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Race, Culture, and Civility in the Legal Profession

II. IMPROVING THE LEGAL SYSTEM

Themes:

- Generating a conversation about race, culture, and civility in the legal profession.
- Recognizing implicit bias in the legal profession.

Conversation Starters:

- What is implicit bias and how might it impact your cases or career?
- How do you keep from making assumptions about clients, opposing parties, or opposing counsel?
- What actions might you take to promote access to justice for all?
- How do you know if you are unfairly biased?

Activities:

- Take one or more of the Implicit Assumptions Test. What was it like to take the test? What action, if any, might you take given the results?
- Think of a time when you did not feel heard, seen, or respected. Share that story with your mentor/mentee. What was it like? What did you wish would have happened instead? How might those answers impact how you practice law?

Resources:

- Discuss what additional resources the mentor/mentee have found useful in their own practice.
- [Implicit Assumptions Test](#)
- [ABA, Hidden Injustice: Bias on the Bench](#)
- [Leticia Nieto and Margaret F. Boyer, Understanding Oppression: Strategies in Addressing Power and Oppression, Colors NW, March 2007](#)
- [Jerry Kang et al., Implicit Bias in the Courtroom, 59 UCLA L. REV. 1124 \(2012\)](#)