



## **GRIT: A WORKSHOP TO ENERGIZE, ELEVATE AND EDUCATE WOMEN IN PUBLIC DEFENSE**

**ADMINISTRATIVE OFFICE OF THE U.S. COURTS  
DEFENDER SERVICES OFFICE TRAINING DIVISION**

**Virtual Program with Live Panels and Small Group Sessions**

**October 19-29, 2020**

**Final Agenda**

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**Grit** is a brand-new workshop designed and hosted by the Training Division and the Seattle Federal Public Defender's Office. Originally conceived as an in-person program, it has been redesigned as a virtual experience. **Grit** is now a course that engages participants in multiple ways over eleven days, from Monday, October 19 – Thursday, October 29, 2020.

Synchronous learning will be composed of three live presentations by a panel or speaker and three small group sessions led by skilled co-facilitators. Asynchronous materials—videos and other media—will be posted in a learning management system called Talent LMS. As participants watch and read at their own pace, they are expected to provide feedback in a variety of ways on content and to prepare for small group discussions.

Unless it is marked in the agenda as **Live session**, all segments of the program will be in Talent LMS to be watched and read on one's own. Prior to each workshop session participants shall complete segments and assignments which should be easy to follow as one moves through the course outline in Talent LMS.

Our objective is to create a rich, meaningful growth experience for each person who attends. To foster intimacy and connection, we have a limited number of spots in **Grit**. Our expectation is that each participant will complete all asynchronous segments (12-15 hours) and be present at all live sessions (9-10 hours).

As women, we must stand up for ourselves. We must stand up for each other. We must stand up for justice for all.

– Michelle Obama

Welcome to a workshop that celebrates standing up, considering the past and moving with grit and grace into the future. Let's see where it leads individually and collectively. 🍷

15 minutes

### Introduction to the Workshop

On your own  
in Talent LMS

Lisa Lunt, *Attorney Advisor, Training Division, Defender Services Office, Washington, DC*

Jennifer Kaplan, *CJA Resource Counsel, Office of the Federal Public Defender for the Western District of Washington, Seattle, WA*

Tamara Mulembo, *Visiting Attorney Advisor, Training Division, Defender Services Office, Washington, DC; Assistant Federal Public Defender, Office of the Federal Public Defender for the District of Arizona, Tucson, AZ*

Joan Politeo, *Attorney Advisor, Training Division, Defender Services Office, Washington, DC*

In videos that you will access in Talent LMS, Lisa, Jennifer, Tamara and Joan—the designers and hosts of Grit—introduce you to the Workshop, share sources of inspiration for the program and outline objectives for each person individually and the group. You will also learn how Talent LMS works and how to navigate through it.

October 19, 2020  
3:30 – 5:00 pm PT  
90 minutes  
Live session

### Legal Legends: Insights and Inspiration from Impactful Women

Davina Chen, *Attorney, Sentencing Resource Counsel, Los Angeles, CA*

MiAngel Cody, *Executive Director, The Demarcation Collective Law Office and Consultancy, Chicago, IL*

Barbara Creel, *Professor of Law, Director, Southwest Indian Law Clinic, University of New Mexico School of Law, Albuquerque, NM*

The Honorable Marsha Pechman, *District Court Judge, Western District of Washington, Seattle, WA*

Bobbi Sternheim, *Attorney, Law Offices of Bobbi C. Sternheim, New York, NY*

Jennifer Kaplan (moderator), *CJA Resource Counsel, Office of the Federal Public Defender for the Western District of Washington, Seattle, WA*

How much energy is generated when you gather five powerhouse women in one room? Join us and find out. We are kicking off this program with a conversation among five legends: pioneering women who have made substantial contributions to our field and to the profile of women in the process. Share in their wide-ranging, personal discussion about their accomplishments, their experiences as women in the law, and their thoughts on advancing our collective interests.

Please note: All times are Pacific Time.

120 minutes

On your own  
in Talent LMS

### Learning from the Journey

Ebise Bayisa, *Senior Attorney, Office of Education and Sentencing Practice, U.S. Sentencing Commission, Washington, DC*

Zainab Khan, *Attorney, Federal Defenders of San Diego, Inc. for the Southern District of California, San Diego, CA*

Lenell Nussbaum, *Attorney, Law Office of Lenell Nussbaum, PLLC, Seattle, WA*

Katherian Roe, *Federal Public Defender for the District of Minnesota, Minneapolis, MN*

Callie Steele, *Senior Litigator, Office of the Federal Public Defender for the Central District of California, Los Angeles, CA*

Andrea Lyons's wonderful book, *The Feminine Sixth: Women for the Defense*, inspired this segment. Five women, at different stages of their practices, and with different life stories and career trajectories, will each answer five questions about what attracted them to defense work, what challenges they have overcome, and how being a woman has shaped their practice of law.

October 20, 2020  
3:30 – 5:00 pm PT  
90 minutes  
Live session

### Small Group Session I: Sharing Journeys

Participants will share their answers to the same five questions posed in the previous segment and discuss common threads as well as divergent aspects of their journeys. The goal of this discussion is to support each woman in her reflection and commitment to future development.

Happy Hour  
October 20, 2020  
5:15 – 6:15 pm PT  
Live session

October 22, 2020  
3:30 – 5:00 pm PT  
90 minutes  
Live session

### Race, Women and Powerful Voices

Premal Dharia, *Founder & Director, Defender Impact Initiative, Washington, DC*

Desiree Lassiter, *Assistant Federal Defender, Office of the Federal Public Defender for the District of Maryland, Baltimore, MD*

Vanessa Pai-Thompson, *Assistant Federal Defender for the Western District of Washington, Seattle, WA*

Juval Scott, *Federal Public Defender, Office of the Federal Public Defender for the Western District of Virginia, Charlottesville, VA*

Mia Yamamoto, *Attorney, Los Angeles, CA*

Tamara Mulembo (moderator), *Visiting Attorney Advisor, Training Division, Defender Services Office, Washington, DC; Assistant Federal Public Defender, Office of the Federal Public Defender for the District of Arizona, Tucson, AZ*

Supreme Court Justice Sonia Sotomayor famously attributed her wisdom to her richness of experience as a Latina woman. Indeed, diversity in leadership is a rising tide that lifts all boats. This panel discussion will be a celebration and acknowledgment of the contributions of five diverse female defenders who have pioneered, led, and invigorated. They will discuss achieving equity in leadership at the intersection of race and gender, surviving the spotlight, and mentorship.

**October 23, 2020**  
**12:00 – 2:00 pm PT**  
**120 minutes**  
**Live session**

**Just  
added!**

### **Restorative Practices in Action: Peacemaking and Healing Circles**

Vivianne Guevara, *Director of Client & Mitigation Services, Federal Defenders of New York, Inc., Brooklyn, NY*

Restorative and Transformative Justice, through the use of peacemaking and healing circles, are processes rooted in global indigenous practices. Restorative circles are used to team-build, plan, and solve conflict within systems, businesses, schools, families, and communities. Peacemaking circles can address conflict and harm approach communication in a non-binary way; the entire circle is responsible for each other and committed to holding space for each other's harm and healing. In this experiential session, we will learn one process for circlekeeping while sharing and reflecting in our own restorative circle.

*This session is limited to 12 people. Pre-registration required.*

**90 minutes**

**On your own  
in Talent LMS**

### **Empowering Attorneys to Live and Work as Their Authentic Selves**

The Honorable Bernice Bouie Donald, *Circuit Court Judge, U.S. Court of Appeals for the Sixth Circuit, Cincinnati, OH*

Andrea George, *Executive Director, Federal Defenders of the Eastern District of Washington, Spokane, WA*

Susan Lin, *Partner, Kairys, Rudovsky, Messing, Feinberg & Lin, Philadelphia, PA*

The Honorable Rosemary Marquez, *District Court Judge, District of Arizona, Tucson, AZ*

“A woman in harmony with her spirit is like a river flowing. She goes where she will without pretense and arrives at her destination prepared to be herself and only herself.” — Maya Angelou.

How do we begin to discover our potential and nurture it? Are we in our own way? This session will explore the journey of four amazing champions of our profession and their journey to realizing their full authentic selves.

Each participant will have an opportunity to complete a strength assessment and will view *A Word: Alopecia*, Rep. Ayanna Pressley's video in which she reveals her bald head and talks about identity, vulnerability, authenticity, and public perception.

**Oct. 27, 2020**  
**2:00 – 4:30 pm PT**  
**150 minutes**  
**Live session**

### **Small Group Session II: Doing It My Way**

Participants will explore their own journey toward authenticity by completing a strengths assessment. Participants should complete the assessment before the small group session (ideally a day before). In session, we will discuss our strengths, how to lean in to those strengths, embracing vulnerability, and overcoming any fears we might have in realizing our strengths. Finally, participants will identify three ways they can manifest those strengths in their professional identity.

**120 minutes**

**On your own  
in Talent LMS**

### **You Can't Pour From an Empty Cup: Taking Care of Yourself First**

Dr. Debra Austin, *JD, PhD, Professor of the Practice, University of Denver Sturm College of Law, Denver, CO*

“Self-care is how you take your power back.” – Lalah Delia

Public defense is a profession that inspires great pride and purpose, but it also takes a physical and emotional toll. Practicing may have never been more difficult than today, as we roil in a pandemic. In this fascinating and motivational segment of Grit, you will understand in a deep way the importance of stepping back to take care of yourself.

Dr. Debra Austin has dedicated her career to teaching well-being skills for the effective lawyer. In this session she will focus on the neuroscience of brain health, which together with mental strength, serves to enhance one's overall performance. Dr. Austin presents a holistic approach to wellness, recognizing that an absence of illness is not the same as being fully well. She will offer specific recommendations for promoting both health and happiness as well as strategies to bolster cognitive well-being and contentment. A segment of her presentation is devoted to those among us who have struggled to maintain an aerobic health routine, one that directly enhances our cognition and well-being.

Participants will have an opportunity to complete self-assessments at various intervals in the process. These tools focus on predispositions which may influence our overall well-being and effective performance.

We hope that taking the time for some physiological self-analysis inspires everyone to recommit to self-care.

Oct. 29, 2020  
2:00 – 3:45 pm PT  
105 minutes  
**Live session**

### Small Group Session III: Filling Our Cups

This small group session provides an opportunity for participants to delve more deeply into insights gained from self-assessments on mindset, perfectionism, and stress. In this supportive setting, participants will have an opportunity to discuss experiences on self-care which serve women in the highly stressful work of public defense maintain balance, well-being and cognitive health.

Oct. 29, 2020  
4:00 – 5:15 pm PT  
75 minutes  
**Live session**

### Grit, Grace and Gratitude: Wisdom from Christina Swarns

Christina Swarns, *Executive Director, Innocence Project, New York, NY*

Christina Swarns's profound and vast experiences will ground this session. Ms. Swarns has dedicated her entire career to serving others. She has stood in the gap for the disenfranchised as a former staff attorney for Legal Aid, Assistant Federal Public Defender, Litigation Director for the NAACP Legal Defense and Educational Fund, Inc., and head of the Office of the Appellate Defender in New York.

Her successes as lead counsel in some of the United States' highest profile death penalty cases prompted her to be dubbed the "Lady of the Last Chance" in a 2012 American Bar Association Journal profile. In that vein, Ms. Swarns argued and won *Buck v. Davis*, a Texas death penalty case challenging the introduction of explicitly racially biased evidence at trial. Ms. Swarns is one of only a handful of Black women to have argued before the Nation's highest court.

Ms. Swarns's successes are not without a cost. Participants will be able to draw inspiration from Ms. Swarns, who was honored in 2014 as an attorney who makes "significant contributions to the ends of justice at the cost of great personal risk and sacrifice." Ms. Swarns will share the struggles and triumphs of her journey and the joys she found along the way.

### Closing Remarks / Adjournment

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## Grit Wellness Practices

We are honored that three wise, strong, kind women are sharing their practices with us. Colette, Monica and Anita stay healthy, whole and connected through their chosen daily practices. If you have already found the joy and vast benefits of yoga, mindfulness, tai chi or qi gong, welcome home. If you have not, come on in and discover these ancient disciplines.

Please visit Talent LMS to experience these practices, designed specifically for Grit, on your own schedule and pace.



ZEN

### **Yoga for Legal Warriors and Goddesses**

Colette Tvedt, *Criminal Defense Attorney, Tvedt Law, Denver, CO*

I have been a criminal defense lawyer for over 25 years. Like many of you, I pour myself into my work as a defender. In 2006, I moved from Massachusetts to Seattle, WA to begin a new job with the Seattle public defenders. It was a challenging transition and I was feeling a bit burnt out. I met an inspiring spiritual leader who introduced me to yoga and meditation. My yoga practice has become an integral part of my daily self-care because if I am taking care of myself, I can take better care of my clients! In 2017 I got my 300-hour

yoga teaching certificate and I have been teaching classes for public defenders in CO now via Zoom! Yoga has made me a better – more effective- lawyer/mother/partner/friend.

I will start the session with breathing exercises and some gentle stretching. I will then go through Sun A and Sun B postures (with some nice Warrior and Goddess poses) and will end with a relaxing savasana and sound bowl closing. I integrate an intention throughout the class to help center and inspire the class participants. It will be a fun, gentle flow.



MINDFULNESS

### **Why Mindfulness Matters for Federal Defenders / Lawyers**

Monica Jordan M.Ed, MCMBT, *Founder, Embrace Mindfulness: Resources for Conscious Living, Annapolis, MD*

The legal profession is in a mental health crisis. The latest data paints a bleak and alarming picture, with stress & anxiety, depression, burnout and substance abuse demonstrating how the pressures felt by many lawyers manifest in health risks. The stakes are too high for inaction. And mindfulness can help.

An amazing amount of scientific research suggests that mindfulness may be crucial to deal with one of the biggest health issues facing the world today: Stress. Mindfulness tools will show you how to calm your mind when you are overwhelmed by intrusive thoughts, how to improve your focus, how to work with your emotions when you experience bouts of anxiety about your work, your relationships, your children, or your lack of time or purpose in life, and much more.

If you would like to be more present for yourself and others, if you would like more joy in your life, then this meditation is for you. Monica has been practicing mindfulness for 23 years and teaching it for 15.



### Tai Chi Practice for Grit

Master Anita Seto, *Senior Instructor, Dennis Brown Shaolin Wu-Shu Training Center, Silver Spring, MD*

FOCUS

Tai Chi means supreme ultimate, and practicing it uses little or no muscular power. Instead, easy-to-learn tai chi seeks to develop and train chi, the human body's life-force. An old Asian saying goes, If you study Tai Chi, you will have the flexibility of a child, the strength of a lumberjack and the wisdom of a sage. This ancient, fascinating art is the most relaxing and meditative physical exercise in the world. Yet, when used by experts, tai chi overcomes opponents by fighting without fighting.

Tai Chi also produces health benefits. It makes an excellent choice for promoting strength, health, fitness and good posture. It also increases mental focus.



### Qi Gong Practice for Grit

Master Anita Seto, *Senior Instructor, Dennis Brown Shaolin Wu-Shu Training Center, Silver Spring, MD*

SOUL

Qi gong is a mind and body practice that can improve one's health and well-being. Qi refers to the life force or vital energy, which is the energy that gives power to the mind, body and spirit. Gong refers to work or gathering of Qi.

Qi gong practices can include movement, breathing exercises, meditation, sound, self-massage and focused intent. There are likely thousands of forms of Qi gong that have been developed over the years.

Qi gong enhances the flow of energy in the energetic pathways called meridians that are used in acupuncture and Traditional Chinese Medicine. There are thousands of studies that show the effectiveness of Qi gong in improving myriad health conditions. Qi gong is an Institution in China. For its wellness and anti-aging features, Qi gong is considered an element of daily living.



### The Silver Lining: Creating and Sustaining a Gratitude Practice

Lisa Lunt, *Attorney Advisor, Training Division, Defender Services Office, Washington, DC*

SIMPLE

For me—and perhaps many of you—never has a time been so fraught with anxiety, pain and loss. It is understandable that we feel tired and discouraged. A gratitude practice can combat this weariness and be life changing. You can start one today. Studies reflect an array of remarkable benefits from such a practice: increase in happiness, reduction in depressive symptoms, a boost to romantic relationships, fewer physical ailments, increased optimism and the list goes on. I will share with you details of some of these studies and suggest several ways to generate your own lifelong gratitude practice.

I am grateful to each of you for joining Grit and creating an experience that lifts us all up.  
Thank you.