

# EQUALITY, DIVERSITY, INCLUSION: *Cultural Competence For Legal Professionals*

Obtain all your LSO-mandated EDI credits—while building skills required for successful practice.

Deepen your understanding of cultural competence and how to master it.

- What exactly is being required of legal professionals in furthering the social imperatives of equity, diversity and inclusion?
- How does cultural competence assist you in performing your legal and professional obligations?
- What are the barriers in the way of achieving it?
- Strategies for overcoming potential barriers
- What skills do you already have that will help you do your part, and how can you easily and naturally take them to the next level?
- Other key cultural competence tools, including templates and benchmarks to reduce implicit bias

Register today at:

[osgoodepd.ca/EDI](http://osgoodepd.ca/EDI)

## Program Chairs

**Pamela A. Chapman**  
Legal Educator & Consultant

**Moya Teklu**  
Staff Lawyer, Legal Aid Ontario

## Date and Time

June 19, 2019

9:00 a.m. – 12:30 p.m. EDT  
(Plenary Program)

1:15 – 4:30 p.m. EDT  
(Optional Intensive Workshop)

**Online Replay:**  
Wednesday, August 14, 2019,  
9:00 a.m. – 12:30 p.m. EDT  
(Plenary Program only)

## Location

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

# Equality, Diversity, Inclusion: *Cultural Competence For Legal Professionals*

Both regulators and the public are demanding more individual and corporate responsibility from members of the legal profession. In particular, the need for a legal culture that better reflects equity, diversity and inclusion has implications for how the profession conducts itself.

This new program will equip you to better identify those implications and to reinforce core skills and abilities relating to integrity, competence and the provision of quality service. The program will provide you with valuable, practical information and hands-on, interactive exercises to enhance your competence and confidence in this challenging area.

## Topics Include

- How such areas as evidence, legal standards and concepts, and access to justice are culturally mediated
- Understanding implicit associations and implicit bias
- Taking culture into account to provide effective legal representation
- Addressing public perceptions of inaccessibility and lack of representativeness
- Ensuring culturally competent interactions with clients, colleagues, students and others in the legal system

## Who Should Attend

- All lawyers and paralegals in the province of Ontario

Register today at:

[osgoodepd.ca/EDI](http://osgoodepd.ca/EDI)

## Agenda

8:30 a.m.

Registration

9:00 a.m.

### Chairs' Welcome and Introductory Remarks

**Pamela A. Chapman**

Legal Educator & Consultant

**Moya Teklu**

Staff Lawyer, Legal Aid Ontario

9:10 a.m.

### Cultural Competence For Legal Professionals: What and Why?

**Pamela A. Chapman**

Legal Educator & Consultant

**Moya Teklu**

Staff Lawyer, Legal Aid Ontario

*Presentation, exercise/icebreaker:  
Exploring your own cultural lens*

- What is cultural competence?
- How does it relate to equality, diversity and inclusion?
- Its relevance to the legal system and to individuals' legal and professional obligations
- The Report of the Law Society of Ontario's Racialized Licensee Working Group and its continuing significance

10:00 a.m.

### Key Challenges On the Road To Equity, Diversity and Inclusion

**Pamela A. Chapman**

Legal Educator & Consultant

**Moya Teklu**

Staff Lawyer, Legal Aid Ontario

This interactive session will use mini-exercises, self-assessment questionnaires and a brief video illuminating

- Implicit associations and implicit bias
- Power, privilege and the legal system

- Marginalization and systemic discrimination

**10:45 a.m.**

### Refreshment Break

**11:00 a.m.**

## Cultural Competence Skills For Legal Professionals

### Pamela A. Chapman

Legal Educator & Consultant

### Moya Teklu

Staff Lawyer, Legal Aid Ontario

- Addressing the risks of implicit bias: benchcards and other strategies
- Taking culture into account to provide effective legal representation
- Culturally competent interactions with clients, colleagues, students and others in the legal system

**11:30 a.m.**

## Roundtable Discussion: Challenges and Solutions

### Aruna Boodram

Community Legal Worker/Paralegal,  
South Asian Legal Clinic of Ontario (SALCO)

### Nafisah Chowdhury

Miller Thomson LLP

### Marisha Roman

Workplace Investigator & Trainer,  
Rubin Thomlinson LLP

### Muneeza Sheikh

Levitt LLP

### Moya Teklu

Staff Lawyer, Legal Aid Ontario (Moderator)

An engaging panel of legal professionals will explore the key equity, diversity and inclusion challenges facing the legal profession, including:

- Barriers faced by racialized lawyers and paralegals
- Public perceptions of inaccessibility and lack of representativeness
- Challenges serving marginalized communities, including indigenous peoples

**12:30 p.m.**

Plenary program ends; **lunch** for those staying on for the Optional Intensive Workshop will be available.

**1:15 p.m.**

## Optional Intensive Workshop

The afternoon workshop will provide an opportunity to explore in greater depth the knowledge, attitudes and skills introduced in the morning, including some new concepts. There will also be more opportunity to discuss and apply these ideas to the practice of law, including representation and advocacy, hiring, advancement, mentoring and retention, and interpersonal interactions throughout the legal system. Fact scenarios will be discussed, using a template to ensure systematic exploration of the learning.

## Strategies For Cultural Competence In Legal Settings

### Pamela A. Chapman

Legal Educator & Consultant

### Moya Teklu

Staff Lawyer, Legal Aid Ontario

Referencing real-life case studies and examples, you will learn:

- How to be an 'ally'
- Strategies for effective intercultural communication
- Approaches to challenging areas: micro-aggressions, inclusive language, humour
- How to effectively incorporate a cultural competence checklist into your practice

**2:00 p.m.**

## Exercises: Developing Cultural Competence Skills

### Aruna Boodram

Community Legal Worker/Paralegal,  
South Asian Legal Clinic of Ontario (SALCO)

### Nafisah Chowdhury

Miller Thomson LLP

### Marisha Roman

Workplace Investigator & Trainer,  
Rubin Thomlinson LLP

### Muneeza Sheikh

Levitt LLP

### Moya Teklu

Staff Lawyer, Legal Aid Ontario

In small groups, you will use a reflective template to discuss scenarios which explore challenges faced by legal professionals. You will then have an opportunity to discuss the scenarios with the faculty and other attendees in a plenary 'debriefing'. [There will be a refreshment break partway through this session].

**3:30 p.m.**

## Cultivating Cultural Competence

### Pamela A. Chapman

Legal Educator & Consultant

### Moya Teklu

Staff Lawyer, Legal Aid Ontario

- Best tools for boosting cultural competence
- Overcoming resistance in others—and ourselves

**4:15 p.m.**

## Reflection Exercise: Where To Go From Here...

### Pamela A. Chapman

Legal Educator & Consultant

### Moya Teklu

Staff Lawyer, Legal Aid Ontario

During this closing session, you will identify personal goals along with action items for you and your organization to put into practice immediately.

**4:30 p.m.**

**Program ends**

## Chairs

**Pamela A. Chapman**  
Legal Educator &  
Consultant

**Moya Teklu**  
Staff Lawyer  
Legal Aid Ontario

## Faculty

**Aruna Boodram**  
Community Legal Worker/  
Paralegal  
South Asian Legal Clinic  
of Ontario (SALCO)

**Marisha Roman**  
Workplace Investigator  
& Trainer  
Rubin Thomlinson LLP

**Nafisah Chowdhury**  
Miller Thomson LLP

**Muneeza Sheikh**  
Levitt LLP

### What was said about OPD's predecessor programs relevant to equity, diversity and inclusion:

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

**Barbara Brownlee**  
Head, Environmental Services, MTO

*“Exactly what I was looking for”*

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

## Registration Details

### Fee per Delegate

**Program plus afternoon workshop: \$295 plus HST**

**Program alone: \$195 plus HST**

Fees include attendance, program materials, lunch and break refreshments. Group discounts are available. Visit [www.osgoodepd.ca/group-discounts](http://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 is available if a cancellation request is received in writing 14 days prior to the program date. If a cancellation request is made with less than 14 days notice, a \$75 administration fee will apply. No other refund is available.



*OsgoodePD* has been approved as an Accredited Provider of Professionalism Content by the LSO.

Eligible CPD Hours – LSO (ON):

Program: 3h 20m CPD (3h 20m EDI)

Program + Workshop: LSO (ON): 6h 35m CPD (6h 35m EDI)



EDI hours may be used to fulfil the EDI requirement or the Professionalism requirement of the Law Society of Ontario

*OsgoodePD* programs may be eligible for CPD/MCLE credits in other Canadian and US jurisdictions. To inquire about credit eligibility, please contact [cpd@osgoode.yorku.ca](mailto:cpd@osgoode.yorku.ca).



[osgoodepd.ca](http://osgoodepd.ca)

**Osgoode Professional Development**



416.597.9724

**1 Dundas Street West, Suite 2600**



@OsgoodePD

**Toronto, ON Canada M5G 1Z3**



## Equality, Diversity, Inclusion: *Cultural Competence For Legal Professionals*

Register today at:

[osgoodepd.ca/EDI](http://osgoodepd.ca/EDI)