

Culturally Responsive Advocacy: A Toolkit to Support Equity, Diversity & Inclusion in Your Administrative Law Practice

Administrative Law



Webcast

Date: Tuesday, February 15, 2022 | 9:00 am to 12:00 p.m.

Location: Via Webcast

Chair: Patricia Harper, Keel Cottrelle LLP

Facilitators: Pamela Chapman, Legal Educator & Consultant
Moya Teklu, Black Legal Action Centre (BLAC)



This program is eligible for up to **3hrs** of
EDJ Content

In all aspects of your work as a lawyer – from working with clients, colleagues and others in the legal system, to preparing and presenting compelling legal arguments, to advocating effectively in a hearing - it is imperative that you understand culture and recognize its role. Join us to examine the concepts of culture, implicit bias and other essential ideas. You will learn about and explore skills to support greater cultural awareness for lawyers in all stages of administrative proceedings, including how to apply these skills to develop and effectively present a compelling case. Then hear from our expert panel as they share valuable insights on the challenges faced by marginalized communities in the administrative justice sector and the best practices you can adopt to help combat those challenges.

Our top-notch facilitators will lead you through this engaging program as you:

- Consider the scope and significance of cultural difference & how it relates to the work of a lawyer
- Examine the role of implicit bias, privilege and marginalization in legal processes and advocacy
- Discuss strategies to interrupt implicit bias and strengthen your analysis and decision-making skills
- Support the development of the skills required to create an inclusive and accessible hearing environment
- Explore key tools for effective intercultural communication with clients and adjudicators

Register now for this interactive program to develop greater confidence and skills in navigating diversity, inclusion and equity challenges within the administrative justice sector.

9:00 am Welcome and Opening Remarks

9:05 am **Cultural Responsiveness**

- What is culture?
- What does it mean to be culturally responsive as an advocate in administrative proceedings?
- How does cultural responsiveness relate to equity, diversity and inclusion?

9:20am **Key Risks & Challenges**

Exercises: Stroop Test and social identity questionnaire

- What is implicit bias? Where does it come from and what are its effects?
- Key concepts of marginalization, power & privilege, cultural homophily, discrimination and equity
- Implicit bias in the legal system

10:00am **Break**

10:10am **Cultural Responsiveness Skills (Part 1): How to Develop a Strong Case in Administrative Proceedings**

Exercises: Cultural responsiveness checklist, and a short fact scenario

- Strategies to interrupt implicit bias
- Checking cultural assumptions & the risk of stereotyping
- Positive exposure and counter-stereotypes
- Applying these skills to client and witness interviewing, gathering evidence, identifying the issues and supporting your arguments

10:35am **Cultural Responsiveness Skills (Part 2): How to Effectively Present Your Case in Administrative Proceedings**

Exercises: Short fact scenario

- Effective intercultural communication with clients
- Challenging areas: microaggressions, humour, inclusive language
- Effective interventions strategies
- Applying these skills during the hearing, in interactions with other participants, and in virtual proceedings

11:00am **Break**

11:10am **Roundtable Discussion: Cultural Responsiveness in the Administrative Justice Sector**

Florence Ashley (Toronto)

Martin Bayer, Weaver Simmons LLP (Sudbury)

Mihad Fahmy, Mihad Fahmy, Barrister & Solicitor (London)

Gain valuable insight on the challenges faced by marginalized communities in the administrative justice sector and effective strategies on how to tackle them.

11:50am Final Questions & Concluding remarks

12:00pm Program Concludes

PROGRAM REGISTRATION IS ONLINE www.oba.org/pd

Questions? pd@oba.org