8:00 a.m.  Registration

9:00 a.m.  Introductions and Welcome
  Chidi I. James, Chair, Virginia State Bar Diversity Conference
  Marni E. Byrum, President, Virginia State Bar

9:15 a.m.  Keynote Address, Honorable S. Bernard Goodwyn
  Hon. S. Bernard Goodwyn, Justice, Supreme Court of Virginia

9:30 a.m.  Implicit Bias  (1 hour CLE)
  As sworn guardians of the rule of law, lawyers have a special duty to conduct themselves in an honorable manner, free of bias against individuals based on the color of their skin or other similar personal characteristics. As human beings, on the other hand, we are all vulnerable to ingrained stereotypes that can affect how we think about and act toward others who are different than ourselves. While often completely unintentional, this implicit bias can seriously affect the quality of justice. This panel will explore the concept of implicit bias and its impact on the legal profession. It will begin with a discussion, led by a human resource professional, of the concept of implicit bias and how it arises in the workplace. The panel will then use examples and interactive case studies to demonstrate contexts in which implicit bias may arise and the way the law can address such situations. Examples will include jury selection, employment litigation, and other matters as time permits.
  Moderator:  Marni E. Byrum, President, Virginia State Bar
  Tammy H. Currie, Northern Virginia Community College
  Maura Burke Weiner, JuryMatters, Inc.
  Dean Sparlin, Sparlin Law Office, PLLC

10:00 a.m.  Break

10:45 a.m.  Understanding Diversity: The Changing Realities and Considerations in the Practice of Law in the Commonwealth of Virginia  (1 hour CLE)
  This panel will provide practical advice for practitioners in recognizing and addressing the needs of our diverse community. The program will demonstrate how with the changing demographics of our Commonwealth comes the changing legal needs of our clients and how we, as attorneys, must serve as counsel. The differing abilities and needs of our citizenry now significantly affect a lawyer’s professional and ethical obligations in communicating with and representing clients, interactions with the court and juries, litigation, and service to the public.
  Hon. Manuel A. Capsalis, Judge, Fairfax General District Court
  Carteia V. Basnight, Law Office of Carteia V. Basnight
  Sheila M. Costin, Holmes Costin & Marcus PLLC

11:45 a.m.  Lunch

12:30 p.m.  Keeping the Pipeline Flowing and Employment Best Practices  (1.5 CLE hours)
  A distinguished panel of attorneys will share their insights on why it is essential for both attorneys and employers to actively participate in improving diversity in the legal profession. The panel will discuss how minority attorneys can advance their personal success, positively impact the practice of law, and improve the administration of justice, and why it is critical that they keep working to do so. Further, the panel will discuss how recruitment and hiring can improve diverse representation across the legal profession and consider what efforts should be altered to improve suffering retention rates. The panel will discuss what it takes to go against firms that do discriminate and how one attorney speaking out can make a difference.
  Moderator:  Zaida C. Thompson, Loudoun County Attorney’s Office
  Toby J. Heytens, Solicitor General of Virginia
  Candace A. Byldenburgh, McGuireWoods LLP
  Doris Henderson Causey, Central Virginia Legal Aid Society

2:00 p.m.  Break

2:15 p.m.  How many sexes can stand under Title VII’s umbrella  (1.5 CLE hours)
  “Now that it’s raining more than ever, Know that we still have each other, You can stand under my umbrella”
  The United States Supreme Court is scheduled to hear argument in three employment cases next session: Bostock v. Clayton County, Zarda v. Altitude Express Inc., and EEOC v. R.G. & G.R. The Court will determine the extent to which Title VII’s protections against sexual discrimination extend to protect against sexual orientation discrimination, associational discrimination, and gender stereotyping. The cases range from a civil suit brought by an employee against a governmental body, an employee suing a private company employer, and a regulatory body bringing an action against a closely held business.
  Moderator:  The Honorable Joanne F. Alper, Retired Judge, Circuit Court of Arlington County
  Carla D. Brown, Charlson Bredehoft Cohen & Brown

3:45 p.m.  Concluding Remarks
  Luis A. Perez, Immediate Past Chair, Virginia State Bar Diversity Conference
  Chidi I. James, Chair, Virginia State Bar Diversity Conference

3:50 p.m.  Reception