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The University of Memphis: Cecil C. Humphreys School of Law is located at 1 North Front Street, Memphis, TN 38103. Phone 901.678.2421 © 2016 University of Memphis

Implicit (Unconscious) Bias A New Look at an Old Problem

Friday, November 18, 2016 • 8:00 a.m. – 5:00 p.m.



University of Memphis Cecil C. Humphreys School of Law

Approved: 7 hours CLE (6 general, 1 dual) and 8 SHRM recertification credits
HRCI recertification credits are pending.



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Introduction

Thought by some to be an "old" problem, explicit bias continues to influence virtually all areas of American life including the business world, the media, education, and our justice systems. In addition, decision-makers may also be influenced by implicit (unconscious) bias. How implicit bias operates including strategies that will assist decision-makers in recognizing, shaping and managing its influence is the subject of this must attend conference that will provide "A New Look At An Old Problem."

Explicit bias refers to bias that is a product of conscious, intentional discriminatory behaviors. In contrast, implicit bias refers to the more recent and controversial belief that automatic, unintentional biases and stereotypes people experience toward members of social groups or categories of people other than their own, can influence their decision-making and systemically and adversely affect members of certain groups. The importance of this topic is illustrated by the recent mandate by the U. S. Department of Justice requiring more than 33,000 of its agents and attorneys to undergo training to eliminate the influence of implicit bias in law enforcement decisions.

Nationally recognized experts will explore these timely and important topics.

Schedule

8:30 – 9:00 a.m. Registration

9:00 – 9:30 a.m.

Welcome and Program Introduction

Welcome to Law School: Peter Letsou, Esq., Dean, University of Memphis Cecil C. Humphreys School of Law

Introduction to Program: Otis Sanford, Professor and Hardin Chair of Excellence in Journalism, University of Memphis

9:30 – 11:30 a.m.

Panel One

Introduction to the Concepts and Controversy Surrounding Implicit (Unconscious) Bias

This panel will introduce the concept of implicit bias and discuss its psychological, social and factual underpinnings and its legal consequences.

Moderator:

Jacqueline M. O'Bryant, Esq., Coordinator of Law School Diversity, Director, Tennessee Institute for Pre-Law, University of Memphis Cecil C. Humphreys School of Law

Speakers:

Hon. Bernice B. Donald, Judge, United States Court of Appeals for the Sixth Circuit

James Finberg, Esq., Altshuler Berzon, San Francisco, CA.

Professor Gregory Mitchell, Esq., Ph.D., Professor of Law, University of Virginia School of Law

Maurice Wexler, Esq., Baker Donelson Bearman Caldwell & Berkowitz, PC, Memphis, TN

11:30 – 11:45 a.m.

Break

11:45 a.m. – 12:45 p.m.

Panel Two

Implicit Bias In Our Justice System, Law Enforcement, Educational Institutions, the Media, and the Business World (Part 1)

Leading professionals will lead conference attendees in a series of exercises and discussions that will allow us to assess the reality of implicit bias in a number of areas, including business, education, our judicial systems, law enforcement and the media. Attendees will learn how to identify areas where implicit bias is most likely to influence decision-making.

Moderator:

Demetria Frank, Esq., Professor, University of Memphis Cecil C. Humphreys School of Law

Speakers:

Christine Chambers Goodman, Esq., Professor, Pepperdine School of Law

Darrell D. Jackson, Esq., Ph.D., Professor, University of Wyoming School of Law

Katharine Kores, Esq., District Director, Memphis District Office of the U. S. Equal Employment Opportunity Commission

Altha Stewart, M. D., Associate Professor and Director, Center of Excellence for Health in Justice Involved Youth, University of Tennessee Health Science Center

Quinn Thompson-Slaughter, Director, Global Diversity and Talent Acquisition, International Paper, Memphis, TN

12:45 – 2:00 p.m.

Lunch and Keynote Address

Exploring implicit bias and how the failure to understand and acknowledge it can negatively affect decision making.

Speaker:

Paulette Brown, Esq., Locke Lord, LLP, Morristown, New Jersey, Immediate Past President of the American Bar Association

2:00 – 3:00 p.m.

Panel Two

Implicit Bias In Our Justice System, Law Enforcement, Educational Institutions, the Media, and the Business World (Part 2)

3:00 – 3:15 p.m.

Break

3:15 – 5:00 p.m.

Panel Three

Where Do We Go From Here?

Expert panelists will address strategies and organizational goals that aim to produce fair and non-discriminatory decision-making. Panelists also will discuss specific examples of how diversity and implicit bias initiatives can positively influence organizational success.

Moderator:

Professor Otis Sanford, Professor and Hardin Chair of Excellence in Journalism, University of Memphis

Speakers:

Paulette Brown, Esq., Locke Lord, LLP, Morristown, New Jersey, Immediate Past President of the American Bar Association

Demetria Frank, Esq., Professor, University of Memphis Cecil C. Humphreys School of Law

William Gibbons, Esq., Executive Director, University of Memphis Public Safety Institute; President, Memphis and Shelby County Crime Commission; and, Immediate Past Commissioner, State of Tennessee Commission on Safety and Homeland Security; former District Attorney General

Daniel Kiel, Esq., Professor, University of Memphis Cecil C. Humphreys School of Law

Hon. Jon P. McCalla, Judge, United States District Court for the Western District of Tennessee

Hon. Dan H. Michael, Judge, Memphis and Shelby County Juvenile Court

Dan Norwood, Esq., Norwood & Atchley, Memphis, TN

5:00 – 5:15 p.m.

Concluding Remarks

Linda Klein, Esq., Baker Donelson Bearman Caldwell & Berkowitz, P.C. Atlanta, GA.; President, The American Bar Association

5:15 – 6:00 p.m.

Reception

Reception for presenters and attendees.