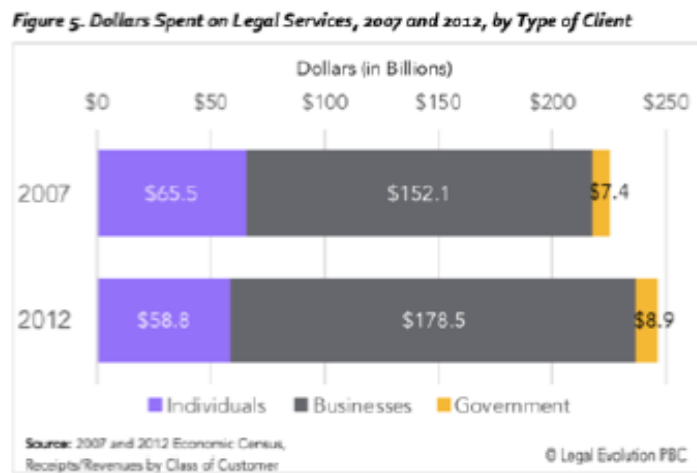


Bias in the legal system

Figure 1: Henderson analysis of PeopleLaw and BigLaw in the United States



Source: Henderson 2018

Examples of Bias in the legal system

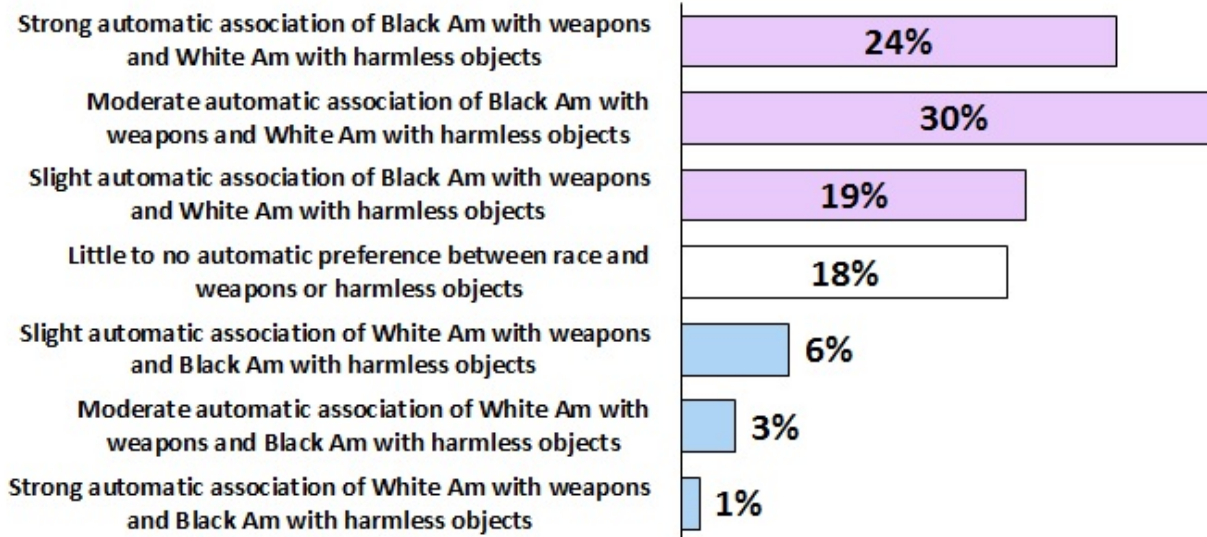
- Blacks 3 / 12 / times more likely to be arrested for Marijuana use (ACLU 2020)
- SWAT deployments higher in minority neighborhoods (2018 Maryland Study)
- 18 years of traffic violation data showed blacks more likely to be pulled over (Missouri)
- San Francisco: black women are 6% of the population but 45.5 % of arrests

ETC

- Study of 95 million traffic stops show blacks more likely to be pulled over in the daytime, but not at night
- Black men 2.5 times more likely than white men to be killed by police
- LA Times study: 24% blacks searched after traffic stops compared to 5% whites (2019)

We all have bias

Percent of web respondents with each score



This distribution summarizes 530,817 IAT scores for the Race-Weapons task completed between April 2004 and December 2015.

What is the reasonable man?

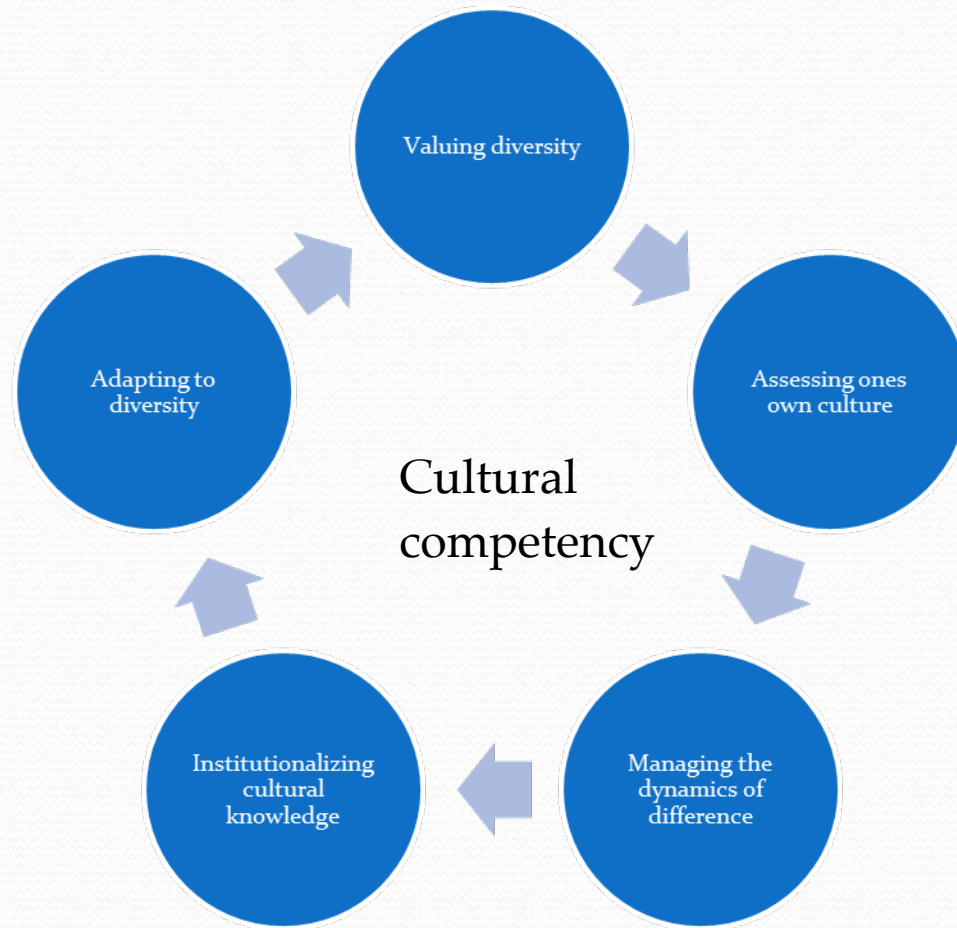
- White
- Male
- Sexist
- Classist
- Racist
- Protestant
- Capitalist



Professor Lucy Jewel
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Cross Cultural Competencies

Essential cultural competencies



UCSD Culturally Competent management

Assessing one's own culture

- Recognize the nature of the cultures that you are a part of and how your cultures are similar to and different from other cultures
- Be able to describe your own culture and the cultural norms of your organization
- Recognize how your culture affects others
- Understand how the culture of your organization affects those whose culture is different



Managing the dynamics of difference

- Know how to respond effectively when differences become an issue between people
- Learn effective strategies for resolving conflict between people whose cultural backgrounds and values may be different from you
- Understand the effect that historical distrust has on present day interactions
- Realize that you may misjudge others' actions and reactions based on learned expectations

Institutionalizing cultural knowledge

- Apply what you know about differences to the way you lead and manage others
- Train your employees to interact effectively in a variety of cross-cultural situations
- Use cultural knowledge to inform the way you do business
- Create opportunities for everyone to learn about cultural differences and the origins of stereotypes and prejudices

Adapting to diversity

- Managers should be able to recognize when it is important to do something differently to
- Change the way things are done to respond appropriately to difference that are present among employees, those you serve and the community
- Develop skills for cross-cultural communication
- Create processes for intervening when employees are responding to difference in unproductive ways

Valuing Diversity

- Value others for their individual talents
- Appreciate the value of including a variety of people in activities
- Understand that different attitudes or behaviors are not necessarily right or wrong because they are different
- Understand that each culture finds some values and behaviors more important than others.

Self-Reflection

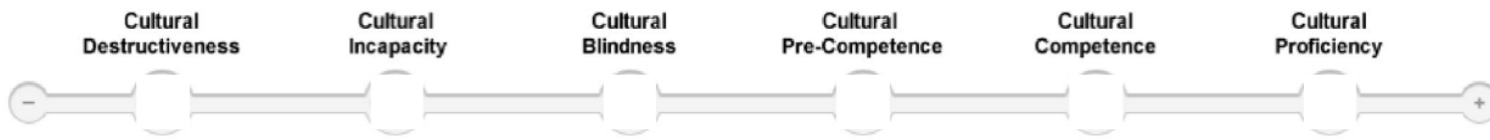


Cultural Destructiveness

- See the difference, stomp it out
- Most negative end of continuum
- Attitudes, policies, and practices that are destructive to cultures and consequently to the individual within the culture

Cultural Incapacity

- See the difference, make it wrong
- Extremely biases
- Believe in the superiority of the dominant group
- Assume paternal posture toward so-called lesser groups
- characterized by ignorance and unrealistic fear of people who are different



Cultural Blindness

- See the difference, act like you don't
- Belief that color and culture make no difference and that all people are the same
- Values and behaviors of the dominant culture are presumed to be universally applicable and beneficial

Cultural Pre-Competence

- See the difference, respond to it inappropriately
- Awareness of limitations in cross-cultural communication
- Desire to provide fair and equitable treatment without knowing exactly what it is or how to proceed

Cultural Competency

- See the difference, understand the difference that difference makes
- Acceptance and respect for difference
- Continuing self-assessment regarding culture, careful attention to the dynamics of difference
- Continuous expansion of cultural knowledge
- Policies and practices that make it possible to be effective in many cultural context

Cultural Proficiency

- See the difference; respond positively and affirmingly in a variety of environments
- Holding culture in high esteem
- Seeking to add to the knowledge base of culturally competent practice
- Develop new approaches based on culture
- Advocates for and championing culturally competent practice

Developing self-awareness

What is your background?

- Ethnic, racial or cultural group
- Your primary reference group
- What are your personal difference from your primary reference group

Where did you grow up

- How do you identify where you grew up
- What other groups grew up there
- What cultural values, customs did you share with others in your location
- What differences

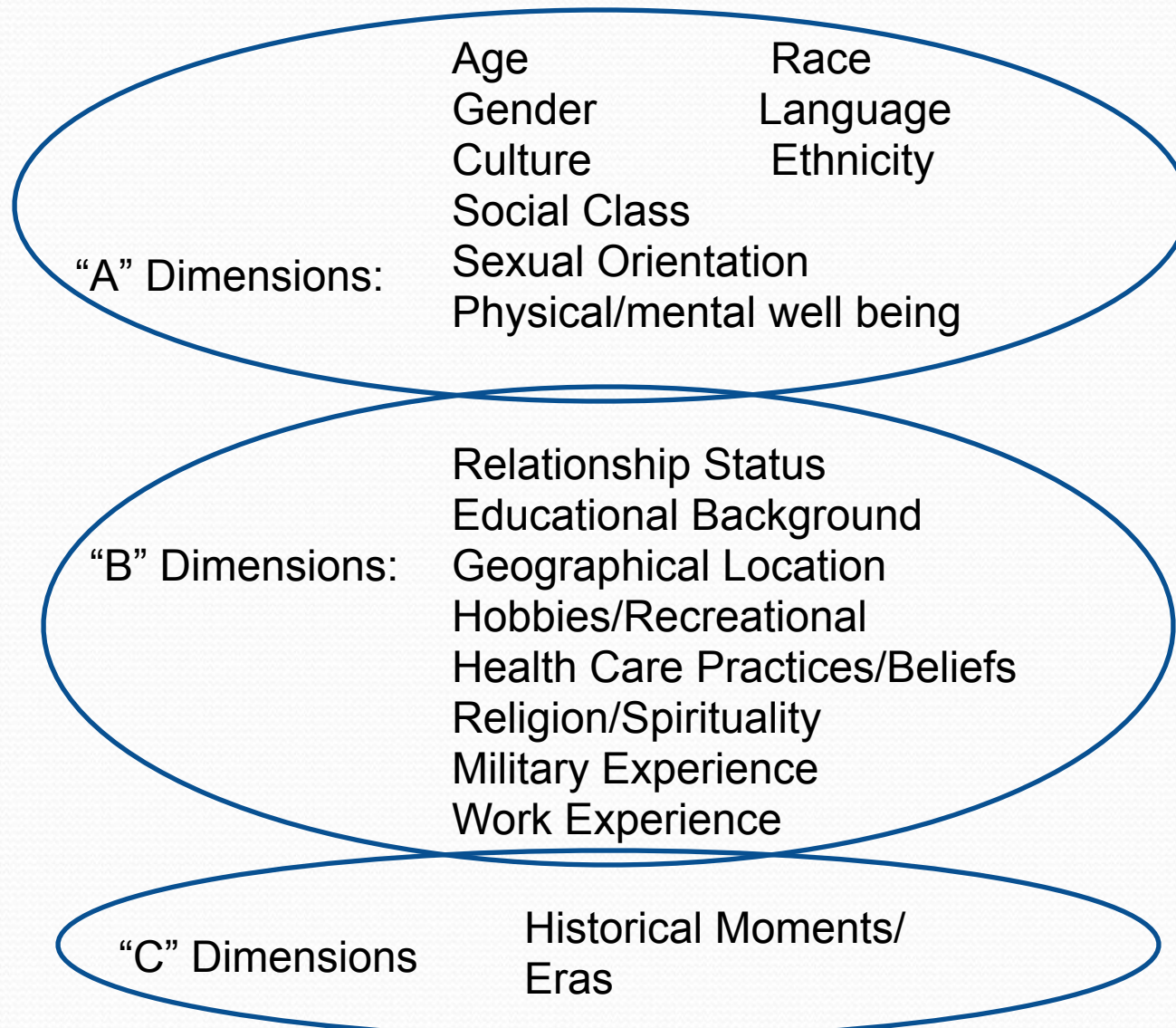
What was your first experience with feeling different

- What are your earliest memories of people from other cultural backgrounds
- Gender differences
- Disabled?
- Difference religion

Privilege

- Discuss experience of privilege (having or lacking)
- How do your clients fit into this picture
- How might they be reacting to you?

Dimensions of Personal Identity



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