

July 2020



NEWSLETTER

PRESIDENT MESSAGE

"None of us alone can save the nation or the world. But each of us can make a positive difference if we commit ourselves to do so." Cornel West, philosopher, political activist, social critic, and Professor of Public Philosophy at Harvard University. Over the past several weeks our nation has witnessed and experienced racism in its ugliest forms. Racism, discrimination, prejudice and hate cannot and should not be tolerated, but many of us may wonder what we can do individually to stand up and fight against this tremendous and far reaching evil. Every one of us can make a positive and meaningful change within our own spheres of influence to combat and ultimately eliminate racism. This change starts with a personal commitment to show respect, love and dignity to all people regardless of our differences. Our similarities as human beings are much greater than our differences.

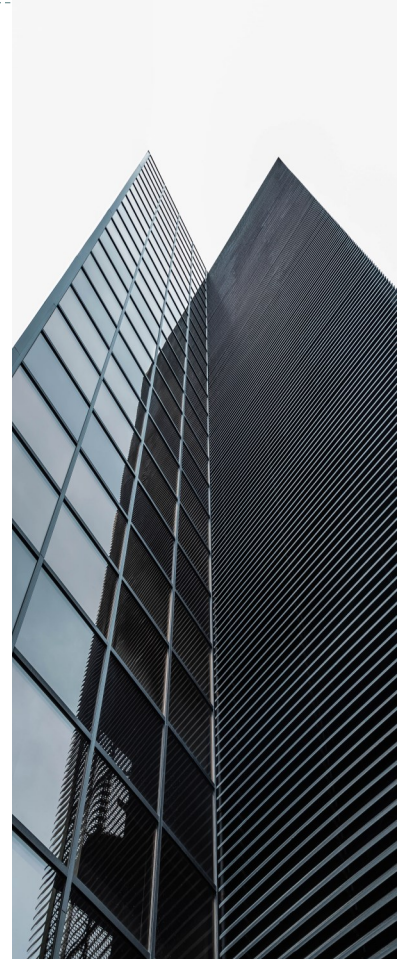
As members of the legal community, we are uniquely positioned to be facilitators of change. Our influence is far reaching within our legal practices, businesses, communities, social circles and families. Our education and experience have prepared us to advocate for good and bravely fight against evil, such as racism. I hope that each of one you will take this opportunity to make a personal commitment to take action against racism. As a Chapter of the Association of Corporate Counsel, we are committed to doing our part in this worthy cause and look forward to our upcoming Best Practices Club where we will offer at least one session on Diversity and Inclusion.



On behalf of the Board of the Mountain West Chapter of the Association of Corporate Counsel, we thank you for your membership and hope you are doing well and staying safe and healthy.

Abby Barraclough

Mountain West Chapter President



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IDAHO CORPORATE COUNSEL AWARDS GALA

For more than a decade, the Idaho members of the Association of Corporate Counsel Mountain West Chapter have celebrated the outstanding services provided by in-house attorneys. The 2020 award recipients were nominated by their peers and colleagues, and were selected to be recognized for their contributions to their corporations, their community, and the legal profession.

This year's Gala was held at Jack's Urban Meeting Place (JUMP) in Boise on February 11. More than 100 people were in attendance, including the award recipients and their families, sponsors from law firms Holland & Hart, Hawley Troxell, Perkins Coie, and Stoel Rives, as well as local members of the ACC Mountain West.

Congratulations to the award recipients:

Outstanding Corporate Counsel: Eryk Spytek, Lamb Weston

Outstanding New Corporate Counsel: Amanda Sampson, JR Simplot Company

Pro Bono: Bryan Hall, AmeriBen

Lifetime Achievement: Rand Peebles, POWER Engineers



IDAHO CORPORATE AWARDS GALA SPONSORS

Platinum

HOLLAND & HART 

"We are what we repeatedly do. Excellence, therefore, is not an act, but a habit."
-Aristotle

Gold

HAWLEY
TROXELL
ATTORNEYS AND COUNSELORS

PERKINS coie
COUNSEL TO GREAT COMPANIES

Silver

 **STOEL RIVES** LLP

**THANK YOU FOR YOUR
SUPPORT!**

ACC CORONA VIRUS RESOURCES AVAILABLE

With the spread of the Coronavirus (COVID-19), in-house attorneys are facing unprecedented legal challenges. ACC is a valuable resource that you can leverage as you navigate these uncertain times and those that may be on the horizon. With that in mind, ACC has developed a virtual space for our members to share ideas, resources, and best-practices with one another – providing a haven of support.

ACC has produced a [Coronavirus \(COVID-19\) Collection](#) (updated daily) to reference for information and practical tools around this issue. Please visit this page in the resource library to review relevant take-aways, articles, and virtual educational programs.

In addition, ACC has created an [online community](#) with more than 800 members, with a discussion board where questions such as "How to Design a COVID Guest Waiver" and "COVID Contract Clauses for Service Providers" are discussed. There are also links to past and present webinars on a variety of topics related to moving your business forward during this pandemic.

Many of our sponsors have also developed COVID resources on their websites for in-house counsel to access.



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8 WAYS TO MANAGE YOUR MENTAL HEALTH AS IN HOUSE COUNSEL

The pandemic has taken a toll on mental health, especially for lawyers who already deal with high levels of anxiety.

Here are some tips in-house attorneys can use to manage their mental health both during and after the pandemic.

1. Make time for yourself.

Even if you can only spare 15 minutes a day, be sure to spend time doing something you enjoy, like gardening or hiking. It will help you be more productive in the long run.

2. Set boundaries.

Don't let work seep into your personal life and drain you when you are off the clock. Stick to a schedule that you and your boss agree upon so you can relax at night and wake up with a more positive mindset.

3. Be mindful.

Mindfulness teaches you to tune out distractions (like email or text alerts) and focus on what is happening in the moment. You can use apps or YouTube to follow a guided meditation practice to bring more peace into your life.

4. Stay active.

Mental and physical health often go hand in hand. Maintain physical activity by going for a walk or following a workout routine at home.

5. Stay connected.

Lockdowns have left people feeling isolated. It's easy to reach out to friend with a text of "Hey, how have you been?" Chatting with friends or family can be a distraction from your problems or an open ear when you need to talk.

6. Ask for help.

If you've tried these tips and still struggle with depression or anxiety, consider going to therapy. There are more options for counseling than ever before, including online counseling and therapy apps like Happify.

ACC ANNUAL MEETING

For the first time, the ACC Annual Meeting will be offered ONLINE. One perk for this year's conference is that ALL presentations will be available for three months after the event with your registration code.

Register with confidence, knowing you will still receive the same on-point, relevant professional development you have come to expect from the ACC.

It. Will. Happen.



LAURIE LARSEN, NEW EXECUTIVE DIRECTOR



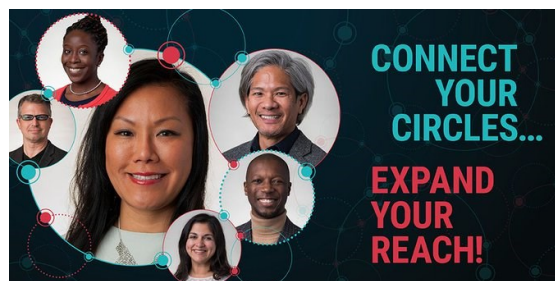
The ACC Mountain West Chapter announced the hiring of Laurie Larsen as Executive Director. Laurie will be taking the role formerly filled by Vivian Otero-Epley.

Laurie brings experience working with non-profit organizations, including serving as Managing Director for Inspiring Girls for the Future, an organization she began to connect curious teen girls with successful women professionals. She has also worked with state agencies and local school organizations. Laurie holds a B.S. in Psychology from Westminster College in Salt Lake City.

In previous roles, Laurie organized a large career exploration event attended by over 100 teen girls and 30 women professionals. She has coordinated with community organizations to secure sponsorships, managed successful social media and marketing campaigns, and worked with several volunteer groups. Laurie has also worked with local businesses to host successful fundraiser carnivals for a local school.

RECRUIT NEW MEMBERS AND GET REWARDS

Your ACC membership has transformed the way you engage with your role and the in-house community. Now is your chance to share the value with your in-house colleague and give them and yourself something extra! Get new members involved at a discounted rate and earn various perks including Amazon.com gift cards, recognition in the *ACC Docket* and even a registration to Annual Meeting 2020! You'll also be eligible for an Amazon gift card giveaway. See [Recruit a Member](#) for more details.



ACC PARTNERS WITH SHRM TO DRIVE POSITIVE CHANGE IN WORKPLACE

With a commitment to spur change that addresses racial disparities underscored by the killing of George Floyd while in police custody, SHRM (Society for Human Resource Management) and the Association of Corporate Counsel (ACC), through its Foundation, both pledged to move beyond statements and to take action on racial bias in the workplace.

SHRM and ACC announced a first-of-its-kind alliance between Chief Human Resource Officers (CHROs) and Chief Legal Officers (CLOs) as allies for change. The alliance will offer opportunities for CHROs and CLOs to examine existing workplace policies and create an open space to foster genuine, crucial exchanges among employees in order to drive understanding, respect, and empathy as the foundation for real and sustainable change toward more inclusive workplaces.

“Racism is still rampant in America’s workplaces. It has never stopped,” said SHRM President and CEO, Johnny C. Taylor, Jr., SHRM-SCP. “I am not talking about ‘microaggressions,’ or unconscious bias in hiring and promotion. Routine abuse, threats and racial epithets are still happening with depressing regularity in the workplace. Organizations need to put more resources into their inclusion and diversity efforts and it is not the job of the Chief Diversity Officer alone. CHROs and general counsels have an important role to play.”

“The death of George Floyd and other African Americans killed at the hands of police, again put into stark contrast the depth and breadth of racial disparities and discrimination in our communities,” said Veta T. Richardson, ACC

President and CEO. “Just as we cannot simply return to ‘normal’ in our communities, we cannot also simply return to ‘business as usual’ in our workplaces. That is why ACC, as the leading global association for chief legal officers and their teams, is delighted to partner with SHRM, the world leader for chief human resource officers and HR professionals. We are committed to work with SHRM as an ally for change, to empower the thousands of individuals and organizations within our collective memberships to strengthen their workplaces and address the critical issues of the day.”

The ACC has developed an IDEAL model (Inform, Discuss, Equip, Act, Lead) to help corporate attorneys promote racial diversity and understanding. Visit www.acc.com/ideal for links to webinars focused on Courageous Conversations, Disrupting the Silence, and Standing for Change.



“Just as we cannot simply return to ‘normal’ in our communities, we cannot also return to ‘business as usual’ in our workplaces.”

ANTI-RACIST READING LIST

More Americans are talking about how to be an ally for African Americans. Activists and scholars say that allies must adopt an attitude of anti-racism: beliefs and actions that oppose racism and promote inclusion and equality for all races in our country.

There has been a surge in anti-racist reading, where individuals are coming to learn how much they have left to learn and do to end systemic racism. Check out a few of these titles for relevant information:

“So You Want To Talk About Race” by Ijeoma Oluo

“The New Jim Crow: Mass Incarceration in the Age of Colorblindness” by Michelle Alexander

“White Fragility: Why It’s So Hard for White People to Talk About Racism” by Robin DiAngelo

“How to Be Less Stupid About Race: On Racism, White Supremacy and the Racial Divide” by Crystal Fleming

(From an [article](#) on BusinessInsider.com)



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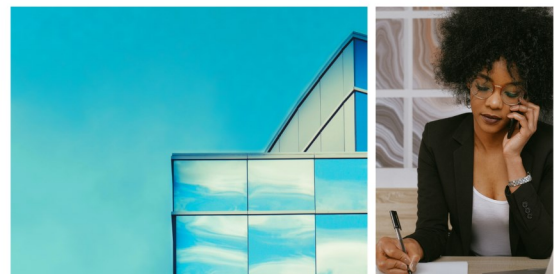
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UPCOMING EVENTS

August 4, 6, 11, and 13: Best Practices Club Virtual Seminar sponsored by Parsons Behle Latimer in Salt Lake City. All Mountain West Chapter members are invited to attend. 4 CLE credits available.

October 7: Cybersecurity CLE & Breakfast (also available via webinar) hosted by Hawley Troxell in Boise. All Mountain West Chapter members are invited to attend. 1 CLE credit available.

Our annual **Nutrition Law Symposium** has been postponed to 2021 due to COVID restrictions.



Save the Date

Best Practices Club

August 4 & 6 12:00-1:00 pm
August 11 & 13 12:00-1:00 pm

Topics may include: ethics and civility, corporate governance, data privacy, employment law, and more. A detailed agenda will be available in the coming weeks.



A VIRTUAL SEMINAR FOR IN-HOUSE ATTORNEYS IN IDAHO, MONTANA, UTAH, AND WYOMING

4 CLE credits available. Note the Utah State Bar has extended the CLE reporting period to September 1, 2020.

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