

# HELPING LEGAL PROFESSIONALS BECOME MORE CONSCIOUS OF UNCONSCIOUS BIAS

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# GOALS & OBJECTIVES

- Define Unconscious Bias
- Identify the role Unconscious Bias plays in our Justice System
- Understand the importance of addressing and overcoming Unconscious Bias in the Legal Profession
- Develop tools to address & overcome Unconscious Bias in the Legal Profession

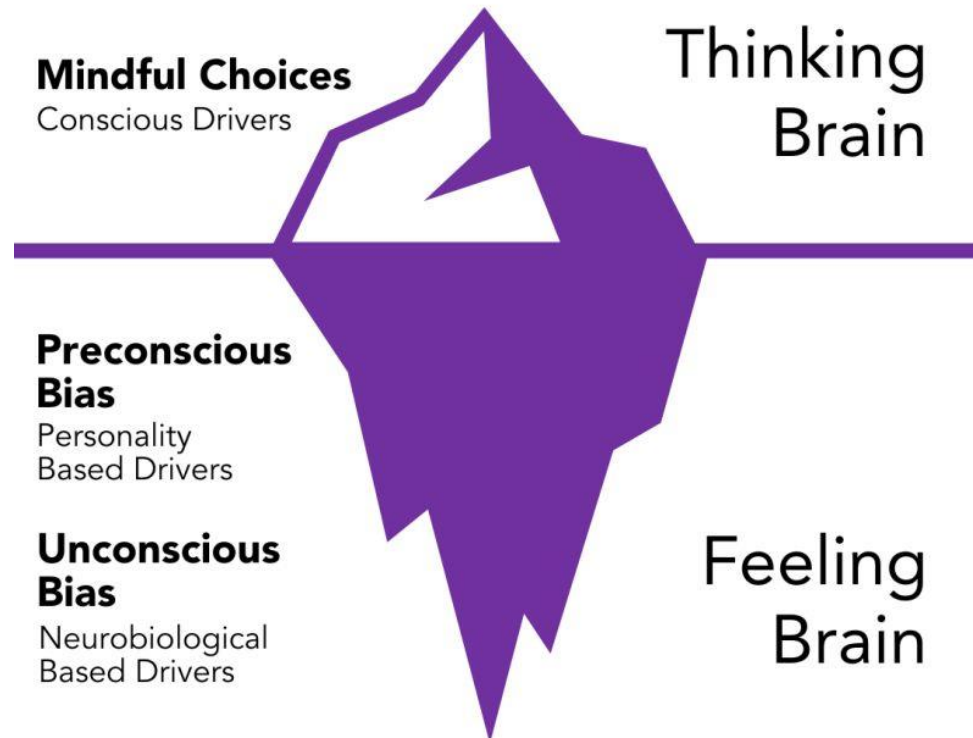
# DEFINING UNCONSCIOUS BIAS

## Unconscious Bias



# DEFINING UNCONSCIOUS BIAS

## THE BIAS ICEBERG



# EXPLORING OUR OWN UNCONSCIOUS BIAS



# DOES UNCONSCIOUS BIAS SHOW UP IN OUR LEGAL SYSTEM?



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# MN SUPREME COURT RACE BIAS & GENDER FAIRNESS TASK FORCE FINDINGS

- Implicit Bias reflected in Courtroom Interactions
- Underrepresentation of minority judges & attorneys
- Disparities in case outcomes based on race & gender
- Unequal access to legal representation for marginalized groups
- Systemic barriers hindering advancement into leadership roles within the judiciary for minorities

# ADDRESSING UNCONSCIOUS BIAS

- **Acknowledgement** – Above anything else, you must acknowledge that you have unconscious bias.
- **Acceptance** - Once you acknowledge that you have unconscious bias, you must accept that it may be affecting your perspectives and behaviors.
- **Action** - After acknowledgement and acceptance, you must then be willing to take the necessary and inclusive action steps to overcome it.

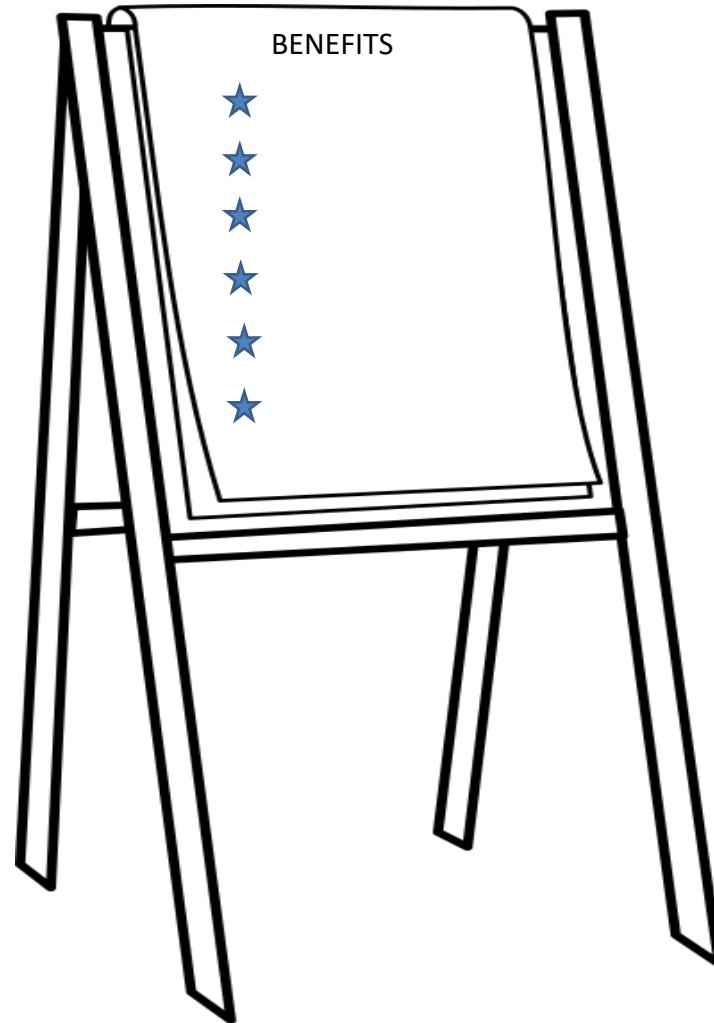




# STEPS TO OVERCOMING UNCONSCIOUS BIAS

- **Visualization** – Visualize someone different other than the person you would normally expect to see, interact with, or engage.
- **Examination** - Examine your own behavior after you've interacted with someone that does not look like you.
- **Normalization** - Normalize diversity in your personal and professional circles.

# BENEFITS TO OVERCOMING UNCONSCIOUS BIAS



# WHAT NOW?

## SMART Action Steps

*Specific. Measurable. Attainable.  
Relevant. Time Bound.*

Make a list of 1-2 small things that you can do starting today, that you can consistently do at least once a week over the next 3 months to help address and overcome any unconscious biases you may have?



**THANK YOU!**

***QUESTIONS???***

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