LIVE WEBINAR

Community Engagement, Trust and Confidence:
Engaging, Listening and Improving Justice for All

Presented by the Community Engagement in the State Courts Initiative

Part 1: July 6th, 3:00 PM EDT
UNDERSTANDING TODAY'S SOCIETAL CHALLENGES AND IDENTIFYING AMELIORATIVE STRATEGIES
Kellina M. Craig-Henderson, PhD
CHALLENGES & CONFLICTS ABOUND IN SOCIETY TODAY
Global Pandemic
POLICE BRUTALITY

- Patrick Harmon (2017) UT
- Terence Crutcher (2017) OK
- Tamir Rice (2016) OH
- Alton Sterling (2016) LA
- Gregory Gunn (2016) AL
- Brendan Glenn (2015) CA
- Eric Garner (2014) NY
- Freddie Gray (2015) MD
- Michael Brown (2014) MO
- Walter Scott (2015) SC
- Samuel DuBose (2015) OH
- Philando Castile (2016) MN
- Jordan Edwards (2017) TX
- George Floyd (2020) MN
- Breonna Taylor (2020) KY
- Atatiana Jefferson (2019) FL
- Aura Rosser (2014) MI
- Stephen Clark (2018) CA
- Botham Jean (2018) TX
- Michelle Cusseaux (2015) AZ
- Tanisha Fonville (2015), NC
- Akai Gurley (2014) NY
- Gabriella Nevarez (2014) CA
- Tanisha Anderson (2014) OH
Civil Unrest and Protests Underway Throughout the U.S. and Abroad
Gender Bias
Intentional or unconscious preference towards members of one gender.

#MeToo has provided a platform for serious consideration of claims of gender bias.
Women around the world earn a quarter less than men, finds UN report

Once in the paid labor force, women everywhere find themselves earning less than men for the same types of work
Geopolitical – U.S. Conflict
CHALLENGES ABOUND IN SOCIETY TODAY
CHALLENGES IN SOCIETY RESULT FROM

• Lack of (mis) Trust
• Lack of (Mis) Communication
• Polarization
• Discrimination
• Bias*
Implicit (and Explicit) Bias
Bias can occur in any setting including:

- Courts
- Policing
- School
- Admissions
- Workplace
- Evaluation
- Federal grants
- Dating
1. Education and awareness
2. Decrease time pressure and distractions during interaction.
3. Focus on specific and explicit factors rather than global judgments and intuition.
4. Be self-aware and mindful
5. Critically evaluate environment
6. Understand the value of diversity
Diversity (di·ver·si·ty)

Differences within a group of people resulting from demographic characteristics, cultural identities, ethnicities, and training and expertise.
Diversity Has Many Layers

- Personal
- Cultural
- Organizational
It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.

― Audre Lorde ―
Thank you!

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References


• National Center for State Courts Web site (includes links to other articles and resources on implicit bias): http://www.ncsconline.org/D_Research/ref/implicit.html/

• Project Implicit® Web site: http://projectimplicit.net/index.php
Examples of Courts’ Efforts Aimed at Combating Bias include

• National Association of State Judicial Educators (2015 curriculum on “diversity, fairness and access”)


• Mecklenburg County, NC juvenile court judges (2008) “Race Matters for Juvenile Justice”

• Elek, J.K & Hannaford-Agor, P. (2014), Can explicit instructions reduce expressions of implicit bias. NCSC.

• NCSC “Helping courts address implicit bias: Resources for education.”
  https://www.ncsc.org/ibeducation

• Federal Judicial Center, Federal and State Court Cooperation: Reducing Bias
  https://www.fjc.gov/content/337735/reducing-bias