

## 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



#### **Donald Knight**

Chief People Officer Greenhouse Software





Championing those from communities which have been marginalized

### Allyship continuum

#### Invite

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**Inclusion** Programming

To build community

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

#### **Engage**

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**Diversity** Goals

To connect more deeply

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

#### **Empower**

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**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

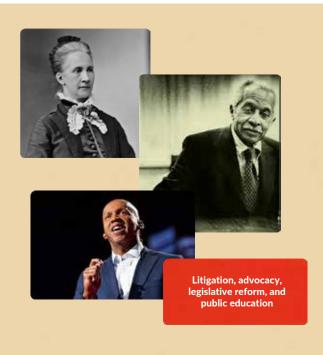
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#### Allyship

To lift others up

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

greenhouse



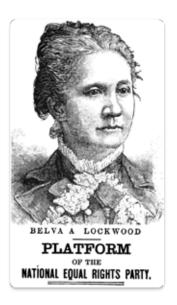
# Attorneys' role

Case studies in the unique role attorneys play in advancing allyship

## Belva Ann Bennett Lockwood

Pursued higher ed as 21-yrold 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

Become 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

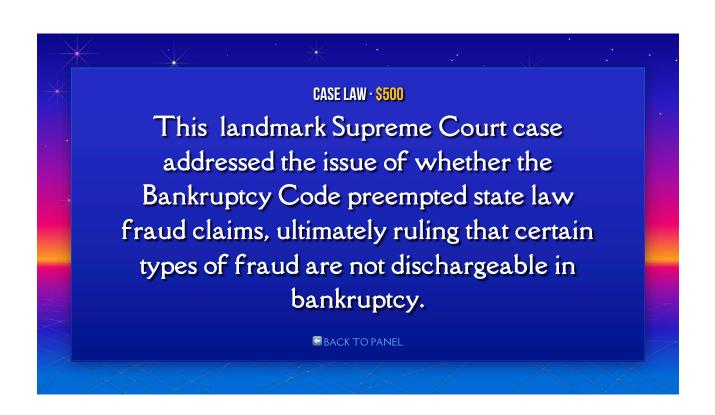
Founder of the Equal Justice Initiative (EJI) which combats mass incarceration, racial inequality, and more After graduating from Harvard, worked for the Southern Center for Human Rights

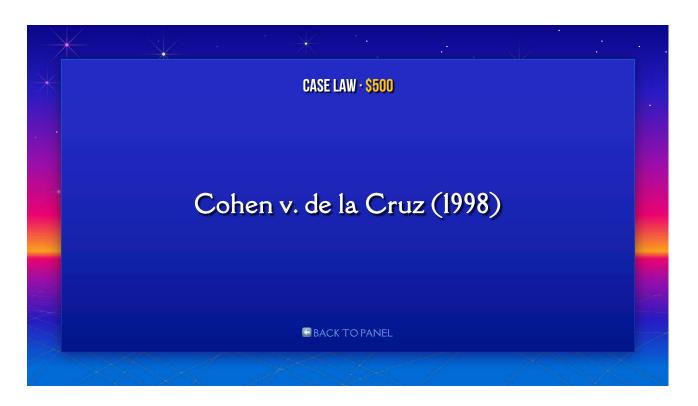
EJI has grown into a highly influential organization

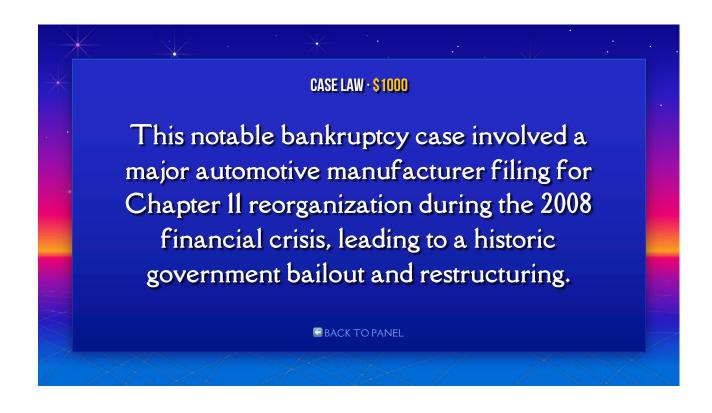




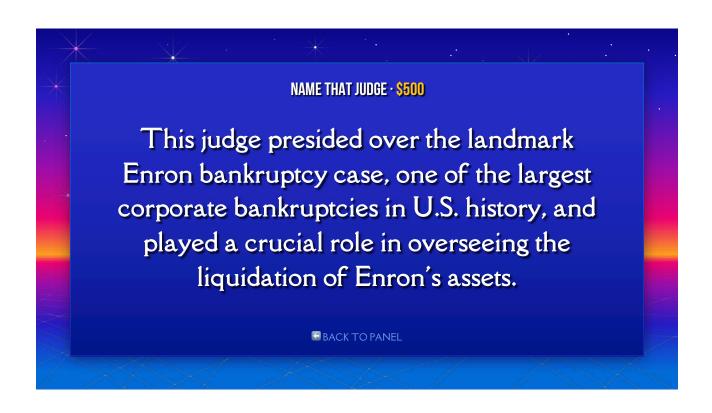
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	CASE LAW	NAME THAT JUDGE	YOU CAN'T BUY CLASS	CIVIL RIGHTS LAWS	EQUAL RIGHTS	WOMEN'S Suffrage
	\$500	\$500	\$500	\$500	\$500	<b>\$500</b>
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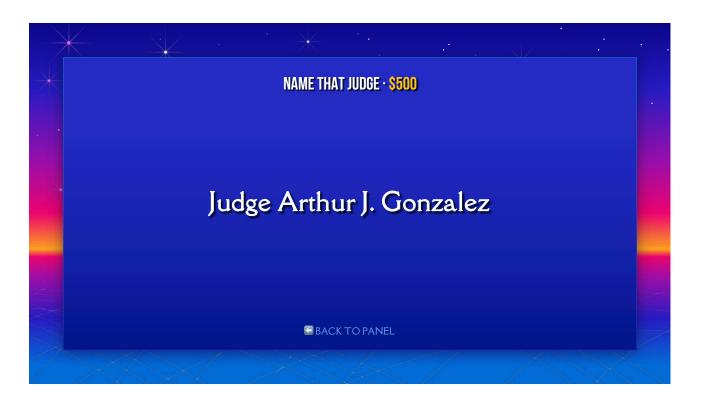


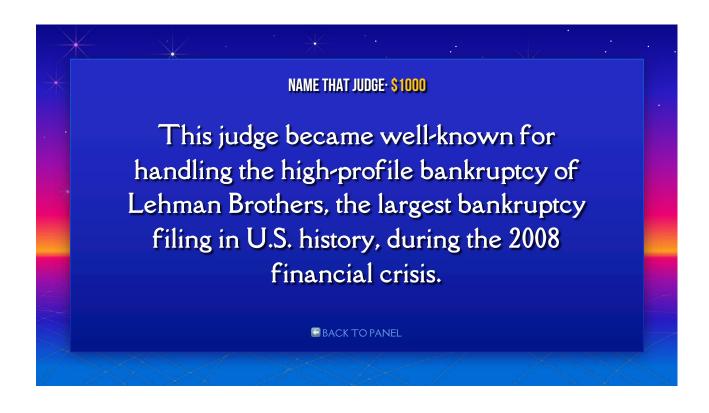




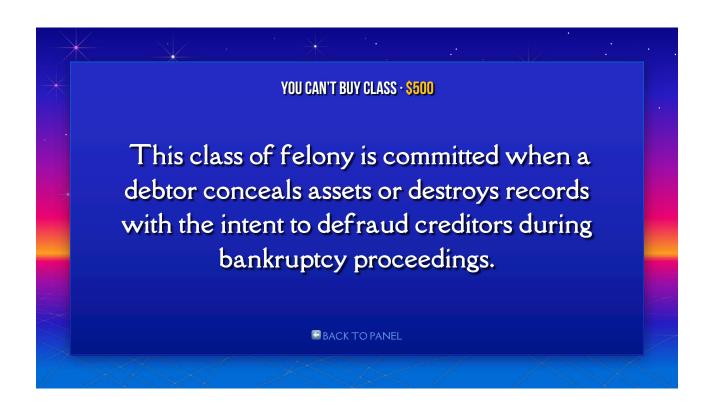


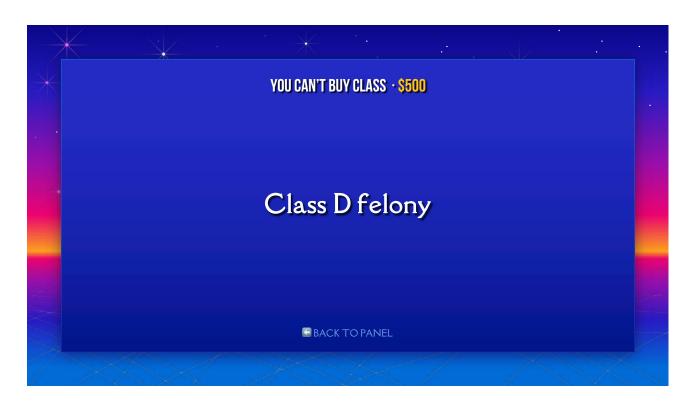


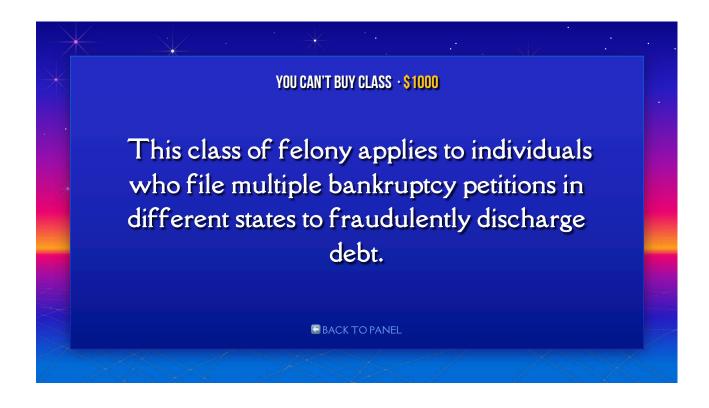




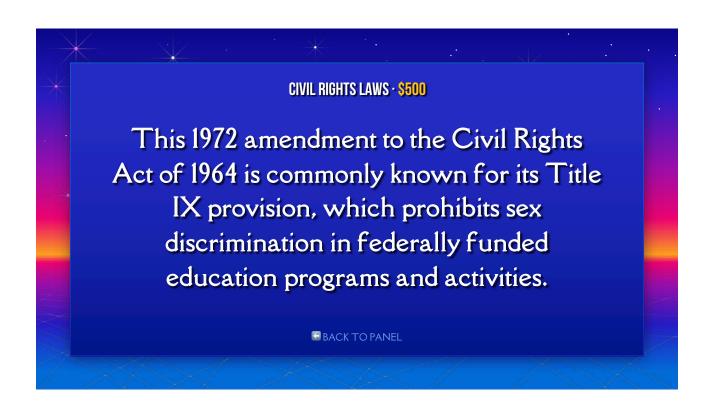




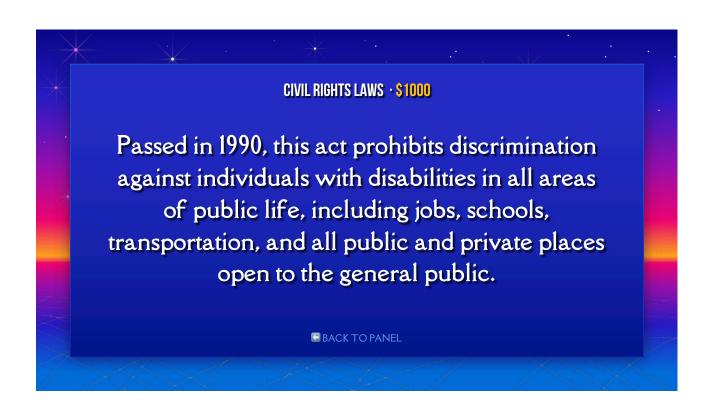




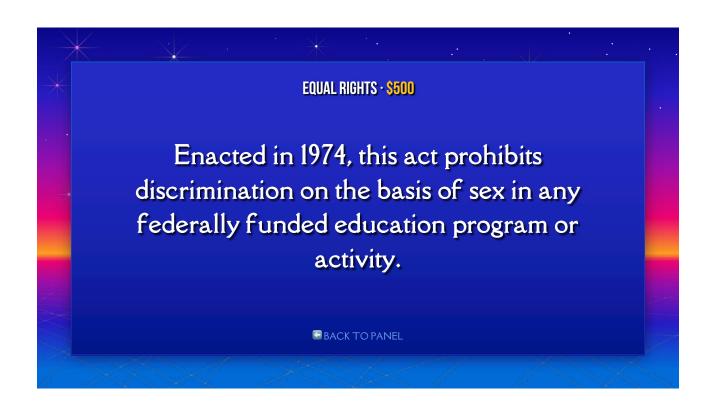


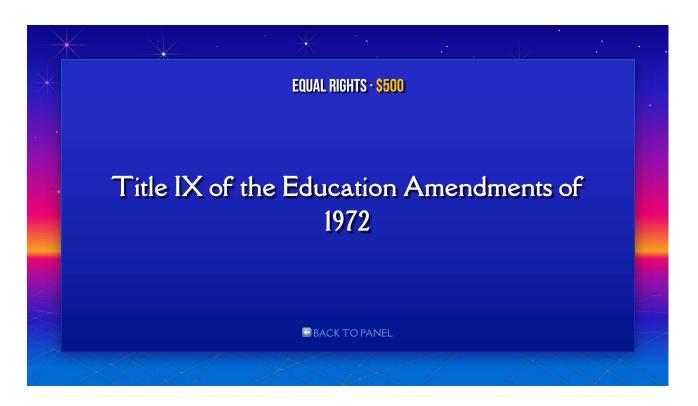




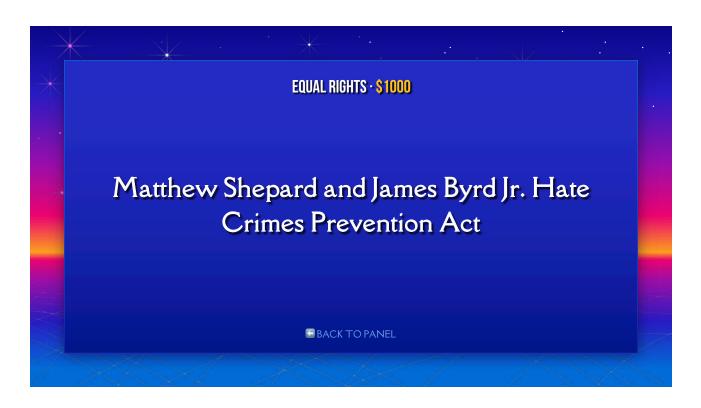


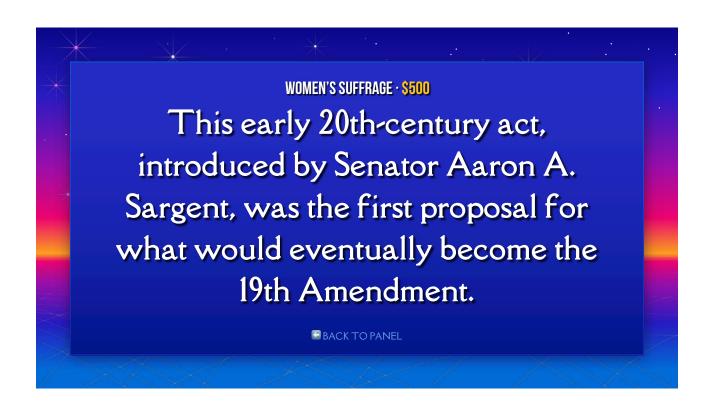


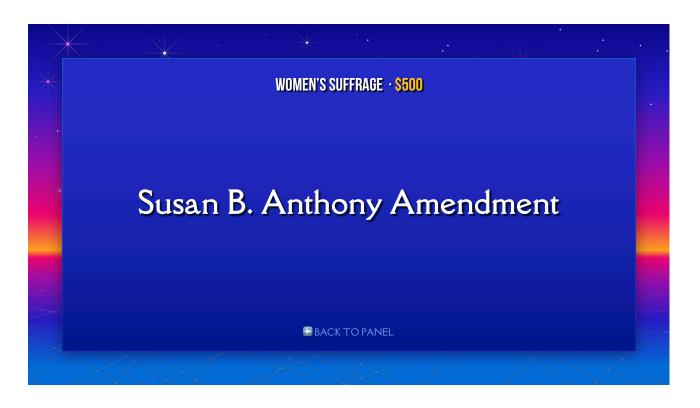




















## Tell me about I.D.E.A.

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?



#### **Donald Knight**

Chief People Officer Greenhouse Software



## **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.