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

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

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

Register today at:
osgoodepd.ca/EDI
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](osgoodepd.ca/EDI)
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

• 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

2:00 p.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

2:30 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

3:30 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
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 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.

Equality, Diversity, Inclusion:
Cultural Competence For Legal Professionals

Register today at:
 osgoodepd.ca/EDI