

**Understanding Microaggressions in the Wake of the COVID-19 Pandemic, the Black Lives Matter Movement (#BLM) & following recent SCOTUS decisions on Title VII cases & What We Can Do to Effectuate Positive Change**

**Bench Bar CLE, Diversity and Inclusion Committee**

**September 24, 2020 2:30 p.m. Virtual Presentation – 1 ethics**

**OUR PRESENTERS**

**The Honorable Clyde W. Waite:**

The Honorable Clyde W. Waite has served on the Court of Common Pleas of Bucks County since 2004. Judge Waite attended Howard University as an undergraduate and obtained his Juris Doctorate from Yale. He has served in as a legal advocate in the private sector as Partner at Stief, Waite, Gross, Sagoskin and Gilman and also in the public sector, holding various positions in the Bristol township community. In the span of his career he has also supported numerous community volunteer organizations throughout Bucks County. Including service on the Board of Directors for the Bucks County Bar Association, the Delinquency Prevention Board, The Bucks County Housing Group, The Bucks County Legal Aid Society, and the Lower Bucks County YMCA, as an Executive Committee Member of the NAACP and the United Way of Bucks County.

**Gayle Evans:**

Gayle Evans is a peace educator for Respecting Me, Respecting You and the Girls Unlimited program at The Peace Center in Langhorne. She has a rich and varied background working in both the for-profit and non-profit world where she has managed programs and grants, and she is active in the Bristol community in a leadership capacity with United Way. Gayle was an adjunct teacher with Bucks County Community College where she also led the Diversity office.

**District Attorney Matt Weintraub:**

Bucks County District Attorney Matt Weintraub is an Upper Southampton native with over a quarter-century of prosecutorial experience. As DA, he and his staff of about 100 have spearheaded and endorsed many ongoing countywide public safety community measures, which include: drug diversion and treatment initiatives, Crimewatch, Ben's Campaign: a free gunlock distribution initiative, the DUI taskforce and the Drug Strike Force, and the local DNA database. Weintraub is the first District Attorney in the nation to purchase the licensing rights to the film, "Walking While Black: L.O.V.E. is the Answer," and has presented this film all across Bucks County. He is passionate about educating the public on justice and public safety in schools and in communities all across Bucks County.

**Detective Sergeant Steven Heath:**

Detective Sergeant Steven E. Heath has been an officer with the Northampton Township Police Department since May 1996. He was promoted to Detective Sergeant in October 2018 and has been a SWAT negotiator since 2009. He was

appointed as Coordinator of South Central, Bucks County, SWAT negotiators in 2019. As an Instructor Detective Heath has taught the de-escalation portion of 40-hour Crisis Intervention course for police, the Use of Force/Less Lethal weapons (Pepper Spray and Pr-24) instruction, as well as handcuffing and defensive tactics.

*Moderator*

**Tiffany Thomas-Smith, Esquire:**

Tiffany Thomas-Smith is owner/partner of The Thomas Smith Firm, P.C. In addition to managing a family law firm in Newtown, Bucks County, she is an active member of the Bucks County Bar Association, serving as Chair of the Diversity and Inclusion Committee and member of the Bench Bar Committee. Currently, she is also Solicitor and Arbitration Committee Chair for the Bucks County Democratic Committee. Outside of her professional role, she volunteers with organizations local and abroad, such as the United Way of Bucks County and WISER International, which empowers girls to transcend poverty, HIV/AIDS, and gender-based violence in rural Kenya. She holds a B.A. in History from Duke University and received her J.D. from Howard University School of Law. She has raised two (2) children in Bucks County and is an active member of the community.