

AIN'T IT A SHAME (HOW DISCRIMINATION LAW PERPETUATES INEQUALITY)

Date:

Tuesday, May 25, 2021

Time:

12:00 p.m. – 1:15 p.m. CDT

About this Webinar:

This webinar is an encore presentation of a session from ALFA International's International Client Seminar (ICS) this past March. Workplace discrimination has been prohibited in the United States since 1964, yet a recent study supported by the ABA Foundation confirms that our current legal processes may actually exacerbate employment discrimination. During this session, the panel suggests the system fails because of the toxic consequences of shaming, as described by Brené Brown and others. The panel addresses how both the system and the roles we play in it can and should be transformed. There will be a live Q&A with the panel after the recording to answer any questions attendees may have.

Moderator:

T. THOMAS SINGER is a founding member of Axilon Law, the ALFA International member firm in Billings, Montana. Tom is recognized as a "Super Lawyer" in business litigation and as a "Best Lawyer" in both products liability defense and employment law - management. He has taught and moderated dozens of presentations on trial advocacy, legal ethics, and substantive areas of law for the State Bar of Montana, the International Association of Defense Counsel, ALFA International, and other organizations. Tom earned his undergraduate degrees from Northwest College in Wyoming and Eastern Montana College. He received his J.D. *cum laude* from Harvard Law School.

Presenters:

SCHAUN D. HENRY practices in the Labor & Employment Group at ALFA International member firm, McNees Wallace & Nurick LLC, in Harrisburg, Pennsylvania. He provides representation and counseling to employers on a wide range of labor and employment matters, including employment discrimination cases under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans With Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, and other federal, state and local issues. Shaun provides guidance for employers on unfair labor practices and other labor relations issues, as well as providing representation for employers at labor arbitrations and negotiations. He advises employers on a wide variety of personnel issues, including hiring, termination and revision of policies. Shaun graduated from West Chester University and received his law degree from Dickinson School of Law. Before undertaking the practice of law, Shaun served in the Armed Forces. He is a retired Major of U.S. Army Special Forces.

JASMINE KINGSLEY is Senior Vice President, Legal & People and General Counsel at Hudl, a leading sports video technology company revolutionizing the way athletes prepare for and stay ahead of the competition. Jasmine leads the company's global Legal and People Operations teams. She received a B.A. in International Relations from the University of Pennsylvania and a J.D. from Harvard Law School.

RON PEPPE is EVP for EH&S, Legal and Human Resources for Canam Steel Corporation, and oversees legal, human resources, health and safety, and risk management issues for the company. Canam manufactures steel construction products and, along with its sister company FabSouth, are one of the largest steel fabricators in North America. Ron previously served as VP Law and Technology for the Association of Corporate Counsel and Vice President and Associate General Counsel at Prudential Home Mortgage. Ron is the co-chair of the ERISA subcommittee of the ACC Employment and Labor Law Committee and previously served as co-chair of the ACC Environment and Sustainability Committee. Ron has served as a member of the City Council and as Chairman of the School Board of Falls Church, Virginia and was President of the Board of Education of Frederick County, Maryland.

GERO SCHNEIDER is head of Tiefenbacher's International Division and a core member of its employment and corporate practice. Tiefenbacher is the ALFA International member firm in Germany. Gero advises both German and international clients in all fields of employment law as well as any related corporate law issue with a particular focus on cross-border transactions. Gero has a wide range of experience in employment and corporate business matters, including litigation and arbitration, collective matters as well as cross-border transactions. Before joining Tiefenbacher as a partner in 2013, Gero practiced as General Counsel with the supermarket chain Lidl and another medium-sized law firm as a partner. Gero earned a doctorate from Leipzig University and a Master of Comparative Law from the University of Adelaide (South Australia). He is author of many legal publications. Gero is currently serving on ALFA International's Board of Directors and is also a past co-chair of the International Law Practice Group of ALFA International. He serves on a non-profit board of a trust, which is committed to facilitating, supporting and promoting various areas for a fulfilled, self-determined life in old age.

ALICIA WILSON is Vice President of Economic Development for Johns Hopkins University and Johns Hopkins Health System in Baltimore, Maryland. She leads a core team focused on developing and implementing Hopkins' institution-wide strategies and initiatives as an anchor institution in and around Baltimore, and the elevation and expansion of Hopkins' signature commitment to the city through investments in economic and neighborhood development, healthcare, and education. Prior to joining Hopkins, Alicia served as Senior Vice President of Impact Investments and Senior Legal Counsel to the Port Covington Development Team and as a partner at the downtown Baltimore law firm of Gordon Feinblatt. Alicia actively serves on the boards of the University of Maryland School of Law's Board of Visitors, the Center for Urban Families, the Walters Art Museum and the National Diverse Attorney Pipeline Program. Notably, Alicia was recently elected as chair of the CollegeBound Foundation and, as such, is the first CollegeBound Foundation alum, first woman, first African-American and youngest Board chair in the 30-year history of the organization. Alicia is a graduate of the University of Maryland Baltimore County and the University of Maryland Francis King Carey School of Law. For her accomplishments and public service, Alicia has received numerous awards and honors, including the National Bar Association's 40 Under 40 List of the Nation's Top Advocates 2019 Whitney M. Young Award from The Greater Baltimore Urban League and the 2019 Distinguished Women from the Girl Scouts of Central Maryland. In 2020, Alicia was named to the Maryland Daily Record's 2020 VIP List by the Daily Record for her professional accomplishments, community service, and commitment to inspiring change. In 2019, Alicia was profiled in *Forbes* magazine as the "The Black Millennial Lawyer Making Michelle Obama More Accessible to Baltimore's Youth" and by *Savoy Magazine* as one of the Most Influential Women in Corporate America. In late 2018, the *National Business Journal* featured Alicia as one of the nation's Top 50 Influencers under 40, and *Black Enterprise* produced a feature on Alicia for her work in securing the \$660 million tax increment financing for the Port Covington Project.