.

b. **Sole proprietor or single-member LLC.** Enter your individual name as shown on your 1040/1040A/1040EZ on line 1. You may enter your business, trade, or "doing business as" (DBA) name on line 2.

c. **Partnership, LLC that is not a single-member LLC, C corporation, or S corporation.** Enter the entity's name as shown on the entity's tax return on line 1 and any business, trade, or DBA name on line 2.

d. **Other entities.** Enter your name as shown on required U.S. federal tax documents on line 1. This name should match the name shown on the charter or other legal document creating the entity. You may enter any business, trade, or DBA name on line 2.

e. **Disregarded entity.** For U.S. federal tax purposes, an entity that is disregarded as an entity separate from its owner is treated as a "disregarded entity." See Regulations section 301.7701-2(c)(2)(iii). Enter the owner's name on line 1. The name of the entity entered on line 1 should never be a disregarded entity. The name on line 1 should be the name shown on the income tax return on which the income should be reported. For example, if a foreign LLC that is treated as a disregarded entity for U.S. federal tax purposes has a single owner that is a U.S. person, the U.S. owner's name is required to be provided on line 1. If the direct owner of the entity is also a disregarded entity, enter the first owner that is not disregarded for federal tax purposes. Enter the disregarded entity's name on line 2, "Business name/disregarded entity name." If the owner of the disregarded entity is a foreign person, the owner must complete an appropriate Form W-8 instead of a Form W-9. This is the case even if the foreign person has a U.S. TIN.

Line 2

If you have a business name, trade name, DBA name, or disregarded entity name, you may enter it on line 2.

Line 3

Check the appropriate box on line 3 for the U.S. federal tax classification of the person whose name is entered on line 1. Check only one box on line 3.

IF the entity/person on line 1 is a(n) . . .	THEN check the box for . . .
• Corporation	Corporation
• Individual • Sole proprietorship, or • Single-member limited liability company (LLC) owned by an individual and disregarded for U.S. federal tax purposes.	Individual/sole proprietor or single-member LLC
• LLC treated as a partnership for U.S. federal tax purposes, • LLC that has filed Form 8832 or 2553 to be taxed as a corporation, or • LLC that is disregarded as an entity separate from its owner but the owner is another LLC that is not disregarded for U.S. federal tax purposes.	Limited liability company and enter the appropriate tax classification. (P= Partnership; C= C corporation; or S= S corporation)
• Partnership	Partnership
• Trust/estate	Trust/estate

Line 4, Exemptions

If you are exempt from backup withholding and/or FATCA reporting, enter in the appropriate space on line 4 any code(s) that may apply to you.

Exempt payee code.

- Generally, individuals (including sole proprietors) are not exempt from backup withholding.
- Except as provided below, corporations are exempt from backup withholding for certain payments, including interest and dividends.
- Corporations are not exempt from backup withholding for payments made in settlement of payment card or third party network transactions.
- Corporations are not exempt from backup withholding with respect to attorneys' fees or gross proceeds paid to attorneys, and corporations that provide medical or health care services are not exempt with respect to payments reportable on Form 1099-MISC.

The following codes identify payees that are exempt from backup withholding. Enter the appropriate code in the space in line 4.

- 1—An organization exempt from tax under section 501(a), any IRA, or a custodial account under section 403(b)(7) if the account satisfies the requirements of section 401(f)(2)
- 2—The United States or any of its agencies or instrumentalities
- 3—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities
- 4—A foreign government or any of its political subdivisions, agencies, or instrumentalities
- 5—A corporation
- 6—A dealer in securities or commodities required to register in the United States, the District of Columbia, or a U.S. commonwealth or possession
- 7—A futures commission merchant registered with the Commodity Futures Trading Commission
- 8—A real estate investment trust
- 9—An entity registered at all times during the tax year under the Investment Company Act of 1940
- 10—A common trust fund operated by a bank under section 584(a)
- 11—A financial institution
- 12—A middleman known in the investment community as a nominee or custodian
- 13—A trust exempt from tax under section 664 or described in section 4947

The following chart shows types of payments that may be exempt from backup withholding. The chart applies to the exempt payees listed above, 1 through 13.

IF the payment is for . . .	THEN the payment is exempt for . . .
Interest and dividend payments	All exempt payees except for 7
Broker transactions	Exempt payees 1 through 4 and 6 through 11 and all C corporations. S corporations must not enter an exempt payee code because they are exempt only for sales of noncovered securities acquired prior to 2012.
Barter exchange transactions and patronage dividends	Exempt payees 1 through 4
Payments over \$600 required to be reported and direct sales over \$5,000 ¹	Generally, exempt payees 1 through 5 ²
Payments made in settlement of payment card or third party network transactions	Exempt payees 1 through 4

¹ See Form 1099-MISC, Miscellaneous Income, and its instructions.

² However, the following payments made to a corporation and reportable on Form 1099-MISC are not exempt from backup withholding: medical and health care payments, attorneys' fees, gross proceeds paid to an attorney reportable under section 6045(f), and payments for services paid by a federal executive agency.

Exemption from FATCA reporting code. The following codes identify payees that are exempt from reporting under FATCA. These codes apply to persons submitting this form for accounts maintained outside of the United States by certain foreign financial institutions. Therefore, if you are only submitting this form for an account you hold in the United States, you may leave this field blank. Consult with the person requesting this form if you are uncertain if the financial institution is subject to these requirements. A requester may indicate that a code is not required by providing you with a Form W-9 with "Not Applicable" (or any similar indication) written or printed on the line for a FATCA exemption code.

A—An organization exempt from tax under section 501(a) or any individual retirement plan as defined in section 7701(a)(37)

B—The United States or any of its agencies or instrumentalities

C—A state, the District of Columbia, a U.S. commonwealth or possession, or any of their political subdivisions or instrumentalities

D—A corporation the stock of which is regularly traded on one or more established securities markets, as described in Regulations section 1.1472-1(c)(1)(i)

E—A corporation that is a member of the same expanded affiliated group as a corporation described in Regulations section 1.1472-1(c)(1)(i)

F—A dealer in securities, commodities, or derivative financial instruments (including notional principal contracts, futures, forwards, and options) that is registered as such under the laws of the United States or any state

G—A real estate investment trust

H—A regulated investment company as defined in section 851 or an entity registered at all times during the tax year under the Investment Company Act of 1940

I—A common trust fund as defined in section 584(a)

J—A bank as defined in section 581

K—A broker

L—A trust exempt from tax under section 664 or described in section 4947(a)(1)

M—A tax exempt trust under a section 403(b) plan or section 457(g) plan

Note: You may wish to consult with the financial institution requesting this form to determine whether the FATCA code and/or exempt payee code should be completed.

Line 5

Enter your address (number, street, and apartment or suite number). This is where the requester of this Form W-9 will mail your information returns. If this address differs from the one the requester already has on file, write NEW at the top. If a new address is provided, there is still a chance the old address will be used until the payor changes your address in their records.

Line 6

Enter your city, state, and ZIP code.

Part I. Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. If you are a resident alien and you do not have and are not eligible to get an SSN, your TIN is your IRS individual taxpayer identification number (ITIN). Enter it in the social security number box. If you do not have an ITIN, see *How to get a TIN* below.

If you are a sole proprietor and you have an EIN, you may enter either your SSN or EIN.

If you are a single-member LLC that is disregarded as an entity separate from its owner, enter the owner's SSN (or EIN, if the owner has one). Do not enter the disregarded entity's EIN. If the LLC is classified as a corporation or partnership, enter the entity's EIN.

Note: See *What Name and Number To Give the Requester*, later, for further clarification of name and TIN combinations.

How to get a TIN. If you do not have a TIN, apply for one immediately. To apply for an SSN, get Form SS-5, Application for a Social Security Card, from your local SSA office or get this form online at www.SSA.gov. You may also get this form by calling 1-800-772-1213. Use Form W-7, Application for IRS Individual Taxpayer Identification Number, to apply for an ITIN, or Form SS-4, Application for Employer Identification Number, to apply for an EIN. You can apply for an EIN online by accessing the IRS website at www.irs.gov/Businesses and clicking on Employer Identification Number (EIN) under Starting a Business. Go to www.irs.gov/Forms to view, download, or print Form W-7 and/or Form SS-4. Or, you can go to www.irs.gov/OrderForms to place an order and have Form W-7 and/or SS-4 mailed to you within 10 business days.

If you are asked to complete Form W-9 but do not have a TIN, apply for a TIN and write "Applied For" in the space for the TIN, sign and date the form, and give it to the requester. For interest and dividend payments, and certain payments made with respect to readily tradable instruments, generally you will have 60 days to get a TIN and give it to the requester before you are subject to backup withholding on payments. The 60-day rule does not apply to other types of payments. You will be subject to backup withholding on all such payments until you provide your TIN to the requester.

Note: Entering "Applied For" means that you have already applied for a TIN or that you intend to apply for one soon.

Caution: A disregarded U.S. entity that has a foreign owner must use the appropriate Form W-8.

Part II. Certification

To establish to the withholding agent that you are a U.S. person, or resident alien, sign Form W-9. You may be requested to sign by the withholding agent even if item 1, 4, or 5 below indicates otherwise.

For a joint account, only the person whose TIN is shown in Part I should sign (when required). In the case of a disregarded entity, the person identified on line 1 must sign. Exempt payees, see *Exempt payee code*, earlier.

Signature requirements. Complete the certification as indicated in items 1 through 5 below.

1. Interest, dividend, and barter exchange accounts opened before 1984 and broker accounts considered active during 1983. You must give your correct TIN, but you do not have to sign the certification.

2. Interest, dividend, broker, and barter exchange accounts opened after 1983 and broker accounts considered inactive during 1983. You must sign the certification or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct TIN to the requester, you must cross out item 2 in the certification before signing the form.

3. Real estate transactions. You must sign the certification. You may cross out item 2 of the certification.

4. Other payments. You must give your correct TIN, but you do not have to sign the certification unless you have been notified that you have previously given an incorrect TIN. "Other payments" include payments made in the course of the requester's trade or business for rents, royalties, goods (other than bills for merchandise), medical and health care services (including payments to corporations), payments to a nonemployee for services, payments made in settlement of payment card and third party network transactions, payments to certain fishing boat crew members and fishermen, and gross proceeds paid to attorneys (including payments to corporations).

5. Mortgage interest paid by you, acquisition or abandonment of secured property, cancellation of debt, qualified tuition program payments (under section 529), ABLE accounts (under section 529A), IRA, Coverdell ESA, Archer MSA or HSA contributions or distributions, and pension distributions. You must give your correct TIN, but you do not have to sign the certification.

What Name and Number To Give the Requester

For this type of account:	Give name and SSN of:
1. Individual	The individual
2. Two or more individuals (joint account) other than an account maintained by an FFI	The actual owner of the account or, if combined funds, the first individual on the account ¹
3. Two or more U.S. persons (joint account maintained by an FFI)	Each holder of the account
4. Custodial account of a minor (Uniform Gift to Minors Act)	The minor ²
5. a. The usual revocable savings trust (grantor is also trustee) b. So-called trust account that is not a legal or valid trust under state law	The grantor-trustee ¹ The actual owner ¹
6. Sole proprietorship or disregarded entity owned by an individual	The owner ³
7. Grantor trust filing under Optional Form 1099 Filing Method 1 (see Regulations section 1.671-4(b)(2)(i)(A))	The grantor*
For this type of account:	Give name and EIN of:
8. Disregarded entity not owned by an individual	The owner
9. A valid trust, estate, or pension trust	Legal entity ⁴
10. Corporation or LLC electing corporate status on Form 8832 or Form 2553	The corporation
11. Association, club, religious, charitable, educational, or other tax-exempt organization	The organization
12. Partnership or multi-member LLC	The partnership
13. A broker or registered nominee	The broker or nominee

For this type of account:	Give name and EIN of:
14. Account with the Department of Agriculture in the name of a public entity (such as a state or local government, school district, or prison) that receives agricultural program payments	The public entity
15. Grantor trust filing under the Form 1041 Filing Method or the Optional Form 1099 Filing Method 2 (see Regulations section 1.671-4(b)(2)(i)(B))	The trust

¹ List first and circle the name of the person whose number you furnish. If only one person on a joint account has an SSN, that person's number must be furnished.

² Circle the minor's name and furnish the minor's SSN.

³ You must show your individual name and you may also enter your business or DBA name on the "Business name/disregarded entity" name line. You may use either your SSN or EIN (if you have one), but the IRS encourages you to use your SSN.

⁴ List first and circle the name of the trust, estate, or pension trust. (Do not furnish the TIN of the personal representative or trustee unless the legal entity itself is not designated in the account title.) Also see *Special rules for partnerships*, earlier.

*Note: The grantor also must provide a Form W-9 to trustee of trust.

Note: If no name is circled when more than one name is listed, the number will be considered to be that of the first name listed.

Secure Your Tax Records From Identity Theft

Identity theft occurs when someone uses your personal information such as your name, SSN, or other identifying information, without your permission, to commit fraud or other crimes. An identity thief may use your SSN to get a job or may file a tax return using your SSN to receive a refund.

To reduce your risk:

- Protect your SSN,
- Ensure your employer is protecting your SSN, and
- Be careful when choosing a tax preparer.

If your tax records are affected by identity theft and you receive a notice from the IRS, respond right away to the name and phone number printed on the IRS notice or letter.

If your tax records are not currently affected by identity theft but you think you are at risk due to a lost or stolen purse or wallet, questionable credit card activity or credit report, contact the IRS Identity Theft Hotline at 1-800-908-4490 or submit Form 14039.

For more information, see Pub. 5027, Identity Theft Information for Taxpayers.

Victims of identity theft who are experiencing economic harm or a systemic problem, or are seeking help in resolving tax problems that have not been resolved through normal channels, may be eligible for Taxpayer Advocate Service (TAS) assistance. You can reach TAS by calling the TAS toll-free case intake line at 1-877-777-4778 or TTY/TDD 1-800-829-4059.

Protect yourself from suspicious emails or phishing schemes. Phishing is the creation and use of email and websites designed to mimic legitimate business emails and websites. The most common act is sending an email to a user falsely claiming to be an established legitimate enterprise in an attempt to scam the user into surrendering private information that will be used for identity theft.

The IRS does not initiate contacts with taxpayers via emails. Also, the IRS does not request personal detailed information through email or ask taxpayers for the PIN numbers, passwords, or similar secret access information for their credit card, bank, or other financial accounts.

If you receive an unsolicited email claiming to be from the IRS, forward this message to phishing@irs.gov. You may also report misuse of the IRS name, logo, or other IRS property to the Treasury Inspector General for Tax Administration (TIGTA) at 1-800-366-4484. You can forward suspicious emails to the Federal Trade Commission at spam@uce.gov or report them at www.ftc.gov/complaint. You can contact the FTC at www.ftc.gov/idtheft or 877-IDTHEFT (877-438-4338). If you have been the victim of identity theft, see www.IdentityTheft.gov and Pub. 5027.

Visit www.irs.gov/IdentityTheft to learn more about identity theft and how to reduce your risk.

Privacy Act Notice

Section 6109 of the Internal Revenue Code requires you to provide your correct TIN to persons (including federal agencies) who are required to file information returns with the IRS to report interest, dividends, or certain other income paid to you; mortgage interest you paid; the acquisition or abandonment of secured property; the cancellation of debt; or contributions you made to an IRA, Archer MSA, or HSA. The person collecting this form uses the information on the form to file information returns with the IRS, reporting the above information. Routine uses of this information include giving it to the Department of Justice for civil and criminal litigation and to cities, states, the District of Columbia, and U.S. commonwealths and possessions for use in administering their laws. The information also may be disclosed to other countries under a treaty, to federal and state agencies to enforce civil and criminal laws, or to federal law enforcement and intelligence agencies to combat terrorism. You must provide your TIN whether or not you are required to file a tax return. Under section 3406, payers must generally withhold a percentage of taxable interest, dividend, and certain other payments to a payee who does not give a TIN to the payer. Certain penalties may also apply for providing false or fraudulent information.

TAB 11
PRESS RELEASE RE: RESULTS

FOR IMMEDIATE RELEASE

April 9, 2020

Contact: Amy Starnes
Public Information Director, State Bar of Texas
(800) 204-2222, ext. 1706, or (512) 427-1706
astarnes@texasbar.com

Women and the Law Section Announces 2020 Texas Law Student Writing Competition Winners

The Women and the Law Section (the “Section”) recently announced the winners of the 2020 Texas Law Student Writing Competition.

Khyra Kolidakis, a student at University of Houston Law Center, won the competition for the essay, “Maternal Mortality and Domestic Violence: The Intersectionality of Pregnancy and Violence.”

Tara Bush, a student at University of North Texas Dallas College of Law, won second place in the competition for the essay, “#MeToo and #TimesUp: Social Media and the Law Converge.”

Section Chair Nicondra Chargois-Allen will present Ms. Kolidakis with The 2020 Harriet E. Miers Writing Competition Award at the Section’s annual membership meeting on Thursday, June 25, 2020, from 2:00 to 3:00 at the Hilton Anatole in Dallas, Texas. The award, named for the first female president of the State Bar of Texas, includes \$1,000 for law school educational expenses.

Chargois-Allen will recognize Ms. Bush as the second place winner at the meeting. Second place honors include \$500 for law school educational expenses.

The Section called for essays identifying and analyzing legal challenges for women in Texas and/or nationwide based on recent news reports.

The Section had the following goals for the competition: (1) to help participating Texas law school students prepare to tackle legal and societal challenges after graduation and strengthen their written advocacy skills; (2) to increase awareness of and involvement with the Section; and (3) to further the Section’s mission. The Section’s mission is to encourage and facilitate the active and effective participation of women in the legal profession and in the community, and to address the current needs of and issues affecting women.

— — —

The State Bar of Texas is an administrative agency of the Supreme Court of Texas that provides educational programs for the legal profession and the public, administers the minimum continuing legal education program for attorneys, and manages the attorney discipline system. For more information on the Women and the Law, follow us on Instagram @womenandthelawtx, like us on Facebook at facebook.com/groups/womenandthelaw, or visit texasbar.com.

TAB 12
***TEXAS BAR BLOG* ARTICLE RE: RESULTS**

STATE BAR *of* **TEXAS****TEXAS BAR BLOG**

NEWS ON THE LAWYERS AND LEGAL PROFESSIONALS OF TEXAS

POSTED IN LAW SCHOOLS NEWS

State Bar of Texas Women and the Law Section announces writing competition winners

By Adam Faderewski on April 10, 2020

The State Bar of Texas Women and the Law Section announced the two winners of the 2020 Texas Law Student Writing Competition—Khyra Kolidakis, of the University of Houston Law Center, and Tara Bush, of the University of North Texas Dallas College of Law.

Kolidakis, the first-place winner, will be presented with the 2020 Harriet E. Miers Writing Competition Award by Nicondra Chargois-Allen, section chair, at the Women and Law Section's annual membership meeting on June 25 in Dallas. Kolidakis will receive \$1,000 for law school-educational expenses for her essay, "Maternal Mortality and Domestic Violence: The Intersectionality of Pregnancy and Violence."

Chargois-Allen will recognize Bush as the second-place winner at the meeting for her essay, "#MeToo and #TimesUp: Social Media and Law Converge." Bush will receive \$500 for law school-educational expenses.

Entrants submitted essays that identified and analyzed legal challenges for women in Texas and/or nationwide based on recent news reports. The goal of the competition is to help participating Texas law school students prepare to tackle legal and societal challenges after graduation and strengthen their written advocacy skills; to increase awareness of and involvement with the section; and to further the section's message.

Copyright © 2020, State Bar of Texas. All Rights Reserved

STRATEGY, DESIGN, MARKETING & SUPPORT BY

LEXBLOG

TAB 13
NEWSLETTER PUBLICATION OF ESSAYS

THE WOMEN'S ADVOCATE

A CATALYST FOR 2019 – 2020



WOMEN AND THE LAW
STATE BAR OF TEXAS

Women and the Law Section Newsletter
www.txwomenlawsection.org

SPRING

Vol. 39, No. 2

IN THIS ISSUE

TEXAS MINORITY COUNSEL PROGRAM	2
UPCOMING CLE.....	3
REQUEST FOR NOMINATIONS.....	4
WAL WRITING CONTEST 1 ST PLACE ARTICLE.....	6
WAL Writing Contest Runner-Up Article.....	16

State Bar of Texas Women

In this ever changing world, the Women and the Law Section of the State Bar of Texas ("WAL") continues to strive to meet the needs of its members. Free telephonic CLEs will continue to be hosted with the next CLE scheduled for April 14, 2020, entitled Intellectual Property Traps in Contracts. Additionally, WAL continues to plan for its Annual Meeting to be held at the Hilton Anatole in Dallas, Texas, in conjunction with the State Bar of Texas' Annual Meeting. WAL's live CLE is scheduled for Thursday, June 25, 2020, at 3:00 p.m. – 4:15 p.m. The CLE will review the history of women's rights and address new laws regarding invitro fertilization. The CLE is entitled *From the Right to Own Property and Vote to the Right to Control Her Body*. A reception/happy hour will be held also on Thursday from 6:00 p.m. to 8:00 p.m. at the Hilton Anatole. We are hopeful that we will still be able to host these events as planned. WAL especially looks forward to having the reception to celebrate WAL's members and friends being able to come together. Additional networking and receptions that were being planned for this Spring have been postponed.

Nicondra "Nikki" Chargois-Allen
WAL President

JOIN US TODAY TO CONNECT WITH OTHER WOMEN LAWYERS!

MEMBERSHIP IS ONLY \$25 A YEAR. MEMBERSHIP YEAR IS
JUNE 1ST TO MAY 31ST.

WOMEN AND THE LAW COUNCIL *TEXAS MINORITY COUNSEL PROGRAM*

This year, the Women and the Law Section participated in the Texas Minority Counsel Program (TMCP), which was held November 6-8, 2019 at the Four Seasons Resort and Club in Las Colinas. TMCP is a client development, networking, and CLE event held each year for diverse attorneys in Texas. It was created in 1993 with the mission of increasing opportunities for minority, women, and LGBT attorneys who provide legal services to corporate and government clients, and to expose those organizations to the legal talent of diverse attorneys in Texas. Members of the Women and the Law Section who attend TMCP are entitled to a discount on registration fees. TMCP 2020 will be held in Austin and more information can be found at: <https://www.texasbar.com/Content/NavigationMenu/ForLawyers/BarServiceOpportunities/FindDiversityResources/TMCP.htm>

TMCP 2020 Schedule At A Glance* SHERATON AUSTIN HOTEL AT THE CAPITOL

Wednesday, October 28, 2020

9:00-11:00 Networking Through Service
11:00-5:00 Spa Retreat
2:00-4:30 Golf Tournament
6:00-7:30 Conference Registration & Welcome Reception

Thursday, October 29, 2020

8:15-9:00 Registration & Breakfast
9:00-11:45 CLE presentations; Counsel Connections
11:45-1:00 Keynote Awards Luncheon
1:30-5:00 CLE Tracks; Counsel Connections
4:00-5:00 Law Student Reception
5:00-6:30 Networking Reception
7:00-8:30 Dine-Arounds
9:00-12:00 TMCP Party

Thursday, October 30, 2020

8:15-9:00 Breakfast
9:00-11:45 CLE presentations; Counsel Connections
12:15-12:45 Luncheon presentation
1:00 Closing Remarks

*Schedule is subject to change. The conference brochure will include the final schedule.

Seeking Contributions

Are you a WAL Section member and have something you would like to share with the rest of the Membership (i.e. Awards, Honors, Employment move or office relocation, Upcoming CLE speaking engagements, Employment search; hiring or seeking, etc.) Our newsletter reaches over 800 WAL members from across Texas. Please send your announcement(s) to:

Danae N. Benton, Newsletter Editor
danae@thebentonlawgroup.com

The Women and the Law Section presents:

**A Free Telephone CLE:
COVID-19 and the FFCRA:
What Employers Need to Know Regarding Mandated Paid Leave**

Presented by:
Tina L. Izadi of Izadi Law Group

Wednesday, May 6, 2020
Noon - 1 p.m. CDT
(1 hr. MCLE Credit)

Please join us for a free one-hour telephone CLE and learn from the comfort of your office! You will be sent any available course materials, as well as instructions for joining the call, the day before the program.

RSVP by 3 p.m. CDT Tuesday, May 5 to reserve your spot.

On March 18, 2020, the Families First Coronavirus Response Act (“FFCRA”) was enacted; the FFCRA requires employers with less than 500 employees to provide employees with paid leave in certain circumstances due to COVID-19. This CLE will provide an overview of the requirements with the FFCRA (and the accompanying DOL regulations), what employers need to know to comply with the law, available exemptions, and recommended best practices.

CALLING FOR NOMINATIONS

Each year the Women and the Law Section presents awards to recognize attorneys whose work is in line with the section's mission statement. The awards presented are the Sarah T. Hughes Women Lawyers of Achievement Award and the Louise B. Raggio Award. Nominations of deserving recipients are needed. Please submit the name of the nominee, a brief summary of why the nominee is deserving of the award, and your contact information in case additional information is needed. Nominations should be submitted to the section via email. The deadline for nominations has been extended until May 1, 2020. Should the nominee not be selected in the year in which they were nominated, their nomination will be reconsidered for the award the following year.

AWARD DESCRIPTIONS

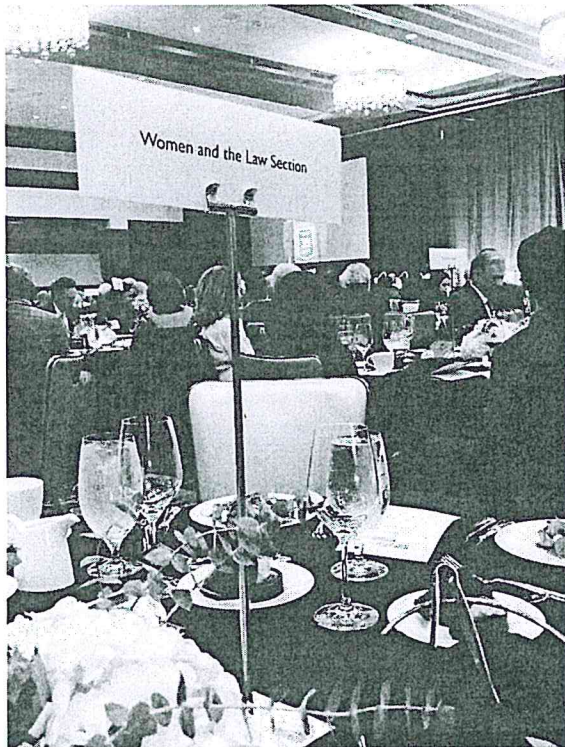
Sarah T. Hughes Women Lawyers of Achievement Award

The Women and the Law Section of the State Bar of Texas established the Sarah T. Hughes Women Lawyers of Achievement Award to honor the accomplishments of women who have achieved outstanding recognition in their professional area and who, by so doing, have paved the way for success for other women attorneys. Sarah T. Hughes was an original Texas trailblazer, breaking down barriers for women in the profession decades before the State Bar even recognized women attorneys as a distinct group. Ms. Hughes put herself through law school while working a day job as a police officer in Washington, D.C. After graduating in 1922, she moved to Texas, where she practiced for some years before serving three terms in the Texas House of Representatives. In 1935, she became the first woman state district judge in Texas, and in 1961, the first woman to serve as a federal district judge in the state. She was a longtime advocate for women and was instrumental in helping to pass a 1954 amendment to the Texas Constitution, allowing women to serve on juries. Speaking to an interviewer in 1977, Ms. Hughes said, "It all depends on whether you're willing to work hard enough to get what you want, not what stands in your way."

Louise B. Raggio Award

The Louise B. Raggio Award recognizes an attorney who has actively addressed the needs and issues of women in the legal profession and in the community. Louise Raggio graduated from law school in 1952 as the only woman in her class and struggled to find work as an attorney at a time when most law firms wouldn't consider hiring a woman associate. With the help of Sarah Hughes, Ms. Raggio became Dallas County's first female criminal prosecutor and tried the first case before an all-woman jury in Texas. She would become known as the "Texas Tornado" for her work in improving the rights of women. She helped draft the Texas Marital Property Act of 1967, which gave women the right to own property, secure a bank loan, and start a business without their husbands' consent. In 1979, Ms. Raggio became the first woman to be elected to the State Bar's board. Ms. Raggio was a lifelong civil rights activist and a champion for the rights of women and children.

Supporting Access to Justice



Women and the Law is committed to the goal advocated by the Texas Access to Justice Foundation to provide equal access to the justice system for all. Women and the Law demonstrated its support by donating to the Access to Justice Foundation and supporting the 35th Annual Access to Justice Dinner. The dinner featured John Grisham as its key speaker. John Grisham told the attendees of his experience when he practiced law with taking pro bono cases and encouraged lawyers to see the power of their law license by taking pro bono cases.

At the dinner, Richard “Dick” Tate, Chair of the Board of Directors of the Access to Justice Foundation, was honored for his decades of work in bringing legal services to low income Texans. Mr. Tate was awarded the Harold F. Kleinman , which is awarded for exceptional outstanding leadership in providing access to justice to low income Texans. The award is not given every year and is only awarded when a deserving attorney demonstrates the qualities that the award exemplifies. Women and the Law

congratulates Mr. Tate for paving avenues for low income Texans to access legal help.

Information regarding supporting the Texas Access to Justice Foundation can be found at www.teajf.org and for additional information regarding the Texas Access to Justice Commission go to www.texasatj.org.



WAL Writing Contest 1st Place Article

Maternal Mortality and Domestic Violence: The Intersectionality of Pregnancy and Violence¹

By: Khyra Kolidakis

I. What is the challenge? How are women harmed?

The maternal mortality rate shocked researchers when it doubled between 2010 and 2012². The researchers found that 148 women died in 2012 as a result of pregnancy.³ Black women in Texas are dying with frightening frequency after childbirth — at a rate of nearly three times higher than that of white women.⁴ No one has figured out why. According to the Texas Tribune three major state and federal agencies, working with several non-profit organizations in Texas, came together in 2013 to provide statistics and solutions for this problem; however, the issue remains at the top of the health disparities list today.

Although the Department of State Health Services' website shows that Texas' maternal mortality rate was 35.2 per 100,000 births between 2012 and 2015 using CDC data, agency officials now say that the number of mothers who died during that period is actually more than 30 percent lower — 24.3 deaths per 100,000 births — as a result of a new methodology the state recently began using to calculate deaths. While state officials say the new, lower mortality rate is more accurate, they stopped short of calling it the official maternal mortality rate because the new methodology is still being “refined”.⁵ While the new numbers may be giving state officials a reason to celebrate, it would appear that there is a much different narrative being pushed on the ground. The Texas Tribune has told harrowing tales of mothers enduring medical nightmares: They bled out, had strokes and heart attacks, and lost babies during delivery.

¹ Khyra Kolidakis Term Paper for Domestic Violence. Fall 2019. Contributions made by Professor Janet Heppard and Professor Diane McManus.

² See <https://www.washingtonpost.com/news/morning-mix/wp/2018/04/11/texas-maternal-mortality-rate-was-unbelievably-high-now-we-know-why/>

³ See *id.*

⁴ See https://www.washingtonpost.com/national/health-science/dying-after-childbirth-women-in-texas-are-at-high-risk-especially-if-theyre-black/2017/07/21/0a835f0a-6b00-11e7-b9e2-2056e768a7e5_story.html

⁵ <https://apps.texastribune.org/dangerous-deliveries/>

Dozens of experts and advocates say maternal deaths are a symptom of a bigger problem. According to the Texas Women’s Healthcare Coalition, 1.3 million women who need routine checkups and birth control cannot afford it and cannot access it, according to the Texas Women’s Health Coalition. Too many Texas women — particularly low-income women — do not have access to health insurance, birth control, mental health care, substance abuse treatment and other services that could help them become healthier before and after pregnancy.

In October of 2018, a legislative task force released a report showing that the Texas women most at risk of dying after giving birth include black women over 40, unmarried women, women who use Medicaid, women who have little or no insurance and women who give birth through cesarean delivery.⁶ These same women are also more likely to enter pregnancy with health problems like obesity, diabetes, high blood pressure and smoking habits.⁷

Women make up half the workforce, and, according to census figures, a slight majority of the U.S. population; so, their suffering and undiagnosed health problems create costs and burdens that ultimately hurt our economy and slow our businesses. For example, growing obesity in Texas women and increased cases of hypertension and other ailments while pregnant make low-income women a health risk unlike any seen in recent years⁸. Faced with alarming public health statistics that drew national attention, Texas lawmakers created a Task Force on Maternal Mortality and Morbidity in 2013 to study the problem and make recommendations to curb the state’s rising rate.

The Texas Tribune’s investigation found that lawmakers have squandered opportunities to help more women access services that could save their lives. Hundreds of thousands of low-income women who, under federal law, would be eligible for publicly funded health insurance do not qualify for coverage in Texas because state leaders rejected a Medicaid coverage expansion offered under the Affordable Care Act.⁹ According to Jamila Taylor, an advocate at the Center for American Progress, state legislators’ decision in 2011 to change how Texas offers women’s health services has left thousands of women without “crucial” health care before, during and after pregnancy.¹⁰ That included a \$73.6

⁶ *See id.*

⁷ *See id.*

⁸ *See* <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2621047/>

⁹ *See* <https://www.kff.org/medicaid/issue-brief/the-coverage-gap-uninsured-poor-adults-in-states-that-do-not-expand-medicaid/>

¹⁰ <https://www.americanprogress.org/issues/women/reports/2019/05/02/469186/eliminating-racial-disparities-maternal->

million cut to Family Planning Services which led to roughly 100,000 fewer people being served in 2012.¹¹ That same year, Republican state leaders moved to exclude Planned Parenthood funding even though its participating clinics were not performing the Texan-scorned abortions.¹² It is worth noting that Planned Parenthood has been the top healthcare provider for low-income women, and that the healthcare being mentioned includes more than abortions.

In the place of defunded Planned Parenthood clinics that offered real women's health services (like pap smears and birth control), unfamiliar clinics have sprung up with solo practitioners offering behavioral health services; a.k.a. pills. For women to receive care if they are uninsured, they have to attend a location for mental health, a separate location for birth control and gynecology services, another location for general primary care; and they have to pay a hefty cost at each different location. If a woman is not married and without a college education, above the age of 26, or without a stable home, living in Texas it is likely that she cannot afford healthcare. So, when we ask the question "why are low-income women dying from childbirth?"; we should be aware that the climate these women are forced to live in has been created by the Texas legislature.

II. What is the relevant law(s)?

According to the National Institutes of Health, intimate partner violence (IPV), or domestic violence, affects as many as 300,000 pregnant women every year in the U.S. from every age group, religion, ethnicity, socioeconomic level and educational background.¹³ IPV increases behavioral risk factors in pregnant women, such as smoking, drug or alcohol abuse, possibly because these are coping mechanisms for survivors.¹⁴ "Intimate partner violence during pregnancy has been found to be associated with fatal and non-fatal adverse health outcomes for the pregnant woman and her baby due to the direct trauma of abuse to a pregnant woman's body, as well as the physiological effects of stress from current or past abuse on fetal growth and development."¹⁵ "Physical, sexual and psychological intimate partner violence during pregnancy [is] associated with higher levels of depression, anxiety, and stress, as well as suicide attempts,

infant-mortality/

¹¹ See <https://apps.texastribune.org/dangerous-deliveries/>

¹² See *id.*

¹³ <https://www.domesticshelters.org/articles/statistics/when-pregnancy-triggers-violence>

¹⁴ *Id.*

¹⁵ https://apps.who.int/iris/bitstream/handle/10665/70764/WHO_RHR_11.35_eng.pdf?sequence=1

lack of attachment to the child and lower rates of breastfeeding.”¹⁶ “Possible explanations are that women smoke, drink or take drugs for self-medication to cope with the stress, shame, and suffering caused by the abuse.”¹⁷

The Task Force was a result of the legislative charge to curb maternal mortality and severe morbidity through recommendations. Because accurate and actionable data is integral for the success of efforts to curb maternal deaths, the Department of State Health Services worked to complement the Task Force and legislative efforts through continued analysis of available maternal mortality data. This has included, but is not limited to, an analysis that breaks down causes of maternal death along a pregnancy and postpartum timeline. The timeline analysis has also been used to support the work of the Department of State Health Services and other agencies to identify opportunities within the few existing programs to prevent maternal deaths and severe morbidity outcomes.

The work of the Task Force (the only known legal action in Texas addressing the maternal mortality issue so far) can best be understood by their final report issued in December of 2017 and a table that was published in this report. To distinguish those maternal deaths directly related to pregnancy from those not directly related, the Department of State Health Services examined the timing and cause of all 382 confirmed maternal deaths that took place between 2012 and 2015. The Task Force noted that analysis of more comprehensive data was necessary to offer a full and complete report, but the only existing comprehensive data for the state of Texas is as follows:

¹⁶ *Id.*

¹⁷ *Id.*

*Table 1: Confirmed Maternal Deaths by Timing and Cause of Death
Texas, Over a Four-Year Period, 2012-2015¹⁸*

<i>Cause of Death</i>	<i>While Pregnant</i>	<i>0-7 Days Post-partum</i>	<i>8-42 Days Post-partum</i>	<i>43-60 Days Post-partum</i>	<i>61+ Days Post-partum</i>	<i>Total</i>
<i>Amniotic Embolism</i>	1	9	0	0	0	10
<i>Cardiac Event</i>	2	12	9	5	27	55
<i>Cerebrovascular Event</i>	0	8	9	1	9	27
<i>Drug Overdose</i>	0	3	7	5	49	64
<i>Hemorrhage</i>	3	12	2	0	3	20
<i>Homicide</i>	2	1	5	2	32	42
<i>Hypertension/Edamsia</i>	0	7	4	0	7	18
<i>Infection/Sepsis</i>	1	3	14	3	11	32
<i>Pulmonary Embolism</i>	2	3	4	2	2	13
<i>Substance Use Sequelae (e.g., liver cirrhosis)</i>	0	0	2	0	3	5
<i>Suicide</i>	0	1	2	2	28	33
<i>Other</i>	5	5	6	3	44	63
Total	16	64	64	23	215	382

Homicide was found to be the second-leading cause of injury-related death for pregnant women, after car accidents, in a study by the National Institute of Health.¹⁹ “The NCADV found that between 1990 and 2004, 1,300 pregnant women in the U.S. were murdered, with 56 percent being shot to death (the rest were stabbed or strangled).”²⁰ “More than two-thirds were killed during their first trimester.”²¹ “In other words, partners who batter pregnant women are often particularly more dangerous and more likely to kill their partners.”²²

While this data may seem comprehensive, the Task Force overlooks several contributing factors to the rising maternal mortality rate that especially effect low-income mothers. When neighborhoods work well, they are a place where individuals derive many social benefits. However, when neighborhoods are characterized by residential segregation, often linked to ethnic/racial minority population concentrations, then women living in those neighborhoods have higher rates of morbidity and mortality.

¹⁸ <https://dshs.texas.gov/mch/pdf/Dec2017-Investigating-Maternal-Mortality-Brief-FINAL.pdf>

¹⁹ See <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1449204/>

²⁰ <https://www.domesticshelters.org/articles/statistics/when-pregnancy-triggers-violence>

²¹ *Id.*

²² *Id.*

Residential segregation that creates concentrated neighborhoods where residents are predominantly poor, racial/ethnic minority, or of immigrant status are social spaces with concentrated social problems. This increases the chances that residents, whatever their individual backgrounds, will experience greater exposure to stressful environments while also having fewer resources with which to cope with these exposures. “Even though Hispanic and [B]lack women have similar rates of chronic health issues like obesity, diabetes and heart disease, [T]ask [F]orce members and researchers say they can’t explain why Hispanic mothers are more likely to survive pregnancy complications.”²³ Perhaps this discrepancy has to do with the cultural support systems inherent in Hispanic families, as opposed to Black women who are often stereotyped and expected to be single mothers.

Quality maternal mortality data is sorely lacking. The U.S. government hasn’t published an official nationwide rate since 2007. Researchers, including Texas’ maternal mortality Task Force members, primarily rely upon the National Vital Statistics System, which compiles data from each state based on death certificates completed by doctors and coroners. This data is deeply flawed and inconsistent because there simply aren’t enough resources to analyze the data that exist. In addition, the data is easily manipulated to reflect the desires of a state with vested political interest.

III. How should the challenge be addressed?

There are a diverse number of disciplines involved in pregnancy-related violence research including such fields as sociology, psychology, criminal justice, nursing, education, and public health, to name a few. “[I]t is relatively uncommon for researchers in these fields to work together to develop a multidisciplinary research project. Such collaboration could prove to be extremely beneficial in increasing the range of knowledge on the subject of pregnancy-related violence and ultimately working toward its reduction.”²⁴ Although the Department of State Health Services, Maternal Mortality Task Force, and the Health and Human Services Commission is still working together to interpret legislation from the 85th Texas legislature, the solutions proposed so far have been immensely inadequate.

Research indicates that there have been several answers proposed to solve to this looming problem including: maternal safety bundles, bills in the legislature to extend behavioral health services for women a year after delivery or in the treatment of opioid use, and several proposed forums to strategize on more solutions that can span throughout

²³ <https://apps.texastribune.org/dangerous-deliveries/>

²⁴ Jasinski, J., “Pregnancy and Domestic Violence: A Review of the Literature,” *TRAUMA, VIOLENCE, & ABUSE*, Vol. 5, No. 1, at 58 (Jan. 2004) (hereinafter, “Jasinski”).

Texas. The answer will not be simple and easy, nor will it narrow the numbers of women being addressed (as the current strategy seems to do). Clinical prevention methods will be needed at different points in time, in multiple locations, both within and outside of the hospital setting.

According to the American College of Obstetricians and Gynecologists, a maternal safety bundle is guidance and literature that is issued by several organizations in a collaborative fashion to various hospitals.²⁵ The guidance represents best practices for maternity care and includes “action plans” (or suggestions) on systems to be implemented by hospital staff to address several complications that could lead to maternal death during pregnancy or the postpartum period including hemorrhaging, severe hypertension, deep vein thrombosis, low-risk C-sections, and peripartum/postpartum racial disparities. It is worth noting that these safety bundles are touted most often by the state as the best solution; however, there isn’t a single website that explains what these bundles will do in terms that are reasonable for a consumer (a.k.a. the mother, the patient). Maternal safety bundles sound great for those that have insurance or can afford to pay hospital costs out of pocket. For those without insurance, maternal safety bundles -in terms of a solution- mean nothing.

Expanding behavioral health services for women one year after delivery is certainly a start; however, this sort of allocation of services that should be considered mandatory is not nearly enough. The risk of moderate to severe violence appears to be greatest in the postpartum period. “Women may need protection from violence and intimidation by their partners and it is important that there are provisions to accommodate this need.”²⁶ According to the Texas Department of Human Health Services, 33 mothers were lost from 2012 to 2015 as a result of suicide. How many of those deaths could have been prevented with the proper support systems already in place? There are children who will never see their mothers simply because the state government didn’t care enough to provide access. And, what about the 64 mothers in Texas that died from drug overdose in 2012 to 2015 after a 61-day period? The data from the National Vital Statistics System does not begin to estimate how much of those drug-related deaths were from opioid use; but at least the Texas legislature will begin to cover prevention and treatment for those women-after their baby is born.

²⁵ See <https://www.acog.org/news/news-releases/2018/08/aim-program-awarded-millions-to-expand-efforts-to-reduce-maternal-mortality-and-morbidity>

²⁶ Mezey, G. and Bewley, S., “Domestic Violence and Pregnancy: Risk is Greatest After Delivery,” *BMJ* VOLUME 314 at 1295 (May 3, 1997).

2 million women are physically assaulted annually and more than 50 million are assaulted in their lifetime. Consequences of pregnancy-related violence include later entry into prenatal care, low birth weight babies, premature labor, fetal trauma, unhealthy maternal behaviors, and health issues for the mother.²⁷ “There’s a racial divide in postpartum care in Texas, too. Hispanic women in Texas skip postpartum visits at a rate of 18.9 percent; 10.1 percent of black mothers don’t get postpartum checkups, nor do 9.6 percent of white women, according to the 2015 Pregnancy Risk Assessment Monitoring System.”²⁸ “The issue of research sample . . . remains an important factor to consider when interpreting prevalence estimates.”²⁹ “Notably, analysis of population-based data from the Centers for Disease Control and Prevention’s (1999) Pregnancy Risk Assessment Monitoring System (PRAMS) 1996 Surveillance Report found reported rates of pregnancy-linked abuse to be much lower than studies using hospital-based samples, ranging from 2.9% to 5.7% among several thousand women across 11 states participating in PRAMS . . .”³⁰

When women lack access to livable wages, flexible scheduling, and paid family leave, it can have a harmful impact on both their physical and mental health, leading to negative impacts on the population as a whole. “PRAMS 1996 Surveillance Report asks only a few limited questions on abuse and questions are not behaviorally specific.”³¹ Women were asked whether they were “physically abused by a husband or partner during the 12 months preceding their most recent pregnancy.”³² “Both the limited number of items and the use of the term “abuse” . . . may lead to underestimates of assaults preceding or coinciding with pregnancy.”³³ A lack of insurance makes it harder for women to manage long-term health issues — and for women of child-bearing age to get the prenatal care that can help prevent maternal deaths. “Kami Geoffray, CEO of the Women's Health and Family Planning Association of Texas, an organization that works to increase access to family planning programs, said lawmakers haven’t gotten serious about addressing shortcomings in the state’s health care programs for women,”³⁴ and I would agree.

“Although studies using probability samples seem to agree that pregnancy does not increase the risk for violent victimization, they were not designed to specifically look at this issue and therefore have not included the necessary

²⁷ See Jasinski at 55.

²⁸ <https://apps.texastribune.org/dangerous-deliveries/>

²⁹ Jasinski at 48.

³⁰ *Id.*

³¹ *Id.* at 49.

³² *Id.*

³³ *Id.*

³⁴ <https://apps.texastribune.org/dangerous-deliveries/>

questions to create a complete picture of the violence-pregnancy relationship.”³⁵ Studies have consistently reported no difference in risk due to pregnancy. “However, persistent violence was more likely to occur among couples in which the male partner perceived that the pregnancy of his female partner occurred sooner than intended.”³⁶ “Regardless of the exact dynamics of pregnancy-related violence, most of the research finds that women who were abused while they were pregnant had a history of victimization. . . . This would suggest that women who have a history of victimization should be identified as an at-risk group, with specific intervention efforts targeted to them.”³⁷ “One factor that has emerged as a consistent risk factor for violence is low socio-economic status (measured with educational levels, income, and/or employment) . . .”³⁸ “[W]omen who are abused do not have the same levels of social support as do women who are not abused.”³⁹ “[A] pregnancy not planned by the male partner might represent something that he could not control and therefore increases risk for violence.”⁴⁰ “Violence tends to be higher when certain conditions are present, such as a high level of conflict and stress in the family, and intervening variables such as belief in the legitimacy of violence to deal with family members who do wrong.”⁴¹

IV. Conclusion

Pregnant women who are screened for previous violence in their relationship should be provided with information about available services if they should need them either during or after the child is born. “Health care providers should also provide follow-up services to women postpartum in order to prevent any reoccurrence of violent behavior.”⁴² Medical documentation can be used to substantiate assertions of abuse, to obtain protective relief in the form of a restraining order, and/or to be eligible for certain exemptions or statuses related to housing, insurance, and financial assistance. “Isaac and Enos suggested that health care providers can be of most assistance legally by improving their record keeping.”⁴³

In short, the expansion of treatment and healthcare for women is necessary, now. Lawmakers must come

³⁵ Jasinski at 52.

³⁶ *Id.*

³⁷ *Id.* at 54.

³⁸ *Id.*

³⁹ *Id.*

⁴⁰ *Id.* at 55.

⁴¹ *Id.*

⁴² *Id.* at 59.

⁴³ *Id.* at 60.

together with legal providers on the ground to provide mandatory healthcare for those who need it. It is no longer an answer to cut off healthcare for those who can't afford it because eventually the truth will present itself. The added burden of gender discrimination and lack of structural supports in the workplace are also critically important when examining what will help women experience better maternal health outcomes. The continuing legacy of poor health in women of color despite the overall improved conditions of their lives is one compelling reason to take a closer look at the role that discrimination may play in healthcare. No collaborative committee or expensive institutional report is required to see that without the expansion of proper healthcare for women there is a generation of children in Texas who will go without their mothers, and the fault (or cost) will rest with the state.

“At the federal level, the idea of extending postpartum Medicaid is getting more attention.”⁴⁴ At a September House hearing, representatives from the American Medical Association, the Icahn School of Medicine and the Kaiser Family Foundation called for expanding postpartum Medicaid as a possible solution to the maternal mortality crisis.⁴⁵ “The American College of Obstetricians and Gynecologists has also recommended it. (Kaiser Health News is an editorially independent program of the foundation).”⁴⁶ “Beyond protecting women during the medically vulnerable time after they deliver, experts think increasing Medicaid could go a long way toward addressing the racial disparities that exist in maternal mortality rates.”⁴⁷

⁴⁴ <https://khn.org/news/medicaid-tweak-might-offer-means-to-improve-u-s-maternal-health/>

⁴⁵ *See id.*

⁴⁶ *Id.*

⁴⁷ *Id.*

WAL Writing Contest Runner-Up Article

#MeToo and #TimesUp: Social Media and the Law Converge

By Tara Bush

In October 2017, I was deeply immersed in my first semester of law school when the #MeToo movement went viral. I, like all women, marveled that something so ubiquitous could only finally be unmasked by social media. Then, on January 1, 2018, #TimesUp, a sister movement fighting against sexual harassment, assault, and discrimination in the workplace, was born. As a student returning to law school later in my career, I had experienced sexual harassment on the job in various forms over the years. I thought, “It’s about time.”

Now, just over two years later as I finish my final semester of law school, what impact have #MeToo and #TimesUp had on the laws both nationally and in my lifelong home state of Texas? Has the promise of these nascent social media movements effected any change to the seemingly immutable status quo?

Shining a spotlight on the harm

While the story of Harvey Weinstein was certainly a catalyst for #MeToo and #TimesUp, the vast majority of women across the country with their own #MeToo stories work in fields considerably less glamorous and high-profile than Hollywood. Sexual harassment cuts across every industry, from agriculture to tech, banking to the service industry, and healthcare to law. Essentially about the power dynamic at its core, sexual harassment has thrived in fields historically dominated by men. In fact, the problem is often most rampant where women work in low-income jobs and are most vulnerable.⁴⁸

Title VII of the Civil Rights Act of 1964 prohibits sex discrimination in the workplace, which includes sexual harassment.⁴⁹ Sexual harassment is unwelcome behavior a worker experiences because of his or her sex and does not have to involve physical contact or be motivated by sexual desire.⁵⁰ Words alone can be enough to implicate sexual

⁴⁸ See WORKPLACE JUSTICE: SEXUAL HARASSMENT IN THE WORKPLACE at 1 (Nat’l Women’s Law Ctr. ed., 2016).

⁴⁹ See *id.*

⁵⁰ See *id.*

harassment.⁵¹ Hostile or derogatory remarks about women in general or non-conformance to gender stereotypes, unwelcome sexual advances, and requests for sexual favors all represent various forms sexual harassment takes in the workplace.⁵²

The widespread incidence of workplace sexual harassment transcends age and whether a woman works in a white-collar or blue-collar role, both of which have no relation to the likelihood she has been harassed.⁵³ The effects for women can be devastating. While 63% of all women report having been harassed, only 20% of women who were harassed actually reported the incident.⁵⁴ Fears of retaliation, hurting their careers, being labeled a troublemaker, or embarrassment prevent the majority of women from making a complaint.⁵⁵ Many women simply quit their jobs, resulting in lost wages.

Beyond the serious toll sexual harassment can take on a victim's physical and emotional health, employers are also discovering the significant financial harm resulting from loss of worker productivity caused by increased use of employee sick leave and job turnover.⁵⁶ Employers can also be liable for sexual harassment against their employees under certain circumstances and held responsible for the victim's back-pay and damages, as well as potential costs of litigating claims.⁵⁷

The national impact of #MeToo—where we started and how far we have come

Pre-#MeToo in March 2017, during his first 100 days in office, President Trump signed an executive order revoking the Fair Pay and Safe Workplaces order put in place in 2014 by President Obama.⁵⁸ The move represented a significant step backward for women in the workplace by repealing regulations that mandated paycheck transparency and banned

⁵¹ See *id.*

⁵² See *id.*

⁵³ See Tim Bower, *The #MeToo Backlash*, HARV. BUS. REV.: GENDER (Sept.–Oct. 2019), <https://hbr.org/2019/09/the-metoo-backlash>.

⁵⁴ See *id.*

⁵⁵ See Nat'l Women's Law Ctr., *supra* note 1, at 1–2.

⁵⁶ See *id.* at 2.

⁵⁷ See *id.*

⁵⁸ See Andrea Johnson, *Trump Just Signed a Law Ditching Fair Pay and Safe Workplaces*, NAT'L WOMEN'S LAW CTR. BLOG (Mar. 28, 2017), <https://nwlc.org/blog/trump-just-signed-a-law-ditching-fair-pay-and-safe-workplaces/>.

forced arbitration clauses for sexual harassment, sexual assault, and discrimination claims.⁵⁹ Secret mandatory arbitration proceedings for sex discrimination claims silence victims and allow companies to hide abuses by bypassing the public court system. The repeal of the Fair Pay order pursuant to the Congressional Review Act prevented any future president or the Department of Labor from reissuing substantially similar regulations.⁶⁰

Fast forward to December 2017, two months after #MeToo, and President Trump's signing of the Tax Cuts and Jobs Act. A small but noteworthy provision in the Act prohibits businesses from deducting any settlement payments and attorney's fees related to claims for sexual harassment or abuse that were subject to a nondisclosure agreement.⁶¹ Commonly referred to as the "Weinstein tax," this section of the federal tax code became one of the first post-#MeToo laws to shine a spotlight on and disincentivize the use of NDAs.⁶²

The two years following the emergence of #MeToo and #TimesUp have proved uneven in progress made on the national front. Aggregating the changes made in individual state laws shows that real advances have been made across the country. The National Women's Law Center (NWLC) created the #20Statesby2020 initiative to compel state legislators to enact policy reforms.⁶³ The NWLC reported that as of December 2019, state legislators had introduced 200 bills to strengthen workplace protections, and fifteen states plus New York City had enacted new anti-harassment laws, many with bipartisan support.⁶⁴

Notwithstanding this progress in state legislatures, a May 2018 ruling by the U.S. Supreme Court that upheld an employer's right to include mandatory arbitration clauses in employment contracts could have a potentially chilling effect on employees' abilities to pursue sexual harassment claims. In a 5-4 decision in *Epic Systems Corp. v. Lewis*, Justice

⁵⁹ See Janet Burns, *Trump Order Drops Pesky Regulations on Equal Pay, Sexual Harassment*, FORBES (Apr. 4, 2017, 2:59 p.m.), <https://www.forbes.com/sites/janetwburns/2017/04/04/trump-order-drops-pesky-regulations-on-equal-pay-sexual-harassment/#2ec24515c100>.

⁶⁰ See Johnson, *supra* note 11.

⁶¹ See Robert W. Wood, *IRS Gives Tax Break to Sexual Harassment Victims*, FORBES (Mar. 4, 2019, 8:45 a.m.), <https://www.forbes.com/sites/robertwood/2019/03/04/irs-gives-tax-break-to-sexual-harassment-victims/#d9652e629b71>.

⁶² See *id.*

⁶³ See Andrea Johnson, Kathryn Menefee, and Ramya Sekaran, *PROGRESS IN ADVANCING ME TOO WORKPLACE REFORMS IN #20STATESBY2020* at 2 (Nat'l Women's Law Ctr. ed., 2019).

⁶⁴ See *id.*

Neil Gorsuch wrote for the majority, “the law is clear: Congress has instructed that arbitration agreements like those before us must be enforced as written.”⁶⁵ Writing for the dissent, Justice Ruth Bader Ginsburg countered that the decision was “egregiously wrong” because for employees it would mean “[e]xpenses entailed in mounting individual claims will often far outweigh potential recoveries.”⁶⁶ Allowing employers to force employees into arbitration rather than joining with other employees in filing class action lawsuits for sexual harassment claims eliminates a critical tool for women to hold employers to public account.

In what could be viewed as a response to the Supreme Court’s decision in *Epic Systems*, in April 2019, Congress acted with the most comprehensive federal legislation proposed so far with the introduction of the BE HEARD in the Workplace Act sponsored by Senator Patty Murray and co-sponsored by 19 Senate and four House Democrats.⁶⁷ This bill tackles head-on several of the most systemic practices that have allowed sexual harassment to pervade the workplace in the past. Key proposed reforms include the following:

- extending Title VII protections against employment discrimination to employees of all companies not just those with more than 15 employees;
- expanding the definition of “employee” to include independent contractors, interns, and volunteers;
- prohibiting employers from requiring that workers sign employment contracts with mandatory arbitration agreements for work disputes and blanket non- disclosure agreements;
- extending the statute of limitations period for filing a charge or making a complaint; and
- providing grants for legal assistance to low-income workers with needs related to employment discrimination.⁶⁸

⁶⁵ *Epic Systems Corp. v. Lewis*, 138 S.Ct. 1612, 1632 (2018).

⁶⁶ *Id.* at 1633, 1647; see Jena McGregor, “A Nail in the Coffin”: What the Supreme Court’s Decision This Week Means for Workers, WASH. POST (May 24, 2018), <https://www.washingtonpost.com/news/on-leadership/wp/2018/05/24/a-nail-in-the-coffin-what-the-supreme-courts-decision-this-week-means-for-workers>.

⁶⁷ See Ramya Sekaran, *Congress Finally Introduces Groundbreaking Workplace Harassment Legislation for the Rest of Us*, NAT’L WOMEN’S LAW CTR. BLOG (Apr. 9, 2019), <https://nwlc.org/blog/congress-finally-introduces-groundbreaking-workplace-harassment-legislation-for-the-rest-of-us>.

⁶⁸ See S. 1082, 116th Congress, 1st Session (2019); Marisa Endicott, *Democrats Just Introduced Sweeping #MeToo Legislation. It Would Have a Huge Impact on the Service Industry.*, MOTHER JONES (Apr. 9, 2019), <https://www.motherjones.com/politics/2019/04/democrats-just-introduced-sweeping-metoo-legislation-it-would-have-a>

Passage of the BE HEARD in the Workplace Act by Congress would signify real reform for women nationwide.

Texas's measured response to #MeToo

Because the Texas legislature only meets every two years, Texas's response to #MeToo was necessarily delayed. The 86th legislative session opened on January 8, 2019, over a year after #MeToo and #TimesUp went viral. The Texas House moved decisively in a unanimous vote just two days into the legislative session to pass reforms to the chamber's internal sexual harassment policies.⁶⁹ This action boded well for an impactful session of workplace reforms in which legislators filed almost 100 bills relating to sexual assault and harassment.⁷⁰

However, while almost as many bills filed aimed to help victims of sexual harassment as survivors of sexual assault, fewer harassment bills passed.⁷¹ Representative Victoria Neave, D-Dallas, passed several major sexual assault bills with bipartisan support that represent major steps forward for Texas women.⁷² The most important bill, House Bill 8, extends the statute of limitations for testing sexual assault evidence, sets timelines for more prompt testing of rape kits, and requires a new audit of backlogged rape kits in Texas.⁷³ By contrast, none of the eight sexual harassment bills Rep. Neave filed passed due to less bipartisan support for sexual harassment issues and pushback from the business lobby.⁷⁴ Senate Bill 46, the session's most significant sexual harassment bill with more than 50 co-sponsors and the most bipartisan support, passed the Senate but failed in the House after House leadership failed to prioritize it.⁷⁵ The bill would have enabled employees at companies with less than 15 employees to file sexual harassment claims with the Texas Workforce Commission.⁷⁶

huge- impact-on-the-service-industry.

⁶⁹ See Alex Ura & Jolie McCullough, *Texas House Votes to Strengthen Sexual Harassment Investigations*, TEX. TRIB. (Jan. 9, 2019, 11:00 AM), <https://www.texastribune.org/2019/01/09/texas-house-sexual-harassment-investigations>.

⁷⁰ See Andrea Zelinski, *#MeToo Bills Gain Momentum in Texas Legislature*, HOUS. CHRON. (Apr. 22, 2019), <https://www.houstonchronicle.com/news/houston-texas/houston/article/MeToo-bills-gain-momentum-in-Texas-Legislature-13781641.php>.

⁷¹ See Kate Groetzinger, *Texas Lawmakers Took on Sexual Assault this Session, but Largely Ignored Sexual Harassment*, TEX. OBSERVER (May 30, 2019, 6:00 AM), <https://www.texasobserver.org/texas-legislature-addresses-sexual-assault-ignores-harassment>.

⁷² See *id.*

⁷³ See *id.*

⁷⁴ See *id.*

⁷⁵ See *id.*

⁷⁶ See *id.*

One bright spot of the 2019 session was the passage of Senate Bill 212 relating to sexual harassment at Texas universities.⁷⁷ The law makes it a misdemeanor and a fireable offense for employees to fail to report incidents of sexual harassment, assault, stalking, or dating violence on college campuses.⁷⁸ Texas is breaking new ground in the arena of higher education, as it is currently the only state to go beyond institutional accountability to impose individual criminal responsibility for failure to follow mandatory reporting requirements.⁷⁹ This law will be watched closely, but clearly, Texas still has a way to go in enacting meaningful legislation to address sexual harassment in the broader workplace.

Novel solutions catalyzed by #MeToo and #TimesUp

Going forward, the power of grassroots movements like #20Statesby2020 cannot be underestimated. The strength in such movements lies in their ability to mobilize individual states to fill in the gaps in existing federal laws and policies and to promote accountability. To this end, #20Statesby2020 advises workplace policy solutions that are comprehensive and multi-pronged rather than simply focusing on one issue, such as eliminating non-disclosure agreements.⁸⁰

Mandatory prevention training programs for all employees, including management, that are tailored to the specific type of workplace have the greatest impact on reducing workplace sexual harassment.⁸¹ Specifically, training centered around the relationship between sexism and character has been found more effective than traditional workplace sexual harassment training programs that simply instruct how to identify sexual harassment behaviors.⁸² Employer policies must also offer employees multiple reporting options to encourage more women to report incidents of harassment.

Progress has also been made through laws developed by conducting a close examination of workers' needs for protection based on industry type. For example, hotel workers, who are particularly vulnerable to sexual harassment and assault because of the isolated nature of their work, have pushed many cities to pass ordinances requiring hotels to

⁷⁷ See Maria Mendez, *Under New Texas Law, College Employees Could Be Fired and Charged for Not Reporting Sexual Misconduct*, DALL. MORN. NEWS (Dec. 30, 2019, 6:15 AM), <https://www.dallasnews.com/news/politics/2019/12/30/under-new-texas-law-college-employees-could-be-fired-and-charged-for-not-reporting-sexual-misconduct>.

⁷⁸ See *id.*

⁷⁹ See *id.*

⁸⁰ See Johnson, et al., *supra* note 16, at 3–4.

⁸¹ See *id.* at 12.

⁸² See Bower, *supra* note 6, at 4.

install panic buttons workers can use to call for help if sexually harassed or assaulted.⁸³ This approach has inspired similar laws on the state level that apply to the retail, security guard, property services, and casino industries.⁸⁴ More unique solutions tailored to specific industries would benefit all women in the workplace.

Finally, only time will tell whether proposed federal policies and regulations such as the BE HEARD in the Workplace Act will receive the bipartisan support required to become law. Enacting legislation on a national level banning forced arbitration agreements for sexual harassment claims, mandating stricter employer reporting requirements, prohibiting the practice of NDAs in settling claims, and eliminating statutes of limitations for making claims would significantly expand women's rights to workplace safety and equality. The untapped potential of the federal government to make truly groundbreaking changes for women by finally addressing workplace sexual harassment remains to be seen.

Conclusion

The progress #MeToo and #TimesUp have reaped so far in a very short period of time is truly compelling. Perhaps the most monumental result of these movements is at the same time, the most obvious: increased awareness of an issue that is so essential for working women. Workplace sexual harassment and NDAs have been frequent topics of the Democratic presidential debates this campaign season and have now become part of the national vernacular. With the convergence of social media and the election of a record number of women to Congress in 2018, the time has never been more ripe for enduring change.

⁸³ See Johnson, et al., *supra* note 16, at 14.

⁸⁴ See *id.*

TAB 14
EMAIL TO TREASURER REQUESTING CHECKS

Teresa Schiller

From: Teresa Schiller
Sent: Monday, April 6, 2020 9:49 AM
To: Judy Ney
Subject: Writing competition checks for winners
Attachments: W-9 Form copy.pdf; Tara Bush_W-9 2020.pdf; Acceptance Letter 1st Place 3.11.20.pdf; Acceptance Letter - Tara Bush.pdf

Hi, Judy,

Here are the 2 W-9 forms. Can you please arrange for 2 checks to be cut and physically available at the section meeting for us to present?

Checks:

Khyra Kolidakis -- \$1000.00

Tara Bush -- \$500.00

Here are the 2 letters we sent to them; they may contain relevant info for you and the State Bar.

If you and State Bar need more info from Khyra or Tara, I'd appreciate it if you'd reach out to them directly to handle. Note: Khyra's email is not the one listed in the letter. It's actually kkolidakis@gmail.com.

No need to copy me on correspondence.

Thanks for your help!

Teresa



Teresa Schiller

Attorney

Beard Kultgen Brophy Bostwick & Dickson, PLLC

TheTexasFirm.com

Schiller@thetexasfirm.com

220 South Fourth Street

Waco, Texas 76701

Direct Telephone: (254) 732-6467

Main Telephone: (254) 776-5500

Fax: (254) 776-3591

CONFIDENTIALITY STATEMENT: The foregoing message (including attachments) is covered by the Electronic Communication Privacy Act, 18 U.S.C. sections 2510-2521, is CONFIDENTIAL and may also be protected by ATTORNEY-CLIENT OR OTHER PRIVILEGE. If you believe that it has been sent to you in error, do not read it. If you are not the intended recipient, you are hereby notified that any retention, dissemination, distribution, or copying of this communication is strictly prohibited. Please reply to the sender that you have received the message in error, then delete it. Thank you.

TAB 15
PHYSICAL AWARDS – VENDOR CONTACT INFORMATION

Teresa Schiller

Full Name: JP Sosa
Last Name: Sosa
First Name: JP
Company: Longhorn Trophies, Inc.

Business Address: 4912 Burnet Rd.
Austin, TX 78756

This company makes plaques for State Bar of Texas.

TAB 16
PHYSICAL AWARDS -- IMAGE

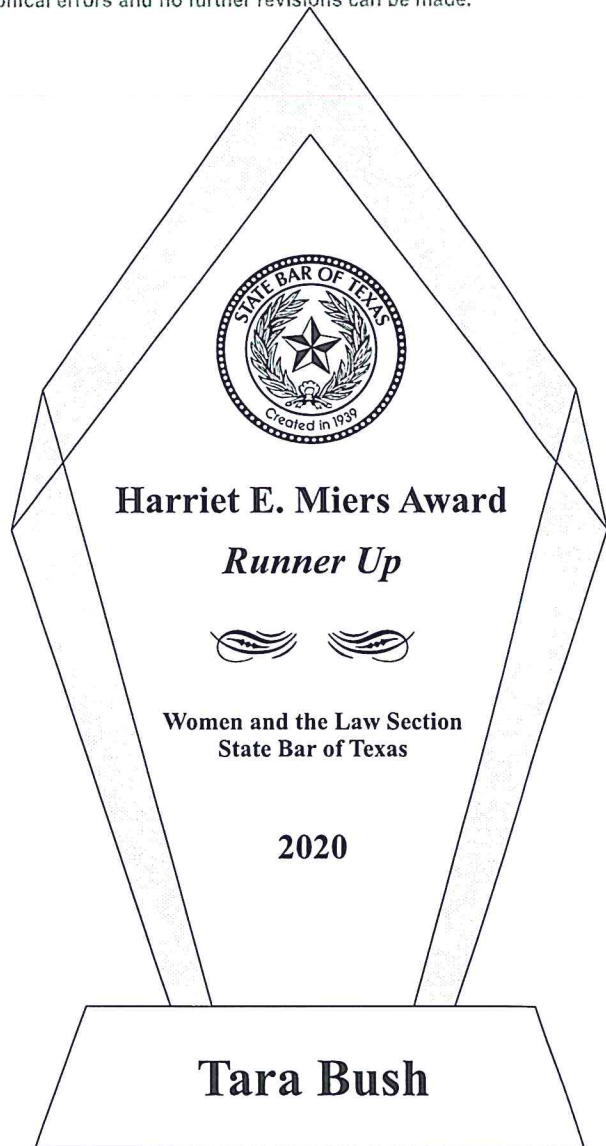
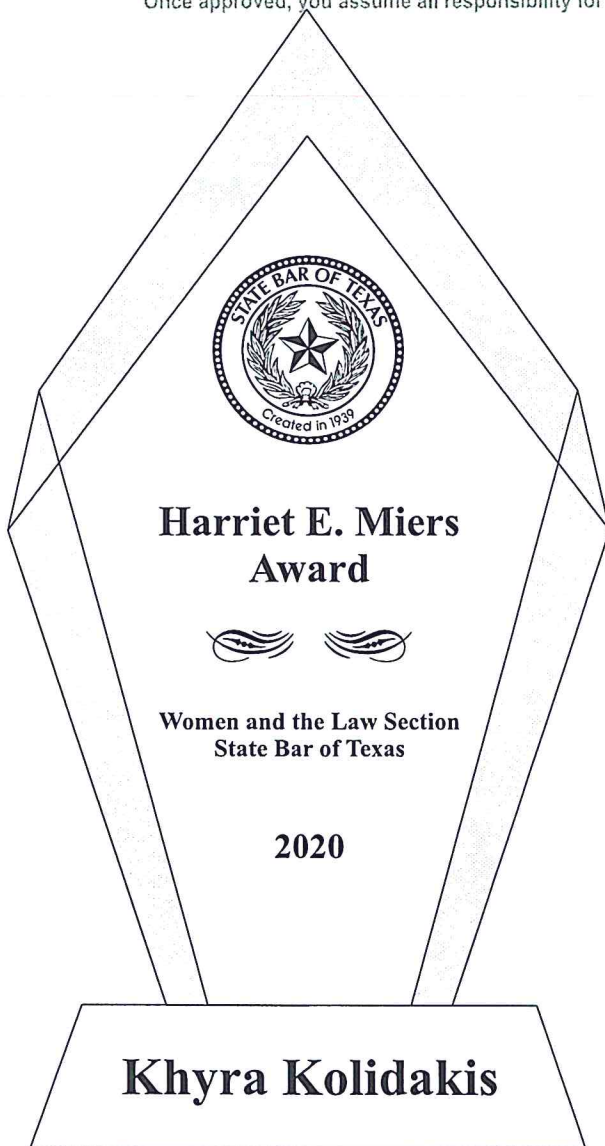


TAB 17
PHYSICAL AWARDS – PROOF

Please carefully review this proof for any changes that need to be made.

One revision is included at no charge. Additional revisions may incur a design fee.

Once approved, you assume all responsibility for typographical errors and no further revisions can be made.



Quote: CRY342 4.5" x 9.25" Crystal w. Black Marble Base Eng w. Gold Fill
\$160.00 each

Total: \$320 + \$10 set up (one time fee) = \$330.00 + tax

TAB 18
PHYSICAL AWARDS -- RECEIPT



TYLER TROPHY

AWARDS AND ENGRAVING

109 S. Glenwood
Tyler, Tx. 75702
903-592-5728

www.tylertrophy.com
info@tylertrophy.com

TYLER TROPHY LLC
109 S. GLENWOOD BLVD
TYLER, TX 75702
903-592-5728

Invoice

Date	Invoice #
6/8/2020	44080

Bank ID: 2642
Merchant ID: 8377
Term ID: 001

Sale

Entry Method: Manual

XXXXXXXXXXXX2117

VISA

Total: \$ 357.23

06/08/20

14:53:30

Inv #: 000004

Appr Code: 518044

Apprvd: OnLine

Batch#: 160001

AVS Code: ZIP MATCH Z

CVV2 Code: MATCH M

Retrieval Ref. #: 10001062

Bill To

State Bar of Texas
(Women and the Law Section)

Expenses Cont

P.O. Number	Terms	Quantity	Item Code		Price Each	Amount
		2	CRY342	CRYSTAL ARROWHEAD ON BLACK MARBLE BASE ENG \$135.00 + LOGO + TEXT (\$10) + BASE W. GOLD FILL (\$10) = \$160.00	160.00	320.00T
		1	Artwork / Set-up	Design and set up for proof and engraving. One charge per group of the same item/part number. ORDERED BY DEBORAH RACE FILE: STATE BAR OF TEXAS MIERS AWARD - BIN 2 Sales Tax	10.00	10.00T
					8.25%	27.23
Signature:					Total	\$357.23

TAB 19
SECTION REIMBURSEMENT FORM (CURRENT)

SECTION

Request for Reimbursement of Expenses

Date of Request _____

PURPOSE OF TRAVEL:

	From	-	To
Date(s) of meeting	_____	-	_____
Date(s) of travel	_____	-	_____
Location of meeting	_____		

To be completed and mailed to:

Treasurer: **Natasha R. Martinez, Treasurer**
 Section: **Women & the Law Section**
 Address: **7115 N. 1st Lane**
McAllen, Texas 78504
 Telephone #: **956.607.1411**
 Fax #: **956.318.2079**
 Email: **natasha.martinez@da.co.hidalgo.tx.us**

MAKE CHECK PAYABLE TO:
 (Name of Individual, Firm, or Company) _____
 Barcard # (if applicable) _____
 Name _____
 Street Address _____

 City, State and Zip _____
 Telephone Number _____

APPROVAL

Date Approved for Payment: _____, 20____

 (Section Treasurer Signature)

Accounting Category _____

MEETINGS AND TRAVEL EXPENSE

Transportation Items and Descriptions	AMOUNT
Airfare	\$ -
Speaker Airfare	\$ -
Car Rental & Fuel	\$ -
Taxi / Limo Service	\$ -
Parking & Tolls	\$ -
Auto Mileage	\$ -
Other	\$ -

Effective 1/1/2020
 @ \$0.575 =====>
 (Enter Description Here)

Lodging and Meals Items and Descriptions				
Date	Hotel	Meals	Daily Total	
	\$ -	\$ -	\$ -	Travel Subtotal
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	
Lodging & Meals Subtotal				\$ -
Expenses Not to Related Travel, Lodging, or Meals				
Description		\$ -		\$ -

\$ -

Total Reimbursement Requested

FUND-DEPT-ACCT	LOCATION	AA	TOTAL
--50200-		-	\$ -
--50205-		-	\$ -
--50210-		-	\$ -
--50215-		-	\$ -
--50220-		-	\$ -
--50225-		-	\$ -
--50230-		-	\$ -
--50252-		-	\$ -
--50285-		-	\$ -
--50239-		-	\$ -
--50250-		-	\$ -

Enter Fund Code	W0	Enter Location	
Enter Dept Code	9394	Enter AA	

CERTIFICATION OF CLAIMANT

The above described expenses were incurred by me for the purpose stated. I have attached receipts for applicable expenditures (airlines, hotels, etc.), except in cases where receipt has been lost. I certify that this request is true, correct, and unpaid.

Signature of Claimant _____ Date _____

SECTION

Request for Reimbursement of Expenses

REIMBURSEMENT POLICY

The policy of the State Bar of Texas with respect to the reimbursement of expenses is shown below.
The policy was revised at the April, 2006 meeting of the Board of Directors.

The actual out-of-pocket expenses incurred by the State Bar Board Officers, Directors, Out-of-State Lawyer Liaison, Judicial Liaison, State Bar members, State Bar staff, and others authorized to travel in performing their duties on behalf of the State Bar of Texas will be reimbursed as follows:

A. Transportation – Coach air fare, taxi fare, parking and airport limousine, or applicable mileage reimbursement for travel in a privately owned vehicle, as provided in the travel provisions of the current General Appropriations Act.

B. Meals and Lodging – Actual reasonable expenses.

C. Other Expenses – Other reasonable and necessary expenses of conducting Board or State Bar business may be reimbursed, including such items as copying, postage and long distance telephone bills.

All expense reimbursement requests shall be accompanied by the original bills and vouchers, except that for taxis, mileage, tips and miscellaneous expenses for which no bill or receipt is normally obtained, the signed statement of the person submitting that statement that he or she incurred the expense will be accepted.

TAB 20
LETTER TO 1ST-PLACE WINNER ENCLOSING AWARD



WOMEN AND THE LAW
STATE BAR OF TEXAS

June 17, 2020

Khyra Kolidakis
3346 Rosedale Street
Houston, Texas. 77004

VIA REGULAR MAIL

Re: State Bar of Texas Women and the Law Section 2020 Texas Law Student Writing Competition

Dear Ms. Kolidakis:

Congratulations, again, on winning the second annual Harriet E. Miers Writing Competition Award presented by the Women and the Law Section of the State Bar of Texas (the “Section”). The Harriet E. Miers Writing Competition Award (the “Award”) was established in honor of the first female president of the State Bar of Texas, Harriet E. Miers. Your winning article, *Maternal Mortality and Domestic Violence: The Intersectionality of Pregnancy and Violence*, was published in the Section’s newsletter, *The Women’s Advocate*, on April 20, 2020. This correspondence serves to send you the Award and scholarship.

Under normal circumstances, the Award is presented at the Section’s annual meeting held in conjunction with the State Bar of Texas Annual Meeting. Due to the pandemic, the State Bar of Texas will hold the Annual Meeting electronically and present sections’ Continuing Legal Education classes by video. There will be no in-person meeting, thereby eliminating the chance for the Section to celebrate you in person. Nevertheless, you have been celebrating during the Section’s Council meetings.

Due to being unable to present your award in person, enclosed is the trophy and scholarship check in the amount of ONE THOUSAND AND 00/100TH DOLLARS (\$1,000.00) for winning the award. Please have a picture taken of yourself and the trophy and email it to nallen@dtrglaw.com so that it can be included in the next edition of *The Women’s Advocate*. Thank you for participating in the competition and the Section wishes you well in all of your endeavors. We hope that you will have as a member of the Section.

Yours truly,



WOMEN AND THE LAW

STATE BAR OF TEXAS

WOMEN AND THE LAW SECTION OF THE
STATE BAR OF TEXAS

Nicondra Chargois-Allen

Nicondra Chargois-Allen, Chair

TAB 21
LETTER TO 2ND-PLACE WINNER ENCLOSING AWARD



WOMEN AND THE LAW
STATE BAR OF TEXAS

June 17, 2020

Tara Bush
[address needed]

VIA REGULAR MAIL

Re: State Bar of Texas Women and the Law Section 2020 Texas Law Student Writing Competition

Dear Ms. Bush:

Congratulations, again, being the runner-up in the second annual Harriet E. Miers Writing Competition Award presented by the Women and the Law Section of the State Bar of Texas (the "Section"). The Harriet E. Miers Writing Competition Award (the "Award") was established in honor of the first female president of the State Bar of Texas, Harriet E. Miers. Your winning article, *#MeToo and #TimesUp: Social Media and Law Converge*, was published in the Section's newsletter, *The Women's Advocate*, on April 20, 2020. This correspondence serves to send you the Award and scholarship.

Under normal circumstances, the Award is presented at the Section's annual meeting held in conjunction with the State Bar of Texas Annual Meeting. Due to the pandemic, the State Bar of Texas will hold the Annual Meeting electronically and present sections' Continuing Legal Education classes by video. There will be no in-person meeting, thereby eliminating the chance for the Section to celebrate you in person. Nevertheless, you have been celebrating during the Section's Council meetings.

Due to being unable to present your award in person, enclosed is the trophy and scholarship check in the amount of FIVE HUNDRED AND 00/100TH DOLLARS (\$500.00) for winning the award. Please have a picture taken of yourself and the trophy and email it to nallen@dtgglaw.com so that it can be included in the next edition of *The Women's Advocate*. Thank you for participating in the competition and the Section wishes you well in all of your endeavors. We hope that you will have as a member of the Section.

Yours truly,

WOMEN AND THE LAW SECTION OF THE
STATE BAR OF TEXAS

Nicondra Chargois-Allen



WOMEN AND THE LAW

STATE BAR OF TEXAS

Nicondra Chargois-Allen, Chair