

RESOURCES FOR BETTER UNDERSTANDING AND ADDRESSING CULTURAL DIFFERENCES, IMPLICIT BIAS & MICROAGGRESSIONS

Technology

Implicit Association Test (IAT) – Project Implicit (www.implicit.harvard.edu/implicit/)

The implicit-association test is a measure within social psychology designed to detect the strength of a person's automatic association between mental representations of objects in memory.

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.

Name Coach (name-coach.com)

Name Coach’s motto is: hear the name say it right. This on-line resource allows us to record our name and to offer tips for its pronunciation. You can create a audio name tag to include in your signature line or on social media.

Mivoko (mivoko.com)

Mivoko, developed by Ritu Bhasin, is a web gadget that connects a recording of your name, recorded in your own voice, to your written name to assist in proper name pronunciation.

Atipica (atipica.com)

Article: [Apps Take On Workplace Bias](#), Rachel Emma Silverman and Lindsay Gellman, The Wall Street Journal, September 30, 2015 (describes several programs and apps)

On-line Resources

TEDTalk: [Design for Worldview - a TEDx talk by Amy Lazarus and Emi Kolawole](#)

<https://womensleadership.stanford.edu/tools>

[TED Talk: How to Overcome Our Biases – a TED talk by Vernã Myers](#)

Reading

What If I Say The Wrong Thing? 25 Habits For Culturally Effective People, Verna A. Myers, American Bar Association, 2014

Names Matter, So Get Them Right! Build More Inclusive Legal Environments by Addressing Name Mispronunciation by Ritu Bhasin, *NALP Bulletin*, November 2013

Ready, Set, Recruit, Arin N. Reeves, JD, Ph.D., Chicago Lawyer, July 2014

How Minority Attys Encounter BigLaw Bias, Andrew Strickler, Law360, May 18, 2016

10 Hiring and Interviewing Tips to Move Diversity Forward, Vernā Myers Consulting Group, LLC, www.vernamyersconsulting.com

Why Law Is the Least Diverse Profession, Jacqueline Bell, Law360, May 17, 2016

Big Law Business: [Diversity & Inclusion Annual Report](#), Bloomberg Law, 2016

Moving Diversity Forward: How to Move From Well-Meaning to Well-Doing, Verna A. Myers, American Bar Association, Chicago, 2012

[Reducing unconscious bias: a highly effective toolbox...and how to avoid the unconscious bias pitfalls](#), Diverseo Cognitive Bias Advisors, 2014