

Focus on Diversity

For more information on items in this section, visit www.lsba.org/diversity.

LOOK WITHIN AND ACCELERATE CHANGE

15th Annual Conclave on Diversity in the Legal Profession

August 11, 2023 - Four Seasons New Orleans Hotel - 2 Canal Street, New Orleans, LA

The Conclave will encourage discussion among judges and attorneys, primarily hiring and managing attorneys with law firms and law departments, about the importance of diversity within the legal profession and how to improve diversity within the profession in Louisiana.

See agenda on next page, or to register or find more information visit
www.lsba.org/goto/conclave

Become a Signatory

to the LSBA Statement of Diversity Principles

For more information or to view the statement online, visit
www.lsba.org/Diversity/DiversityPrinciples.aspx

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8:00 – 8:45 a.m.

Excellence in Diversity Reception

honoring Diversity Signatories, Sponsors, and Co-hosts
Open to all seminar registrants and speakers

8:45 – 9:05 a.m.

Acknowledgments

Sponsor and Co-host Recognition/Sponsor and Co-host Representative Photos

- ▶ J. Dalton Courson • Disability Rights Louisiana • New Orleans, LA
- ▶ Demarcus J. Gordon • Kelly Hart • New Orleans, LA
- ▶ Susan R. Laporte • Kuchler Polk • New Orleans, LA

Co-chairs, LSBA Diversity Committee Chair and Co-chairs, Conclave

9:05 - 9:15 a.m.

Welcoming Remarks

▶ J. Dalton Courson • Disability Rights Louisiana • New Orleans, LA • **Conclave Chair**

9:15 – 9:20 a.m.

Introduction of Plenary Session One Speaker

▶ J. Dalton Courson • Disability Rights Louisiana • New Orleans, LA • **Conclave Chair**

9:20 - 10:20 a.m.
(1.0 credit, Prof.)

Plenary Session One - Diversity, Equity, and Inclusion - Diversity, Equity, and Inclusion: What's Hair Got to Do with It?

Professor Greene is one of the nation's foremost legal experts on "grooming codes discrimination," founder of the #FreeTheHair movement, and a legal architect of the federal CROWN Act ("Creating a Respectful and Open World Act"). She will explore how organizational commitments to cultivating a diverse, equitable, and inclusive organization are related to policy and norms that regulate individuals' appearance and grooming--namely, those that perpetuate racial discrimination against African descendants on the basis of their natural and protective hairstyles like twists, braids, afros, and locs often under the guise of professionalism. In doing so, she will feature landmark U.S. legal and policy reforms to combat race-based hair discrimination alongside other forms of grooming codes discrimination, which her scholarly activism is currently shaping, such as civil rights litigation, enforcement guidance, and legislation including versions of the C.R.O.W.N. Act enacted in New Orleans and Louisiana.

▶ Professor D. Wendy Greene • Director, Center for Law, Policy, & Social Action, Drexel University Thomas R. Kline School of Law • Philadelphia, PA

10:30 – 11:30 a.m.
(1.0 credit, Prof.)

Plenary Session Two - Pipeline to Diversity - The Future of Work: Corporations Accelerating Change in the Legal Profession

▶ Michael L. "Mike" Binns • Meta, PLLC • New York, NY

▶ Lacy Durham • Constellation Energy • Houston, TX

▶ Joy Lyu Monahan • AbbVie • Chicago, IL

12:10 - 1:10 p.m.
(1.0 credit, Prof.)

Keynote Speaker DEI Mental Toolkit

Building cognitive-emotional competencies—like emotion regulation, emotional intelligence, mindfulness, psychological flexibility, and cultural competence—is promising as an evidence-based DEI strategy to complement legal employers' existing approaches. Such competencies have the potential to enhance flexibility and sensitivity toward colleagues of across difference, reduce the effects of cognitive biases, and enable behavioral choices tailored to the needs of diverse others. This talk will review some of these strategies and the related research and how they may contribute to both inclusion and well-being goals.

▶ Anne M. Brafford, J.D. • Founder, Aspire • Los Angeles, CA

1:20 – 2:20 p.m.
(1.0 credit, Ethics)

Plenary Session Three - Criminal Law Gideon at 60: The Ethical Implications as the Legal Profession Evolves

March 18, 2023, marked the 60th anniversary of the landmark decision of *Gideon v. Wainwright*, in which a unanimous Supreme Court held that indigent defendants are entitled to legal counsel in all felony cases.

The public defense system continues to face challenges with not only ensuring holistic representation, but also case management and funding. As these undervalued advocates strive to fulfill Gideon's promise, and the duty of ethical representation at all stages of proceedings, they face new and unforeseen challenges in a changing social, economic, and political landscape.

▶ Daniel L. "Danny" Engelberg • Orleans Public Defender • New Orleans, LA

▶ Chanel D. Long • Plaquemines Parish Public Defender • Belle Chasse, LA

▶ William C. "Will" Snowden • Vera Institute of Justice • New Orleans, LA

2:30 p.m. - 3:30 p.m.
(1.0 credit, Prof.)

Plenary Session Four - LGBT+ Advocacy - Intersectional Survey of LGBTQ+ Civil Rights in 2023: Transgender Civil Rights and Liberties in the Crosshairs

An exploration of the current state of civil rights litigation on behalf of the transgender community, examining how we got where we are today, where we are heading, and an intersectional comparison of regressive trends in federal and state civil rights litigation and case law.

▶ Meredith Taylor Brown • Staff Attorney, American Civil Liberties Union • New York, NY