



Kimberly Papillon

Kimberly Papillon is a nationally recognized expert on the subject of decision-making in law, education, business and medicine. She has served as regular faculty at the National Judicial College since 2005. She has delivered over 200 lectures nationally and internationally on the implications of neuroscience, psychology, and implicit association in the analysis of decision-making. She has lectured to medical students and medical school faculty, as well as physicians nationwide and in Australia on the neuroscience of decision-making in differential diagnosis and treatment. She has provided presentations to multiple audiences including Kaiser Permanente, Health Care Partners, California Association of Physician Groups, and Michigan State University School of Medicine. She has been appointed to the Georgetown University “think tank” for physician education at the National Center for Cultural Competence. She regularly lectures to attorneys in private firms and corporations. She lectures to state bar associations nationwide as well as prosecutors, public defenders, and police officers throughout the U.S.

She has been appointed to the National Center for State Courts, National Training Team on Implicit Bias—a “think tank” for national judicial education. She has produced documentaries on neuroscience and judicial decision-making which have received national recognition. Her documentary on neuroscience and implicit association was made the centerpiece of the American Bar Association’s implicit bias education program for the Litigation Section. She is a member of the Cognitive Neuroscience Society.

Ms. Papillon is an attorney who previously served as a senior educator for the California Judicial Council. Prior to that she worked in large law firms representing Fortune 500 Companies, government entities, and tech start-ups. Kimberly has a BA degree from U.C. Berkeley and a JD degree from Columbia University School of Law.



Victoria A. Roberts

Victoria A. Roberts was commissioned by President Bill Clinton on June 29, 1998 to serve as a United States district judge for the Eastern District of Michigan, with the unanimous advice and consent of the United States Senate. Prior to that, Judge Roberts was in private practice and served as the the managing partner of the Detroit law firm of Goodman, Eden, Millender & Bedrosian. At the Goodman firm, Judge Roberts’ primary areas of practice were personal injury cases, with an emphasis on general negligence, product liability, housing discrimination, and medical malpractice. Prior to practicing law at the Goodman firm she served as an assistant

United States attorney in the Eastern District of Michigan.

Judge Roberts was the 62nd president of the State Bar of Michigan and has been the only black female to hold that position. Her term expired in September 1997, the same year she was named one of the Lawyers of the Year by the Michigan Lawyers Weekly. Judge Roberts received her juris doctor degree in 1976 from Northeastern University School of Law in Boston. Her undergraduate degree, in journalism and sociology, is from the University of Michigan.

She is the recipient of numerous awards, including the two highest conferred by the State Bar of Michigan: the Roberts P. Hudson Award and the Champion of Justice Award. In May 2004, Judge Roberts received an honorary degree of doctor of laws from Northeastern University. She was named Michigan Lawyers Weekly “Woman of the Year” in 2013 and received the Detroit Metropolitan Bar Association Foundation Dennis W. Archer Public Service Award in 2012.



Victor A. Green

Victor has trained hundreds of police officers, deputies, cadets, and recruits. A former public safety officer, more than 10 years ago he designed Rendering Effective Service Police Encouraging Community Trust (R.E.S.P.E.C.T) training specifically for law-enforcement and correction officers. Today, R.E.S.P.E.C.T has evolved beyond law-enforcement and includes training for the public and private sectors.

After obtaining a master’s in Public Administration from Western Michigan University, Victor’s career has included working as staff assistant for two members of congress (one Democratic, one Republican) where he specialized in immigration issues and community outreach. He rose to the rank of inspector, internal affairs and community relations for Kalamazoo, Michigan’s Department of Public Safety.

Currently, he is director of community relations at Wayne State University in Detroit, Michigan, where he also lectures in the Labor Studies Department. He has presented at the Annual International Training Conference for the American Society for Law-Enforcement Training (ASLET) and holds the title of adjunct professor at Kalamazoo Valley Community College, regularly teaching in the Police and Corrections Academy.

Victor is married and has a son who is a senior at Wayne State University.



George N. Anthony Jr.

George N. Anthony has served as the executive director of the Detroit Board of Police Commissioners for the past five years. The Police Commission is an 11-member civilian body that exercises supervisory control and oversight of the Detroit Police Department. Anthony, who handles the day-to-day operations of the Police Commission, is a member of the National Association for Civilian Oversight of Law Enforcement (NACOLE) and holds its certification as a certified practitioner in oversight (CPO).

In addition to his experience in civilian oversight, Anthony has extensive experience as a law enforcement officer. He served 25 years with the Detroit Police Department in patrol, administrative and management positions. He retired as a police lieutenant in 1998. He served as chief of police in Ecorse, Michigan for three years. Anthony is the current president of the Metro Detroit chapter of the National Organization of Black Law Enforcement Executives (NOBLE), an organization that serves as the conscience of law enforcement and is committed to justice by action.

As a licensed attorney, Mr. Anthony uses his legal skills to train and educate law enforcement personnel and college students in the areas of criminal justice, criminal law and procedure, law enforcement, and corrections. He has served as a legal advisor and advocate with the Detroit Police Department and as the principal legal instructor for the Detroit Metropolitan Police Academy. He is on the faculty of Wayne County Community College (Criminal Justice Department), and is much sought after as a legal instructor and lecturer.

Anthony holds a bachelor's degree in economics from Wayne State University and a juris doctor from the University of Detroit School of Law.



Timothy S. Cordes

Tim has been a member of the Stonewall Bar Association of Michigan since 2008, and served as president from 2011 through 2014. The Stonewall Bar Association is a voluntary statewide professional association of lesbian, gay, bisexual and transgender lawyers and their straight allies providing a visible LGBT presence within the Michigan legal system. As a straight ally, Tim has sought to be an advocate for the LGBT community on the issues of marriage equality and the discrimination that same-sex families with children face in our courts.

Tim primarily concentrates his legal practice on family law and probate administration in the Wayne, Oakland, and Macomb County courts. He has also represented clients in bankruptcy and copyright cases in federal district court, defended appeals in the United States Sixth Circuit Court, and has drafted appeals to both the Michigan Court of Appeals and the Michigan Supreme Court.

Following a career in software and management consulting, Tim began law school in 2002 at what was then the Detroit College of Law at Michigan State University. By the time he graduated in 2005, the school had merged identities and become Michigan State University College of Law.

In his spare time, Tim enjoys sailing the Great Lakes, writing and performing plays at the Players Club in downtown Detroit. He and his wife (and their dog, Spike) live in Bloomfield Township.



Kristin Ekkens

Kristin Ekkens, MA, is a cultural strategist, consultant, and speaker. With experience as a manager of inclusion and diversity at Spectrum Health, TEDx speaker (2014), business owner, executive director of a national nonprofit, corporate intercultural trainer, and workplace language and literacy program director, Kristin brings a unique perspective to global leadership and talent development. Her passion and area of expertise is helping organizations meet their business objectives through increased inclusion, diversity, and engagement efforts.

In 2015, Kristin was recognized as a 40 under forty business leader by the Grand Rapids Business Journal. She was also a nominee for the "Raising the Bar" award with the Grand Rapids Young Professionals and the "Bridge Builder" award from the West Michigan Hispanic Chamber of Commerce. In 2014, Kristin was recognized as a "cultural entrepreneur" in the Grand Rapids Business Journal, Calvin Spark, and a language journal in Taiwan. Her workplace learning initiatives have received multiple awards for quality and innovation including international exposure in a 2008 broadcast of ABC World News Tonight with Charles Gibson and recognition in 2011 as a best practice by Singapore Workforce Development Agency.

Kristin is an advanced certified cultural intelligence (CQ) facilitator through the Cultural Intelligence Center and a qualified administrator of intercultural development inventory (IDI). She earned an MA in teaching English to speakers of other languages (TESOL) from Michigan State University and a BA in Spanish and linguistics from Calvin College in Grand Rapids, Michigan.



Cynthia D. Stephens

Prior to her appointment to the Court of Appeals in 2008, Judge Cynthia Diane Stephens served as a general jurisdiction trial judge for 23 years. Judge Stephens was appointed to the Third Circuit Court in 1985 after service as a 36th District Court judge. She was the chief judge pro tempore, Mediation Tribunal chair, and presiding Civil Division judge of the 3rd Circuit Court for eight years. An Emory Law School graduate, Judge Stephens has been admitted to practice in Georgia, Texas, and Michigan. Prior to her election to the bench in 1981, she served as vice chair of the Wayne County Charter Commission, associate general counsel to the Michigan Senate, regional director for the National Conference of Black Lawyers Atlanta office, and consultant to the National League of Cities Veterans Discharge Upgrade Project.

She has been active in bar work including a commissioner of the State Bar of Michigan, chairing its Justice Initiatives Committee, Communications Committee, and Children's Task Force. Judge Stephens is former chair of the Association of Black Judges of Michigan, a former member of the Executive Board of the National Bar Association and its Judicial Council. She was awarded the State Bar of Michigan's highest honor, the Roberts P. Hudson Award, in 2005.

Judge Stephens has served as adjunct faculty at Wayne State University Law School, the Detroit College of Law and the University of Detroit Mercy Law School. She has also served as faculty member for the National Judicial College and the Michigan Judicial Institute and the Emory Law School Kessler-Eidson Program for Trial Techniques. She was a contributing author to the Lawyers Cooperative's Michigan Nonstandard Jury Instructions as well as numerous articles on subjects ranging from jury selection to ethics.