



Changing Systems with Bias Interrupters: A Case Study on Redesigning the Evaluation Process

Use this worksheet to track ideas, challenges, and opportunities that are discussed in this session.

Bias Interrupters:

Ideas	Challenges	Opportunities

Competency Model:

Ideas	Challenges	Opportunities

Evaluation System:

Ideas	Challenges	Opportunities

Resources Shared During Presentation and/or Reviewed in Developing Ice Miller Model

- You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession
 - www.americanbar.org/groups/diversity/women/initiatives_awards/bias-interrupters.html
- Center for WorkLife Law Interrupting Bias in Performance Evaluations Tools for Organizations
 - <https://biasinterrupters.org/wp-content/uploads/Interrupting-Bias-in-Performance-Evaluations-for-Organizations.pdf>
- Neil Hamilton, Law Firm Competency Models and Student Professional Success: Building on a Foundation of Professional Formation/ Professionalism, 11 U. St. Thomas L.J. 6 (2013).
 - <https://ir.stthomas.edu/cgi/viewcontent.cgi?article=1339&context=ustlj>
- Heather Bock, Constructing Core Competencies: Using Competency Models to Manage Firm Talent, American Bar Association (2006).
- "Codifying Competencies," Law Firm Partnership & Benefits Report, Law Journal Newsletters (2005).