



**Lexington** April 7, 2017

JOIN US

# 2017 Diversity & Inclusion Summit

The Kentucky Bar Association cordially invites you to participate in the second biennial **Diversity and Inclusion Summit** on **Friday, April 7, 2017**, at the **Hilton Lexington Downtown**.

We are fortunate to have attracted an outstanding lineup of distinguished and learned professionals to address the attendees, and we encourage your participation in this significant event. We look forward to working with attorneys across the state as we explore the full meaning of diversity and its relationship to the rule of law.

Diversity brings a wide range of viewpoints to any situation, and that's good for the legal profession, for the pursuit of justice, and for communities throughout the Commonwealth and beyond. Through this Summit, we hope to provide practical ideas for the creation of diversity and inclusion programs; assist management and other administrators with handling diversity issues; and empower attorneys from diverse backgrounds to work through these same issues to become successful contributors in their places of employment.

Join us as we explore the promise of increased diversity in the legal profession. **Please register today!**

## Diversity Pipeline Program

The Summit will also seek to encourage young people from diverse backgrounds to become lawyers and practice law in Kentucky. In conjunction with the Summit, on **Thursday, April 6, 2017**, we are hosting a pipeline program that will bring high school and college students from diverse backgrounds to Lexington to learn more about the legal profession. Our goal is to instill in these young people the love for the law and the respect for this noble calling that we have all come to experience. Our hope is that these young folks will go on to successful careers in the profession.

# SPONSORS

## Platinum



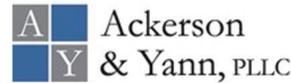
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## Gold



## Silver



# SCHEDULE

Thursday, April 6, 2017

5:00-7:00 P.M.

**Kickoff Reception**

Hilton Lexington Downtown

Friday, April 7, 2017

8:30-8:45 A.M.

**Welcome & Opening Announcements**

*Carl N. Frazier, Stoll Keenon Ogden PLLC, Lexington*

8:45-9:45 A.M.

**Opening Session – Am I Prejudicial?** 1.0 CLE Credit

*Ericka Hines, Every Level Leadership, Raleigh, NC*

You might think you operate without being biased or prejudicial in your thoughts or actions, but science says differently. In this session, we are going to look at how we respond to certain language that describes how we think and act towards people who are drastically different from us and how it impacts the practice of law.



9:45-10:00 A.M. **Break**

10:00-11:00 A.M.

**Cultural Competency as an Integral Component of Professional Civility in the Law** 1.0 CLE Credit

*Judge Stephen Mershon (Ret.), Louisville*

*Richard Nelson, Commonwealth Policy Center, Herndon*

*Singer Buchanan, Office of Diversity, Equality and Training, Frankfort*

Lawyers have a core duty to act in a civil manner in furtherance of the conduct and courtesy rules of the profession and to help promote public respect for the law. This session will give insight on how lawyers will benefit by understanding what it means to be culturally competent. The program will also encourage attorneys to acknowledge diverse experiences, opinions and to add respect of diversity into their personal and professional belief systems.

11:00 A.M. - 12:00 P.M.

**Building a Diversity Initiative that Works** 1.0 CLE Credit

*Ericka Hines, Every Level Leadership, Raleigh, NC*

*Kenneth J. Gish, Jr., Stites & Harbison PLLC, Lexington*

*Jeff Sherr, Kentucky Department of Public Advocacy, Frankfort*

Is your organization going through the motions of supporting diversity and creating inclusiveness or are you making serious efforts to attract and retain diverse attorneys? This program will discuss ways to build a diversity initiative that creates organizational support and has a positive impact on your workforce.

11:00 A.M. - 12:00 P.M.

**A Jury of Our Peers: Batson v. Commonwealth and the Promise of Representative Juries** 1.0 CLE Credit

*Marc Theriault*, Administrative Office of the Courts, Frankfort  
*Judge Denise Clayton*, Kentucky Court of Appeals, Louisville  
*J. David Niehaus*, Louisville

In 1986, the United States Supreme Court ruled in the landmark case *Batson v. Commonwealth* that peremptory challenges cannot be used to dismiss jurors based on their race. Over 30 years later, concerns over the racial composition of juries are still present in our courtrooms. This distinguished panel will discuss the promise of *Batson* and the current efforts to increase diversity on juries across the Commonwealth.

12:15 - 1:45 P.M. **Lunch / Keynote**

**“Leadership. Action. Results. Working to Build a More Open and Diverse Legal Profession”** 1.0 CLE Credit

*Robert J. Grey, Jr.*, Hunton & Williams LLP, Richmond, VA  
*Dean David Brennen*, University of Kentucky College of Law, Lexington



Robert J. Grey, Jr.



Dean David Brennen

Robert J. Grey, Jr., is truly a dynamic leader in the legal profession. As the former president of the American Bar Association and the current president of the Leadership Council on Legal Diversity, Mr. Grey is leading meaningful change in the area of diversity and inclusion within the profession. He will discuss current diversity and inclusion initiatives, challenges for the future, and respond to questions from the audience. David A. Brennen, Dean of the University of Kentucky College of Law, will moderate the program.

1:45 - 2:00 P.M. **Break**

2:00 - 3:00 P.M.

**Comprende?: Language Access in the Courts and Beyond** 1.0 CLE Credit

*Joshua Elliott*, Administrative Office of the Courts, Frankfort  
*Isabel Taylor*, Global Lex, Lexington  
*Nathalie Dietrich*, Maxwell Street Legal Clinic, Lexington

Did you know that at the Fayette County Public Schools alone students speak 96 different languages? With the growing number of Limited English Proficiency (LEP) individuals in our state, it is important for attorneys to have an understanding of relevant laws, practices, and resources. Learn about language access under Title VI of the Civil Rights Act of 1964, court interpreting updates/developments, and the importance of qualified interpreters in your practice.

2:00 - 3:00 P.M.

**What Can Judges and Attorneys Do about Implicit Bias in the Justice System?** 1.0 CLE Credit

*Judge Mark Bennett*, United States District Court, Northern District of Iowa; Sioux City, IA

The struggle for racial justice is inextricably intertwined with the policies that shape our criminal justice system. In spite of structural and procedural mechanisms designed to eliminate explicit bias from the justice system, implicit bias continues to influence outcomes in favor of some and against many others. This trailblazing session will provide insight into the types and extent of implicit bias in the justice system, provide judges and practitioners with simple yet profound techniques for addressing the issue and for raising consciousness in the courtroom.

**SCHEDULE**

# SCHEDULE

Friday, April 7, 2017

3:00 - 3:15 P.M. **Break**

3:15 - 4:15 P.M.

## **Is Peaceful Coexistence Possible? Reconciling Civil Liberty with Religious Freedom** 1.0 CLE Credit

*JoAnne W. Bland, Elizabethtown*

*Bryan H. Beauman, Sturgill, Turner, Barker & Moloney PLLC, Lexington*

*Bruce Kleinschmidt, Louisville*

Both the federal and Kentucky Constitutions provide for the free exercise of religion. Further, the Supreme Court requires religious neutrality in acts of the government so that majority views cannot undermine minority viewpoints. The addition of the 14th Amendment to the Constitution ensured that the equal protection of citizens cannot be avoided under the color of a state constitution or law. Various federal and state religious freedom acts have entered into the discussion, and the First Amendment is implicated. Our focus will be on how to balance these interests in a post *Obergefell* and *Hobby Lobby* world.

3:15 - 4:15 P.M.

## **Racial and Ethnic Diversity in Family and Children's Law: Identifying and Addressing Disproportionality across Systems** 1.0 CLE Credit

*Rachel Bingham, Administrative Office of the Courts, Frankfort*

*Reverend Edward L. Palmer, Sr., Juvenile Justice Advisory Board, Radcliff*

*Commissioner Adria Johnson, Department of Community Based Services, Frankfort*

*Kristie G. Stutler, Department of Juvenile Justice, Frankfort*

*Kevin Brown, Kentucky Department of Education, Frankfort*

*Rebecca Ballard DiLoreto, Institute for Compassion in Justice, Lexington*

Racial and ethnic disparities cut across many systems of care when dealing with children's rights and family issues. Inequities that occur across systems compound those inequities, resulting in more disparate treatment of children and families of color. This multi-disciplinary panel will discuss efforts aimed at identifying and addressing proportionality and aiming for more equitable treatment of all those impacted in the children's rights and family law arena.

4:15 P.M. **Adjourn**



# 2017 Diversity & Inclusion Summit Registration Form

You may register online at [www.kybar.org/2017diversitysummit](http://www.kybar.org/2017diversitysummit) or fill out this registration form and submit with your payment to: Kentucky Bar Association, 514 W. Main Street Frankfort, KY 40601-1812

Name ( Please Print ) \_\_\_\_\_ KBA Member Number \_\_\_\_\_

Badge Name \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Email \_\_\_\_\_ Please indicate if you are a:  Judge  Speaker

## Select One Registration Category

*Please select one category.*

- \$125 - KBA Member
- \$150 - Non-KBA Member
- \$50 - Full-time Government/Non-Profit

## Event Tickets

*Please select each event you will attend.*

- Kickoff Reception (included w/registration)  
Hilton Lexington Downtown  
Thursday, April 6, 5:00 p.m. – 7:00 p.m.
- \$25 - Luncheon Ticket, Featured Speaker  
Robert Grey Friday, April 7, 12:15 – 1:45 p.m.

## Program Materials Selection

*Please select one.*

- Flash Drive
  - PDF Download
- (If selecting PDF download, you will receive an email notification once materials are available)*

## Special Needs

If there are accommodations you require to fully participate in the Diversity & Inclusion Summit, please indicate below.

You will be contacted by KBA staff.  Visual  Audio  Accessibility  Dietary Needs  Printed Book  Other

Please make check payable to the Kentucky Bar Association or log-in to the KBA website at [www.kybar.org/2017diversitysummit](http://www.kybar.org/2017diversitysummit) to register online and pay by credit card. All major credit cards accepted.

## Hotel Hilton Lexington Downtown

The Kentucky Bar Association has received a limited number of rooms for the night of **April 6** at the **Hilton Lexington Downtown** at a special rate of \$189 per night plus tax. To receive the special rate, room reservations should be made with the hotel by **March 7, 2017**. Please call the hotel at 1-877-539-1648 or 859-231-9000 and **ask for the KBA Diversity Summit group rate**. Attendees can also make reservations online by visiting [www.kybar.org/2017dshotel](http://www.kybar.org/2017dshotel). Rooms at this rate will be reserved on a first-come, first-served basis.

*By registering for this event, all attendees and instructors acknowledge they may be photographed during the Summit. Please be aware these photos are for the KBA's use only, and may appear in the Bar's programs, publications, e-newsletter, website, and other materials. Your attendance constitutes permission and consent for this photography and subsequent usage.*

**REGISTRATION**



Kentucky Bar Association  
514 W. Main Street  
Frankfort, KY 40601-1812