



WORKSHOP Y.

Moving Towards Civil Gideon

*2014 Legal Assistance
Partnership Conference*

Hosted by:

The New York State Bar Association
and The Committee on Legal Aid



**Copyright © 2014
All Rights Reserved
New York State Bar Association**

NEW YORK STATE BAR ASSOCIATION 2014 PARTNERSHIP CONFERENCE

Y. CULTIVATING PRO BONO LEADERS

AGENDA

**September 12, 2014
9:00 a.m. – 10:30 a.m.**

Panelists:

Joseph M. Dougherty, Esq., Principal, Hinman Straub P.C.

Sheila A. Hubbard, Esq., Executive Director, Volunteer Lawyers Project, Boston Bar Association

Cheryl M. Zalenski, Esq., Director, Center for Pro Bono, American Bar Association

- | | |
|--|----------------------------|
| I. Why Think About Developing Leaders? | 9:00 am – 9:05 am |
| II. The Challenges | 9:05 am – 9:15 am |
| III. The Positives | 9:15 am – 9:25 am |
| IV. What Should Your Program Do? | 9:25 am – 10:05 am |
| a. Leaders Within The Staff | |
| b. Community Leaders | |
| c. Everyone | |
| V. Top 10 Reasons Why Organizations Fail To Develop Leaders | 10:05 am – 10:20 am |
| VI. Questions & Resources | 10:20 am – 10:30 am |
| a. Bridgespan | |
| b. The Millennial Impact Report | |

Table of Contents

Biographies	1
-------------------	---

Biographies

Joseph M. Dougherty is a member of the Hinman Straub P.C.'s Labor and Employment and Litigation departments. He represents a wide variety of clients in addressing issues that arise in and out of the workplace. Mr. Dougherty regularly advises employers and employees on labor and employment as well as commercial litigation matters. He has represented clients in administrative matters before the United States Department of Labor, Equal Employment Opportunity Commission, Financial Industry Regulatory Authority, National Labor Relations Board, NYS Division of Human Rights, NYS Department of Labor, NYS Department of Tax and Finance, NYS Retirement System, NYS Public Employment Relations Board, NYS Workers' Compensation Board, NYS Department of Health, state legislature and federal and state courts.

Mr. Dougherty's practice includes various aspects of the public and private employer/employee relationship, including: negotiating employment contracts and separation agreements, restrictive covenants, disciplinary procedures, alternative dispute resolution, sexual harassment and discrimination, wage and hour (NYS/FLSA), independent contractors and contingent workers, prevailing wage, I-9 compliance, OSHA, substance abuse and drug testing, class action litigation as well as other employment-related matters. In addition, Mr. Dougherty is experienced in mass/class litigation including representation in connection with the failure of various NYS self-insured trusts involving hundreds of millions in claims in state and federal litigation and representation in connection with multiple FLSA class action lawsuits.

Mr. Dougherty has lectured on myriad topics related to NYS and federal labor and employment laws, including management training programs to avoid sexual harassment and EEO problems, compliance with the Americans with Disabilities Act, the Family and Medical Leave Act, and the New York State Civil Service Law. Moreover, he has conducted educational conferences for in-house attorneys and human resource professionals on a wide range of other labor-management issues. He is a 2002 graduate of Hamilton College and a 2006 graduate of Albany Law School.

Sheila A. Hubbard is the Executive Director of the Volunteer Lawyers Project (VLP) of the Boston Bar Association, which provides free civil legal assistance to low-income residents of Greater Boston, primarily through the pro bono services of private attorneys. She has dedicated her entire professional career to public service in government, higher education, and the non-profit arenas. She has worked as a Homeless Specialist for the Department of Social Services, on issues of diversity as the Director of Boston's Minority and Women Business Enterprise Office, and on criminal justice issues as the Chair of the Massachusetts Parole Board, where she supervised 240 employees responsible for 5,000 parolees and a \$13.1 million budget. During her seven year tenure as Chair, she was elected President of the Association of Paroling Authorities International. She has also been the Associate Director of the Office of Public Interest Advising at Harvard Law School, working with law students and alumni who wanted to pursue public interest and legal service careers and immediately prior to VLP was the Senior Program Director for the Equal Justice Initiative in Montgomery, Alabama working on issues of race and poverty,

parole and probation, and juvenile justice. Last year she was appointed to the Boston Bar Association Statewide Task Force to Expand Civil Legal Aid and is serving her third year on the Boston Bar Association Council. She is a 1982 graduate of Yale College and a 1985 graduate of Harvard Law School.

Cheryl M. Zalenski is the Director of the American Bar Association Center for Pro Bono. The Center, a project of the ABA's Standing Committee on Pro Bono and Public Service, provides technical assistance and means for encouraging pro bono activity to and among pro bono programs, bar associations, legal services programs, law firms, corporate legal departments, government attorney offices, law schools, and other segments of the legal profession. In her capacity at the Center, Ms. Zalenski has authored numerous articles on pro bono engagement and is a regular speaker on pro bono policy and management.

Ms. Zalenski joined the Center for Pro Bono in 1999. Previously, she was Managing Attorney and Pro Bono Coordinator at Legal Services Organization of South Central Michigan in Battle Creek, Michigan. She graduated from Southern Methodist University School of Law in 1993 and received a Bachelor of Arts degree from Bradley University. She is a member of the State Bar of Michigan and a licensed attorney in Michigan and Illinois as well as a member of the National Association of Pro Bono Professionals.