



**A Journey to Now: Beginning the Conversation on Implicit Bias and
Microaggression**
Implicit Bias – Part 2

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The diversity that lacks genuine inclusion is often called “tokenism.”

- “The notion exists at many firms that any woman or nonwhite lawyer will do. Women and nonwhite lawyers are dismayed at having their pictures emblazoned on glossy responses to RFPs or being asked to dutifully participate in pitch meetings, only to be omitted later from any meaningful participation on the file.”

Source : “A black partner’s perspective on why law firms are failing at diversity “, Orlando Richmond SR. Fortune , June 11, 2020

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- Diverse lawyers do not enjoy a presumption of competence like others do.
- Despite thoughtful diversity initiatives and aggressive recruitment efforts,
- Many lawyers of color find themselves in an environment that does not see them in the same way as it does other lawyers.

- Source : “A black partner’s perspective on why law firms are failing at diversity “ Orlando Richmond SR. Fortune , June 11, 2020

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“A white law partner, whom I also consider a friend, once attributed my success to being able to “move easily between both worlds.” While I suppose he meant it as a compliment, the notion that there are characteristics and behaviors that are specific to white people and absent in black people (or present in men and absent in women), and that lend themselves to success, is just wrong.”

Source “Effective strategies for finding—and retaining—talented nonwhite and female lawyers: A black partner’s perspective “: Orland R. Richmond SR Fortune June 12, 2020

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What is an Inclusive Workplace ?

- An inclusive workplace doesn't just have a diversity of people **present**, it has a diversity of people
- **Involved**
- **developed**
- **empowered and**
- **trusted by the business.**

Source: Great Place to Work®. Matt Bush Culture Coaching Lead

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How do you get there?

- Educating staff and its leaders
- Listening and communicating effectively
- Embracing employees to be their full authentic self and use their voice
- Valuing Participation in the decision-making processes within a group
- Increasing the amount of power people have within the group
- Making each person feel like they actually belong

Source: Great Place to Work®. Matt Bush Culture Coaching Lead

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Considering “Universal Inclusion”

“By failing to address the need for enterprisewide D&I—or, as I call it, “universal inclusion”—law firms are only partially delivering on the full commitment that clients want and expect. D&I must encompass all of the talent inside the walls of a law firm—not just the lawyers.”

Source: “Inclusion in Law Firms Should Be About Everyone—Not Just Lawyers “ Jennifer Johnson ,The American Lawyer ,September 18, 2020