



Cultural Sensitivity, Humility, and Competence

“Real knowledge is to know the extent of one’s ignorance.”
~Confucius~

FEBRUARY 4-5, 2022

Live via Zoom

This exciting conference will address and respect our ignorance when representing clients from different cultural backgrounds or belief systems. It is designed to help us battle our own biases, and to enhance our ability to effectively advocate for recognition of our clients’ differing cultural backgrounds and belief systems in family court, while still maintaining a healthy awareness of our own ignorance. Our keynote speaker, April Harris-Britt will explore how to apply the concepts of cultural humility and responsiveness in family law, highlighting best practices and risk management. Philip Stahl will follow with a presentation on bias to help us manage the impact of our own values, experiences and feelings when representing diverse populations, and to embrace the complexity inherent in representing diverse populations in family law matters. Our panel of Colorado Supreme Court Justice Hart, Third Judicial District of Alaska Superior Court Judge Walker, and psychologist Kate McNamara will address our ethical and moral responsibility to ensure legal, mental health professional and judicial awareness of and respect for family structures, cultural dynamics and experiences different than our own. Judge Walker will also be doing five brief “from the bench” views after each of our other presentations. Lawyer Ann Gushurst and Wendy Clay Alfredsen, a lesbian mother litigant, will explore challenges in representing LGBTQIA families in family court. Lawyer Maha Kamal will explore how to better advocate for BIPOC/diverse clients and a practitioner’s ability to manage a multicultural caseload. And finally, lawyer David Littman will address representation of disabled parents and parents with mental illness affecting their ability to parent, including the implications of C.R.S. 24-34-805, family preservation safeguards for families that include a parent with a disability, amended effective 9/7/2021. This is a conference not to be missed! Our live virtual platform will allow participants from a diverse geographical range to come together - in humble recognition of the depth of our own ignorance - so that we can learn from one another and strive to do better and be better!

COAFCC 2022 Winter Conference

Featuring:

April Harris-Britt

Philip Stahl

Ann Gushurst

Wendy Clay Alfredsen

Maha Kamal

Justice Melissa Hart

Judge Herman Walker

Kathleen McNamara

David Littman

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FRIDAY PRESENTERS:



April Harris-Britt is a Licensed Psychologist, practicing in NC and VA. In addition to providing child, adolescent, adult, and family therapy, she conducts child and adult psychological evaluations, child custody evaluations, civil guardian ad litem evaluations, and parental competency evaluations. She provides services as a Parent Coordinator. Specific areas of expertise include trauma and violence, adoption and attachment, medically fragile children, divorce transitions, ADHD and learning disabilities, autism spectrum disorders, and multicultural issues. Dr. Harris-Britt provides training to mental health professionals, attorneys, and judges and has presented at numerous conferences regarding services for families engaged in high-conflict custody disputes. She is currently a member of the Board for the Center for Cooperative Parenting, APA Advocacy Coordinating Committee, APA Working Group to Review Scientific Literature

for High Conflict Family Relationships, AFCC Task Force on Model Standards of Practice for Child Custody Evaluations, and AFCC Task Force on Diversity, Equity, and Inclusion.



Philip Stahl is a Board certified forensic psychologist in private practice, who has recently relocated to Southern California, and provides consultation and expert witness testimony in child custody litigation throughout the United States, North America, and Australia. His primary area of specialty is relocation, including complex international relocations. Dr. Stahl is licensed in Arizona, California, Hawaii and Michigan. He conducts workshops and training throughout the United States and internationally for lawyers, child custody evaluators, and others working with high-conflict families of divorce. He is on the faculty of National Judicial College, teaching domestic violence to judges since 2000, and regularly speaks at state judicial colleges.



Judge Herman Walker is a Superior Court Judge in the Third Judicial District of the State of Alaska. Prior to being appointed Superior Court Judge, Judge Walker was the managing partner in Limon & Walker. In private practice, Judge Walker focused on complex trial litigation. He represented people in complex family law cases, which included business valuation and custody. He also represented corporations and people in personal injury cases. He is the past president of the Alaska Association for Justice and a founding member of Alaska Association for Criminal Defense Lawyers. He was a faculty member of the Trial Lawyers College for six years, and still teaches at the University of Wyoming Trial Institute. Judge Walker was appointed by the State Supreme Court Justice to the Alaska State Legislative Ethics Committee, where he served as Chair until his appointment to the bench. Judge Walker is a Judicial Fellow of

the International Association of Matrimonial Lawyers. He graduated from University of Wyoming School of Law and Arizona State University. He is currently a board member with the Association of Family and Conciliation Courts (AFCC).

SATURDAY PRESENTERS:



Ann Gushurst is well known in the family law community as both a litigator and mediator. She became interested in the intersection of Human Rights and family law through her work establishing legal parenting rights in same sex families. She was also one of the attorneys who successfully sued to allow same sex couples the right to marry in Colorado before the Obergefell decision was handed down and, more recently, argued the Hogsett case that has redefined how the law will assess non-binary marital relationships. She lectures extensively on such topics as parenting issues, court procedure and collaborative practice. Her commitment to pro bono representation is well known. Ann is a past chair of the Colorado Collaborative Law Professionals and has been active in the Colorado Chapter of the Association of Family and Conciliation Courts, and the Metropolitan Interdisciplinary Committee. Ann has been selected as a Colorado

5280 Colorado Super lawyer continuously since 2010; this is a peer-driven honor; she has also been named one of the top 50 Women Colorado Super Lawyers since 2012 and more recently has been honored as a top attorney in 5280.



Wendy Clay Alfredsen is a lifelong musician, an out gay woman since 1988, a dedicated and loyal wife, mother daughter, sister, aunt, business partner, friend, and employee. She is superbly half-fluent in Norwegian, funny and love house projects, concerts, and cuddles with the kids. Ms. Alfredsen earned her Associates in Music Business/Music Performance from Amarillo College, her Bachelor in Music Performance from Abilene Christian University, and her accidental advocate for LBGTQ equality from the School of Hard Knocks. Her most notable accreditations are changing others' lives for the better whether directly or as a bi-product of the case with her daughter that changed same-sex parental rights for the better.



Maha Kamal has owned and operated the Colorado Family Law Project since 2016. She is a Member of the CBA's Family Law Section Executive Council (2021-2022) and the Council's subcommittee on EDI. Maha is a big supporter of the arts and humanism. She currently serves on the Board of Directors for the Art Students League of Denver (ASLD) and as a trustee of the American Humanist Foundation. She is also passionate about the work of the Colorado and Denver Bar Associations. She is a 2019 fellow of the Colorado Bar Association's Leadership Training (COBALT) program; a member of the Continuing Legal and Judicial Education Committee of the Colorado Supreme Court, and represents the Denver Bar Association on the Colorado Board of Governors. She also co-chairs a Supreme Court subcommittee on Paraprofessionals and Legal Services with the (ret) Hon. Angela Arkin. Recently, Maha joined the CBA Legislative Policy Committee (LPC) for the 2022 Legislative Session. She was selected by 5280 as a top lawyer in 2020 and

received the SuperLawyers Rising Star rating in 2019, 2020, and 2021.

SATURDAY PRESENTERS:



Justice Melissa Hart was appointed by Governor John Hickenlooper to serve on the Colorado Supreme Court on December 14, 2017. Prior to joining the Court, Justice Hart was a professor at the University of Colorado Law School, where she directed the Byron R. White Center for the Study of American Constitutional Law. Throughout her years as a professor, Justice Hart maintained an active pro bono practice, writing amicus briefs in appellate courts and representing clients through Metro Volunteer Lawyers. Her teaching and scholarship focused on access to justice, constitutional law, judicial decision making, legal ethics, employment discrimination, and civil procedure. Justice Hart grew up in Denver, where she graduated from East High School. She earned her bachelor's degree from Harvard-Radcliffe College and then spent a year teaching at a high school in Athens, Greece. She returned to study at Harvard Law School, where she was the

Articles Editor for the Harvard Law Review and Book Review Editor on the Harvard Women's Law Journal. After graduating from law school in 1995, she clerked for Judge Guido Calabresi of the Second Circuit Court of Appeals and for Justice John Paul Stevens on the United States Supreme Court. She practiced law for several years in Washington, D.C., including as a Trial Attorney at the U.S. Department of Justice.



Kathleen McNamara is a licensed psychologist in private practice in Fort Collins, Colorado. She has worked extensively with court-involved families for over 30 years. She provides Parental Responsibility Evaluations, Parenting Coordinator/Decision-Maker services, therapy for high conflict families, and consultation services to attorneys. She teaches a High Conflict Co-Parenting class and provides Early Neutral Assessment (ENA). She was a tenured Associate Professor of Psychology at Colorado State University before devoting herself to full-time practice. She is a former member and chair of the Colorado Psychological Association Ethics Committee. Currently, she serves on the Board of Directors for the Association of Family and Conciliation Courts, the Editorial Board of the Family Court Review and is a member of the Colorado Supreme Court Standing Committee on Family Issues.



David Littman has over thirty-five years of experience as a trial attorney. He is listed in Colorado Super Lawyers and as a Top 100 Lawyer in Colorado. He received his law degree from Washington University in St. Louis, where he also obtained graduate degrees in counseling psychology and behavioral science. He is a member of the MDIC Board and is a former Chair of the Family Law Section of the Colorado Bar. He has emphasized family law in his practice, spending a significant portion of his time representing both parents and children's interests in dissolution of marriage and parental responsibilities' matters. His education and training enables him to address complex mental health issues, substance abuse and addiction issues, educational issues, domestic violence issues and certain medical issues that arise in the context of family law matters. David served as a magistrate for just over ten years on a part time basis, in Jefferson and Denver Counties.

His practice presently emphasizes family law including mediation, decision making, arbitration, and representation of parties in the collaborative as well as traditional models.

PROGRAM SCHEDULE:

Friday, February 4, 2022

12:30 - 12:45

Welcome and Introductions

COAFCC Past President, Deb Anderson

12:45 - 2:25

Exploring Diversity: Best Practice and Risk Management in Family Law

April Harris-Britt, PhD

Cultural competence is not just a good idea, it is necessary for effective and ethical practice. This seminar will emphasize the importance of recognizing diversity in family law cases through a lens of cultural humility and cultural responsiveness. The presenter will highlight ways in which we can explore an individual's cultural identification to maximize best outcomes as well as examples of microaggressions across various levels. Additionally, examples will discuss instances in which a failure to address issues of diversity may have posed a risk to the outcomes. A case analysis will provide opportunities for further discussion and conceptualization.

2:25 - 2:35

Q&A - Let's Chat About It!

COAFCC President, Rebecca Pepin

2:35 - 2:45

A View from the Bench

Judge Herman G. Walker

2:45 - 3:00

Break

3:00 - 4:40

Cognitive and Implicit Bias Applied to Family Law: Shedding the baggage of cognitive, implicit, and cultural biases

Philip Stahl, PhD, ABPP

Professional ethics and Guidelines and Rules of Court require professionals to manage potential biases. This webinar will explore such biases as well as research-based debiasing strategies, which are not as simple as knowing to account for potential biases. Over the last 10 years, research has explored the most useful, and least useful, debiasing strategies. At the end of the webinar, we will explore that research.

4:40 - 4:50

Q&A - Let's Chat About It!

COAFCC President, Rebecca Pepin

4:50 - 5:00

A View from the Bench

Judge Herman G. Walker



The Colorado Chapter of the Association of Family and Conciliation Courts is a non-profit organization with members that include attorneys, mental health professionals, mediators, judges, magistrates and other professional service organizations. COAFCC offers several conferences each year. AFCC is an interdisciplinary, international association of professionals dedicated to improving the lives of children and families through the resolution of family conflict. AFCC promotes a collaborative approach to serving the needs of children among those who work in and with family law systems, encouraging education, research and innovation, and identifying best practices.

PROGRAM SCHEDULE:

Saturday, February 5, 2022 - Morning Sessions

8:45 - 9:00

Welcome and Introductions

COAFCC Past President, Deb Anderson

9:00 - 9:50

LGBTQ Families and Family Law Issues

Ann Gushurst, Esq. & Wendy Clay Alfredsen

An overview of common legal issues that arise in these cases, with discussion of both the pertinent case law and practice and procedure suggestions. We will provide a firsthand account of how two LGBTQ families arose, and the challenges that flowed directly as a result of the LGBTQ aspect of the family; how they faced those challenges and how the law changed as a result.

9:50 - 10:00

Q&A - Let's Chat About It!

COAFCC President, Rebecca Pepin

10:00 - 10:10

A View from the Bench

Judge Herman G. Walker

10:10 - 10:20

Break

10:20 - 10:50

Creating Clear Co-Parenting Communication

Nathan Bailey, OFW

Learn how OFW provides both families and the professionals who serve them with the tools necessary for more seamless and successful co-parenting. Nearly one million users have leveraged OFW to share calendars, messages, journals, files, expenses and important information like health and school records. By keeping families in sync, OFW helps improve outcomes for children and parents.

10:50 - 11:40

Championing the Multicultural Family Law Caseload: Considerations and Techniques

Maha Kamal, Esq.

This presentation will address issues affecting a practitioner's ability to manage a multicultural caseload, such as microaggressions and third-party biases (such as CFIs, financial experts, and vocational experts), as well as provide tips and techniques on how to better advocate for BIPOC/diverse clients.

11:40 - 11:50

Q&A - Let's Chat About It!

COAFCC President, Rebecca Pepin

11:50 - 12:00

A View from the Bench

Judge Herman G. Walker

12:00 - 1:00

Lunch

Get outside and find some sunshine. Blink a few times and take deep breaths!

PROGRAM SCHEDULE:

Saturday, February 5, 2022 - Afternoon Sessions

1:00 - 2:40

Multidisciplinary Panel of Experts
Ethics and Cultural Competence in Family Court
Justice Melissa Hart, Colorado Supreme Court
Judge Herman Walker, Superior Court, Anchorage, Alaska
Kathleen McNamara, PhD

Learn about how attorneys, judges and mental health professionals can be more knowledgeable and sensitive to the diverse cultures and unique needs of all families in making decisions in family courts.

2:40 - 2:50

Q&A - Let's Chat About It!
COAFCC President, Rebecca Pepin

2:50 - 3:10

Break

3:10 - 4:00

Families that Include a Parent with Disabilities in Family Court
David Littman, Esq

This session will address representation of disabled parents and parents with mental illness affecting their ability to parent, including the implications of C.R.S. 24-34-805, family preservation safeguards for families that include a parent with a disability, amended effective 9/7/2021. David will discuss parenting plans for parents with disabilities and also consider the issue of how to appropriately design parenting plans for children with disabilities.

4:00 - 4:10

Q&A - Let's Chat About It!
COAFCC President, Rebecca Pepin

4:10 - 4:20

A View from the Bench
Judge Herman G. Walker

4:20 - 4:30

Closing Remarks
COAFCC President, Rebecca Pepin

*The entire conference will be recorded for registrants who wish to watch at their convenience; however, you must attend the **LIVE SESSIONS** to receive CLE credits and/or a certificate of attendance.*

*COAFCC will provide a certificate of attendance for **10 hours of educational contact for those who attend the LIVE SESSION.** Mental health professionals will need to verify approval with their licensing or credentialing boards to meet any continuing education requirements.*

Continuing Legal Education Credits (CLJEs)
for Colorado Attorneys and Judges have been requested

APA Continuing Education Credits *for psychologists have been requested*

REGISTRATION FORM

Register and pay online at www.coafcc.org or mail registration form and check to April Freier at 4307 W 6th Street, Greeley, CO 80634. Checks should be made payable to **COAFCC**.

Registration Fees:

- _____ \$295 for COAFCC members
- _____ \$345 for Non-members
- _____ \$221.25 for COAFCC members discounted rate**
- _____ \$258.75 for Non-members discounted rate**

A special thank you to our sponsor!



Registration will remain open until February 2, 2022.

****Registration Fees discounted 25% for graduate or law students, CASA volunteers, Court employees and legal or mental health professionals in practice three years or less**

Conference Scholarships

A limited number of scholarships are available. The scholarship application can be found on the COAFCC website (www.COAFCC.org). Application deadline is **January 15, 2022**. If you have any questions, please contact the COAFCC Administrative Assistant, April Freier, at aprilfreier@hotmail.com

The entire conference will be recorded for registrants who wish to watch at their convenience; however, you must attend the LIVE SESSION to receive CLE credits and/or a certificate of attendance. Access to recordings of all sessions is included in the registration fee. A link to the landing page allowing you access to the handouts for this program will be provided a few days before the event.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Email (print clearly) _____

I require a CLE Affidavit: _____

I require a Certificate of Attendance Affidavit: _____

Cancellation Policy: Transfer of registration or substitutions to another person may be done at any time without a fee. All requests for refunds must be made in writing or by email notification. Notice of cancellation received by email or postmarked by January 28, 2022, will be issued a full refund minus a \$25 administrative fee. No refunds will be issued for cancellations received after January 28, 2022. COAFCC reserves the right to cancel any training or substitute any presenter should circumstances arise beyond our control.

Please contact April Freier at aprilfreier@hotmail.com with any questions.