

Committee on Civil Rights and Committee on Diversity and Inclusion

Constance Baker Motley Symposium

The Impact of Implicit Bias on Lawyers and the Legal Profession

Thursday, January 28, 2016, 2:00 p.m. to 5:00 p.m.

Nassau East, 2d Floor
New York Hilton Midtown Hotel
1335 Avenue of the Americas (between 53rd and 54th Streets)
New York, NY
\$175 (includes one-time-only registration fee of \$90)

Whether you are a criminal defense attorney, judge, law school clinician, legal services attorney or the managing partner of a major law firm, implicit bias affects you every day. This program will demonstrate implicit or unconscious bias so all lawyers understand how it impacts our work. A few specific views of bias in our profession will be explored: Are law schools preparing lawyers who have awareness of the impact of bias? How can implicit bias affect setting bail or jury deliberations? When do we see implicit bias in the courtroom? How can we overcome the impact of bias in law firm employment determinations including promotion and partnership?

IMPORTANT INFORMATION

Under New York's MCLE rule, this program has been approved for a total of 2.0 credit hours, in the area of Professional Practice. This program does not qualify for credit for newly admitted attorneys.

Discounts and Scholarships: New York State Bar Association members may apply for a discount or scholarship to attend this program, based on financial hardship. Any member of the Association who has a genuine basis of financial hardship can receive a discount or scholarship, depending on the circumstances. To apply for a discount or scholarship, please send your request in writing to the New York State Bar Association, Attn: Bridget Donlon, One Elk Street, Albany, New York 12207 or via e-mail bdonlon@nysba.org.

PROGRAM CO-CHAIRS

John Owens, Jr., Esq.
New York State Unified Court System
New York, NY

Eileen Rohan, Esq.
Law Offices Of Eileen T. Rohan
Hudson, NY 12534

MODERATOR:

Paula Taryn Edgar, Esq. Principal, PGE LLC and President-Elect, Metropolitan Black Bar Association
New York, NY

PANELISTS:

Ricardo Anzaldúa, Esq. Executive Vice President and General Counsel, MetLife, Inc.
New York, NY

Ritu Bhasin, Esq. Founder and Principal, Bhasin Consulting, Inc.
Toronto, Ontario, Canada

Gabrielle Brown Director of Diversity and Inclusion, New York City Bar Association
New York, NY

Melanie Cuevas-Rodriguez, Esq. Associate Director, Career Services, Syracuse University College of Law
Syracuse, NY

Hon. Gayle P. Roberts Family Court, Bronx County
Bronx, NY

Michael Schmidtberger, Esq. Managing Partner, Sidley Austin
New York, NY



Program Outline

2:00 – 2:15 Welcome and Introductions of panelists, co-moderators and special guest(s).

2:15 –3:05 General perspective on implicit (unconscious) bias

- American Denial, a documentary produced by PBS and aired Feb 2015.
- Historical perspectives on implicit bias and current trends to diffuse bias.

Paula Edgar, Esq.

3:05 – 4:00 Perspectives of Implicit Bias within the Legal Profession

- In-house counsel
- Private practice
- The Courts
- Criminal Justice
- Law Schools
- Civil Legal Services

Ricardo Anzaldúa, Esq.; Melanie Cuevas-Rodriguez, Esq.; Hon. Gayle P. Roberts; Michael Schmidtberger, Esq.

4:00 – 4:15 Break

4:15 – 5:15 Future Perspectives

- The Bar
- Best practices within the profession for attorneys to combat implicit bias

Gabrielle Brown, Ritu Bhasin, Esq.

5:15 Closing remarks

Register Here

For information or registration assistance, contact Bridget Donlon, 518.487.5531

Sponsored by the New York State Bar Association Committee on Civil Rights and Committee on Diversity and Inclusion



Accommodations for Persons with Disabilities: NYSBA welcomes participation by individuals with disabilities. NYSBA is committed to complying with all applicable laws that prohibit discrimination against individuals on the basis of disability in the full and equal enjoyment of its goods, services, programs, activities, facilities, privileges, advantages, or accommodations. To request auxiliary aids or services or if you have any questions regarding accessibility, please contact Bridget Donlon.



For overnight room accommodations, please call the New York Hilton Midtown at 1-800-445-8667 and identify yourself as a member of the New York State Bar Association. Room rates are \$260.00 for single/double occupancy. Reservations must be made by Friday, January 8, 2016. You also can reserve your overnight room on the web at www.nysba.org/16accomm.



For questions about this specific program, please contact Bridget Donlon at 518-487-5541 or bdonlon@nysba.org. **For registration questions only, please call 518-487-5621. Fax registration form to 518-463-5993.**

NEW YORK STATE BAR ASSOCIATION



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