

## COURSE DESCRIPTION

### DEI for Lawyers: Risk, Reputation, and Professional Survival



#### EXPERTS IN PROFESSIONAL DEVELOPMENT

FOR OVER 30 YEARS, GROUP MP-PLUS HAS BEEN THE TRUSTED TRAINING PARTNER FOR ORGANIZATIONS DEMANDING EXCELLENCE. EACH YEAR, MORE THAN 3,500 PROFESSIONALS SHARPEN THEIR SKILLS THROUGH OUR WORKSHOPS, DESIGNED TO DELIVER MEASURABLE RESULTS ALIGNED WITH YOUR PROFESSIONAL AND ORGANIZATIONAL GOALS.



## ABOUT MP-PLUS

MP-Plus Group is a recognized leader in professional development, delivering world-class training in leadership, commitment, achievement, and workplace engagement. Our mission is straightforward: unlock your team's full potential and translate it into measurable organizational performance.

What sets us apart is the direct impact our programs have on your bottom line. Driven by steadfast commitment, current expertise, and proven methodologies that work in the real world. Our programs, approved by many Bar Associations in North America, are specifically designed to meet the continuing legal education standards that today's legal professionals demand.

For 30+ years, MP-Plus Group has trained and mobilized human capital across major organizations, creating positive impact for more than 250,000 professionals, including over 11,500 attorneys across North America.

As a trusted external consulting partner, we have helped leading institutions strengthen their client-first culture, navigate transformation, and accelerate sustainable growth, delivering results that move the needle at every level of the organization.

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

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



François Trachy, Development Director



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

Duration : 3 hours

### Training overview:

Lawyers are held to the highest standards of professional conduct, not only in legal knowledge, but in the judgment, fairness, and ethical decision-making that define trusted counsel across every client interaction, leadership role, and professional responsibility.

**DEI for Lawyers: Risk, Reputation, and Professional Survival** delivers a practical framework for recognizing how unconscious bias, privilege, and intersectionality shape everyday legal practice, from hiring and mentorship to performance reviews, client communication, credibility assessments, and courtroom advocacy.

Grounded in professional ethics and real-world legal contexts, this workshop sharpens participants' judgment, strengthens workplace relationships, and builds the confidence to navigate complex, high-stakes conversations with clarity and precision.

Structured as a lawyer-to-lawyer program, the workshop fosters substantive dialogue, honors diverse professional perspectives, and delivers actionable strategies aligned with legal professional's obligations under professional conduct rules and broader North American standards.

### 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 how privilege and intersectionality influence professional conduct, client relationships, and compliance with anti-discrimination obligations under applicable Rules of Professional Conduct
- Apply the requirements of professional conduct rules to real-world scenarios involving discrimination, harassment, and professional responsibility in legal practice.

## Training Plan:

### Session 1— Privilege and Unconscious Bias

#### 1) Welcome & Framing

- Facilitator introduction
- Facilitator disclosure
- Brief discussion on psychological safety and respectful dialogue
- Program objectives

#### 2) Elimination of Bias

- Identity awareness concepts
- Video presentation
- Privilege analysis - 'Who is at the table?' – decision-making and representation
- Unconscious bias : Video Presentation + analysis

### Session 2— DEI in Legal Practice & Professional Responsibility

#### 1) Diversity in the practice of law

- Group discussion
- Definition
- Types of Diversity

#### 2) Equity in the practice of law

- Group discussion
- Definition
- Legal fairness principles

#### 3) Inclusion in the practice of law

- Group discussion
- Practical example
- Definition

#### 4) DEI Cheat Sheet

- Video Presentation

## 5) DEI Summary: Key takeaways

### Session 3 – Intersectionality & Legal Requirements

#### 1) Intersectionality

- Video presentation
- Group discussion
- Definition
- Examples

#### 2) Legal and ethical requirements

- Comparative jurisdictions
- Practical examples and applications in a legal context

#### 3) Final remarks, conclusions, and practical applications

- Common ethical risks
- DEI principles in your daily legal work

### Closing Note :

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.

## Andy Semotiuk

### [NY Bar Attorney, trainer, speaker](#)

**Andy Semotiuk** is a cross-border immigration attorney admitted to the bars of New York and California, and Ontario and BC, bringing a uniquely integrated U.S.-Canadian perspective to every legal engagement. He holds a bachelor of Laws from the University of British Columbia and has successfully guided more than 10,000 clients through complex immigration matters with precision and clarity.



A current **Forbes contributor**, whose immigration articles have reached over one million readers, Andy is also a former UN correspondent with an extensive body of work spanning international law, immigration, and human rights. His global platform has taken him to the U.K., Hong Kong, New Delhi, Ukraine, and Fiji.

Andy's credentials in professional communication are equally distinguished. A former member of both the National Speakers Association (U.S.) and the Canadian Professional Speakers Association, he earned the prestigious **Distinguished Toastmaster (DTM)** designation, an achievement held by fewer than one percent of the approximately 330,000 Toastmasters members worldwide.

As an educator, Andy has taught courses on **effective presentation skills, journalism, and human potential** at the Ukrainian Catholic University in Lviv, Ukraine, and public speaking at UBC's Faculty of Commerce.

He served 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
- Professional communication and effective presentation
- Journalism, immigration writing, and thought leadership
- Cross-border workforce and global mobility strategies