



# Cultural Sensitivity, Humility, and Competence

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

**OCTOBER 28 & 29, 2022**

**University of Denver**

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, first by highlighting examples of cultural microaggressions and bias, and then incorporating a discussion of best practices and risk management for judicial, legal, and mental health attendees. Lawyer Maha Kamal will explore how to better advocate for BIPOC/diverse clients and a practitioner’s ability to manage a multicultural caseload. Philip Stahl will lead off Saturday 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. Lawyer Ann Gushurst and Wendy Clay Alfredsen, a lesbian mother litigant, will explore challenges in representing LGBTQIA families in family court. Lawyer Monique DuPont will address serving parties of serving parties from other beliefs, traditions and languages as well as those with poverty or mental health issues, within the family law courts. And finally, our panel of Colorado Supreme Court Justice Hart, Maha Kamal, April Harris-Britt and Phil Stahl, 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.

## COAFCC 2022 Fall Conference

### Featuring:

**April Harris-Britt**

**Philip Stahl**

**Maha Kamal**

**Ann Gushurst**

**Wendy Clay Alfredsen**

**Justice Melissa Hart**

**Monique DuPont**

9.5 CE Contact Hours

11 General, 2.4 Ethics, 5.4  
EDI CLEs approved

9.5 NASW-CO approved CEs

**CEs for psychologists have  
been requested**

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# 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.

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**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.

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**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.

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# 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.

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**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 LGBTQ 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.

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**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.

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# PRESENTERS:



**Monique B. DuPont** is a Shareholder with Peek Goldstone, LLC specializing in divorce, parenting time, child support, adoptions, paternity, protection orders, evictions and consumer defense. Prior to joining Peek Goldstone, LLC, Monique spent seventeen and a half years at Colorado Legal Services working in Weld, Morgan, Yuma, Logan and Adams County representing the indigent in the areas of Family Law, Consumer Defense, Housing Defense and Bankruptcy. Monique attended the University of Wyoming receiving a B.S. in Business Education and her J.D. in 1999. Monique is passionate about protecting the rights of victims of domestic violence and their children. She has worked with A Women's Place in Weld County as well as Share, Inc. in Morgan County. Outside of the practice of law, Monique spends her time with her close knit family traveling and enjoying the outdoors.

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*The entire conference will be live streamed AND recorded for registrants who wish to attend remotely and/or watch at their convenience. Access to the recordings of all sessions is included in the registration fee. A link to a landing page allowing access to the handouts for the program will be provided to all registrant a few days before the event.*

*COAFCC will provide a certificate of attendance for **9.5 hours of educational contact for those who attend either the live or recorded program.** Mental health professionals will need to verify approval with their licensing or credentialing boards to meet any continuing education requirements.*

**11 General Credits including 2.4 Ethics and 5.4 EDI Continuing Legal Education Credits (CLJEs)** for Colorado Attorneys and Judges have been approved.

**9.5 NASW-CO Continuing Education credits** have been approved.

**Continuing Education (CE) for psychologists** have been requested. **Registrants must attend the LIVE program to obtain these credits.** The Association of Family and Conciliation Courts (AFCC) parent organization is approved by the American Psychological Association to sponsor continuing education for psychologists. AFCC maintains responsibility for the program and its content.

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## Conference Scholarships

A limited number of scholarships are available. The scholarship application can be found on the COAFCC website ([www.COAFCC.org](http://www.COAFCC.org)). Application deadline is **October 1, 2022**. If you have any questions, please contact the COAFCC Administrative Assistant, April Freier, at [aprilfreier@hotmail.com](mailto:aprilfreier@hotmail.com)

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**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 October 14, 2022, will be issued a full refund minus a \$25 administrative fee. No refunds will be issued for cancellations received after October 14, 2022. COAFCC reserves the right to cancel any training or substitute any presenter should circumstances arise beyond our control.

# PROGRAM SCHEDULE:

**Friday, October 28, 2022**

12:45 - 1:00

## **Welcome and Introductions**

*COAFCC Past President, Deb Anderson*

1:00 - 2:15  
**Part I**

## **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 explore how to apply the concepts of cultural humility and responsiveness in family law by highlighting examples of cultural microaggressions and bias across various levels.

2:15 - 2:30

## **Break**

2:30 - 3:45  
**Part II**

## **Exploring Diversity: Best Practice and Risk Management in Family Law -**

*April Harris-Britt, PhD*

A discussion of specific examples in which 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. This presentation will incorporate a discussion of best practices and risk management for judicial, legal and mental health attendees.

3:45 - 4:00

## **Break**

4:00 - 5:00

## **Serving Under Represented Communities in Family Court**

*Monique DuPont, Esq*

A discussion of serving parties from other beliefs, traditions and languages as well as those with poverty or mental health issues, within the family law courts. Monique will discuss parenting plans which address and work with the parties' cultures and needs as well as how to explain to the court cultural or financial issues as they affect parenting.

5:00 - 7:00

## **Reception**

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# PROGRAM SCHEDULE:

## Saturday, October 29, 2022 - Morning Sessions

8:00 - 8:45 **Complementary Breakfast**

8:45 - 10:00 **Cognitive and Implicit Bias Applied to Family Law: Shedding the baggage of cognitive, implicit, and cultural biases - Part I**  
*Philip Stahl, PhD, ABPP*

Professional ethics and Guidelines and Rules of Court require professionals to manage potential biases. This webinar will provide an introduction to the different types of bias. We will also look at the risks of bias infiltrating the works of mental health professionals, lawyers, and judges. Finally, there will be a general discussion of heuristics.

10:00 - 10:15 **Break**

10:15 - 11:30 **Cognitive and Implicit Bias Applied to Family Law: Shedding the baggage of cognitive, implicit, and cultural biases - Part II**  
*Philip Stahl, PhD, ABPP*

This session will use the previous discussion of bias to examine critical issues in the effect of high conflict on children. Dr. Stahl will show the film *Tommy* to set the stage to discuss where the situation identified in the film could lead to future litigation and potential influences of heuristics and biases.

11:30 - 12:00 **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.

12:00 - 1:00 **Lunch**

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# PROGRAM SCHEDULE:

## Saturday, October 29, 2022 - Afternoon Sessions

1:00 - 2:00

### **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.

2:00 - 2:15

### **Break**

2:15 - 3:15

### **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.

3:15 - 3:30

### **Break**

3:30 - 5:00

### **Multidisciplinary Panel of Experts Ethics and Cultural Competence in Family Court**

*Justice Melissa Hart, Colorado Supreme Court*

*April Harris-Britt*

*Philip Stahl*

*Maha Kamal*

This panel will highlight ethical obligations of judicial officers, lawyers, and mental health professionals with respect to diversity issues. They will examine how professionals' knowledge, awareness and respect for diverse family structure, cultural dynamics, and individual differences can and should be demonstrated in practice.

5:00 - 5:15

### **Closing Remarks**

*COAFCC President, Hon. Betty Strobel (ret.)*



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*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.*

# REGISTRATION FORM

Register and pay online at [www.coafcc.org](http://www.coafcc.org) or mail registration form and check to April Freier at 4307 W 6<sup>th</sup> Street, Greeley, CO 80634.

Checks should be made payable to **COAFCC**.

## Registration Fees (indicate the rate that applies to you):

### EXTRA Early Bird Rate | COAFCC MEMBERS ONLY | Register on or before 8/26/22

- \$275
- \$206.25 discounted rate\*\*

### Early Bird Rate | Register on or before 9/23/22

- \$300 COAFCC members
- \$325 Non-members
- \$225 COAFCC members discounted rate\*\*
- \$243.75 Non-members discounted rate\*\*

### Regular Rate | Register after 9/23/22

- \$350 COAFCC members
- \$375 Non-members
- \$262.50 COAFCC members discounted rate\*\*
- \$271.25 Non-members discounted rate\*\*

### COLORADO JUDICIAL OFFICERS & COLORADO COURT STAFF

- \$FREE - please provide your court email for the registration form as verification

### VIRTUAL ATTENDANCE ONLY | Join us live via Zoom or watch the recorded conference at your convenience!

- \$200 - CLEs and COAs available for virtual attendees with verified attendance

**Registration will remain open until October 21, 2022.**

\*\*Registration Fees discounted 25% for graduate or law students, CASA volunteers, and legal or mental health professionals in practice three years or less. Registration Fees are WAIVED for Colorado judicial officers and Colorado court staff.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Please PRINT clearly!

**I request the following proof of attendance:**

- CLE Affidavit
- Certificate of Attendance (showing contact hours)
- NASW Certificate
- APA Approved Credits (in person attendance ONLY!)

A special thank you to our tech sponsor!



Please check those that best describe you:

- Judicial Officer
- Court employee
- Lawyer
- Psychologist
- Therapist
- Mental Health Professional
- Social Worker
- Mediator
- CFI/PRE
- Parent Educator
- Student
- Other \_\_\_\_\_