

# COURSE INFORMATION

**The Civility Crisis: Ethical Strategies for a Healthier Legal Profession**  
9:00 a.m. – 12:15 p.m.

**The Black Lawyer in Minnesota – 1973 to 2023: A Story of Firsts and Those Who Made a Difference**  
1:00 – 3:05 p.m.

**From Isolation to Connection: Supporting Mental Health in the Legal Profession**  
3:15 – 4:20 p.m.

### LIVE IN PERSON

**Thursday, December 18, 2025**  
**Minnesota CLE Conference Center**  
600 Nicollet Mall, Suite 370  
Third Floor City Center, Minneapolis

### ONLINE REPLAYS

**Monday, January 5, 2026**  
**Tuesday, January 20, 2026**  
View online at [www.minncle.org](http://www.minncle.org)

A moderator will be available to answer questions by email.

### HOW TO REGISTER

Register online at [www.minncle.org](http://www.minncle.org). Email [customerservice@minncle.org](mailto:customerservice@minncle.org) or call **800-759-8840** for assistance.

### COURSE MATERIALS

In-person attendees will receive hard copies of any course materials submitted. All attendees will have access to all course materials via their Minnesota CLE online accounts.

### CREDITS

Minnesota CLE is applying to the Minnesota State Board of CLE for **3.0 ethics credits** for the designated ethics program, **2.0 elimination of bias credits** for the designated elimination of bias program and **1.0 mental health and substance use credit** for the designated mental health and substance use in the legal profession and practice of law program.

### SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those individuals with a financial need. For additional information or to obtain a scholarship application, contact [customerservice@minncle.org](mailto:customerservice@minncle.org).

### ACCOMMODATION

If you have a disability and need an accommodation in order to attend these seminars, contact Minnesota CLE as soon as possible at **800-759-8840** or [customerservice@minncle.org](mailto:customerservice@minncle.org).

### CANCELLATION / NO-SHOW POLICY

Paid registrants who cancel before the seminar will receive a refund. Paid registrants who do not cancel and are unable to attend will retain access to all seminar materials through their Minnesota CLE website account.

**QUESTIONS?** [customerservice@minncle.org](mailto:customerservice@minncle.org)  
[www.minncle.org](http://www.minncle.org)  
**800-759-8840**

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DATED MATERIAL – PLEASE EXPEDITE!

RECYCLABLE

**ETHICS**

**The Civility Crisis:  
Ethical Strategies for a  
Healthier Legal Profession**

**ELIMINATION  
OF BIAS**

**The Black Lawyer in Minnesota –  
1973- 2023: A Story of Firsts and  
Those Who Made a Difference**

**MENTAL HEALTH &  
SUBSTANCE USE**

**From Isolation to Connection:  
Supporting Mental Health  
in the Legal Profession**

**Thursday, December 18, 2025 –  
Attend In Person**



## ETHICS

### The Civility Crisis: Ethical Strategies for a Healthier Legal Profession

*Satisfy your 3-hour ethics  
education requirement*

## ELIMINATION OF BIAS

### The Black Lawyer in Minnesota – 1973–2023: A Story of Firsts and Those Who Made a Difference

*Satisfy your 2-hour elimination of bias  
education requirement*

## MENTAL HEALTH & SUBSTANCE USE

### From Isolation to Connection: Supporting Mental Health in the Legal Profession

*Satisfy your 1-hour mental health and  
substance use education requirement*

**Thursday, December 18, 2025 – Attend In Person**

Minnesota CLE Conference Center  
600 Nicollet Mall, Suite 370, Minneapolis

**CAN'T ATTEND THE LIVE SEMINAR?**  
View an Online Replay on Monday, January 5, 2026 or  
Tuesday, January 20, 2026.

8:30 – 9:00 a.m. CHECK-IN & CONTINENTAL BREAKFAST

9:00 – 9:05 a.m. WELCOME & INTRODUCTION

9:05 – 10:05 a.m.

### The Silent Epidemic: Confronting Bullying in the Legal Profession

This presentation is based on a study conducted in Illinois that revealed eye-opening statistics on bullying within the legal profession, and Director Susan Humiston’s column in the October 2025 issue of Bench & Bar. Karin Ciano will share takeaways from the study’s findings and recommendations, including how to identify bullying behavior, why bullying behavior often goes unreported, and what can be done to respond to bullying – with a focus on how bullying behavior can run afoul of Minnesota’s ethics rules. The Office of Lawyers Professional Responsibility aims to encourage Minnesota lawyers to think about ways we can confront this issue together and find solutions to the problem.

– *Karin K. Ciano*  
*Office of Lawyers Professional Responsibility; Saint Paul*

10:05 – 10:10 a.m. BREAK

10:10 – 11:10 a.m.

### How to Deal with Difficult People – Don’t Let the Jerks Get You Down

Bad behavior is often part and parcel of legal disputes and processes. This session looks at behavior that negatively impacts our profession, discusses some reasons lawyers and others might resort to jerkish behavior, discusses the ethical rules around behaving badly and offers tips for addressing bad behavior.

– *Chad A. Snyder*  
*Rubric Legal LLC; Minneapolis*

11:10 – 11:15 a.m. BREAK

11:15 a.m. – 12:15 p.m.

### Professionalism in the Practice of Law: Advancing Civility Through Mentoring

This session will explore the important role of civility in the practice of law and advancing civility through mentoring. Civility amongst counsel is paramount in our increasingly adversarial litigation practice, and it is critical that counsel maintain decorum and general “manners” while still representing clients zealously. Emphasis will be placed in discussing the mentoring of young lawyers to maintain and advance civility in our Minnesota practice community.

– *Brian N. Johnson*  
*Nilan Johnson Lewis PA; Minneapolis*  
– *Lawrence R. McDonough*  
*Attorney at Law; Saint Paul*

12:30 – 1:00 p.m. CHECK-IN

1:00 – 1:05 p.m. WELCOME & INTRODUCTIONS

1:05 – 3:05 p.m.

### The Black Lawyer in Minnesota – 1973 to 2023: A Story of Firsts and Those Who Made a Difference

An opportunity to hear directly from author Jeffrey A. Hassan regarding his book of the same title. Hear stories and in-depth profiles of trailblazers like Alan Page, Minnesota’s first Black Supreme Court justice, Pamela Alexander, who made landmark rulings on racial disparities, and Keith Ellison, who led the prosecution of Derek Chauvin in the George Floyd trial. Explore the formation of key legal organizations, the fight for diversity in law, and the legal battles that redefined justice.

– *Jeffrey A. Hassan*  
*Jeffrey A. Hassan, PLC; Minneapolis*

3:05 – 3:15 p.m. CHECK-IN

3:15 – 3:20 p.m. WELCOME & INTRODUCTION

3:20 – 4:20 p.m.

### From Isolation to Connection: Supporting Mental Health in the Legal Profession

This course addresses the interplay between isolation and loneliness in legal practice and the incidence of mental health difficulties including substance use disorder, depression, and anxiety that affect lawyers disproportionately. Poor or insufficient social connection is associated with increased risk of anxiety, depression, substance use disorder, and suicide. Numerous traits of lawyers fuel isolation including perfectionism, pessimism, low resilience, secondary trauma, and low sociability. The benefits of connection both professionally and personally will be presented with strategies to enhance both workplace and personal connection, including consultation with LCL, EAPs and other resources that assist attorneys and their staff with these complicated issues.

– *Jon M. Tynjala*  
*Lawyers Concerned for Lawyers; Saint Paul*

### The Civility Crisis: Ethical Strategies for a Healthier Legal Profession

9:00 a.m. – 12:15 p.m. [5278-26]

### The Black Lawyer in Minnesota – 1973 to 2023: A Story of Firsts and Those Who Made a Difference

1:00 – 3:05 p.m. [5268-26]

### From Isolation to Connection: Supporting Mental Health in the Legal Profession

3:15 – 4:20 p.m. [5272-26]

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[www.minncle.org](http://www.minncle.org)

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#### Register online at [www.minncle.org](http://www.minncle.org)

Email [customerservice@minncle.org](mailto:customerservice@minncle.org) or call **800-759-8840** for assistance.

#### ETHICS TUITION:

\$155 MSBA member  
\$155 paralegal  
\$175 standard rate

#### ELIMINATION OF BIAS TUITION:

\$115 MSBA member  
\$115 paralegal  
\$135 standard rate

#### MENTAL HEALTH AND SUBSTANCE USE TUITION:

\$65 MSBA member  
\$65 paralegal  
\$65 standard rate

#### SEASON PASSHOLDERS:

- **Super Passholders** may attend the in-person seminar or an online replay at no charge.
- **In-Person Passholders** may attend the in-person seminar at no charge or an online replay for 50% off.
- **Online Passholders** may attend the in-person seminar for 50% off or an online replay at no charge.

#### NEW LAWYER DISCOUNT!

New lawyers who have been admitted to the bar less than 5 years receive a 50% discount.

#### SCHOLARSHIPS AVAILABLE

Minnesota CLE maintains a scholarship program for those individuals with a financial need. To obtain a scholarship application, contact [customerservice@minncle.org](mailto:customerservice@minncle.org).

#### JOIN THE MSBA AND PAY LESS FOR MINNESOTA CLE SEMINARS!

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