

# GIBSON DUNN



## Fair Chance Hiring Breakfast and Presentation with Attorney General Phil Weiser

Colorado Attorney General Phil Weiser and Gibson Dunn will present a continuing legal education seminar on fair chance hiring (“FCH”) – the hiring of individuals who have been arrested or convicted of crimes. The presentation will include remarks from AG Weiser and Department of Corrections Deputy Executive Director of Community Operations, Merideth McGrath. Gibson Dunn will then present the business case and legal framework for FCH, including the risks of not engaging in FCH given state laws and EEOC guidance interpreting Title VII, as exemplified by recent EEOC litigation against companies that allegedly violated Title VII by refusing to hire applicants with conviction or arrest records. The presentation also will review common concerns associated with FCH, such as fears about recidivism and negligent hiring claims. Finally, a large employer and the Senior Director of Inclusive Hiring for the Center for Employment Opportunities will provide practical tips on implementing FCH in the talent lifecycle.

**Thursday, September 5, 2024**

Breakfast: 7:30 - 8:00 a.m.

Presentation: 8:00 - 10:00 a.m.

### Where

Gibson, Dunn & Crutcher LLP  
1801 California Street, Suite 4200  
Denver, CO 80202-2642

### Who should attend?

General Counsel and other in-house attorneys as well as senior Human Resources representatives.

[RSVP Here](#)

## Presenters:



**Attorney General Phil Weiser** was sworn in as Colorado's 39th Attorney General in 2019 and is currently serving a second term. As the state's chief legal officer, Attorney General Weiser is committed to protecting the people of Colorado and leading an innovative and collaborative organization that addresses a range of statewide challenges and promotes justice for all. Under Weiser's leadership, the Department of Law has prioritized work to improve public safety and strengthen our communities, including through reducing crime and recidivism by supporting employment opportunities that increase successful reentry.



**Merideth McGrath** was appointed as the Deputy Executive Director (DED) of the Colorado Department of Corrections (CDOC) on May 1, 2023. Merideth has spent her entire career within the CDOC, beginning as a college intern in 1999 with the Division of Adult Parole, and working her way up to the Director of Adult Parole in 2022, a position she held immediately prior to her appointment as DED. Throughout her career Merideth has served on several boards and commissions. She was previously appointed as the Director of the Office of Executive Clemency, as well as the Interstate Compact Commissioner for Colorado, under both the Hickenlooper and Polis administrations. Additionally, she serves on the Governor's Advisory Committee on Community Corrections (since 2021) and is a member of the Justice Assistance Grant (JAG) Board (since 2022). Merideth is a board member of the Regional Anti Violence Enforcement Network (RAVEN) with both Federal and Local Law Enforcement Partners, along with serving on the board for Aurora SAVE Program (Standing Against Violence Everyday).



**Jessica Brown** is a partner in the Denver office of Gibson Dunn and a member of the firm's Labor and Employment Practice Group. She has been ranked by Chambers USA for nineteen consecutive years as one of America's Leading Lawyers for Labor and Employment. She was also recognized from 2020 to 2024 for Labor & Employment (Litigation) by the Lawdragon 500 Leading Corporate Employment Lawyers guide, which features "the nation's top advisors to businesses, universities, nonprofits and other organizations dealing with the mind-bending matrix of today's global workforce." Jessica has been listed consistently in The Best Lawyers in America® in the practice areas of Employment Law – Management and Litigation – Labor & Employment and was named a 2021 Lawyer of the Year in Employment Law – Management, Denver.



**Robert C. Blume** is a partner in the Denver and Dallas offices of Gibson, Dunn, & Crutcher. An accomplished trial lawyer, Rob served with distinction as an Assistant United States Attorney for the District of Columbia and as a trial attorney with the Organized Crime and Racketeering Section in the Criminal Division of the Department of Justice. Rob's practice focuses on internal investigations, compliance, and the defense of business crimes. In addition, Rob has prepared for and conducted dozens of bench and jury trials in the federal and state courts of California, Colorado, Connecticut, Florida, Georgia, New York, Pennsylvania, Texas, and Washington, DC, as well as in Canada, Puerto Rico, and the United Kingdom. Rob has achieved the highest *Band 1* ranking by *Chambers USA* (2012-2024) as a leading lawyer in Litigation: White-Collar Crime & Government Investigations. He also has been recognized for excellence in *Super Lawyers*, *The Best Lawyers® in America*, *Who's Who Legal*, *Benchmark Litigation*, and *Law Week Colorado*.



**Harris Rollinger** is the Sr. Program Manager for Opportunity Talent at KeHE Distributors, a leading U.S. distributor of natural and specialty food products. At KeHE Harris has helped launch and lead the intentional hiring of underestimated populations which includes individuals with criminal records, Veterans, New Americans, and adults with disabilities. Prior to joining KeHE, Harris worked with the Colorado Department of Law, the Latino Coalition for Community Leadership (LCCL), and the Colorado Department of Corrections (CDOC) to create the Colorado Fair Chance Hiring Initiative. Harris also serves on the boards of three separate non-profits including the SistahBiz Foundation, Cafe Momentum Denver, and Breakthrough.



**Dr. Genevieve Rimer** – Senior Director, Inclusive Hiring - With nearly two decades of professional and lived experience in the reentry field, Dr. Genevieve Rimer leads the Center for Employment Opportunities' Inclusive Hiring team. As a keynote speaker and reentry workforce expert, she has trained over 30,000 workforce professionals and human resource experts. Dr. Rimer's customized curriculum, featured on platforms like LinkedIn Learning, reflects her commitment to advancing inclusive and fair employment practices. Holding a doctorate in social work from the University of Southern California, she seamlessly integrates academic rigor with personal experience to drive positive change and empower professionals in the workforce ecosystem.

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## MCLE Credit Information

This program has been approved for credit in accordance with the requirements of the New York State Continuing Legal Education Board for a maximum of 2.0 credit hours, of which 2.0 credit hours may be applied toward the areas of professional practice requirement. This course is approved for transitional/non-transitional credit.

Gibson, Dunn & Crutcher LLP certifies that this activity has been approved for MCLE credit by the State Bar of California in the amount of 2.0 hours.

Gibson, Dunn & Crutcher LLP is authorized by the Solicitors Regulation Authority to provide in-house CPD training. This program is approved for CPD credit in the amount of 2.0 hours. Regulated by the Solicitors Regulation Authority (Number 324652).

Neither the Connecticut Judicial Branch nor the Commission on Minimum Continuing Legal Education approve or accredit CLE providers or activities. It is the opinion of this provider that this activity qualifies for up to 2 hours toward your annual CLE requirement in Connecticut, including 0 hour(s) of ethics/professionalism.

Application for approval is pending with the Colorado, Illinois, Texas, Virginia, and Washington State Bars.

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