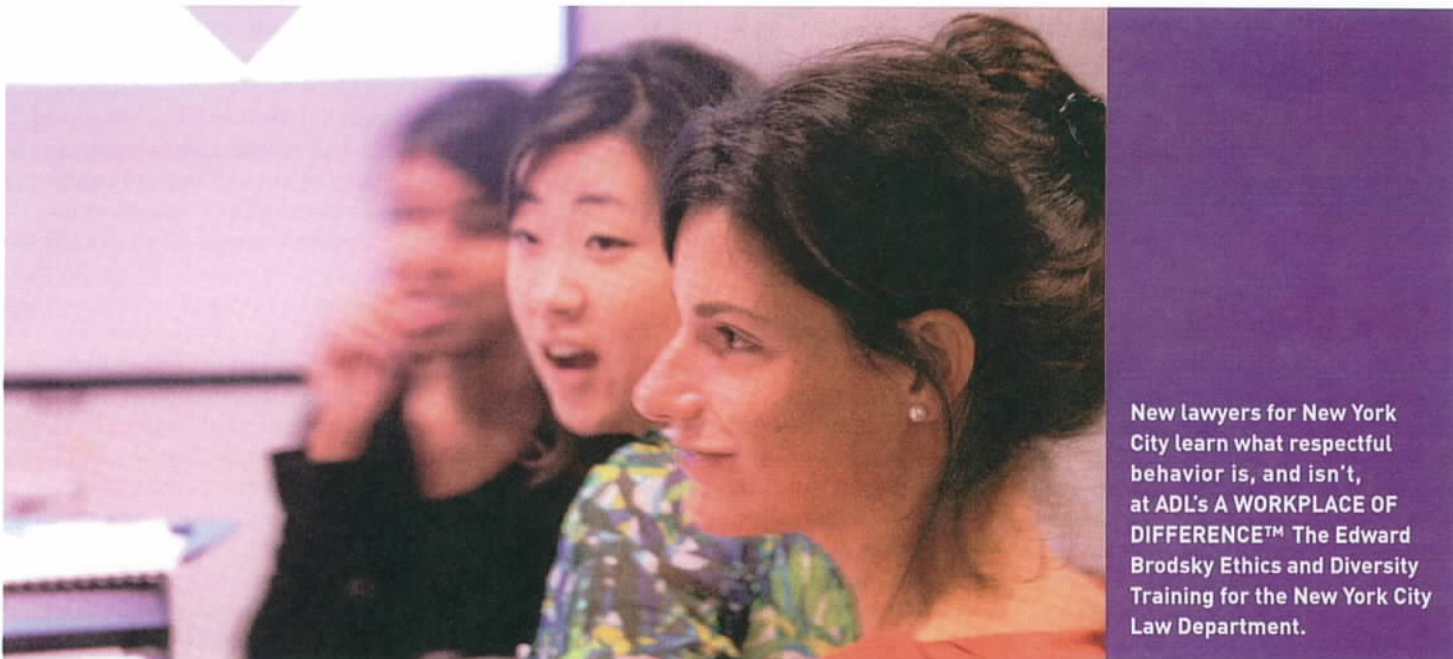


ADL TRAINS NEW YORK CITY LAW DEPARTMENT

In one of the world's most diverse cities, a government office uses an ADL program to counter bias.



New lawyers for New York City learn what respectful behavior is, and isn't, at ADL's A WORKPLACE OF DIFFERENCE™ The Edward Brodsky Ethics and Diversity Training for the New York City Law Department.

Respect and diversity. These words are inscribed next to the insignia of the New York City Law Department—some 1,200 attorneys and support staff responsible for all the city's legal affairs on behalf of the city, the mayor, other elected officials and the city's many agencies.

To ensure that the Law Department practices these values, it has implemented an ADL training program designed to uncover employees' hidden biases, show how those biases affect others and teach constructive ways to change biased behavior. As this issue went to press, nearly all Law Department employees had participated in ADL's A WORKPLACE OF DIFFERENCE™ The Edward Brodsky Ethics and Diversity Training for the New York City Law Department, and plans were underway for a second-level training program to reinforce the message of diversity and inclusion in the workplace.

"Many of us in the Law Department think that we don't suffer from any prejudices," says June Witterschein, director of professional development for the New York City Law Department. "But we're not really conscious of those messages that have been sent

to us through the years. We may in fact be expressing them in ways that may be offensive to someone else without our realizing where they're coming from. So this program is eye-opening in many ways."

ENGAGING NEW LAWYERS

At a recent training for a diverse group of new lawyers with the New York City Law Department, A WORLD OF DIFFERENCE® Institute facilitators Liz Fernández and Jack Zaccara explained the practical reason to act respectfully in the office: the increasing share of the workforce composed of women or people of color. "Diversity skills are now job skills," Mr. Zaccara said.

After setting some ground rules for respectful discussions, the facilitators asked people what makes them feel disrespected at work. Some of the answers: "Being talked down to," "not being listened to," "interruptions" and "not making eye contact."

The program also covered how culture affects perception, how individuals in the Law Department identified themselves and when they'd been treated disrespectfully because of those characteristics.



During the training, ADL helps participants explore their hidden biases; teaches characteristics of bias-free, cross-cultural communication; and provides tips for speaking out effectively against bias.

"The biggest diversity mistake we all make is assuming others see and experience the world the same way we do," Mr. Zaccara said.

The training concluded with characteristics of bias-free, cross-cultural communication (not asking one person to speak for a whole group, for example) and tips for speaking out effectively against bias.

POSITIVE RESULTS

New York City Law Department's Equal Employment Opportunity Officer Muriel Goode-Trufant believes the ADL trainings have made a difference. "The trainings have aided greatly in helping the Law Department create and maintain an environment of mutual respect and dignity," she says.

"I do think more about not imposing my belief system on the people I interact

with," says Jolie Eisenberg, chief of strategic planning in the Law Department's Family Court division, who took the training earlier in 2009. "What a training like this does for people is remind you to pause, to not blurt out what you might be thinking, which means treating people with greater sensitivity."

"The small-group exercises particularly drove home the point that we all have value and strengths that are not obvious from our title or physical appearance," adds New York City Law Department Assistant Corporation Counsel John Buhta, who took the training described above.

ADL's A WORKPLACE OF DIFFERENCE™ The Edward Brodsky Ethics and Diversity Training for the New York City Law Department was created in memory of Edward Brodsky, a senior partner

AN ADL PROGRAM FOR THE OFFICE

A WORKPLACE OF DIFFERENCE™ is an interactive training program designed by ADL to create respectful workplace environments. Since 1990, ADL has delivered customized versions of A WORKPLACE OF DIFFERENCE™ to more than 265,000 adult workers employed at 265 corporations, government agencies and businesses including the law firms of Proskauer Rose LLP and Gardere Wynne Sewell LLP, AHRC New York City and Volunteers of America of Greater New York.

"Each client completes a Client Intake/Needs Assessment form. I use that information to customize the program and develop an agenda of exercises that suit the client's mission, vision, values and goals," says Debra J. Stogel, director of the A CAMPUS OF DIFFERENCE™/A WORKPLACE OF DIFFERENCE™ Programs of ADL's A WORLD OF DIFFERENCE® Institute.

To bring A WORKPLACE OF DIFFERENCE™ to your business or organization, contact workplace@adl.org.

at Proskauer Rose LLP who firmly believed in the law as a vehicle for civil rights, social justice and peaceful conflict resolution. It is funded entirely by his widow, Cynthia Brodsky, and the Brodsky Family. ■

THIS PROGRAM IS CUSTOMIZED TO SUIT THE CLIENT'S MISSION, VISION, VALUES AND GOALS.]

Debra J. Stogel, director of the A CAMPUS OF DIFFERENCE™/A WORKPLACE OF DIFFERENCE™ Programs of ADL's A WORLD OF DIFFERENCE® Institute