

**What Do You See?
What Do You Think?**



Delaware County, PA
Erie County, PA
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CONFERENCE

PRESENTERS

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OBJECTIVES

1. Recognize implicit bias in ourselves individually and in our positions within the court setting.
2. Examine ways in which to respect other cultures and personal values.
3. Explore ways to divert implicit bias thinking.

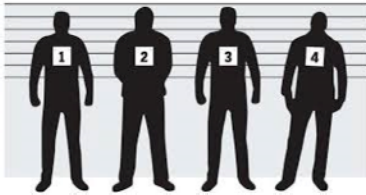
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GROUP AGREEMENTS

1. Assume good intent.
2. Listen with an open mind.
3. Value the stories of others.
4. This is a safe, non-threatening environment.



LINE UP



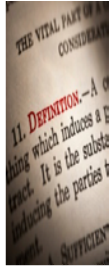
LET'S TALK ABOUT IT

- Did your thoughts change when you learned that the two youth were opposite sexes?
- Are the consequences going to be harder for Jayden?
- Did the line order surprise you?
- Does anyone disagree with the order?



Exploring Culture and Social Identity





What Is "Culture"?

Broad-Based Definitions of Culture



CULTURE

- "... the set of attitudes, values, beliefs, and behaviors shared by a group of people, but different for each individual, communicated from one generation to the next." *Matsumoto, 1996*



CULTURE

- “a set of basic assumptions and values, beliefs, procedures and conventions... shared by a group of people...that influences...each member’s behavior and interpretations of the ‘meaning’ of other people’s behaviour.” *Spencer-Oatey, 2008*



CULTURE

- “Culture is the medium in which you grow.”
- Eric Booth, 2017*



SOCIAL IDENTITY WHEEL



THINK/PAIR/SHARE

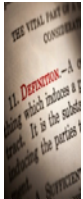
What stands out to you or surprises you about this exercise?



Implicit Bias and Other Tough Topics



DEFINITIONS



Bias: To feel or show inclination or prejudice for or against someone or something.



DEFINITIONS



Explicit Bias: The attitudes or beliefs that one endorses at a conscious level. We know about these and can hide them to appear more socially/politically correct.



DEFINITIONS



Implicit Bias: The judgment or behavior that results from subtle cognitive processes that operate at a level below conscious awareness and without intentional control.



What's going on in our brains?



"Implicit bias is about shortcuts. It's about substituting what you think or what you become accustomed to seeing or believing and the shortcut can be a problem."



PRIVILEGE

"Privilege is the right or immunity granted as a peculiar benefit, advantage, or favor...Privilege is relative and contextual. Few people...[in this country] have no privilege at all."

Roxane Gay, "Peculiar Benefits," *Bad Feminist*



Who Do We Serve and How Do We Do It?



Cultural Humility as a Foundational Practice

- 1. Lifelong learning and critical self-reflection
- 2. Recognizing and challenging power imbalances
- 3. Institutional accountability



Court Practice

ABA Diversity & Inclusion 360 Commission:

- 1. Be humble.
- 2. Slow down.
- 3. Be internally motivated to be fair and square and to avoid discriminatory behavior.



FINAL THOUGHT

“There’s danger when we attach morality to our personal choices and when we categorize other people as *less than* because their choices don’t match ours.” *Unattributed quote*



Take It Away!

- 3 things you gained from today's session.
- Think of ways you are willing to use your awareness of implicit bias and privilege within the next two weeks while interacting with the individuals who use our courts.



Resources

Hidden Injustice: Bias on the Bench (ABA video):
http://www.americanbar.org/news/abanews/aba-news-archives/2016/02/hidden_injusticebi.html

Cultural Humility: https://www.youtube.com/watch?v=Mbu8bvKb_U

Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>





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