

**Inclusion Day Judicial Symposium**  
**September 15, 2017**  
**State Bar of Georgia**  
**Live: 104 Marietta Street, NW, Atlanta, Georgia 30303**

Streaming to:

South Georgia Office, State Bar of Georgia  
 244 E. Second St. (31794)  
 Tifton, Georgia 31793-1390

and

Coastal Georgia Office, State Bar of Georgia  
 18 E. Bay St.  
 Savannah, Georgia 31401-1225

**Agenda**  
**(Subject to Change)**

**Approved for 5 hours of CJE by the Municipal Judges Training Council.**  
**Approved for 5 hours of CLE credit (including 3 hours of trial credit).**  
**The cost of CLE hours is not included in the registration fee.**

8:30 am to 9:00 am	Registration and Continental Breakfast	
9:00 am to 9:10 am	Welcome and Housekeeping	
9:10 am to 10:10 am	Overview of the Americans with Disabilities Act, Part I Attendees will receive hardcopy of <i>A Meaningful Opportunity to Participate: A Handbook for Court Officials on Courtroom Accessibility for Individuals with Disabilities (2017 Edition)</i>	Attorney Talley Wells and Attorney William Goren
10:10 am to 10:20 am	Break	
10:20 am to 11:20 am	Overview of the Americans with Disabilities Act, Part II Attendees will have an opportunity to preview and provide comments on the <b>DRAFT</b> <i>Mental Illness and Cognitive Disabilities Companion Guide to A Meaningful Opportunity to Participate: A Handbook for Court Officials on Courtroom Accessibility for Individuals with Disabilities (2017 Edition)</i> and <b>DRAFT</b> Bench Card	Attorney Talley Wells and Attorney William Goren
11:20 am to 11:30 am	Break	
11:30 am to 12:30 pm	Providing Service to Transgender Individuals	Attorney Beth Littrell
12:30 pm to 1:30 pm	Lunch and Harvard Implicit Association Tests (Disability, Sexuality and one of these three suggested tests: Race, Ethnicity, Skin Tone) <a href="https://implicit.harvard.edu/implicit/selectatest.html">https://implicit.harvard.edu/implicit/selectatest.html</a>  All attendees are asked to take three of the five suggested tests before the CLE and to bring your test results to the CLE	
1:30 pm to 2:00 pm	Overview of Implicit Bias	Judge Rashida Oliver
2:00 pm to 3:30 pm	Panel Discussion on Implicit Bias (How to Recognize It, How to Discuss the Topic with Colleagues, How to Eliminate it)	Judge Rashida Oliver, Judge Leslie Spornberger Jones, Attorney Francys Johnson Moderator: Judge Latisha Dear-Jackson
3:30 pm	Adjourn	

During the Inclusion Day Judicial Symposium, attendees will discuss different barriers that can interfere with the fair administration of justice, if judges and attorneys do not recognize the barriers and learn possible ways to eliminate or reduce those barriers. The symposium will begin with an overview of the Americans with Disabilities Act (ADA), with a focus on aspects of the ADA that relate to courtroom procedure and protocol and trial advocacy and practice. The ADA discussion will include a review of physical disabilities, mental illness, and cognitive disabilities. Attendees will next receive an overview of laws that impact transgender individuals and receive suggestions for practical solutions for providing excellent service to transgender individuals in court proceedings. One of the topics that will be discussed will include creating a record in a court proceeding involving a transgender individual. In a “beyond the bathroom” segment, judges and attorneys will receive guidance about the practical concerns of serving transgender individuals in accountability courts and other court-related proceedings that require the observed collection of urine samples for drug testing. The symposium will conclude with a discussion of implicit associations that may interfere with the administration of justice if judges and attorneys do not recognize them. Attendees will come to understand that having implicit biases is not the same as being “prejudiced” and why it is important for all parties in court proceedings to understand their own individual implicit biases. After receiving an Overview of Implicit Bias, the attendees will hear from an expert panel how implicit biases impact all aspects of court proceedings from jury selection, to the introduction of evidence to adjudication to sentencing. The panel will also provide some practical suggestions about 1) how judges can raise the issue of implicit bias in proceedings if a judge believes an attorney’s implicit biases are impacting an attorney’s ability to represent a party and 2) how attorneys can raise the issue of implicit bias in proceedings if an attorney believes a judge’s implicit biases are impacting a judge’s ability to fairly preside over proceedings. At the conclusion of the symposium, attendees will be better equipped to create an inclusive justice system that comes closer to the ideal of fairly providing “justice for all.”