

TEXAS YOUNG LAWYERS ASSOCIATION

---

ANNUAL REPORT 2017 - 2018



IGNITE  
AND  
UNITE

---

The Texas Young Lawyers Association (TYLA) consists of roughly 27,000 Texas lawyers who are 36 years old or younger or in their first five years of licensure. As the “public service arm” of the State Bar of Texas, TYLA aims to facilitate the administration of justice, foster respect for the law, and advance the role of the legal profession in serving the public. Its programs are designed to assist Texas attorneys in their practice of law and to provide public legal education services to Texans.

---



[www.tyla.org](http://www.tyla.org)

# LETTER FROM PRESIDENT AND CHAIR

In 2017-2018, it was our goal to ignite a passion for service in young lawyers across the state, and to unify them in their desire to serve others. This vision was realized only with the help of the TYLA Board of Directors and other young lawyer volunteers, who worked tirelessly over this year to complete a number of projects that will serve lawyers and the public across Texas.

The talent, intelligence, and drive of the attorneys who make up the TYLA Board of Directors is unparalleled. It has been a privilege to watch them put their unique skills and experiences to work in developing TYLA projects. As you review the Annual Report, you will catch a glimpse of the outstanding work that has been accomplished this year.

With the hard work of young lawyer volunteers, projects were completed to assist the general public. In the aftermath of Hurricane Harvey, guides were drafted to educate non-lawyers about legal issues following a natural disaster. Pamphlets which address a number of discrete legal issues were created, including an *FMLA Guide*, *FLSA Guide*, *Privilege Guide*, and *Victims' Guide*. The *Free from Violence* website provides written and video content for survivors of domestic abuse and elder abuse. Video content was added to last year's *Not a Victim: Sexual Rights and Resources* website. With the support of the Texas Bar Foundation, TYLA developed *Teach Safe. Learn Safe. Be Safe.*, a comprehensive website that provides teachers, administrators, and parents information about the laws that apply in the education system.

TYLA also impacted law students through presentations, scholarships, and competitions. More than 300 teams competed in the National Trial Competition, where ultimately, 30 of the best law schools in the country came together in Austin for the final rounds. Outstanding oral advocates from across the state competed in the State Moot Court competition, held in conjunction with the State Bar Annual meeting. This year, TYLA partnered with Baylor Law School to bring a new competition to Texas laws schools, the Ultimate Writer Competition. Through these competitions, law students have the opportunity to develop practical skills, and network with lawyers and law students.

Practicing attorneys can learn Spanish language skills with *Spanish for Lawyers*, a free online Spanish course designed to help attorneys interact with Spanish-speaking clients. The *Criminal Enhancement Update: Investigating/Prosecuting and Defending Bias & Prejudice* was created to educate attorneys and law enforcement agents about the enhancement available in hate crimes cases. *HIPAA for Lawyers* provides guidance to attorneys who use medical records in their practice. The Local Affiliates committee created tools for young lawyers who are seeking to reinvigorate their local affiliates, and hosted a diversity dinner intended to forge relationships between young lawyers and seasoned practitioners.

It has been an honor and a privilege to serve as TYLA's president and chair this year. Although we will no longer be at the helm, we leave TYLA in the hands of great leadership. We both remain committed to serving other lawyers, and our state. Thank you for the opportunity to serve.

Sincerely,



Baili B. Rhodes  
President 2017-2018  
Texas Young Lawyers Association



John W. Shaw  
Chair 2017-2018  
Texas Young Lawyers Association



# BOARD *of* DIRECTORS

The TYLA Board is made up of an Executive Committee, directors, and liaisons. The Executive Committee consists of the president, president-elect, chair, chair-elect, vice president, secretary, treasurer, and immediate past president. The President-elect is elected by TYLA membership while the other officers are elected by the Board of Directors; all serve one-year terms. Each member of the Executive Committee acts as an adviser to at least one TYLA committee.

The 34 Directors represent 21 districts from around the state and serve as liaisons to the local affiliates in their districts. Directors serve as chairs or co-chairs of the various TYLA committees. Directors are nominated and elected by the TYLA members in their districts and serve two-year terms.

Liaisons include a Texas Supreme Court justice, American Bar Association Young Lawyer Division representatives, a law school student, a law school dean, and a member of the Access to Justice Commission.

## OFFICERS



**Baili B. Rhodes**  
**President**  
West, Webb, Allbritton & Gentry,  
P.C.



**John W. Shaw**  
**Chair**  
Patterson Law Group



**Raymond J. Baeza**  
**Vice President**  
Farmers Insurance Exchange



**Nick Guinn**  
**Secretary**  
Gunn, Lee & Cave, P.C.



**Amanda A. Abraham**  
**Treasurer**  
Roth Law Firm



**Sally Pretorius**  
**President-elect**  
Koonsfuller, P.C.



**Aaron J. Burke**  
**Chair-elect**  
Fee, Smith, Sharp & Vitullo LLP



**Sam Houston**  
**Immediate Past President**  
Houston Dunn, PLLC



**Raymond J. Baeza**  
**District 14**  
Farmers Insurance Exchange



**Nicole Soussan Caplan**  
**District 6, Place 4**  
Reed Smith LLP



**Kimberly C. Clark**  
**At-Large Director,  
Small City**  
Kane Russell Coleman Logan PC



**Erin R. Clegg**  
**District 11**  
McCathern, PLLC



**Matthew L. Czimskey**  
**District 9**  
Beard, Kultgen, Brophy, Bostwick &  
Dickson, PLLC



**Donald Delgado**  
**District 2**  
West, Webb, Allbritton & Gentry,  
P.C.



**Britney E. Harrison**  
**At-Large Director  
Large City**  
Goranson Bain, PLLC



**M. Kaylan Dunn**  
**District 6, Place 2**  
Hunton Andrews Kurth LLP



**John W. Ellis**  
**District 8, Place 2**  
Scott, Douglass & McConnico LLP



**Lindsay J. Forbes**  
**District 5, Place 1**  
Stanton, LLP



**Jonathan Garcia-Davalos**  
**District 19**  
Lopez Peterson PLLC

## DIRECTORS



**Sara Anne Giddings**  
**District 15**  
 Giddings Law Firm



**Rachel L. Grove**  
**District 7**  
 Jefferson County  
 District Attorney's Office



**Meagan T. Harding**  
**District 8, Place 1**  
 Texas Civil Rights Project



**Matthew L. Harris**  
**District 3**  
 Matthew Harris Law, PLLC



**Andy Jones**  
**District 5, Place 3**  
 Sawicki Law



**Rebecca Patterson Linehan**  
**District 17**  
 Midland County District  
 Attorney's Office



**Nicholas D. Mosser**  
**District 4**  
 Mosser Law PLLC



**Tim Newman**  
**District 5, Place 2**  
 Haynes and Boone, LLP



**Rusty O'Kane**  
**District 5, Place 4**  
 Wick Phillips Gould & Martin, LLP



**Courtney Barksdale Perez**  
**At-Large Director**  
**Large City**  
 Carter Scholer



**Lauren Renee Sepulveda**  
**District 13**  
 Office of the Criminal District  
 Attorney of Hidalgo County,  
 Texas



**Ricky Shelton**  
**District 1**  
 Morris County D.A.'s Office



**J. Barrett Shipp**  
**District 18, Place 1**  
 Heinrichs & De Gennaro, P.C.



**Susan F. Smith**  
**District 10, Place 1**  
 Gardner & Smith, PLLC



**Christopher E. Stoy**  
**District 10, Place 2**  
 Hutchison & Stoy, PLLC



**Amanda N. Torres**  
**At-Large Director**  
**Small City**  
 Branscomb PC



**Joel T. Towner**  
**District 6, Place 3**  
 Beck Redden LLP



**Brittany Ringel Walton**  
**District 6, Place 6**  
 LyondellBasell



**Louis Williams**  
**District 12**  
 Porter, Rogers, Dahlman &  
 Gordon P.C.



**Tim Williams**  
**District 16**  
 Sprouse Shrader Smith PLLC



**Reginald Wilson**  
**District 6, Place 5**  
 Norton Rose Fulbright US LLP



**Veronica S. Wolfe**  
**District 18, Place 2**  
 Ford Murray PC



**Jonathan Zende Del**  
**District 21**  
 Zende Del & Associates, P.L.L.C.

## LIAISONS



**Hon. Paul Green**  
**Supreme Court Liaison**  
 Supreme Court of Texas



**Jenny Smith**  
**Access To Justice Liaison**  
 Cobb & Counsel, PLLC



**Victor A. Flores,**  
**ABA YLD District 25**  
**Representative**  
 City Of Plano-City Attorney's  
 Office



**Jay Forester**  
**ABA YLD District 26**  
**Representative**  
 Forester Haynie PLLC

# TYLA SERVING MEMBERS

## SPANISH FOR LAWYERS

TYLA developed a free resource to expand access to a beginner Spanish course to every lawyer around the state and provide web-resources that attorneys can use to provide additional assistance to their Spanish-speaking clients. The *Spanish for Lawyers* website provides Spanish legal resources, including Spanish translations of publications by the State Bar of Texas, the Texas Young Lawyers Association and other bar associations, Texas and federal legal forms in Spanish, a glossary of Spanish legal terms and links to other Spanish resources. The *Spanish for Lawyers* course is an on-demand, web-based course that provides Texas lawyers with basic Spanish speaking skills they can use in consultation with a Spanish-speaking client. The course is comprised of 12 web-based video classes which are 30 to 45 minutes each, with several classes strictly devoted to legal-related topics including employment law, immigration law, family law, and criminal law. In addition to video instruction, each class is accompanied by a slide presentation as well as pre-class and post-class materials and vocabulary lists.

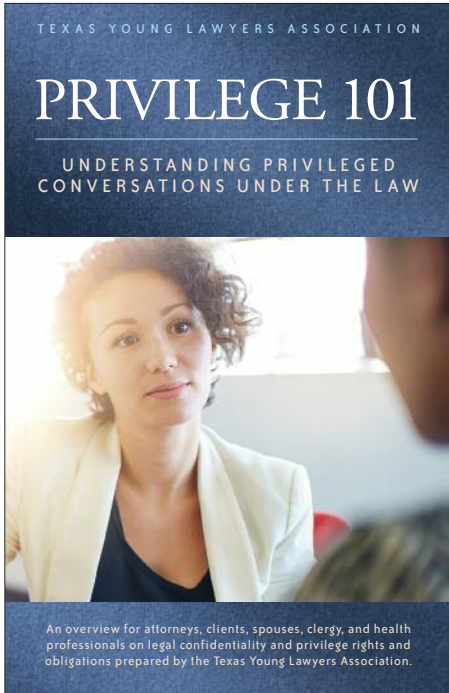
*Spanish for Lawyers* is taught by Dr. Rey Romero. Dr. Romero obtained B.A. degrees in French, Spanish and Linguistics from Rice University and a Ph.D. in Spanish Linguistics from Georgetown University.

[spanishforlawyers.tyla.org](http://spanishforlawyers.tyla.org)



## HIPAA AT A GLANCE

The Health Insurance Portability and Accountability Act (“HIPAA”) is a complex regulatory scheme, and law firms may be subject to some of its provisions without realizing it. TYLA created a helpful practice tool with solo attorneys or attorneys in small firms in mind. The guide helps readers understand when they may be subject to HIPAA because of the nature of their work, how to comply with HIPAA, and what the ramifications could be for non-compliance. It also highlights helpful resources published by federal and state agencies.



## PRIVILEGE 101 GUIDE

The laws protecting privileged conversations are as important to the actual practice of law as they are to our clients' ability to seek professional, spiritual, and legal assistance. But, particularly for non-attorneys, their protections are often riddled with ambiguity. Aimed at both attorneys and their clients, TYLA released guides addressing various privilege issues to serve as resources for attorneys in their own practices, but also to aid attorneys in answering their clients' questions. The guides, authored by TYLA directors, address the following topics:

- Attorney/Client Privilege
- Attorney Work Product
- Spousal Privilege
- Doctor/Patient Confidentiality & Privilege
- Mental Health Provider/Patient Confidentiality & Privilege
- Spiritual Leader/Practitioner Confidentiality & Privilege

## CRIMINAL ENHANCEMENT TRAINING

News outlets reported in 2017 that although Texas had a statute that allowed for enhancement penalties when a crime was committed as a result of bias or prejudice, it was rarely used by prosecutors and rarely litigated. To provide Texas attorneys with the tools and information they need to litigate the matter, TYLA partnered with the TexasBarCLE and created a CLE on the topic. TYLA Director Rebecca Patterson Linehan discussed the history of the criminal enhancement statute from a prosecutor's perspective, and TYLA Director Jonathan Zende Del presented the defense attorney's view.

TYLA also conducted a video interview with the county sheriff who investigated the James Byrd murder in Jasper, Texas in 2000. That murder led to the passage of criminal enhancements litigation in Texas. The video interview is accredited for law enforcement training by the Texas Commission on Law Enforcement.





## LEGAL LEGENDS CLE

The Legal Legends CLE featured a panel of esteemed speakers that presented about litigation, the practice of law, and the development of trial practice through the years. The panel included tips from the bench from Supreme Court Justice Paul Green and Presiding Judge Lora Livingston, and trial practice tips from Former Bar President Lisa Tatum and named partner Steve McConnico. The panel was moderated by Jorge Padilla, Austin Young Lawyers Association President.

After the panel CLE, there was a dinner style mix and mingle networking session that connected younger and more senior lawyers. This program gave young attorneys and more experienced attorneys the opportunity to get to know one another, and learn from one another in the hope that they can open the door for future mentor-mentee relationships.





# TYLA IN THE COMMUNITY

## DISASTER RELIEF RESOURCES

In the wake of Hurricane Harvey, TYLA developed a series of guides to aide those who needed legal advice after having their lives turned upside down. The guides included *Employment During Natural Disasters*, *Enrolling Your Child In Another School After A Natural Disaster*, *Hiring A Contractor Or Other Professional After A Natural Disaster*, *Know Your FEMA Rights*, and *Lost Documents*. TYLA also translated many of these guides into Spanish. The guides were developed entirely by young lawyers whose sole focus was providing information to people affected by Hurricane Harvey and help them navigate various legal issues that often arise following a natural disaster.

[tyla.org/tyla/index.cfm/disaster](http://tyla.org/tyla/index.cfm/disaster)

A SPECIAL PUBLICATION BY  
REED SMITH LLP  
AND  
TEXAS YOUNG LAWYERS ASSOCIATION

## RESPONDING TO HARVEY: KNOW YOUR FEMA RIGHTS



### EMPLOYMENT DURING NATURAL DISASTERS

#### PROHIBITION AGAINST DISCRIMINATION

The Texas Labor Code prohibits employer from discharging or in any other manner discriminating against an employee who leaves the employer's place of employment to participate in a general public evacuation ordered under an emergency evacuation order. A person discharged in violation of the Texas Labor Code is entitled to reinstatement in the same or an equivalent position of employment with commensurate pay. This provision does not apply to Emergency services personnel including fire fighters, police officers and other peace officers, emergency medical technicians, and other individuals who are required, if the employer provides adequate emergency shelter for those individuals.

#### TEXAS WORKFORCE COMMISSION DISASTER UNEMPLOYMENT ASSISTANCE

Employers may encourage employees who have lost wages due to being displaced from their work facility by a natural disaster to apply for unemployment insurance benefits. To apply for benefits, workers may go online to apply at [www.texasstate.gov/jobs/seekers/unemployment-benefits](http://www.texasstate.gov/jobs/seekers/unemployment-benefits) services, or call 1-800-939-6632 to speak with a TWC representative on weekdays from 8:00am - 5:00 pm. Individuals must specify that their application is related to their inability to work due to a natural disaster. The employee must submit proper documentation in support of the application within twenty-one days of his or her application.

#### NON-EXEMPT EMPLOYEES

**On call time.** If an employee is required to monitor a premises or close by that employ all of his or her time as time worked. For who remain at a facility "on standby" during an emergency situation help "as needed" - even if they perform no actual work - leave at any time.

**Waiting time.** If an employee is required if they do not perform actual work - that for example, if an employee is required to wait for electric power to be restored, the work.

**Shelter.** Employees may become stranded at a facility. Non-exempt employees need to be paid for any time they are "suffered or permitted to work." This means that if the employer reasonably knows the employee is working, even if that employee has been instructed not to work, the employee must be compensated for that time. If an off-duty employee must wait out a storm at the employer's facility, the employee should be fully relieved of all work responsibilities, otherwise, his or her time is compensable. Ideally, employers should provide employees with a separate area to rest or otherwise avoid the possibility of working.

**Volunteer time.** Employees are not "volunteers" if they perform the same services they are regularly employed to perform. They must be compensated for those services.

**Facility Closures.** The FLSA requires employers to pay non-exempt employees only for hours that the employees have actually worked. An employer is not required to pay non-exempt employees if the employer is unable to provide work to those employees due to a natural disaster. However, be conscious of the potential for non-exempt employees to perform work from home or other off-site locations. If there is reason to believe non-exempt employees are performing work from home or away from their assigned location, take affirmative steps to determine (a) whether such work was performed off-site, and (b) how much time the employee worked.

#### EXEMPT EMPLOYEES

**Facility Closures.** For exempt employees, an employer is not required to pay the employee's full salary if the worksite is closed.

### COSAS QUE DEBE HACER Y QUE NO DEBE HACER AL EMPLEAR UN CONTRATISTA U OTRO PROFESIONAL LUEGO DE UN DESASTRE NATURAL

La Asociación de Abogados Jóvenes de Travis (Texas Young Lawyers Association) (TYLA) es un comité de la red que trabaja activamente por desastres naturales incluyendo inundaciones, tormentas, huracanes, incendios forestales, y terremotos en el interior reparar y reconstruir tu hogar. Cuando los días, semanas, meses y años después de un desastre. Este documento es proporcionado como un recurso a los Texas que están enfrentando estos problemas. Principalmente, este documento proporciona algunos consejos sobre cosas que "Debes hacer" y cosas que "No debes hacer" al emplear contratistas y otros profesionales para realizar reparaciones y reconstrucciones luego de un desastre natural.

### QUÉ DEBE HACER

- Tome un tiempo para evaluar el contrato, pero no demore al finalizar cualquier trabajo causado por una inundación o por cualquier otro tipo de emergencia que no sea un incendio o un terremoto.
- Solicite referencias a sus amigos y familiares.
- Consulte con el Better Business Bureau y otros recursos en su área para verificar que cuenten con licencias para realizar el trabajo y que no tengan problemas.
- Solicite referencias, tanto como por escrito como número de teléfono de clientes satisfechos a quienes usted pueda llamar y conversar para verificar que el contratista es de confianza.
- Obtenga más de una cotización para realizar el trabajo que usted necesita.
- Siempre obtenga cualquier presupuesto por escrito.
- Consulte sobre las garantías ofrecidas y obtenga cualquier garantía por escrito.
- Conteste a un contratista local o de otro estado.
- Emplee a un contratista que está asegurado y licenciado/regulado para trabajar en su ciudad.
- Solicite copia de la póliza de declaración de responsabilidad general del seguro y mantenga una copia en sus archivos.
- Solicite copia de la garantía del contratista, en caso la misma sea requerida por el contratista.
- Verifique con el departamento correspondiente en su ciudad o municipio que el contratista está registrado para realizar trabajos en su ciudad (en caso de que la realización de este tipo de trabajo requiera registro).
- Contacte a su ciudad y determine si un permiso se requiere para realizar los trabajos en caso que uno sea requerido en su ciudad.
- Asegúrese que el contratista obtenga un permiso de construcción de su municipio para los trabajos a ser realizados.
- Solicite una copia del permiso en caso que se requiera un permiso para realizar los trabajos en su ciudad.
- Obtenga propuestas, contratos y planes de reparación por escrito y manténgalos seguros de todos los documentos para al menos, dos días luego de que la reparación se haya concluido.
- Solicite al contratista que proporcione una referencia al director de extensión para una subcontratista antes del inicio de trabajos en caso que emplear un subcontratista.
- Si una referencia al director de extensión, al contratista, permisionario responsable de pagar a sus subcontratistas y los subcontratistas no se puede obtener un proveedor antes de ser pagado por el contratista que cumplió con pagarlo.
- Establezca un escrito un plazo para realizar las reparaciones.



### LOST DOCUMENTS/ID

When disaster happens, making sure your loved ones are safe and protected is your number one priority. Dealing with the aftermath often involves having to replace necessary documents. This guide is intended to be an abbreviated checklist to help you obtain replacements of some of those necessary documents.

#### REPLACEMENT SOCIAL SECURITY CARD FOR AN ADULT

- Proof of citizenship
    - Passport or
    - Birth certificate
  - ID
    - US driver license;
    - U.S. driver license; or
    - US Passport
  - If one of these cannot be obtained in 30 days, then a current ID that shows your name, age or birth date and a photograph.
- \*\*\* Note: You are limited to three replacement cards in a lifetime

#### HOW TO OBTAIN A REPLACEMENT BIRTH CERTIFICATE FOR YOU OR A FAMILY MEMBER

- Online: Go to <https://statsp.texas.gov/helloapp/evms/index.htm> and fill out application. Birth certificates by Mail and mail follow order will be processed within 10-15 days
- Mail: Fill out application here: <https://www.dhs.texas.gov/es/regproc/Ordering-Birth-Certificates-by-Mail> and mail follow order will be processed within 6-8 weeks
- Mail: Texas Vital Records Department of State Health Services P.O. Box 12049 Austin, TX 78711-2049
- Also need copy of your ID
- What information do you need?
  - Full name
  - Date of birth
  - Sex
  - Race
  - Color
  - Height
  - Weight
  - Hair
  - Eyes
  - Signature
  - Address
  - Social Security Number
  - Marital Status
  - Current Address
  - Previous Address
  - Date of Issue
  - Date of Expiration
  - Issued by
  - Issued at
  - Issued for
  - Issued to
  - Issued by
  - Issued at
  - Issued for
  - Issued to

#### REPLACEMENT SOCIAL SECURITY CARD FOR A CHILD

- Proof of citizenship
    - Passport or
    - Birth certificate
  - ID
    - U.S. driver license;
    - Texas driver license; or
    - U.S. Passport
  - If one of these cannot be obtained in 30 days, then a current ID that shows your name, age or birth date and a photograph.
  - They will accept a non-photo ID if it has enough information to identify the child (name, age, date of birth and name)
    - Adoption decree;
    - State issued ID card;
    - Doctor, clinic or hospital record;
    - Religious record;
    - School/diary record; or
    - School ID card
  - Proof of your (parents) identity
    - U.S. driver license;
    - Texas driver license; or
    - U.S. Passport
  - If one of these cannot be obtained in 30 days, then a current ID that shows your name, age or birth date and a photograph.
- Fill out an application available at: <https://www.ssa.gov/forms/ss-5.pdf>
- Fill out your application to your nearest social security office: [www.ssa.gov](http://www.ssa.gov)



### ENROLLING YOUR CHILD IN ANOTHER SCHOOL AFTER A NATURAL DISASTER

If your child's school district has closed due to a natural disaster, your child can enroll in school elsewhere. If a family fits the McKinney-Vento definition of "homeless" due to a natural disaster, your child can enroll immediately. "Homeless" includes, among others, those who (1) lack a fixed, regular, and adequate nighttime residence, (2) are living in a supervised publicly or privately operated shelter designed to provide temporary housing arrangements (including hotels and motels) paid for by Federal, State, or local government programs for low-income individuals or by charitable organizations, congregations, shelters, and transitional housing or (3) have documented evidence that they will imminently lose their housing, have no subsequent residence identified, and lack the resources or support networks needed to obtain other permanent housing.

A child who is not considered "homeless" can enroll in another district if their school district is closed but will re-enroll under an adjusted calendar. However, if the child returns to his/her home district when it reopens, he or she will follow the district's adjusted calendar and may ultimately go to school longer than 30 days.

#### OBTAINING IMMUNIZATION RECORDS AFTER A NATURAL DISASTER

Rules relating to immunization requirements for school entry allow a student transferring from one Texas school to another Texas school to be provisionally enrolled without proof of required immunizations for up to 30 days. Additionally, displaced students who are considered homeless may be admitted to attend school without documentation of required immunizations for up to 30 days. As the 30-day period draws close to end, if there appears to be a significant number of displaced students who are still having trouble obtaining their immunization records, DDSW will consider whether a short additional provisional enrollment period is possible. The 30-day time period begins the day the student begins attending classes at the new school.

Many schools have electronic access to Immunize2Go. The Texas Immunization registry. Many student immunization records can be found there. Most school districts are registered to use or access Immunize2Go.

#### OBTAINING SCHOOL RECORDS AFTER A NATURAL DISASTER

In some situations, a school may determine that it does not have access to your student's student identification information (name, date of birth, and student ID number) submitted on the enrollment application into the PRODET databases to find the student's existing identification number. The student should not be given a new identification number when one already exists.

If there is no Texas public or charter school district that can access your student's student identification information (name, date of birth, and student ID number) submitted on the enrollment application into the PRODET databases to find the student's existing identification number, the student should not be given a new identification number when one already exists.

If there is no Texas public or charter school district that can access your student's student identification information (name, date of birth, and student ID number) submitted on the enrollment application into the PRODET databases to find the student's existing identification number, the student should not be given a new identification number when one already exists.

#### RESOURCES AVAILABLE TO STUDENTS IN HOMELESS SITUATIONS AFTER A NATURAL DISASTER

Students who are homeless or displaced following natural disasters are eligible for free meals. This includes students relocated in a designated disaster area and students relocated outside of the disaster area. Relocation includes students who are relocated to shelters, hotels, or any other facility that is not the student's home.

Because this is an emergency paperwork/documentation to support a student's homelessness may not be readily available, i.e., students, families, and emergency organizations may not be able to provide a list or other paperwork immediately. Regulations allow schools to provide free meals to homeless and displaced students while working to fill in or other paperwork from shelter directors/trainors and/or state/federal emergency relief.

Additionally, if funds are not reasonably available from other public or private sources to provide the following services, the school district can use Title I funds for supplies and materials, eye glasses, clothing to meet a school's dress or uniform requirements, medical/dental services, immunizations, and information and referrals to health and social services.

For additional information, contact the Communications Division for the Texas Department of Education at (832) 463-9800





## WHAT DO LAWYERS DO?

TYLA is committed to serving the community through projects such as *What Do Lawyers Do?* This project explains the legal profession, outlining life before, during and after law school. The topics include how to choose a law school, pay for law school, distinguish yourself in law school, prepare for the bar, and repay student loans. In addition to a website, TYLA visited schools to present information about law school to aspiring lawyers. Texas Young Lawyers Association presented *What Do Lawyers Do?* for Texas Tech Law Students in Lubbock. Thanks to Tech Law alumni Raymond Baeza, Elizabeth Brooks, John Ellis, Matthew Harris, and Amanda Wilhelm Kraynok for presenting the project.

[wdld.tyla.org](http://wdld.tyla.org)



## I WAS THE FIRST. YOU CAN BE A LAWYER TOO!

TYLA's *I Was the First. You Can Be a Lawyer Too!* highlights lawyers who were the first in his or her family to get a legal education and who then went on to make significant contributions to Texas and the nation. The goal of the project is to inspire middle school and high school students to pursue a career practicing law, no matter their background and to show kids that are still in primary school, people that looked like, sounded like, and had similar backgrounds as they do. The following individuals are featured on the website: Judge Herbert Choy, Justice Sonia Sotomayor, Justice Sandra Day O'Connor, Justice Thurgood Marshall, Alexander Hamilton, Judge Alberto Gonzales, Barbara Jordan, Hillary Clinton, Justice John Marshall, Janet Reno, John Adams, Judge Marilyn Aboussie, Judge Morris Overstreet, Henry B. Gonzales, and Kay Bailey Hutchinson.

In addition to a website, TYLA presented this project to area high schools to show students that no matter your background, socioeconomic status, race, ethnicity, or gender, if they want to be a lawyer, they can. The project was well received at Americas High School in El Paso, Texas, where TYLA director Raymond Baeza presented the program to 118 students.

[iwasthefirst.tyla.org](http://iwasthefirst.tyla.org)



# free from violence

DOMESTIC & ELDER ABUSE  
INFORMATION & RESOURCES



## DOMESTIC ABUSE GUIDE FREE FROM VIOLENCE

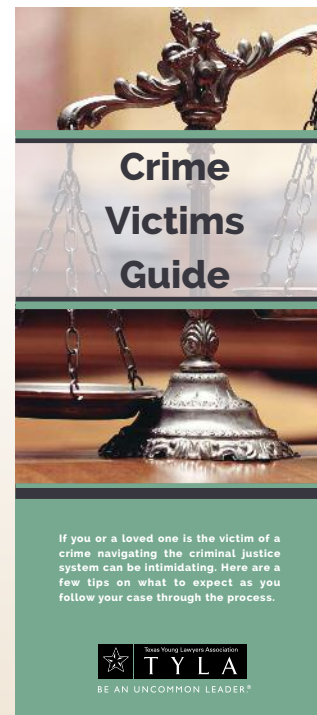
More than five million Texans have experienced domestic violence. In 2016, Texas Adult Protective Services completed 83,534 investigations into elder abuse. In recognition of this statistic, TYLA launched *Free from Violence*.

*Free From Violence* is a resource for survivors of and those affected by domestic and elder abuse. The law and justice system can seem daunting and the website is designed to inform people about Texas laws and resources available to survivors. The website provides information about domestic violence and elder abuse laws, community resources, video interviews with justice system participants, and testimonials from survivors. The main goal of this website is to help those living with the harsh reality of physical, emotional, and mental abuse to feel empowered to get help. TYLA endeavors to help every Texan live a life that is free from violence.

[freefromviolence.tyla.org](http://freefromviolence.tyla.org)

## CRIME VICTIM'S GUIDE

TYLA's *Crime Victim's Guide* focuses on what a victim can expect when participating in the criminal process. Many victims are afraid to raise complaints to law enforcement or be involved in a criminal proceeding because it is an unknown, daunting process. The *Crime Victim's Guide* provides an easy-to-understand resource that describes the legal process and is readily available to victims, family members and attorneys. It addresses a broad range of topics, ranging from what subpoenas are to how to dress for court.



## NOT A VICTIM: SEXUAL RIGHTS AND RESOURCES

A sexual assault occurs every two minutes. Many are affected by sexual assault, including the survivors, the accused, and their family and friends. The Texas Young Lawyers Association has created a resource for those impacted by sexual assault. Sexual assault reports are on the rise, particularly on college campuses. These guides were developed to provide those affected by sexual assault tools they need to manage the fallout.

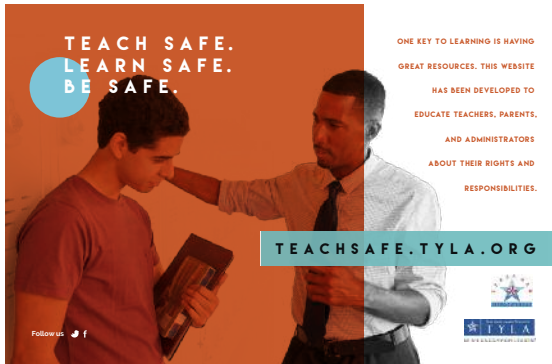
The *Not a Victim* site advises survivors of the steps they can take after an assault, including seeking medical assistance, reporting to law enforcement, and navigating the criminal justice system or the administrative disciplinary process employed on some colleges and universities. The site also provides resources and tips for friends and family members supporting a survivor, and it advises those accused of assault of their rights and obligations in judicial and university administrative proceedings.

The site is designed to reach those between the ages of 17 and 24, who are most likely to be affected by sexual assault. As such, the site is accessible by cell phone or tablet.

This project was launched last year. This year, TYLA added additional content including video content which tells the stories of assault survivors.

[notavictim.tyla.org](http://notavictim.tyla.org)





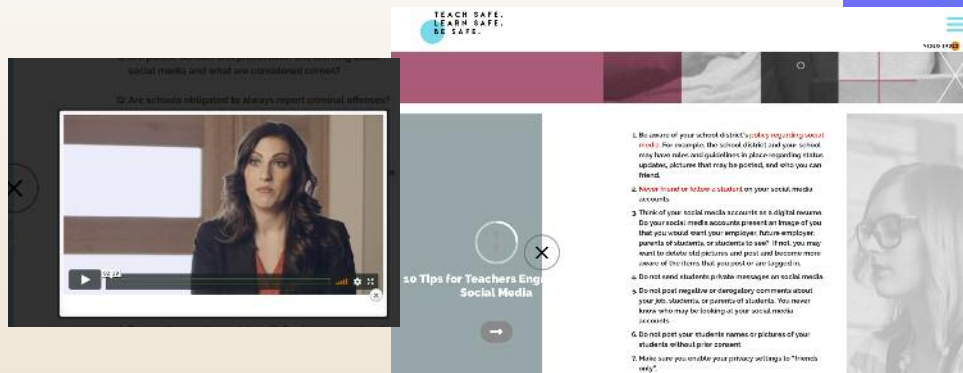
## TEACH SAFE. LEARN SAFE. BE SAFE.

*Teach Safe. Learn Safe. Be Safe.* (“Teach Safe”) was inspired by discussions with educators and parents alike. TYLA created and implemented a website and video project that addresses issues regarding education that are faced by administrators, teachers, and parents. The website deals with the complex issues surrounding Special Education laws and addresses the issues that parents, teachers, and administrators might face. These issues range from educator discipline, student discipline, privacy rights, enrollment, student truancy, bullying to special education concerns. The last section of the website focuses on social media and explores the do’s and don’ts of social media, cyberbullying, texting, and provide parents with a familiarity regarding the various social media types and apps. The goal of

the project is to be a one stop resource for parents, administrators, and teachers to address issues that are often faced when dealing education law.

The project consists of a video component which involves interviews with various individuals including a principal, superintendent, teachers, school board member, lawyers, and parents. The video component is used throughout the website to further highlight the issues discussed. The videos are primarily in a question and answer format, and provide advice for parents, teachers, administrators and students from a variety of viewpoints. Since part of the project addresses bullying and cyberbullying, TYLA interviewed Maureen Molak whose son, David, was cyberbullied and subsequently committed suicide. David’s story inspired new legislation, David’s Law, that changes the education and penal code regarding cyberbullying. A special thank you to the Texas Bar Foundation for making this project possible.

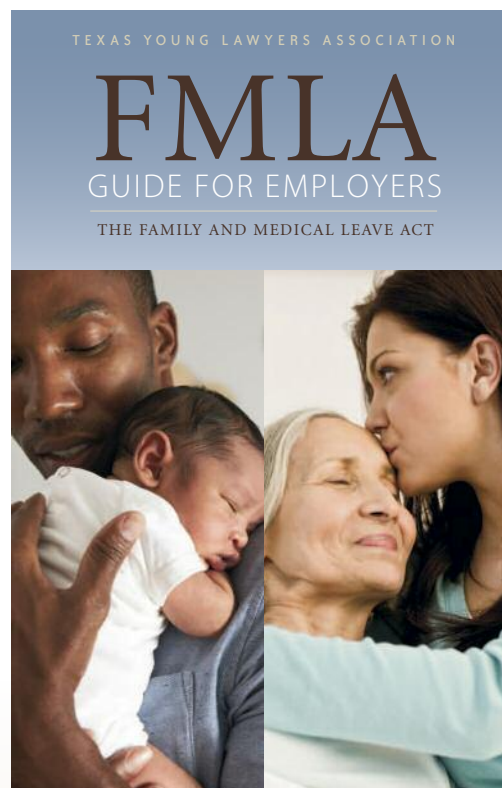
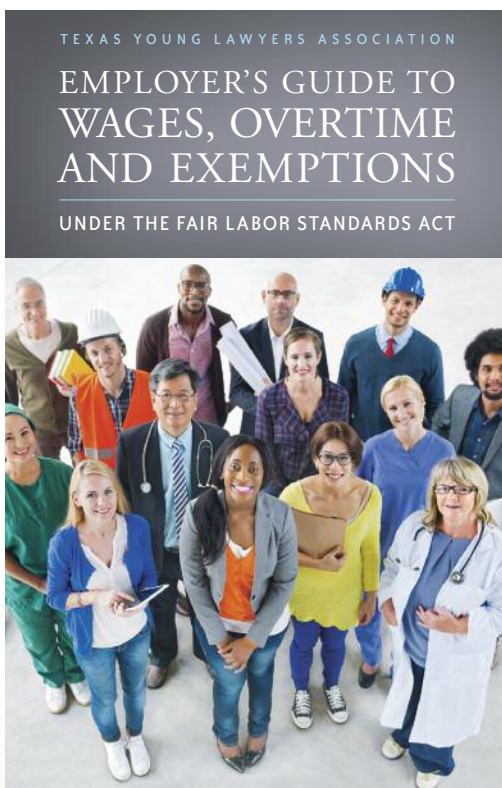
[teachsafe.tyla.org](http://teachsafe.tyla.org)





## EMPLOYER HANDBOOKS

Many small employers cannot afford legal counsel and would benefit from a handbook that alerted them to relevant legal issues on a variety of key regulations and workplace-related laws. TYLA created guides designed to navigate an employer through a variety of legal issues related employment issues. The guides are in an easy to follow, question and answer format, and provide answers to questions ranging from “What is the minimum wage required by the FLSA?” to “What are employee leave entitlements under the FMLA?”



## WOMEN'S NEGOTIATION WORKSHOP

Women continue to face a wage gap in the legal profession as well as in others. In talking with women in professional industries, there is a need to be able to talk about tips for networking and business developing. As a result, TYLA prepared a presentation to provide tips for negotiating salaries, networking, and business development in a professional atmosphere. The presentation is designed to provide tips and tools to open dialogue and provide tips, with the goal of closing the wage gap. The presentation can be presented in a variety of settings and to various groups.



## GENERATION GENEROSITY

Throughout the year, TYLA partnered with various non-profits and organizations to serve the community. In Lubbock, TYLA volunteered at the Children’s Home of Lubbock to spend time with the children for an afternoon of fun, games and fellowship. The Children’s Home of Lubbock provides a home for foster youth. On any given day, an average of 145 boys and girls are in care in the various programs of The Children’s Home of Lubbock. In Houston, TYLA held toy drive for an emergency and transitional shelter called The Mission of Yahweh, raising \$5,000 in cash and in kind donations for the boys and girls of The Mission of Yahweh. The Mission of Yahweh not only provides food, clothing and shelter to homeless women and their children, but is also committed to helping residents become self-sufficient, productive members of society. In College Station, TYLA prepared cards thanking first responders for the difficult job they do every day by to protect and enhance our way of life. In Horseshoe Bay, TYLA donated toiletries to the Society of Saint Vincent de Paul, a Catholic lay organization offering person-to-person service to those who are needy and suffering.

In addition to these projects, TYLA board members are actively involved in local charitable organizations in their communities.



# TYLA SERVING LAW SCHOOLS

## Law School Orientations

Throughout the year TYLA representatives and TYLA law student liaisons attended orientations for all of the Texas law schools. TYLA also provided information about the resources TYLA offers students during school and when they start their law practices and spoke about the benefits of joining the Law Student Division of the State Bar while still in law school.



## Legal Professionalism Award

This award promotes legal professionalism among Law Student Division members by rewarding participation in activities that further the administration of justice, enhance professional responsibility, and provide service to the public. Each recipient receives a \$1,000 scholarship from State Bar of Texas Law Student Division. Recipients of this year's award are Marlena Gutierrez from Southern Methodist University Dedman School of Law and Ian Klein from Texas A&M University School of Law.

## TYLA Diversity Scholarship

The TYLA Diversity Scholarship Program promotes diversity in the legal profession by assisting members of minority populations within the state to enter the legal profession and participate in the programs and activities of TYLA and the State Bar of Texas. The TYLA Diversity Committee awarded three scholarships to minority students enrolled in Texas law schools who demonstrated a commitment to diversity.



**Natalie Harrison**  
University of Texas  
1<sup>st</sup> Place – \$5,000



**Lorena Zapata**  
University of Houston  
2<sup>nd</sup> Place – \$3,000



**Brandon Hawkins**  
Thurgood Marshall School of Law  
3<sup>rd</sup> Place – \$1,500





## Ultimate Writing Competition

TYLA, in partnership with Baylor Law School, hosted the First Annual Ultimate Writing Competition. The competition was designed to feature a real-world problem of the type a new associate may face during their first or second year as an attorney. The competition took place in November 2017. The winners of the competition were as follows:



1st Place: *Michael Davis*, University of Texas

2nd Place: *Alex Chern*, University of Texas

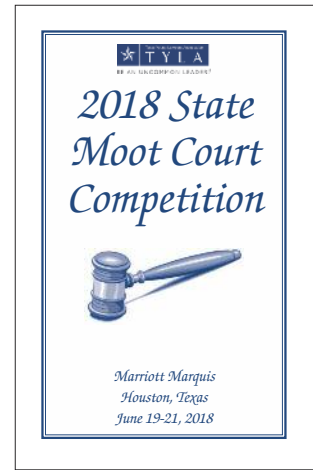
3rd Place: *Tyler Hubert*, University of Houston



## State Moot Court Competition

The 2018 Moot Court Competition was hosted by Texas Young Lawyers Association at the Marriott Marquis in Houston, Texas. The competition was held in conjunction with annual State Bar of Texas meeting in June 2018.





**CHAMPION TEAM**  
 Baylor Law School  
*Max Brown, Haley Mowdy, and Kyle Stone*  
 Coach: *Kathy S. Serr*



**FINALIST TEAMS**  
 Baylor Law School  
 Texas Tech University School of Law



**SEMIFINALIST TEAMS**  
 Baylor Law School  
 South Texas College of Law  
 St. Mary's University School of Law  
 Texas Tech University School of Law



**BEST BRIEF**  
 Texas Tech University School of Law



**BEST ORAL ADVOCATE**  
*Kristen Gavigan*  
 Texas Tech University School of Law



## National Trial Competition

In 2018, the Texas Young Lawyers Association, in partnership with the American College of Trial Lawyers hosted the National Trial Competition (“NTC”) in Austin, Texas.

Hailed as one of the oldest and most prestigious competitions in the United States, the NTC consists of 30 of the best law school mock trial teams from around the nation. Established in 1975, NTC’s purpose is to advance future lawyers’ advocacy through competition amongst peers and interaction with the bench and bar.

This year’s competition constitutes the 43rd year and the champions hailed from Wake Forest University School of Law.



### **2018 NATIONAL CHAMPION TEAM**

Wake Forest University School of Law

Team Members: Darius Ladetric Lamonte, Tracea Lachelle Rice and Jonathon Bryant Salmons. Coaches: Mark Boynton and Aindrea Pledger

### **NATIONAL FINALIST**

Wake Forest University School of Law

Zachary Lynn McCarney, Joe Karam, and Virginia Lee Stanton

### **SEMI FINALIST TEAMS**

University of Kentucky College of Law

University of Michigan

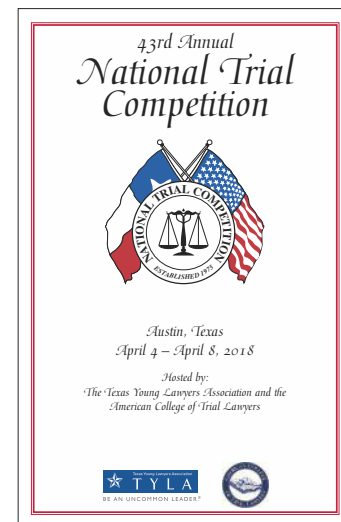
### **QUARTERFINALIST TEAMS**

Baylor Law School

University of California, Berkeley

University of California, Hastings College of Law

Thomas Jefferson School of Law



### **BEST ORAL ADVOCATE AWARD**

Zachary Lynn McCarney

Wake Forest University School of Law

# TYLA LOCAL AFFILIATES

TYLA's goal is to serve young lawyers by assisting in fostering a relationship between young lawyers and their local affiliate bar associations across the State of Texas.



## Tidbits on Social Media

TYLA identified an ever growing need for local bar and local affiliates to increase publicity. Whether its drawing attention to a particular project or membership, all associations are challenged with getting the word out professionally and effectively. The *Tidbits on Social Media* guide for local affiliates is distributed individually and included in the Startup Toolkit for Young Lawyer Affiliates. This guide gives local affiliates tips on how they can use and benefit from using social media. The guide is part of a bigger Toolkit and is distributed at the annual Bar Leaders Conference. Social media use is growing for all industries, including among bar organizations. The impact of this project encourages other young lawyer groups to join on this trend and see and reap the benefits of using social media for their affiliate.

## The Playbook for Starting (or Reviving) a Local Affiliate

TYLA created a resource to assist local bar and local affiliates in setting up or reviving their affiliates, running a local affiliate, and providing project ideas and resources to assist local affiliates. The Playbook focuses on increasing membership, raising money through sponsorships, vendor membership and grants, tips for organizing a CLE, and tips for networking and hosting social events for members. The Playbook is part of the Toolkit distributed at the annual Bar Leaders Conference.

## Local Affiliate Toolkit

The Local Affiliate Toolkit is a comprehensive guide that includes resources for starting up or reviving a local affiliate, running a meeting, acquiring grant funding, and obtaining awards. Additionally, the toolkit features project ideas for affiliates of any size. The toolkit also provides TYLA resources created just for local affiliates, including the playbook for starting or reviving a local affiliate and the media toolkit.



## Bar Leaders Conference

The Bar Leaders Conference brings State Bar and TYLA elected leaders together with lawyers in various leadership positions with local bar organizations and young lawyer affiliates from across the state. This two-day training program inspires and engages effective leaders, addresses common concerns among bar associations, and offers valuable resources available from the State Bar of Texas.

The 2017 conference was held July 28th and 29th at the Westin Galleria in Houston and was attended by more than 85 young lawyers from local affiliates across Texas. The highlight for TYLA's portion of the conference was "Projects, Projects, Projects," during which representatives from TYLA highlighted recent projects and local affiliates presented their award-winning projects to attendees. *I Was the First. You Can Be a Lawyer Too*, *Sexual Assault Rights and Resources*, and *Divorce Guide for Children and Teens* were featured. Local affiliates presented information about projects, including Houston Young Lawyers Association's *Helping Immigrant Children*, Amarillo Area Young Lawyers Association's *Not Quite Vegas CLE*, Dallas Association of Young Lawyer's *Women's Mentoring Circles*, and San Antonio Young Lawyers Association's *War Story Wednesdays*.





## TYLA Roadshows



TYLA Roadshows are designed to provide local bar associations and their members with quality leadership and CLE programs at no cost. The purpose is to showcase TYLA’s projects and programs in locations that may need assistance in building their presence in the Bar and/or impact in their community.

In 2017-2018, TYLA conducted a Roadshow in Laredo in conjunction with the Government Law Section and Individual Rights and Responsibilities Section of the Texas State Bar. The CLE was well attended and covered a wide array of topics, including a summary of overtime laws to new developments in immigration.

## Grants

TYLA supports its affiliated young lawyer associations by providing funding to support local programs and projects. The Local Affiliates Committee awarded 33 grants totaling \$20,000 to fifteen different local affiliates. The grants provide much needed assistance for service projects that benefit the community, as well as the members of the bar. The projects included *Wills for Heroes*, elementary school law library, CLE boot camps, and roll-outs of TYLA projects like *I Was the First*. In awarding these grants, TYLA seeks to provide seed money to get a new project off the ground or expand the scope of an existing project..

## Local Affiliate 2018 Awards of Achievement Winners

The Awards of Achievement Program provides TYLA affiliates the opportunity to submit their best projects for evaluation and recognition. The awards are designed to encourage project development by recognizing the time, effort, and skills expended by these affiliates in implementing public and professional service in their communities. This year, TYLA recognized the following young lawyer organizations for their impactful projects and programs:

### LARGE CITY

#### Comprehensive

- 1st: Dallas Association of Young Lawyers
- 2nd: Houston Young Lawyers Association
- 3rd: San Antonio Young Lawyers Association

#### Service to the Bar

- 1st: Houston Young Lawyers Association:  
*Hyla Bootcamp CLE Series*
- 2nd: Dallas Association of Young Lawyers:  
*Lawyer on a Loan*
- 3rd: San Antonio Young Lawyers Association:  
*SAYLA with the Spurs*

#### Service to the Public

- 1st: Dallas Association of Young Lawyers:  
*LADV Playground*
- 2nd: Houston Young Lawyers Association:  
*An Attorney's Guide to Fighting Human Trafficking*
- 3rd: San Antonio Young Lawyers Association:  
*Hurricane Harvey Disaster Response Legal Clinics*

#### Diversity Project

- 1st: San Antonio Young Lawyers Association:  
*From Speech and Debate to a Career in Law*
- 2nd: Dallas Association of Young Lawyers:  
*Dallas Ripple*
- 3rd: Houston Young Lawyers Association:  
*Hyla Solo/Small Firm CLE & Networking*

### Newsletter

- 1st: Dallas Association of Young Lawyers
- 2nd: Houston Young Lawyers Association

### SMALL CITY

#### Comprehensive

- 1st: El Paso Young Lawyers Association

#### Service to the Bar

- 1st: Lubbock County Young Lawyers:  
*Courthouse Tour*
- 2nd: Amarillo Area Young Lawyers Association:  
*Cookout and Connect*



# TYLA 2017-18 HONOREES

## Outstanding Young Lawyer of Texas Award Recipient

### Alexandra Guio

Each year, the Texas Young Lawyers Association presents the Outstanding Young Lawyer of Texas Award to one attorney who has exemplified professional proficiency, service to the profession, and service to the community.



Alexandra Guio is an assistant district attorney with the Dallas County District Attorney's Office, where she has served as a prosecutor in Criminal District Court No. 1, the Sexual Assault Division, and the 265th Judicial District Court. In just under five years, Guio has conducted more than 30 trials on cases involving aggravated sexual assault, robbery, aggravated assault with a deadly weapon, possession of a controlled substance, and driving while intoxicated. She is currently on the board of directors and a law school liaison for the Mexican-American Bar Association, a member of the Dallas Association of Young Lawyers Equal Access to Justice Committee, and a member of the Dallas Hispanic Bar Association. Guio is also widely respected for her volunteer efforts as a mentor. She has worked with students from John Carpenter Elementary School, SMU Dedman School of Law, and UNT Dallas College of Law as a mock trial coach in 2018. Guio is dedicated to engaging with her community, having organized "The Influence of Latino Votes: A Panel Discussion," at the Latino Cultural Center in Dallas to encourage and stress the importance of the Latino vote.

## Liberty Bell Award Recipient

### Dr. Everette B. Penn

The Texas Young Lawyers Association presents this annual award to one outstanding nonlawyer who has made the most selfless contribution to his or her community to strengthen the effectiveness of the American system of justice. The Liberty Bell Award recognizes categories of community service that: (1) promote a better understanding of our government, especially the Bill of Rights; (2) encourage a greater respect for the law and the courts; (3) stimulate a deeper sense of individual responsibility of citizens' rights and duties; (4) contribute to the effective functioning of our institutions of government; and (5) instill a better understanding and appreciation of the law.



Everette B. Penn is the director of the Teen and Police Service Academy Center, an organization focused on programming, researching, teaching, and training to reduce the social distance between at-risk youth and law enforcement. Penn's past work includes time spent as a community development specialist in Fort Worth, where he created an employment program that placed 300 people in jobs above minimum wage, and as a youth group director at the Riverside United Methodist Church in Houston, where he inspired teens to walk a Christian life and stray from the temptations of crime, drugs, pregnancy, and academic failure. Penn is also a celebrated academic, currently a professor of criminology and a faculty affiliate in the cross-cultural studies program at the University of Houston-Clear Lake, where he teaches Youth and Policing, Introduction to Criminal Justice, and Juvenile Delinquency. For nearly 20 years, he has written on a bevy of issues, including racial profiling at airports and the dissonance between minority youth and the police, and has appeared in several academic journals and major media outlets.



## Outstanding Mentor Award Recipient Gerald Pruitt

The Texas Young Lawyers Association presents the Outstanding Mentor Award to the attorney who has consistently demonstrated a commitment to mentoring young lawyers in his or her legal community.

Gerald Pruitt is deputy city attorney over the litigation division for the City of Fort Worth City Attorney's Office and has worked in that capacity since 2000. He has served as a role model to young lawyers, fostering their development by highlighting the importance of continuing legal education, or CLE, and encouraging them to contribute and give back to the legal profession and community. Pruitt has served on the Tarrant County Bar Association's Mentor Committee, including three years as chair, and has been involved in the Tarrant County Transition to Practice Program and Tarrant County Young Lawyers' Association Mentorship Program. He has been a member of the College of the State Bar of Texas since 1985, authoring several publications and presenting numerous CLE seminars inside and outside of the city attorney's office. Not only does Pruitt provide advice to young lawyers, he also meets with prospective lawyers, answering any questions they may have concerning academics, schools, and finances. He has an "open door" policy, and his office is often populated with attorneys seeking his counsel.



## Joseph M. Pritchard Inn Outstanding Director Award Recipient Timothy Newman

The Joseph M. Pritchard Inn of former and current officers and directors of the Texas Young Lawyers Association was established in 1979 in honor of the late Joseph M. Pritchard, a former TYLA director and active civic leader. The Inn is pledged to support the programs and objectives of TYLA and annually presents the Joseph M. Pritchard Inn Outstanding Director Award to the TYLA director who has shown outstanding leadership and exemplary efforts to further the projects and purposes of the Texas Young Lawyers Association.

Timothy Newman is a litigation partner with Haynes and Boone, LLP in Dallas who represents clients in government enforcement actions, cybersecurity matters, and complex litigation. Tim began the year by working with a subcommittee to draft the at a glance Local Affiliate Toolkit, a one page guide that was presented at bar leaders 2017. As co-chair of the Member Outreach committee, Tim faced a unique circumstance this year when both his co-chair and Executive Committee Advisor were nominated to run for TYLA President. Because of the campaign, neither of them could continue working on TYLA projects. As a result, Tim was tasked with ensuring all of the committee projects were completed. Under his leadership, Spanish for Lawyers was produced. Additionally, Tim oversaw and contributed to a number of other projects, including the HIPAA Guide, Privilege Guide, Criminal Enhancement CLE, and the National Trial Competition. Similar to other award recipients, Tim's contributions went beyond the committee to which he was formally assigned. Tim has been elected TYLA treasurer for the 2018-2019 bar year.



## Texas Young Lawyers Association President's Award Recipients Joel Towner & Nicole Soussan

The President's Award is given at the discretion of the Texas Young Lawyers Association's President based on outstanding service to TYLA by TYLA directors, committee chairs, committee members, or other individuals who have played a vital role in furthering the objectives of the association.

Joel is an associate at Beck Redden, in Houston and practices in the area of Business Litigation. Joel has served on the TYLA board of directors since 2015. Even before joining the board of directors, Joel participated in TYLA's National Trial Competition, which is co-sponsored with the American College of Trial Lawyers. Joel has been integral in insuring the continued success of the competition. As a co-chair this year, Joel was tasked with overseeing the regional competitions, which are held across the country. In that role, he faced a number of challenges which often required many weekend hours to resolve. Through his service as the committee's co-chair, the regional competitions and final competition, held in Austin were successful. Anyone who knows anything about the National Trial Competition knows just how much work and dedication it takes to run a successful tournament. And, obviously, we could not have done it without Joel.



Nicole is a senior associate at Reed Smith in Houston. As a member of the Energy & Natural Resources Group, she primarily represents clients in the energy industry in a broad range of litigation matters. Nicole has served as a TYLA Director for four years. During the 2017-2018 bar year, Nicole went above and beyond in service to Texas lawyers and members of the general public. In the summer of 2017, Nicole organized the TYLA Diversity Dinner, which featured the project I was the First, You Can be a Lawyer Too. Nicole secured a keynote speaker and obtained enough firm sponsorships to cover the cost of the event. As co-chair of the Serving the Underserved Committee, Nicole worked to organize service events at each of the TYLA Quarterly Board Meetings. Additionally, when Hurricane Harvey devastated the gulf coast, Nicole worked with her committee and others on the TYLA Board of Directors as well as attorneys at Reed Smith, to organize the production of five new disaster relief resources. Nicole also took the lead on Privilege 101: Understanding Privileged Conversations Under the Law. When given a task this year, Nicole worked hard to insure it was completed in an efficient, effective, and excellent manner. Her significant contributions demonstrate why she was honored with a President's Award.

## Texas Young Lawyers Association Keith L. Krueger Award Recipient Donald Delgado

The Keith L. Krueger Leadership Award is named in honor of the late Keith L. Krueger, a former Secretary of the Texas Young Lawyers Association, who passed away on July 14, 2012. During his tenure on the TYLA board, Keith selflessly and tirelessly worked to further the objectives of the association. This award is given at the discretion of the Texas Young Lawyer Association's President and Director of Administration to a TYLA Board member who exhibits the same leadership skills as Keith: (1) leads by example; (2) exhibits the highest integrity; (3) demonstrates a commitment and passion for public service; and (4) earns the respect and trust of the Board through hard work and fun.

Donald is a litigation associate with West, Webb, Allbritton & Gentry, in College Station, Texas. During his time on the TYLA Board, Donald has embodied the term "silent leader." Donald has worked hard to insure the success of whatever project he is assigned, without request for accolade. This year, Donald was a co-chair of the Law Focused Education committee. As co-chair, Donald has led the committee in completing *Teach Safe. Learn Safe. Be Safe.*, TYLA's signature project for the 2017-2018 year. Donald worked with members of his committee to convert a significant amount of written material, and video interviews, into a user friendly resource that will be useful to educators, parents, and others involved in the education setting. In addition to his work on the law focused education committee, Donald contributed to *Free from Violence* and other TYLA committees and projects.



## Texas Young Lawyers Association Legacy of Service Award Sara Ann Giddings

The Legacy of Service Award is given at the discretion of the Texas Young Lawyers Association to a TYLA director who demonstrates consistent, significant dedication to service through his or her service on the TYLA board.



Sara Ann Giddings is an attorney with the Giddings Firm in San Angelo where she practices in the areas of tax, estate planning, and business law. Sara served as a co-chair of the Law Focused Education Committee. She worked countless hours to bring the *Teach Safe. Learn Safe. Be Safe.* project to completion. This involved compiling and reviewing hundreds of pages of content, and working with her co-chair and our web developer to produce and edit video content. She also assisted in the creation of the Local Affiliate Toolkit, which provided important information for young lawyers who need guidance in operating their local affiliate. Sara contributed to projects across TYLA, and conducted roll outs in her community. In her three years on the TYLA board, her commitment to serving the attorneys and public across the state of Texas has never wavered. She tirelessly devotes her time and energy to TYLA projects, and insuring that every project she works on is a success.

## Outstanding First Year Director Award Meagan Harding

The Outstanding First Year Director Award is given at the discretion of the President of the Texas Young Lawyers Association based on outstanding service by a director during his or her first year on the TYLA Board.

Meagan is an attorney with the Texas Civil Rights project. She joined the TYLA board of directors as a new director this year. Meagan has demonstrated consistent commitment to the success of TYLA projects. As a member of the Public Service Committee, she worked extensively on Free From Violence, TYLA's domestic violence project and on the video updates to Not a Victim. For these projects, she coordinated video interviews with survivors of domestic violence and assault, and drafted content for the website. Additionally, Meagan organized the local affiliate committee's Lawyer Legend CLE. This project gave young attorneys and more seasoned attorneys the opportunity to network and learn from an all-star panels of lawyer legends. In just her first year on the TYLA Board, Meagan has already made a significant contribution to the Texas legal community.



## Texas Young Lawyers Association President's Award of Merit Recipients

The President's Award of Merit is given at the discretion of the Texas Young Lawyers Association's President to recognize individuals who have made a significant contribution to the furtherance of the goals and objectives of TYLA, or who have performed above and beyond the call of duty while conducting the business of the Texas Young Lawyers Association. This year's awards are presented to individuals who put forth exceptional efforts on behalf of TYLA through their committee service. This year's recipients are:



Lowell Brown  
Kimberly C. Clark  
M. Kaylan Dunn  
John W. Ellis  
Susan Giddings  
Matthew L. Harris  
Britney Harrison  
Ashley Hymel  
Rebecca Patterson Linehan  
Courtney Barksdale Perez  
Dr. Rey Romero  
Lauren R. Sepulveda  
Tim Williams



# TYLA ONLINE



[facebook.com/TexasYoungLawyersAssociation](https://facebook.com/TexasYoungLawyersAssociation)



[twitter.com/TexYoungLawyers](https://twitter.com/TexYoungLawyers)



[instagram.com/texyounglawyers](https://instagram.com/texyounglawyers)



[pinterest.com/tylahealth](https://pinterest.com/tylahealth)

## TYLA Social Media

TYLA is active on various social media platforms in order to highlight prior events and engage young lawyers and young lawyer local affiliates.

TYLA increased our social media presence this year on Facebook, Twitter, and Instagram. This allowed us to reach segments of the legal community that we would have otherwise missed. Additionally, we utilized our social media to strengthen our ties with the young lawyer divisions, state bars, and specialty bars of other states.



## eNews

eNews is a monthly newsletter that is emailed to the entire Texas Young Lawyer Association. It features several regular columns including, Top Story, TYLA Project, Local Affiliate, Tips for Young Lawyers, Article of Interest, Law Student Article, Editor's Column, Access to Justice Updates and ABA YLD Updates. Even with often daily updates via social media, TYLA's eNews helps keep young lawyers up to date on local and state wide projects, highlight new legal topics, and feature local affiliate accomplishments.

## TYLA.org

The [tyla.org](https://tyla.org) website disseminates TYLA projects and materials worldwide and has increased its web traffic and viewers every year.



## Ten Minute Mentor



Ten Minute Mentor ([www.tenminutementor.com](https://www.tenminutementor.com)) is an online collection of video presentations from leading lawyers in their areas of expertise. Each video presentation is educational and full of practical advice on a wide range of topics relevant to young lawyers. All Ten Minute Mentor videos may be viewed on [tyla.org](https://tyla.org) and includes topics such as:

- Preparing and Proving (or Opposing) Claims for Attorneys' Fees
- Enforcing and Avoiding Arbitration Clauses
- Preparing Witnesses
- Pointers for the Courtroom
- Things Every Texas Attorney Should Know about Franchise Law
- Top Ten Evidence Issues at Trial (Civil)
- Using Technology in the Courtroom
- Challenges of Protecting Expert Witnesses Under Daubert/Robinson
- Jury Arguments
- Jury Selection

- Objectives for Conducting an Effective Voir Dire
- Tips on Making a Closing Argument
- What to do when a Witness Takes the 5th
- Resources Available to Serve Veterans, Servicemembers, and their Families
- Drug Court Process
- Punishment Evidence
- Panel Discussion on Pregnancy in the Workplace
- AFV Victim's FAQs



TEXAS YOUNG LAWYERS ASSOCIATION  
Board of Directors  
2017-2018

### **Our Time. Our Community. Our Impact.**

“Our” is such an impactful word. It can take something that could be mine or yours or theirs and make it part of something bigger - something that belongs to us. That is the goal for this year - make this our time, to make an impact on our community. Young lawyers across the state are behind the recent, transformative movements reverberating through our society are a number of active social campaigns and are stepping up to make a difference and improve our communities. These people are taking their experiences and their hardships and finding commonplace with others to effect changes to public policy, laws, and even societal norms. This is everything. This is what we as young lawyers should strive to do.



### **This is our time. This is our community. This is our impact.**

As we begin to gear up for the upcoming bar year, we will focus on taking advantage of the time we have as young lawyers and focusing to make a lasting impact on our community. In line with that goal, there are several projects that that we will focus on that will help us reach our goals, and a few of those projects are highlighted below.

- Our signature project this year will be *Proud to Be an American*, which will be a program designed to help educate students about what it means to be a U.S. citizen, identify characteristics of good citizenship, and help students understand the fundamental rights Americans are guaranteed through the Bill of Rights and other amendments to the U.S. Constitution.
- *Courthouse Bookshelves* – TYLA will encourage and offer resources to local affiliates to establish programs that provide bookshelves and books in courthouses for children to read as an escape from the litigation and to take home.
- *Junior Judges*, an existing TYLA project, will be revamped and will seek to provide peer-based guidance on issues such as cyber-bullying, sexting, internet safety and online dating apps through a series of vignettes that students would watch and then decide as to whether the action taken therein was wrong or right, with an opportunity to thereafter discuss the decision.
- *Compassion Fatigue Awareness* – Compassion Fatigue (also known as Secondary Post Traumatic Stress Disorder) has recently become more prevalent in attorneys and is caused by helping those exposed to stressful situations cope with their experiences and find solutions. TYLA intends to create a series of guides that will be geared toward educating lawyers about how to spot if you are becoming victim to Compassion Fatigue and ways to prevent burnout.

TYLA is our organization and it is our goal to have you be an active member of TYLA, your local affiliate and any sister bar organizations. Please get involved and make in impact in our community. If you have any questions, comments or rude remarks, please feel free to reach out to me at [sally@koonfuller.com](mailto:sally@koonfuller.com).

A handwritten signature in black ink, appearing to read 'Sally Pretorius', written in a cursive style.

Sally Pretorius  
President 2018-2019  
Texas Young Lawyers Association



Texas Young Lawyers Association  
P.O. Box 12487  
Austin, TX 78711-2487  
(800) 204-2222, ext. 1529

[www.tyla.org](http://www.tyla.org)