



AMERICAN
BANKRUPTCY
INSTITUTE

Rocky Mountain Bankruptcy Conference

Breaking the Bar: Wisdom from the Untold Stories of the Most Impactful Attorneys

Hosted by IWIRC Mountain Desert Chapter

Rachel A. Sternlieb, Moderator

Nelson Mullins Riley & Scarborough LLP | Denver

Donald Knight

Greenhouse Technologies | Atlanta

Allyship

Donald Knight

Chief People Officer
Greenhouse Software



Uplifting all
people



**A "MEN'S ONLY"
FORD SUV**

Championing those from communities which have been marginalized

Allyship continuum

Invite



Inclusion Programming

To build community

Create environments (communities, teams, companies) where there is structural safety and connection.

Engage



Diversity Goals

To connect more deeply

Design processes, experiences, and feedback loops that empower all people to flourish.

Empower



Equity Processes

To spark new thinking

Enhance in-the-moment connections by equipping teams with tools that drive heightened emotional intelligence and shared language.

Champion



Allyship

To lift others up

Center people-first values in all decisions, and advocate for others from all communities.

greenhouse



Litigation, advocacy,
legislative reform, and
public education

Attorneys' role

Case studies in the unique role attorneys play in advancing allyship

Belva Ann Bennett Lockwood

Pursued higher ed as 21-yr-old widowed mom with only basic education

Denied acceptance to several law schools because of her gender

She was not allowed to speak before the Supreme Court because of "custom"

Lobbied and became 1st woman admitted to practice before U.S. Supreme Court



Louis L. Redding

Attended segregated public schools and graduated from Howard High School

Became the first African American lawyer in Delaware and remained sole non-white lawyer for more than 25 years

Helped desegregate University of Delaware, first state-funded undergraduate institution to desegregate

Part of the NAACP legal team that challenged school segregation in the Brown v. Board of Education case



Bryan Stevenson

Grew up in a segregated community during the Civil Rights Era

After graduating from Harvard, worked for the Southern Center for Human Rights

Founder of the Equal Justice Initiative (EJI) which combats mass incarceration, racial inequality, and more

EJI has grown into a highly influential organization



CASE LAW	NAME THAT JUDGE	YOU CAN'T BUY CLASS	CIVIL RIGHTS LAWS	EQUAL RIGHTS	WOMEN'S SUFFRAGE
\$500	\$500	\$500	\$500	\$500	\$500
\$1000	\$1000	\$1000	\$1000	\$1000	\$1000

IWIRC SOCIAL JUSTICE, BANKRUPTCY MASHUP

CASE LAW · \$500

This landmark Supreme Court case addressed the issue of whether the Bankruptcy Code preempted state law fraud claims, ultimately ruling that certain types of fraud are not dischargeable in bankruptcy.

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CASE LAW · \$500

Cohen v. de la Cruz (1998)

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CASE LAW · \$1000

This notable bankruptcy case involved a major automotive manufacturer filing for Chapter 11 reorganization during the 2008 financial crisis, leading to a historic government bailout and restructuring.

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CASE LAW · \$1000

General Motors (GM) Bankruptcy (2009)

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NAME THAT JUDGE · \$500

This judge presided over the landmark Enron bankruptcy case, one of the largest corporate bankruptcies in U.S. history, and played a crucial role in overseeing the liquidation of Enron's assets.

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NAME THAT JUDGE · \$500

Judge Arthur J. Gonzalez

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NAME THAT JUDGE · \$1000

This judge became well-known for handling the high-profile bankruptcy of Lehman Brothers, the largest bankruptcy filing in U.S. history, during the 2008 financial crisis.

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NAME THAT JUDGE · \$1000

Judge James M. Peck

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YOU CAN'T BUY CLASS · \$500

This class of felony is committed when a debtor conceals assets or destroys records with the intent to defraud creditors during bankruptcy proceedings.

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YOU CAN'T BUY CLASS · \$500

Class D felony

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YOU CAN'T BUY CLASS · \$1000

This class of felony applies to individuals who file multiple bankruptcy petitions in different states to fraudulently discharge debt.

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YOU CAN'T BUY CLASS · \$1000

Class E felony

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CIVIL RIGHTS LAWS · \$500

This 1972 amendment to the Civil Rights Act of 1964 is commonly known for its Title IX provision, which prohibits sex discrimination in federally funded education programs and activities.

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CIVIL RIGHTS LAWS · \$500

Education Amendments of 1972

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CIVIL RIGHTS LAWS · \$1000

Passed in 1990, this act prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places open to the general public.

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CIVIL RIGHTS LAWS · \$1000

Americans with Disabilities Act (ADA)

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EQUAL RIGHTS · \$500

Enacted in 1974, this act prohibits discrimination on the basis of sex in any federally funded education program or activity.

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EQUAL RIGHTS · \$500

Title IX of the Education Amendments of 1972

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EQUAL RIGHTS · \$1000

This 2009 act expanded hate crime laws to include crimes motivated by a victim's actual or perceived gender, sexual orientation, gender identity, or disability.

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EQUAL RIGHTS · \$1000

Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act

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WOMEN'S SUFFRAGE · \$500

This early 20th-century act, introduced by Senator Aaron A. Sargent, was the first proposal for what would eventually become the 19th Amendment.

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WOMEN'S SUFFRAGE · \$500

Susan B. Anthony Amendment

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WOMEN'S SUFFRAGE · \$1000

This 1848 convention in New York marked the beginning of the organized women's suffrage movement in the United States.

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WOMEN'S SUFFRAGE · \$1000

Seneca Falls Convention

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WINNER!

Q & A

Tell me about I.D.E.A.

What are some effective ways we can attract and retain a workforce that truly represents the diverse communities we serve?

How can we make sure every single person feels like they truly belong and that their unique voice matters?

**Representation matters. How do you
navigate DEI knowing there's women who
want to grow up and be an attorney like you?**

**How do we create an environment where
being an ally is the norm?**

Allyship

Donald Knight

Chief People Officer
Greenhouse Software

Connect with
me on LinkedIn



Faculty

Donald Knight is Chief People Officer at Greenhouse Software in Atlanta, where he leads with a people-first mentality hoping to unlock the potential of Greenhouse talent globally. With a laser focus on the connection between people and the processes that serve them, he and his team create proximity by building bridges focusing on enhanced experiences that nurture culture and develop people. In his role leading the People team, Mr. Knight works to help Greenhouse create an environment for people to do the best work of their lives. He is responsible for providing global strategy and leadership in developing, overseeing and administering people programs. With expansion top of mind, the team delivers a scalable people strategy that enables the organization to expand globally. Before Greenhouse, Mr. Knight served as senior vice president of Global Talent for Edelman. He helped shape the HR brand as a proactive, insightful, and collaborative solution provider in this role. Mr. Knight has held numerous senior leadership roles for Southern Company Gas, a subsidiary of Southern Company, and the Defense Commissary Agency. He received his Bachelor's degree in criminal justice from Virginia Commonwealth University and his Master's degree in human resource management from the University of Richmond. He also is a graduate of the project leadership program at the engineering school of Cornell University for business executives.

Rachel A. Sternlieb is Of Counsel at Nelson Mullins Riley & Scarborough, LLP in Denver, where she represents businesses of all sizes and individuals in complex commercial, bankruptcy and civil litigation in both state and federal courts, as well as administrative forums and arbitration proceedings. Her practice includes matters ranging from business and contract disputes, including franchise and distribution litigation, to complex fraud and Ponzi scheme cases. Ms. Sternlieb represents businesses of all sizes and individuals, as well as receivers, chapter 7 bankruptcy trustees and creditors in chapter 7 and 11 bankruptcy cases. She has represented clients in a variety of industries, including automotive, financial services, oil and gas, oilfield support services, farming, construction and real estate. Before relocating to Denver in 2016, Ms. Sternlieb practiced in New Orleans, where she represented individuals in medical malpractice, products liability and mass tort litigation. She currently serves on the board of directors of the International Women's Insolvency & Restructuring Confederation and has been named a Rising Star in Business Litigation by *Super Lawyers* for the past two years. Ms. Sternlieb received her undergraduate degree from the University of Georgia in 2010 and her J.D. from Loyola University New Orleans College of Law in 2013.