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US-PARTNERORGANISATION
German-American Law Association
(GALA), New York, N. Y.

Bonn/Berlin, im Mai 2013

Regionalvorstand Berlin
Professor Dr. Detlef Leenen
Tarek Mardini, LL.M.
Anja Costas-Pörksen

Sehr geehrte Damen und Herren,

die Deutsch-Amerikanische Juristen-Vereinigung e.V. lädt Sie hiermit ein zu einer Vortragsveranstaltung in Berlin am

Montag, dem 10. Juni 2013, um 18.30 Uhr

zum Thema: **Comparing U.S. and European Affirmative Action in Employment**

spricht: **Professor David B. Oppenheimer**
Clinical Professor of Law, Director of Professional Skills Program, University of Berkeley School of Law (Boalt Hall)

Begrüßung: **Tarek Mardini, LL.M. (UConn)**
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Professor Oppenheimer graduated with B.A. from the University Without Walls (Berkeley) in 1972 and a J.D. from Harvard Law School. He clerked for California Chief Justice Rose Bird, and thereafter worked as a staff attorney for the California Department of Fair Employment and Housing, prosecuting discrimination cases, before entering full time teaching. Professor Oppenheimer also served as Professor of Law and Associate Dean at Golden Gate University School of Law, Assistant Clinical Professor of Law at the University of San Francisco School of Law, and Visiting Professor of Law at the University of Paris X (Nanterre). He teaches Civil Procedure, and directs the Berkeley Law program in Professional Skills.

Professor Oppenheimer has published numerous articles and books on discrimination law. In his new book, "Comparative Equality & Anti-Discrimination Law: Cases, Codes, Constitutions and Commentary", our deceased DAJV Board Member Professor Dr. Winfried Brugger (Heidelberg) was a contributing author.

Bitte wenden!

Zum Vortragsthema (Prof. Oppenheimer beschreibt seinen Vortrag wie folgt):

“Affirmative action by private employers in the U.S. workplace began in the 1930s as a result of boycotts organized by civil rights activists. The boycotts targeted merchants who operated in Black neighborhoods but refused to hire Black workers. The campaigns often featured picketers carrying signs proclaiming “Don’t Shop Where You Can’t Work” and demanding proportional hiring as a remedy to the employer’s exclusionary policies.

Although controversial, such campaigns were an increasingly popular tactic in the civil rights movement of the 1950s and 60s. Following passage of the 1964 Civil Rights Act, voluntary proportional hiring plans were conditionally approved by the U.S. Supreme Court as affirmative actions plans; the Court held that under certain circumstances they were a permissible remedy for prior discrimination, and a proper method of creating opportunities for previously excluded Black and female workers.

But despite Supreme Court approval, beginning in the 1980s employers turned away from affirmative action programs in favor of diversity plans. Such plans disclaimed a remedial or legal basis, and claimed to be rooted in modern management approaches to good business practices. In the 21st century, U.S. employers have largely abandoned voluntary affirmative action plans. For many American workers, diversity management has created new opportunities. But for Black workers, it has too often meant again being left behind.

We will conclude by comparing this US development with the growth of diversity management in Europe, and contrasting it with compliance with the 2000 Directives on non-discrimination.”

Der Vortrag findet in englischer Sprache statt. Die Teilnahme ist kostenfrei.

Im Anschluss an den Vortrag besteht anlässlich eines Umtrunks mit kleinem Imbiss die Gelegenheit, in einem informellen Rahmen die Diskussion fortzusetzen. Die DAJV dankt P+P Pöllath + Partners für die freundliche Unterstützung.

Aus organisatorischen Gründen wird um Anmeldung per E-Mail unter julia.fickenwirth@pplaw.com bis zum **06. Juni 2013** gebeten.

Wir würden uns freuen, Sie zu dieser Veranstaltung – gerne auch mit Gästen – begrüßen zu können.

Mit freundlichen Grüßen

Dr. Ludwig Leyendecker
(Vorsitzender)

Prof. Dr. Detlef Leenen
(Regionalvorstand)

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