



Orange County Bankruptcy Forum

HOSTED BY
Snell & Wilmer
600 Anton Boulevard, Suite 1400
Costa Mesa, CA 92626

Exploring Why Embracing LGBTQ Employees Should Matter to Everyone

*Being Transgender is the Least Interesting Thing
About My Child*

May 2, 2023

11:30-12 pm Check-in & Networking

Program 12-1 PM

A one-hour training on the transgender experience. Gain insight based on a mother's and lawyer's firsthand experience. Learn transgender terminology and ways to foster inclusiveness and diversity in your workplace. Become educated about implicit bias and discover strategies for reducing bias and supporting transgender coworkers and employees. Discover why embracing LGBTQ employees should matter to everyone.

This activity has been approved for Minimum Continuing Legal Education by the State Bar of California in the amount of 1.0 hour of Implicit Bias. The Orange County Bankruptcy Forum certifies that this activity conforms to the standards for the approved education activities prescribed by the rules and regulations of the State Bar of California governing MCLE.



The Orange County Bankruptcy Forum

Thank you to our 2023 sponsors

PLATINUM

Clarence Yoshikane
& Jennifer Toyama

YOSHIKANE-TOYAMA

BERKSHIRE HATHAWAY
HomeServices
California Properties



Golden
Goodrich
THE RIGHT RESULT



RUTAN
RUTAN & TUCKER, LLP

shulman bastian
friedman & bui LLP

Snell & Wilmer

GOLD

AVANT[®]
ADVISORY GROUP
SECURING VALUE



STRETTO

SILVER



MARSHACK HAYS LLP
ATTORNEYS AT LAW
LITIGATION | REORGANIZATION | BANKRUPTCY

RINGSTAD LLP
& SANDERS
ATTORNEYS AT LAW

ZH ZINSER | HAYES
AN ATTORNEY FIRM OF REGISTERED LAW FIRMS
COMMERCIAL | BANKRUPTCY | REAL ESTATE



Jaime Shean
Vice President, General Counsel
Veros Real Estate Solutions

Jaime Shean is Vice President, General Counsel, of Veros Real Estate Solutions. With more than 20 years of legal experience, Jaime handles all the legal affairs for Veros, including advising senior management with respect to the legal implications of all major decisions; drafting, reviewing and negotiating commercial agreements; coordinating with technology and operations team members in due diligence and compliance requests; and defining and developing corporate policies and procedures.

Jaime began her career in employment law at an AmLaw 100 firm. She was a partner at an Orange County creditors' rights law firm for over 13 years, where she represented financial institutions in business litigation, bankruptcy and the documentation of real estate and personal property secured loans. Jaime also served as Assistant General Counsel at the intellectual property law firm Knobbe Martens. Jaime received her law degree from the University of Southern California's Gould School of Law and a bachelor's degree in Journalism and Political Science from the University of North Carolina at Chapel Hill.

Jaime is the mother of three children, one of whom identifies as non-binary, which has inspired Jaime to become a spokesperson for LGBTQ+ rights and diversity, equity, and inclusion.

Definitions

Assigned sex at birth: The sex (male or female) assigned to a child at birth, most often based on the child's external anatomy. Also referred to as birth sex, natal sex, biological sex or sex. **AFAB:** Assigned Female at Birth. **AMAB:** Assigned Male at Birth

Cisgender: A term for people whose gender identity generally matches the gender assigned for their physical sex. In other words, someone who does not identify as transgender. The word is derived from the Latin root "cis" meaning "on this side."

FTM: Female-to-male transgender person. Sometimes identifies as a transgender man. Someone assigned the female gender at birth who identifies on the male spectrum.

Gender Dysphoria: The condition of feeling one's emotional and psychological identity to be at variance with one's birth sex, usually marked by significant emotional distress and impairment in life functioning.

Genderqueer and/or nonbinary: People whose gender identity and/or gender expression falls outside the binary categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms.

Gender affirming: Adjective used to refer to behaviors or interventions that affirm a transgender person's gender identity (e.g., a physician using cross-sex hormones for a transgender patient may be called gender affirming, as can the use of a correctly gendered pronoun).

Misgender: To refer to or address a person (especially one who is transgender) with a pronoun, noun, or adjective that inaccurately represents the person's gender or gender identity.

MTF: Male-to-female transgender person. Sometimes identifies as a transgender woman. Someone assigned the male gender at birth who identifies on the female spectrum.

Transgender: An umbrella term for people whose gender identity does not match the sex they were assigned at birth. Transgender people may identify as straight, gay, bisexual or some other sexual orientation.

Transition: An individualized process in which transgender people move from living aligned with the sex they were assigned at birth to living aligned with their gender identity. There are three general aspects to transitioning: social (e.g., presentation, relationships, employment, names/pronouns); medical (e.g., hormones, surgery, mental health) and legal (e.g., changing gender marker and name on legal documents and identification). Each person's transition path is unique.

Implicit Bias

A form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors.

Five Strategies for Reducing Implicit Bias

1. **Think of counter-stereotypic examples:** Identify people with diverse backgrounds in your social circles.
2. **Perspective-taking:** Imagine what it is like to be a person who experiences people questioning your ability or skills because of your social identity.
3. **Interrupt automatic biased thoughts:** Identify when you may be most influenced by implicit bias to increase mindfulness of, or mitigate the influence of, implicit bias.
4. **Education:** Join or set up an implicit-bias workshop in your work or community to raise awareness.
5. **Increase opportunities for contact with individuals from different groups:** Expand your network of friends and colleagues; attend events where diverse groups may be present.