



THE PROTECTED CLASS APPROACH TO ANTIDISCRIMINATION LAW: LOGIC, EFFECTS, REFORM

This forum will examine issues that place U.S. antidiscrimination law in the broader context of American culture and society. Leading scholars will debate the U.S. legal approach to preventing discrimination in the workplace. Scholars and participants will offer perspectives on recent landmark cases in employment discrimination law, the continuing expansion of protected classes, the relationship between protected classes and workplace equality, observable failures of the protected class approach, and the impact of diversity and changing workforce demographics upon employment discrimination law.

LEWIS & CLARK LAW SCHOOL
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The Protected-Class Approach to Antidiscrimination Law: Logic, Effects, Reform

Friday, September 30, 2011

Sponsored by



Lewis & Clark Law School
Portland, Oregon

SCHEDULE

- Location: Lewis & Clark Law School, Classroom 7, Wood Hall
- 8:00-8:30 a.m. **Registration and Continental Breakfast**
- 8:30-8:45 a.m. **Welcome, Opening Remarks, Introduction of Keynote**
- 8:45-9:30 a.m. **Keynote Address:** Michael J. Zimmer, *Wal-Mart v. Dukes: Taking the Protection Out of Protected Classes*
- 9:30-10:45 a.m. **Session I: New Developments in Protected Class Status**
Moderator: Brenda K. Baumgart
Lino A. Graglia, *The New Haven Fire Fighters Case: Even Whites are a Protected Class*
Keith Cunningham-Parmeter, *Separate Spheres No More? How the New Economy Enables Fathers to Seek Workplace Accommodations (and the Reasons They Still Don't)*
- 10:45-11:00 a.m. **Morning Break**
- 11:00 a.m.-12:15 p.m. **Session II: Employment Discrimination Law and Social Equality**
Moderator: Amy L. Angel
Marcia L. McCormick, *Decoupling Employment and Substantive Equality*
Michelle Travis, *Toward Positive Equality: Taking the Disparate Impact out of Disparate Impact Theory*
- 12:15-1:30 p.m. **Lunch**
- 1:30-2:45 p.m. **Session III: Critiquing the Protected Class Approach to Employment Discrimination**
Moderator: Karen L. O'Connor
Lawrence Blum, *Moral Asymmetries as a Problem for the Protected Categories Approach to Discrimination*
Jeffrey Jones, *Protecting Classes Differently: Negotiations Over an Alternative Antidiscrimination Regime*
- 2:45-3:00 p.m. **Afternoon Break**
- 3:00-4:15 p.m. **Session IV: The Evolving Workplace and Class Coherence**
Moderator: Paula A. Barran
Natasha Martin, *Diversity and the Virtual Workplace: Performance Identity, Corporate Culture and the Shifting Boundaries of Workplace Engagement*
Nancy Levit, *Changing Workforce Demographics and the Future of the Protected Class Approach*
- 4:15-5:30 p.m. **Closing of Conference and Reception**

REGISTRATION

Forum registration deadline is September 23, 2011.

REGISTER ONLINE at <https://www.123signup.com/register?id=cqqsh> or fill out the form below.

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Registration Fee includes Forum materials, continental breakfast, lunch and reception. Check for vegetarian lunch.

- Private practice \$175
 Governmental or academic \$125
 Student, with lunch \$25

Payment: Total amount enclosed: \$ _____

- Check enclosed made payable to Lewis & Clark Law School.
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MCLE Credit: The program has applied for 6.0 general MCLE credits in Oregon and Washington.

HRCI Credit: This program has been submitted to the HR Certification Institute for review.

Special Assistance: If you have a disability or special needs, please let us know so that we can accommodate you.

FEATURED PARTICIPANTS

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