



New Hampshire
Equity Collective

INVITES YOU TO ATTEND

**BEYOND
COMMUNICATION
ACCESS:
EQUITY AND THE LAW**

Featuring Bruce Adelson, Esq.

Part of the
**BUILDING THE EQUITY TOOLBOX:
Culturally Effective Organizations
Training Series
2023**

in partnership with:



Friday, September 29, 8:30 am - 12:15 pm

Puritan Backroom-Pappas Room

245 Hooksett Rd, Manchester, NH 03104

\$45 with light breakfast

SCHOLARSHIPS AVAILABLE

*Please email Brianna Ferro at
bferraro@snhahec.org for more information*

**[Click Here
to Register](#)**



For questions, please email Brianna Ferro at bferraro@snhahec.org

Beyond Communication Access: Equity and the Law

- 8:30-9:00** Registration & Light Breakfast
- 9:00-9:15** Welcome
- 9:15-10:45** Bruce Adelson Esq
Equity and the Law, with interactive discussion
- 10:45-11:00** Break & Networking
- 11:00-11:45** Local Resources:
How to Internalize Equity in Your Organization
- 11:45-12:15** Bruce Adelson Esq, Advocacy 101
(interactive presentation)

LEARNING OBJECTIVES

After completion of this workshop, participants will be able to:

- Discuss legal principles that support equity initiatives
- Explain the federal laws that govern language access, non-discrimination, and civil rights
- Describe how equity commitments raise worker productivity, worker satisfaction, and promote overall organizational health
- List at least one local resource for implementing equity
- Develop personal strategies to advocate effectively
- Identify tips and strategies for persuading others and winning their arguments and advocacy presentation

EQUITY AND THE LAW

Language access plays a critical role in equitable organizational activities, both internal and external. Such access is but only part of a larger equity equation. Academic studies demonstrate that culturally competent, civil rights compliant policies and procedures reduce costs while also driving new business, attracting new customers, increasing workplace productivity, improving patient, client, and customer outcomes, improving organizational equity, and heightening staff satisfaction.

To appreciate the breadth of effective equity policies, we will discuss how bias and microaggressive behavior negatively affect workplace outcomes and equitable decision making, throughout all sectors of business and government. We will examine the origins and manifestations of implicit bias, how bias reveals itself through microaggressions, hostile comments, and conduct, and how these actions have significant personal, organizational, legal, and liability consequences.

Participants will learn through our discussions of court cases, studies, testimony, evidence, media reports, non-public situations, and additional material from other information sources.

ADVOCACY 101

There is often discussion, talk, and exhortations for advocacy – advocating for self, for a cause, principle, law, or concept. But what does all this mean? Advocacy is much more than communicating. Boiled down to its essential element, in the end, advocacy is about winning - achieving the goal for which you are advocating.

In our program we discuss “taking the win:” how to be successful with the positions you want to advance.

Our presenter: Bruce Adelson has been a highly successful advocate for more than 40 years. He will talk about how to get there – going for the win and persuading your target audience.

Bruce Adelson, Esq.



is CEO of Federal Compliance Consulting LLC. He is a former U.S. Department of Justice (DOJ) Senior Trial Attorney. During Bruce’s federal career, he was responsible for enforcing many federal laws, including the Americans with Disabilities Act, Voting Rights Act, and Title VI of the Civil Rights Act of 1964. At DOJ, Bruce had responsibility for enforcement and the enactment of federal policy. For example, Bruce approved for Federal Register publication the U.S. Department of Transportation’s Policy Guidance Concerning Recipients’ Responsibilities to Limited English Proficient Persons.

Professor Adelson is an Instructor of Family Medicine at Georgetown University School of Medicine and Adjunct Professor of Law at University of Pittsburgh School of Law. He teaches implicit bias in health care, civil rights, cultural awareness, and organizational culture. He has been a guest speaker at numerous illustrious institutions. He is the Americans with Disabilities Act Consultant to the Idaho Supreme Court and the New Mexico Administrative Office of the Courts

Bruce is the expert in multiple federal and state lawsuits with allegations concerning discrimination, U.S. Constitution, workplace harassment and retaliation, and redistricting. Professor Adelson has been the keynote speaker and trainer about the ADA, Title VI, Affordable Care Act, HIPAA, federal compliance, implicit bias, organizational culture, federal civil rights laws and more for many events and organizations.

Bruce holds a BA in International Studies from The Johns Hopkins University and a JD from The University of Pittsburgh School of Law.

CONTINUING EDUCATION

NURSES

Southern New Hampshire Area Health Education Center is an approved provider with distinction of nursing continuing professional development by the Northeast Multistate Division Education Unit, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

2.75 contact hours, Activity Number: 1533

PHYSICIANS

The Southern NH Area Health Education Center, accredited by the NH Medical Society, designates this live activity for a maximum of 2.75 AMA PRA Category 1 Credit(s). Physicians should claim only the credit commensurate with the extent of their participation in the activity.

SOCIAL WORKERS

2.75 CEUs pending approval from NASW NH.

ALL OTHER HEALTH PROFESSIONALS

2.75 hours

FOR ALL OTHER PARTICIPANTS

A certificate of attendance for 2.75 hours will be available to serve your professional development needs.