

Thursday, November 4, 2021
8:00 AM – 9:15 AM

Workshop 7

But, I'm Not Biased! Solving Intentional and Unintentional Bias in the Workplace

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- I. **Leading Lawyer Ethical Rules Relating to Workplace Bias**
 - A. Rule 1.1: Competence
 - B. Rule 1.3: Diligence
 - C. Rule 5.1: Responsibilities of a Partner or Supervisory Lawyer
 - D. Rule 8.4(g): Misconduct
- II. **What is Unconscious Bias?**
- III. **Unconscious Bias Research and Testing**
- IV. **Reasons to Combat Workplace Bias**
- V. **Solutions to Mitigate or Resolve Workplace Bias Effects**
 - A. Resumes
 - B. Interviews
 - C. Sponsorship and Mentoring
 - D. Work Assignments
 - E. Performance Reviews
 - F. Compensation
 - G. The Power of Words

H. Individual Behavior Awareness and Changes

I. Loving-Kindness Meditation

VI. Select Recent Topics, Trends, and Solutions Affecting Workplace Bias

A. Bias Against Remote Workers

B. Bias in Political Ideologies

C. Bias in Social Justice Reform

VII. Polling Questions for Group Discussion

A. What bias-limiting methods has your workplace tried, whether formal or informal?

B. What worked, did not work, or do you know? Why? These reflections might regarding attitudes or conduct leading up to, during, and after the training or method is implemented. Or, your reflections might be about results, impact, or lack thereof, or measurability, or intended compared to unintended effects.

C. What advice do you have regarding bias-limiting in your organization?

D. What questions do you have regarding bias-limiting in your organization?

E. Have the past two years changed your thoughts and responses to these questions?

F. Do you anticipate your responses to these questions changing in the next two years?