

THE INCLUSION IMPERATIVE: CULTURAL COMPETENCE SKILLS FOR LEGAL PROFESSIONALS

Designed to fully meet the Law Society of Ontario's
Equity and Inclusion Professionalism CPD requirement.

This new program will deepen your understanding
of cultural competence and the skills necessary to
achieve it. Includes:

- What is cultural competence and how does it relate to professional responsibility?
- Current thinking on implicit bias, power, privilege and the legal system, with practical implications for your practice
- Cultural orientations, assumptions and stereotyping as they relate to dispute resolution and key aspects of legal processes
- Effective intercultural communication, including challenging areas such as micro-aggressions and use of humour
- Other key cultural competence skills, such as the use of templates and benchmarks to reduce implicit bias

Register today at:

osgoodepd.ca/inclusionimperative

Program Chairs

Pamela Chapman
Legal Educator and Consultant

Nafisah Chowdhury
Miller Thomson LLP

Muneeza Sheikh
Levitt LLP

Date and Time

April 6, 2018
9:00 a.m. - 4:15 p.m. EST
In Person or Webcast

Online Replay: June 1, 2018

Location

**Osgoode Professional
Development**
1 Dundas St. West, 26th Floor
Toronto, ON

The Inclusion Imperative: Cultural Competence Skills For Legal Professionals

Members of the legal profession have a special responsibility to respect the requirements of human rights law and to honour the obligation not to discriminate. That requirement, along with other core professional obligations, such as integrity, competence and the provision of quality service, makes cultural competence a critical job skill for lawyers and paralegals.

This interactive program takes **leading-edge training** on implicit bias, cultural context, power, privilege and marginalization, and links it to the legal system and the specific challenges faced by legal professionals. It will expose you to research and key tools **designed specifically** for the legal context, and address issues relating to evidence, legal standards and concepts, and access to justice.

Interactive components built into each session will give attendees the opportunity to engage more deeply with the principles under discussion and to build new skills and enhance existing ones.

Who Should Attend?

All Ontario lawyers and paralegals

Fulfill your entire Equity and Inclusion Professionalism CPD requirement while deepening your grasp of increasingly necessary cultural competence skills.

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Agenda

8:30 a.m.

Registration and Continental Breakfast

9:00 a.m.

Chairs' Welcome and Introductory Remarks

9:15 a.m.

Cultural Competence For Legal Professionals: What and Why?

Pamela Chapman, Legal Educator and Consultant

Muneeza Sheikh, Levitt LLP

- What is cultural competence?
- How does it relate to equality, diversity and inclusion?
- Relevance to legal professionals and the legal system
- Legal and professional obligations, including the *Report of the Racialized Licensee Working Group*
- Cultivating cultural competence: knowledge, attitude and skills

10:00 a.m.

Key Challenges For Equality, Diversity and Inclusion

Pamela Chapman, Legal Educator and Consultant

Nafisah Chowdhury, Miller Thomson LLP

Emma Phillips, Goldblatt Partners LLP

- Implicit associations and implicit bias
- Power, privilege and the legal system
- Marginalization and systemic discrimination
- Effects in the legal system and the legal profession

10:45 a.m.

Refreshment Break

11:00 a.m.

The Impacts of Cultural Difference and Marginalization In the Legal Process (and What This Means For You)

Pamela Chapman, Legal Educator and Consultant

Emma Phillips, Goldblatt Partners LLP

Muneeza Sheikh, Levitt LLP

- Conflict, authority, deference and dispute resolution
- Gender, time, emotional expression and other culturally contextual values
- The risks of stereotyping: beyond the obvious

12:00 p.m.

Lunch

12:45 p.m.

Developing or Enhancing Cultural Competence Skills

Pamela Chapman, Legal Educator and Consultant

Nafisah Chowdhury, Miller Thomson LLP

Emma Phillips, Goldblatt Partners LLP

- Strategies for effective intercultural communication
- Challenging areas: micro-aggressions, use of language, humour
- Reducing barriers: accommodation, interpretation and other tools
- Evidence about culture and cultural interpretation
- Making arguments based on culture
- Addressing the risks of implicit bias in legal processes: benchcards and other strategies
- Introduction of a reflective template for legal professionals

1:30 p.m.

Exercises: Cultural Competence Skills Development

Continuing directly from the previous session, participants will use a reflective template to discuss scenarios which explore intercultural dynamics and challenges arising within the legal process, followed by a plenary debriefing.

2:30 p.m.

Refreshment Break

2:45 p.m.

Roundtable: Challenges and Solutions For Lawyers and Paralegals

Nafisah Chowdhury, Miller Thomson LLP

Shawn Richard, Lenkinsi Law; President, the Canadian Association of Black Lawyers (CABL)

Marisha Roman, Member, Social Justice Tribunals of Ontario; Lead, SJTO Indigenous Insights Initiative; formerly Aboriginal Initiatives and Policy Counsel, The Law Society of Upper Canada

Muneeza Sheikh, Levitt LLP

Umta Shino, Licensed Paralegal, Precision Paralegal Services LLP

A panel of legal professionals will draw on their experience to explore the key challenges facing the profession in its journey towards equality, diversity and inclusion, in areas such as:

- Barriers faced by racialized lawyers and paralegals
- Public perceptions of inaccessibility and lack of representativeness
- Serving indigenous peoples and other marginalized communities

3:45 p.m.

Exercise: Pulling It All Together To Cultivate Cultural Competence

Pamela Chapman, Legal Educator and

Consultant

Nafisah Chowdhury, Miller Thomson LLP

Emma Phillips, Goldblatt Partners LLP

Muneeza Sheikh, Levitt LLP

In this closing segment of the program, the panelists will summarize some of the most effective tools for improving cultural competence, and participants will develop and debrief next-step strategies for further enhancing their and their colleagues' cultural competence.

4:15 p.m.

Program ends

What attendees have said about recent OsgoodePD programs in cultural competence, human rights and indigenous law

Excellent...really good, knowledgeable speakers with practical on-the-ground experience and examples.

Barbara Brownlee Head, Environmental Services, MTO

Built an understanding of the challenges organization face.

Dave Wakely, President, Peel Paramedic Union. OPSEU Local 277

Content and schedule were exactly what I was looking for.

Clara Lauziere, Consultation Support Officer, Ministry of Northern Development and Mines (Ontario)

Chairs

Pamela Chapman
Legal Educator and
Consultant

Nafisah Chowdhury
Miller Thomson LLP

Muneeza Sheikh
Levitt LLP

Faculty Includes

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Legal Educator and
Consultant

Nafisah Chowdhury
Miller Thomson LLP

Emma Phillips
Goldblatt Partners LLP

Shawn Richard
Lenkinski Law; President,
the Canadian Association of
Black Lawyers (CABL)

Marisha Roman
Member, Social Justice
Tribunals of Ontario;
Lead, SJTO Indigenous
Insights Initiative; formerly
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Policy Counsel, The Law
Society of Upper Canada

Muneeza Sheikh
Levitt LLP

Umta Shino
Licensed Paralegal, Precision
Paralegal Services LLP

What attendees have said about recent
OsgoodePD programs in cultural competence,
human rights and indigenous law

*Instructors good, approachable, good
question periods, excellent materials.*

Brian Edy, Barrister & Solicitor, Calgary, Alta.

Registration Details

Fee per Delegate
\$595 plus HST

Fees include attendance, program materials, continental breakfast, lunch and break refreshments. Group discounts are available. Visit www.osgoodepd.ca/group-discounts for details. Please inquire about financial assistance.

Program Changes

We will make every effort to present the program as advertised, but it may be necessary to change the date, location, speakers or content with little or no notice. In the event of program cancellation, York University's and Osgoode Hall Law School's liability is limited to reimbursement of paid fees.

Cancellations and Substitutions

Substitution of registrants is permitted at any time. If you are unable to find a substitute, a full refund (less \$75 administration fee) is available if a cancellation request is received in writing 5 days prior to the program date. No other refund is available.



Eligible CPD/MCLE Hours: LSO: 6h 30m CPD (This program contains 3 hours and 30 minutes of Substantive content, and 3 hours of Equality and Inclusion Professionalism content)



OsgoodePD programs may be eligible for CPD/MCLE credits in other Canadian jurisdictions. To inquire about credit eligibility, please contact cpd@osgoode.yorku.ca

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