

MARCH 24, 2021



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# EQUALITIES WORKSHOP

TOWARDS GREATER EQUALITY, DIVERSITY  
AND INCLUSION IN THE SCOTTISH LEGAL  
PROFESSION



**The Scottish  
Government**  
Riaghaltas na h-Alba



**Law Society  
of Scotland**



## WORKSHOP PROGRAMME

09:00am -11:30am



**Silence Chihuri**  
CEO FJSS Group



**Amanda Miller**  
President Law Society of  
Scotland



**Frank Crowe**  
Secretary FJSS Group



**Dr. Chioma Nwafor**  
Executive Director  
DAWSUN



**Tatora Mukushi**  
Diversity Group



**Deborah Kayembe**  
Rector University of  
Edinburgh

### FIRST SESSION

08:50-09:00	Registration	FJSS Group IT
09:00-09:05	Welcome, and Workshop Objectives	<b>Stephanie Onweni</b> , FJSS Group Legal
09:05-09:15	Our Work	<b>Silence Chihuri</b> , FJSS Group
09:15-09:25	Black and Skilled	<b>Dr Chioma Nwafor</b> , DAWSUN
09:25-09:45	The Legal Profession in Scotland As It Is Today	<b>Amanda Miller</b> , President Law Society of Scotland
09:45-09:55	Access to Scottish Justice	<b>Denise Swanson</b> , Scottish Government
09:55-10:00	Q and A	<b>Joseline Sibanda</b> , FJSS Group Events



## WORKSHOP PROGRAMME

09:00am -11:30am



**Prof. Richard Whitecross**  
Edinburgh Napier University



**Prof. Denise Martin,**  
SIPR



**Robb Marrs**  
Law Society of Scotland



**Deborah McCormick**  
Pinsent Masons LLP



**David Beagley**  
Scottish Courts & Tribunals  
Service



**Prof. Sir Geoff Palmer OBE**  
FJSS Group

### SECOND SESSION

10:00-10:15	Understanding the Equality Act and The Human Rights at Stake	<b>Tatora Mukushi</b> , Diversity Group
10:15-10:30	Research Based Policing Policy	<b>Professor Denise Martin</b> , SIPR
10:30-10:45	Diversifying Traineeships and the Legal Practice Diploma Program	<b>Frank Crowe</b> , FJSS Group Secretary
10:45-10:55	Overcoming Adversity and Breaking the Barriers	<b>Deborah Kayembe</b> , Lady Rector University of Edinburgh



# WORKSHOP PROGRAMME

09:00am -11:30am

## BREAKAWAY SESSIONS

10:55-11:15	<ul style="list-style-type: none"><li>▪ How other jurisdictions are faring on racial diversity.</li><li>▪ Creating a Diverse Police Force.</li><li>▪ The Diversity in the Diversity of the Legal Profession.</li><li>▪ Challenges to Diversification of the Legal Profession.</li><li>▪ Increasing Diversity in the Scottish Courts and Tribunal</li><li>▪ The Impact of Covid-19 on the Legal Profession in Scotland.</li><li>▪ After Law School: Keeping Track of Our Law Graduates.</li></ul>	<p><b>Fiona Stewart</b>, Thorntons Law</p> <p>Police Scotland</p> <p><b>Robb Marrs</b>, Law Society Scotland</p> <p><b>Deborah McCormack</b>, Pinsent Masons</p> <p><b>David Beagley</b>, Scottish Courts &amp; Tribunal Service</p> <p><b>Dr Michelle Weldon-Johns</b>, Abertay and <b>Dr Mo Egan</b>, Stirling Universities</p> <p><b>Prof Richard Whitecross</b>, Edinburgh Napier University</p>
11:15-11:25	A Diverse Society Needs Diverse Management and Leadership	<b>Sir Geoff Palmer OBE</b> , FJSS Group
11:25-11:30	Q & A	<b>Alison Chiwara</b> , FJSS Group

