Welcome to Cultural Competence for the 21st Century Lawyer. This program offers one hour of substantive law and one hour of ethics. In 2004 and again in 2016, the American Bar Association adopted a resolution encouraging all states, bar associations and other licensing authorities that require mandatory CLE to include programs regarding diversity and inclusion in the legal profession and programs regarding the elimination of bias. In the spirit of this ABA resolution, today's program was conceived and planned by the Law Department's Diversity Committee. Special thanks to co-planners Ji Jun, Melissa Knight and Cynthia Schneider. We have sought some of the finest thinkers on this topic and I am confident that you will learn something new today.

I would like to recognize the other members of our Committee who worked hard during Fiscal '17 to bring you insightful programming. If you are in the room please stand as your name is acknowledged: Karena Blaylock , Dan Cantu-Hertzler, Caroline Cruz, Crystal Espanol , Harland Geer , Brad Ham, Bennette Harrison, Linda Medley, Marcel Pratt, and Sharon Ulak. Thank you.

I will leave you with a thought before my co-chair, Ji Jun, introduces the panel of speakers. George Washington wrote these famous words, "give bigotry no sanction, persecution no assistance" to the Hebrew Congregations of Newport, RI. These are eloquent words, and in the context in which they were written, religious freedom, the words were sincere. Yet at the same time Washington penned these words eschewing bigotry and persecution, he held 317 slaves at his Mt Vernon plantation, held nine slaves in captivity in the President's House in Philadelphia and relentlessly pursued one who escaped up to the time of his death in 1799. So what is my point? We can speak and write about equality and still deny equality by our actions. No institution is immune from bias whether it is based upon race, ethnicity, religion, gender, sexual preference, gender identity, age or disability. Hopefully today, and in the months ahead, in part through the efforts of the Law Department's Diversity, we can carefully examine our thoughts and actions, to allow our words about diversity and inclusion to become a reality for all of us.