

# **Implicit Bias in the Legal Profession and How to Eliminate that Bias**

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1. Objectives for the presentation
  - a. Understand what implicit bias is and how it may influence our decisions.
  - b. Learn to recognize behaviors that suggest bias or differential treatment.
  - c. Learn techniques that help remove biased perceptions and improve interactions.
  
2. What is implicit bias?
  - a. Identifying cultural groups
  - b. Identifying implicit social categories and cognition
  - c. There are almost as many men named John in American leadership roles than there are women in American leadership roles, period
    - i. 25 Fortune 500 women leaders; 23 Fortune 500 leaders named John
  - d. Understanding schemas
  - e. Everyone has implicit bias: You can't change what you don't recognize
  - f. Distinguishing explicit biases
  - g. Bias tests
  
3. How to remove biased perceptions
  - a. Education: awareness and mindfulness
  - b. Exposure: contact and positive interactions
  - c. Approach: higher level processing and organizational changes
  
4. Implicit Bias in the Legal Profession
  - a. Most impacted groups: people of color, Asian women, white women
  - b. Stereotypes and their impact in the workplace
  - c. Being mistaken for administrative staff or the court reporter
  - d. Having to prove oneself more than colleagues
  - e. Bias against parental leave – the Mommy Track
  - f. Bias in the basic business systems of attorney workplaces that are usually created by white men

- i. Hiring
- ii. Evaluations
- iii. Mentoring/Support
- iv. Assignments
- v. Networking opportunities/business development
- vi. Compensation: pay gaps
- vii. Promotions

- g. Stolen ideas
- h. Assertiveness: stereotypes of women versus men
- i. Accomplishments: self-promotion perceptions
- j. Tokenism: Only room for one or two; the token person
- k. Bias in administrative help
- l. In-House versus law firm experiences

#### 5. Bias Interrupted: Tools for Success

- a. Be aware
- b. Question others and yourself
- c. Create inclusive meeting practices
- d. Create a supportive dialogue
- e. Take action