

WORKSHOP PLAN

DEI for Lawyers: Risk, Reputation, and Professional Survival



EXPERTS IN PROFESSIONAL DEVELOPMENT

MP-PLUS GROUP HAS BEEN DELIVERING PERSONALIZED TRAINING TO COMPANIES FOR MORE THAN 30 YEARS. WE TRAIN MORE THAN 3,500 PROFESSIONALS EVERY YEAR.

OUR TRAINING PROGRAMS ARE POPULAR BECAUSE THEY ARE STRUCTURED AND PERSONALIZED TO MEET YOUR SPECIFIC NEEDS.



ABOUT MP-PLUS

MP-Plus Group is a leader in the field of professional development. We deliver world-class training in leadership, commitment, achievement, and fun at work. Our mission is to enable your professional development by optimizing your personal potential.

What sets us apart is the positive impact that our training programs have on the bottom line. To what do we owe our success? To our steadfast commitment, up-to-the-minute expertise and reliable processes.

For the past 30+ years, MP-Plus Group has trained and mobilized human capital at many major companies, resulting in direct positive impacts on more than 250,000 people.

As an external consulting partner, MP-Plus Group has supported major organizations in strengthening their customer-first culture and accelerating business growth. Our work has helped large-scale institutions and leading companies navigate transformation, improve organizational performance, and deliver measurable results.

MP-Plus Group has earned a reputation for high-impact training, practical expertise, and performance-driven methodologies. Our team brings together respected professionals and recognized specialists, including Andy Semotiuk—immigration lawyer and Forbes contributor—whose expertise supports organizations navigating global mobility and cross-border workforce realities.

With every MP-Plus training program, your organization takes a giant step toward achieving the best version of itself.



François Trachy, Director of Development



WORKSHOP - DEI for Lawyers: Risk, Reputation, and Professional Survival

Duration : 3 hours

Training overview:

In today's legal environment, lawyers are expected not only to know the law, but to demonstrate professional judgment rooted in fairness, respect, and ethical decision-making—across client interactions, workplace leadership, and professional conduct.

DEI for Lawyers: Risk, Reputation, and Professional Survival delivers a clear, practice-driven framework for understanding how unconscious bias, privilege, and intersectionality can shape everyday legal realities— from hiring and mentorship to performance feedback, client communication, credibility assessments, and advocacy.

This seminar is grounded in real-world professional context, drawing on history, ethics, and lived experience to help participants sharpen their judgment, strengthen working relationships, and navigate complex conversations with clarity and confidence.

This seminar is deliberately **lawyer-to-lawyer**, grounded in history, ethics, and practice—not ideology. It respects free expression, encourages honest dialogue, and fulfills professional obligations without preaching in both Canada and the United States.

Training Objectives:

Participants will leave with the ability to:

- Understand core DEI concepts in a legal and professional context
- Identify unconscious bias and its impact on legal judgment and workplace decisions
- Recognize privilege and intersectionality in client, colleague, and leadership interactions
- Apply DEI principles to firm culture, client relations, and ethical obligations

Training Plan:

Foundations of DEI

- 1) Welcome & Framing
- 2) What is DEI?
 - Video presentation
- 3) Guided Discussion
 - Defining Diversity, Equity, and Inclusion
 - ‘Who is at the table?’ – decision-making and representation
 - Introduction of privilege
 - Discussion of ‘pretty privilege’ and its often-ignored professional impact

Outcome: Shared baseline understanding of DEI concepts grounded in legal practice.

Unconscious Bias & Lived Experience

- 1) Unconscious Bias
 - Video presentation
- 2) Group Discussion
 - How unconscious bias operates:
 - Hiring
 - Promotion
 - Client perception
 - Credibility assessments
 - Bias vs. intent
 - Why lawyers are *not immune* to bias
- 3) Facilitator Lived-Experience Narratives

Selected examples, tied explicitly to professional insight (segregation, discrimination, systemic harm, poverty and segregation, racialized danger and exclusion, and more).

Outcome: Understanding bias through history, law, and lived experience—not abstraction.

Intersectionality & Compounding Bias

- 1) Intersectionality
 - Video presentation
- 2) Discussion
 - What intersectionality means in practice

- How multiple identities compound disadvantage
- Real-world legal implications:
 - Clients
 - Colleagues
 - Credibility in court
 - Access to opportunity

3) Application to Legal Settings

- Intersectionality in:
 - Employment law
 - Immigration
 - Criminal justice
 - Family law
- Ethical blindspots lawyers should actively monitor

Outcome: Lawyers understand how DEI issues overlap—and why one-size-fits-all thinking fails.

DEI in Legal Practice & Professional Responsibility

1) Law Firm Environment Analysis

- **Interoffice relations**
- **Organizational structure**
- **Client experience**
- **Public image, marketing, and social media**
- Avoiding performative DEI vs. meaningful change

2) Practical strategies

- Inclusive leadership behaviors
- Bias-aware decision-making
- Creating respectful workplace norms
- Risk management and reputational considerations

3) Final Reflections & Q&A

- Participant takeaways
- Practical commitments
- Closing remarks

Andy Semotiuk

Lawyer, trainer, speaker

Andy Semotiuk is a cross-border immigration lawyer admitted to the bars of New York and California in the United States, and Ontario and BC in Canada. He has supported **over 10,000 clients**, helping them navigate complex legal issues with professionalism and clarity.

Andy has travelled extensively and spoken on immigration themes worldwide, including the U.K., Hong Kong, New Delhi, Ukraine, and Fiji, bringing a global perspective to every engagement.



A current **Forbes contributor**, his immigration articles have reached over one million readers. He is also a former UN correspondent, writing on international law, immigration, and human rights, and previously contributed to Canada's Southam newspaper chain.

Recognized for his leadership in communication, Andy was formerly a member of the National Speakers Association (U.S.) and the Canadian Professional Speakers Association (Canada), and earned the prestigious **Distinguished Toastmaster (DTM)** designation—an achievement held by less than one percent of the approximately 330,000 Toastmasters members worldwide.

As an educator, Andy taught courses on **effective presentation skills, journalism, and the development of human potential** at the Ukrainian Catholic University in Lviv, Ukraine, and previously taught public speaking in the Faculty of Commerce at the University of British Columbia in Vancouver, Canada.

He served for three years as a **Member of the Tribunal Panel of the Canadian Human Rights Commission**, adjudicating federal human rights complaints, and as a lawyer appeared before the Canadian Immigration Appeal Division, the Refugee Board, and federal and provincial civil and criminal courts. **Areas of specialization include:**

- International law, immigration, and human rights themes
- Public speaking and effective presentation skills
- Journalism and professional communication
- Immigration writing and thought leadership