



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

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CHALLENGES & CONFLICTS ABOUND IN SOCIETY TODAY

Global Pandemic



COVID-19



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
- Breona 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.

Tuesday 17 October 2017

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

WOMEN
Like men,
only cheaper.

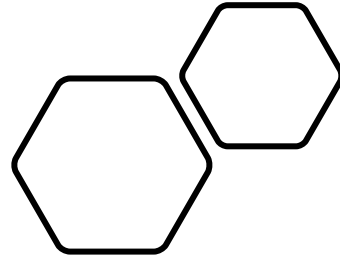


Geopolitical – U.S. Conflict



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

Strategies to Mitigate Biases

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**

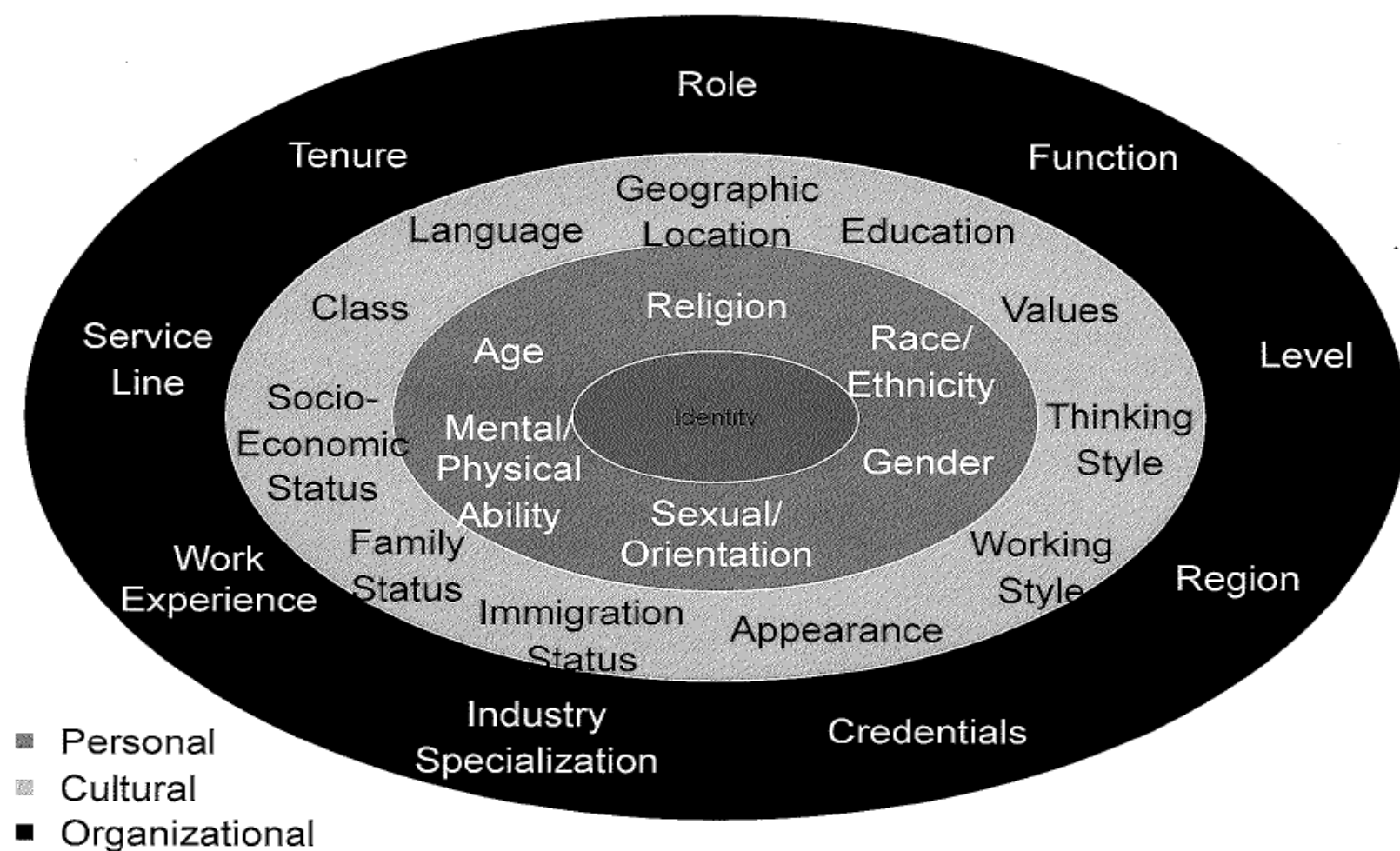


Diversity (di·ver·si·ty)

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



Diversity Has Many Layers

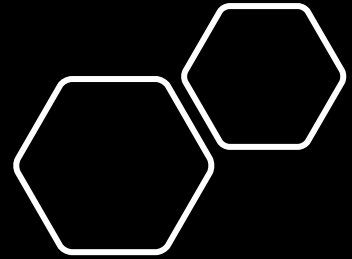


“

*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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(<http://www.nsf.gov/dir/index.jsp?org=SBE>)

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References

- Carpenter, S. (2008). Buried prejudice. *Scientific American*

Mind, 19, 32-39.

- National Center for State Courts Web site (includes links

to other articles and resources on implicit bias): [http://www.](http://www.ncsconline.org/D_Research/ref/implicit.html/)

[ncsconline.org/D_Research/ref/implicit.html/](http://www.ncsconline.org/D_Research/ref/implicit.html/)

- Project Implicit® Web site: [http://projectimplicit.net/index.](http://projectimplicit.net/index.php)

[php](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")
- Training for Cultural Competencies (Nat'l Educ. Assoc. & Mexican-American Legal Defense and Educ. Fund, 2010)
- 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>