

**Advancing Real Change, Inc.**  
**Baltimore Mitigation Training**  
**Dismantling Dehumanization**  
**June 2 - 4, 2022**  
**Agenda**

**Thursday, June 2**

8:30am – 9:30am

**Registration / Breakfast**

9:30am – 9:45am

**Welcome / Training Overview** – University of Baltimore Staff / Mary Roberts

9:45am – 10:45am

**Keynote Address** - Craig Haney, Ph.D.

Dr. Haney will discuss how dehumanization is built into many aspects of the legal system and empathy as a mechanism to challenge it.

10:50am – 12:15pm

**Dismantling Dehumanization** - Moderator Craig Haney, Ph.D; Panelists Wayne Brewton and Bob Autobee

As the theme of this training series, we will explore with panelists what it means to dismantle dehumanization, why it's important both within and beyond mitigation work, and how we can increase intentionality around how to dismantle systemic practices and policies that currently uphold dehumanization within the legal system. Panelists include a local activist with experience in conflict resolution and a relative of a victim.

12:15pm - 1:15pm

**Lunch On Your Own**

1:15pm - 2:45pm

**Breakout Session** (Today's sessions repeated so attendees can experience more than one offering.)

At its core, mitigation is a methodology for understanding the individual experience in relation to the community and its structures. Mitigation has been a tool in criminal defense, but how do other institutions and even individuals see dehumanizing practices? What can we learn about the ways in which processes are structured to perpetuate marginalization and harm to communities? Knowing this information and forming relationships across disciplines and communities will inform client advocacy and make it possible to progress toward comprehensive solutions for common goals.

**Breakout A: Immigration** - Maureen Sweeny and Rebecca Bowman Rivas

Clients who are immigrants experience a unique set of obstacles when involved or potentially involved with the U.S. legal system. Who is allowed to enter the U.S.? What impacts do immigration practices

have on individuals without U.S. citizenship? These practices will be the focus of this session, as well as how defenders address decision-makers to provide a higher standard of advocacy for their clients.

**Breakout B: Education** - Dr. Jen Newton

Much of a client's early life is shaped by their experiences within the Education system. How does this system, its policies, and the individuals involved perpetuate harmful practices? This session will identify how general and special education work together, how students fall through the cracks and the effect that may have on an individual's life.

**Breakout C: Survivors and Victims: Navigating the Legal System** - Bob Autobee and Lavarr McBride

It can be difficult for families and communities to navigate the legal system in the aftermath of a violent act. Hear the the personal experiences of a family member of a victim and defense victim outreach specialist who worked together. This session will focus on the ways in which survivors and victims' family members can interact with the legal system, the impact of educating survivors about clients, and what it looks like to work with survivors and families of victims in ways that are empowering for them.

2:45pm - 3:00pm

**Break**

3:00pm - 4:30pm

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4:30pm - 4:40pm

## **Break**

4:40pm - 4:50pm

## **Wrap-up**

Until 5:30pm

## **Networking**

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## **Friday, June 3**

8:30am – 9:10am

## **Registration / Breakfast**

9:10am – 9:20am

## **Opening Remarks**

9:20am – 10:20am

## **Language Matters** - Dr. Robin Riner

A client's humanity can be conveyed or denied through language - in documentation, trials, interviews, and other instances. This presentation will cover linguistic and racialized bias and how they work to dehumanize the accused.

10:30am - 12:00pm

## **Breakout Sessions**

### **Breakout A, Solo Mitigation** - Lela Hubbard

What do you need to do to make sure you are ready to work in private practice? This session will discuss how to avoid common pitfalls and which resources and tools to acquire, particularly as a private practitioner.

### **Breakout B, Defender Offices: Managing Caseloads Effectively** - Kristina Leslie

Defenders throughout the country are often overwhelmed by the sheer number of cases for which they are responsible each year. While fundamental change is ultimately what is needed, this workshop will explore resources to help alleviate the burden that often comes with handling a high volume of cases.

12:00pm - 1:15pm

## **Lunch On Your Own**

1:20pm - 2:20pm

**Mental Health Effects of Oppression, Violence, Racism, and Discrimination** - Dr. Alisha Ali

Systemic factors determine so much of how an individual experiences the world around them and undoubtedly impacts one's mental well-being. This session will explore how various forms of oppression intersect and how they may impact a person's story.

2:35pm - 3:45pm

**How Diagnoses and Misdiagnoses Shape the Legal System** - Dr. Sarah Vinson

From initial observations to treatment, how an individual receives and understands a diagnosis can deeply impact an individual. This discussion will take a look at who receives diagnoses and how the process of diagnosing can unfold throughout the course of one's life.

3:45pm - 4:00pm

**Break**

4:00pm - 5:00pm

**Dismantling Dehumanization in Crime Victim Services** - Heather Warnken

The pernicious dehumanization of defendants is often mirrored in crime victim services - especially for survivors of color whose harm is less likely to be legitimized. This session will explore the pervasive inequity and lack of access to trauma-informed services in the victim assistance space, especially for marginalized survivors who are justice-involved. In addition to addressing various policies and practices demonstrating the ways in which the current criminal legal system often fails crime victims, it will offer strategies for coalition-building across the criminal defense and mitigation landscape with those working to reimagine victim services.

5:10pm - 5:25pm

**Wrap up**

5:30pm - 7:00pm

**Networking**

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**Saturday, June 4**

9:00am – 9:30am

**Registration / Breakfast**

9:30am – 11:00am

**Mitigation: Past, Present, Future** - Moderator Elizabeth Vartkessian, panelists Thea Posel, Lela Hubbard, and Anthony Ginez

This panel includes discussion about the ways COVID impacts our work and the communities in which we work. Two years into the COVID-19 pandemic, we will take a look at what has changed since last year and what those changes mean for mitigation work overall. The discussion also includes building a more diverse field and one of which could be expanding mitigation outside of capital work. Panelists include mitigation specialists, each approaching the work from a unique vantage point.

11:00am - 11:10am

**Break**

11:10am - 12:40pm

**The Dehumanizing Effects of Detainment and Incarceration**- Moderator Tanya Greene, panelists Nadir Abdullah, Christian Gettis, Monique Coleman, and Felicia Jones

This panel, comprised of people who have served time as well as those whose loved ones have been imprisoned, will discuss ways in which incarceration impacts individuals, families, and communities as a critical component to understanding, developing, and presenting mitigation evidence.

12:40pm - 1:40pm

**Working Lunch** (lunch will be provided)

1:45pm - 2:45pm

**Self-care as a Form of Radical Advocacy**- Dr. Tara Doaty

Engaging in defense work often requires that practitioners process traumatic events, whether it's understanding the events of a client's life or witnessing inhumane sentencing. It is important that defenders are aware of the toll such events can take, how they may show up, and how to manage healthy mental and emotional responses.

2:45- 3:00pm

**Closing Remarks**

At every stage in our planning for this training, we have taken the safety and security of training attendees and speakers into greater consideration. We are continuing to monitor Baltimore City's COVID rates and adhere to local guidelines. Safety measures include a spacious venue with excellent ventilation and outdoor spaces, paperless options (surveys, schedules, etc.), symptom screening and available testing at entrance, contact tracing protocol, and masking requirements for designated areas. Advancing Real Change (ARC), Inc. reserves the right to request proof of a negative COVID test or vaccination. We will continue to communicate developments to training attendees and speakers regarding safety protocols.