

“As federal resources decline, the burden falls to the local level,” Couch said. “Taxes are not the answer,” she continued, “but new fees and assessments are.” Furthermore, she indicated that mixed-use planning and transportation alternatives would relieve some of this burden.

Two of her goals for the EPD are to increase the consistency of knowledge of those at the local level through training and certification and to place more effort on enforcement.

Couch is the first scientist to head the division and holds a Ph.D. in ecology from UGA and a master’s degree in biology from the University of South Carolina. Prior to joining the EPD, she worked for the U.S. Geological Survey’s National Water Quality Assessment Program.

Organized by members of the Environmental Law Association, the Red Clay Conference was established to increase public awareness of environmental issues on regional, national and international levels through a series of educational presentations and open forum discussions.



Discrimination law expert Linda Krieger presents the 2004 Edith House Lecture.

House Lecture Focuses on Employment Discrimination

Around 100 guests gathered at the University Chapel to hear the 22nd annual Edith House Lecture. Guest lecturer Linda Hamilton Krieger, a law professor and former dean at the University of California at Berkeley, presented an explanation on the role subconscious stereotypes play in discrimination in her speech titled “Naturalizing Anti-Discrimination Law.”

“We’ve truly come a long way in the past 30 years,” Krieger said. “However, we still have a long way to go in terms of developing anti-discrimination laws that are effective against implicit and explicit stereotypes.” In her lecture, she discussed the impact of such stereotypes on both employers and legal professionals.

According to Krieger, subtle discrimination occurs without conscious awareness because stereotyping often occurs at the subconscious level. “We will inevitably categorize the world around us in ways that help us function in the world,” she said. “We also carry around schematic associations in our heads between membership of a person in a gender or ethnic group and the position they are likely to hold in society as well as the traits they are likely to possess. Society will either reinforce or destabilize these schematic expectancies, and discrimination will continue to occur unless society pays closer attention to this process.”

She challenged her audience to help combat negative stereotyping through the law. “Those who came before you gave you *Brown v. Board of Education*, Title VII and the Pregnancy Discrimination Act, but we have not given you the doctrinal tools of public understandings needed to reckon effectively with the subtle forms of gender, ethnic and racial bias,” she said. “These subtle forms of discrimination are not being addressed in law today, and it is up to future lawyers to address and amend the law.”

Krieger is a seasoned veteran in discrimination law. During her 13 years of practice, she worked as a civil rights lawyer at the Employment Law Center in San Francisco and as a senior trial attorney for the U.S. Equal Employment Opportunity Commission. She also handled several groundbreaking employment rights cases as a trial lawyer.

Her most recent publications include “The Intuitive Psychology Behind the Bench” in the *Journal of Social Issues* and an edited book, *Backlash Against the ADA: Reinterpreting Disability Rights*.

Krieger earned her bachelor’s degree from Stanford and her J.D. from New York University.