



Creating Law School & Law Firm Partnerships for Diversity & Inclusion Initiatives *April 10, 2019*

I. Brainstorming

Our session focuses on diversity, equity, and inclusion programming and initiatives for law students; these efforts are developed and executed in collaboration with law firms and across law school departments. Based on our discussion:

Where are the skills and knowledge gaps in your own D&I work?

What potential (internal and external) partnerships could you explore in your role?

Are there new strategies or approaches you could try if you have already encountered partnering challenges in the past?

Can you think of prior successful collaborations in other areas of your work? What made them successful? Could you bring any of those individuals, organizations, or approaches to the D&I work?

II. Definitions

Implicit (unconscious) bias: refers to the tendency for stereotype-confirming thoughts to pass spontaneously through our minds; leads individuals to overgeneralize, sometimes leading to discrimination even when people believe they are acting in a fair manner

Interrupting bias: when people identify expressions or acts of bias and take corrective steps; often requires those in positions of privilege (or relative privilege) to “interrupt” peers

Micro-aggressions/micro-inequities: used to describe “apparently small events which are often ephemeral and hard-to-prove, events which are covert, often unintentional, frequently unrecognized by the perpetrator, which occur wherever people are perceived to be ‘different’” (Rowe, 1973)

Dialogue framework: intergroup dialogue is “a facilitated, face-to-face encounter that strives to create new levels of understanding, relating and action between two or more social identity groups who have a history of conflict or potential conflict” (Zúñiga & Nagda, 2003)

III. Resources

Adichie, Chimamanda. "The Dangers of a Single Story." TED London. July 2009. *You Tube*. Web. 19 Nov. 2010. <<http://www.youtube.com/watch?v=D9Ihs241zeg>>.

Banaji, M. R., & Greenwald, A. G. (2013). *Blindspot: Hidden Biases of Good People*. New York, NY, US: Delacorte Press.

Bhasin, Ritu (2017). *The Authenticity Principle: Resist Conformity, Embrace Differences, and Transform How You Live, Work, and Lead*. Melanin Made Press.

Implicit Association Test (<https://implicit.harvard.edu/implicit/takeatest.html>)

Myers, Vernā. "How to Overcome Our Biases? Walk Boldly Toward Them." TEDxBeacon Street. November 2014.
<https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them>.

Stevenson, Bryan. "We Need to Talk About An Injustice." TED2012. March 2012.
<https://www.ted.com/talks/bryan_stevenson_we_need_to_talk_about_an_injustice>.

IV. Takeaways

What surprised you during the discussion (prompted by the panelists or from colleagues in the room)?

Have you identified partnership challenges in your space? How might you address them? Are there any promising opportunities?

What will your next steps be?

V. Miscellaneous Notes
