



URBAN LAW CENTER *presents*
Women In Urban Law Leadership Initiative
***The Ethics of Job Interview Questions in NYC:
A Human Rights Law Perspective***

October 17, 2019 | Room 3-02

About the Symposium

The Women in Urban Law Leadership Initiative (WIULLI) of the Urban Law Center supports networking and career development for women practicing urban law and law students interested in pursuing urban law.

Agenda

8:45 - 9 a.m.	Check in
9 - 9:10 a.m.	Welcome Remarks Geeta Tewari , Associate Director Urban Law Fellow, Urban Law Center '05
9:10 - 10 a.m.	CLE Panel Discussion <i>Featuring</i> Laura Popa , Deputy Chief of Staff, Legislation and Policy, New York City Council; Member, NYC Gender Equity Commission '99; and Alex Berke , Employment Litigator, Berke-Weiss PLLC '14 <i>Moderated by</i> Rita Kakati Shah , Gender, Diversity, Inclusion and Career Strategist & CEO, Uma
10 - 10:30 a.m.	Networking Breakfast

Speakers

Alex Berke

Employment Litigator, Berke-Weiss PLLC

Alex Berke is an employment litigator and provides advice and counsel on sex harassment and discrimination cases, including pregnancy, disability, race and gender discrimination. Alex also provides advice and counsel regarding employer policies, health insurance and COBRA eligibility for employees and employers. Alex spearheads Berke-Weiss Law's Pregnancy Project, providing pregnant women and families with the necessary tools to exercise their rights during and after pregnancy. Learn more about Alex's speaking engagements and publications below. Alex can be reached by email at alex@berkeweisslaw.com.

Laura Popa

Deputy Chief of Staff, Legislation and Policy, New York City Council; Member, NYC Gender Equity Commission

Laura Popa is the Deputy Chief of Staff for Legislation and Policy at the New York City Council, where she oversees the legislative and policy making functions of the Council. Laura works with a staff of approximately 100 lawyers and policy and data analysts to develop and implement legal and policy initiatives in such diverse areas as criminal justice reform, sustainability, human rights, fair labor practices, homelessness, transportation, access to civil justice, housing, service delivery, health, and education. She has negotiated hundreds of bills with key stakeholders in government and the private and non-profit sectors. She has also represented the City Council on the City's Sustainability Advisory Board, Green Codes Task Force, Building Resiliency Task Force, Commission on Gender Equity, and the Boards of the Brooklyn Academy of Music and Urban Green. Previously, she held numerous committee counsel and supervisory positions at the New York City Council. In those roles, she drafted and supervised the drafting of legislation, legal memoranda and committee reports, as well as provided legal advice to Council Members and staff and assisted the General Counsel's Office with writing briefs and formulating legal strategies to defend legislative initiatives. Laura has been an adjunct professor at Fordham University School of Law since 2007. She has a JD from Fordham University School of Law and a BA from New York University.

Rita Kakati Shah

Gender, Diversity, Inclusion and Career Strategist, UMA

is an award-winning, gender, diversity, inclusion and career strategist, speaker and advisor to Fortune 500 companies. She founded Uma in response to her personal journey and is dedicated to empowering individuals to succeed at life and work after a career break or transition. Prior to Uma, Rita lead Business Development globally in CNS health-care. Rita began her professional career at Goldman Sachs in London, where she was awarded the prestigious Excellence in Citizenship and Diversity Award. She is also the recipient of the King's College London Distinguished Alumni Award in recognition of her outstanding professional achievement, civic leadership and service to her alma mater.

Rita is a graduate of King's Business School, and actively involved with the King's Diversity Mentoring Program, Leadership Mentoring program, Entrepreneurial Institute and International Alumni Committee in New York City. She also mentors women veterans and spouses returning to civilian work after active duty, and survivors of domestic violence. Rita also sits on the Women in Legal Profession Committee of the New York City Bar Association, Co-Chairs the Working Moms of the J committee at the JCC of Manhattan, is an ACP Women Veteran's Founding Circle member in the US and Governing Board member of Ormiston Park Academy in the UK. She is also a frequently invited guest speaker at University of Southern California and an Oversees

Ambassador to the London Bihu Committee. Rita has been featured as an expert on multiple international television and news shows, interviewed and quoted in various podcasts, publications and panel discussions and has vast international speaking accolades such as UNESCO in Paris, Young Women in Politics in Los Angeles, Woman Who Matters in Moscow, Women in Finance in London and High Water Women in New York.

Geeta Tewari

Associate Director | Urban Law Fellow, Urban Law Center, Fordham Law School

Geeta Tewari is the Associate Director | Urban Law Fellow for the Urban Law Center at Fordham Law School, where she launched the Women in Urban Law Leadership Initiative in Spring 2019. She graduated from Cornell University with a B.A. in Government, and from Fordham University School of Law. At the Law School, she served as an editor for the Fordham International Law Journal and was granted the Archibald R. Murray Dean's Award of Excellence for Outstanding Public Service. Tewari is admitted to practice in New York, New Jersey, and Washington, D.C., and has practiced public interest law for the New York City Law Department and the Washington D.C. Office of the Attorney General. Tewari also holds a Master of Fine Arts in Writing from Columbia University, where she has taught creative and expository writing, and served on the Fiction Board of the Columbia Journal of Literature and Art. Her fiction has appeared in *Granta Magazine*, *New England Review*, and other literary publications. She is a member of the New York Women Bar Association's Advancing the Status of Women Committee, and her legal scholarship on gender equity is forthcoming from *Michigan Journal of Race & Law* and *New York University Journal of Law & Business*.

CLE CREDIT & MATERIALS

CLE Credits have been approved in accordance with the requirements of the New York State CLE Board for 1.0 transitional and nontransitional Ethics credit.

The following **CLE Materials** are available for download at law.fordham.edu/clematerials.

- N.Y.C. ADMIN. CODE § 8-107 (amended by adding subdivision 25 or "Local Law 67")
- Kelsey Gee, *Why Asking About Current Pay Is the New Taboo for Prospective Employers*, WALL. ST. J. (Apr. 18, 2018)
- Recent Legislation: *Employment Law - Equal Pay Legislation - Oregon Bans Employers from Asking Job Applicants About Prior Salary*, 131 HARV. L. REV. 1513 (2018)
- Torie Abbott Watkins, *The Ghost of Salary Past: Why Salary History Inquiries Perpetuate the Gender Pay Gap and Should be Ousted as a Factor Other than Sex*, 103 MINN. L. REV. 1041 (2018)