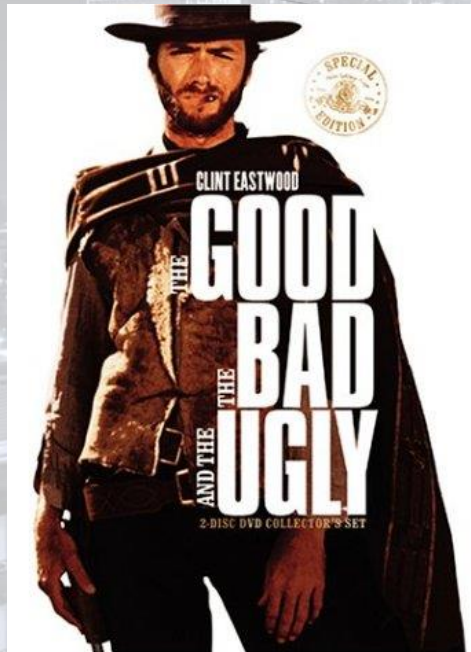


Bias: An Inherently Human Condition

Mayra Fornos, Esq
Mediator

What is Bias?



Bias : What, Why, How

What is Bias?

“ A disposition to decide a cause or issue in a certain way”

^ 2009 Black's Law Dictionary

Types of Biases Listed in Black's Law Dictionary

- 1) Actual
- 2) Implied / Presumed
- 3) Inferable
- 4) Judicial
- 5) Advocate

- 
- 1) Conformation Bias
 - 2) Affinity Bias

Types of Societal Bias

- 1) Are Unemployed;
- 2) Over age 60;
- 3) Didn't go to college;
- 4) Are not attractive;
- 5) Who are working moms;
- 6) Who don't have children;
- 7) Who have too many children;
- 8) Who are overweight;
- 9) Who don't speak English;
- 10) Who are disabled;
- 11) Who are divorced;

Types of Societal Bias

- 12) Who don't believe in marriage;
- 13) Who have different political views;
- 14) Who are people of color;
- 15) Who own handguns;
- 16) Who have tatoos;
- 17) Who believe in God;
- 18) Who don't believe in God;
- 19) Who don't go to church;
- 20) Who drink;
- 21) Who don't drink;
- 22) Who are White

Types of Societal Bias

- 23) Who are Black;
- 24) Who are Latino;
- 25) Who are Asians
- 26) Who are Gay, Lesbian, Queer, Trans;
- 27) Who are poor;
- 28) Who don't wear masks;
- 29) Who dress to sexy;
- 30) Who don't workout;
- 31) Who are Women
- 32) Who are wealthy.

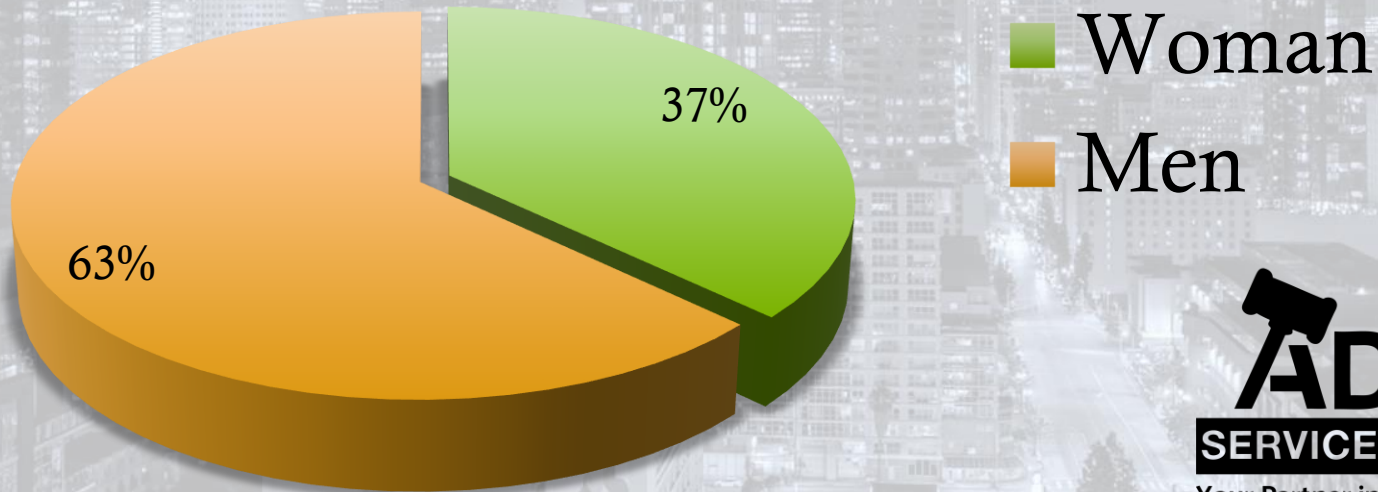
Gender Bias

“a preference or prejudice toward one gender over another”

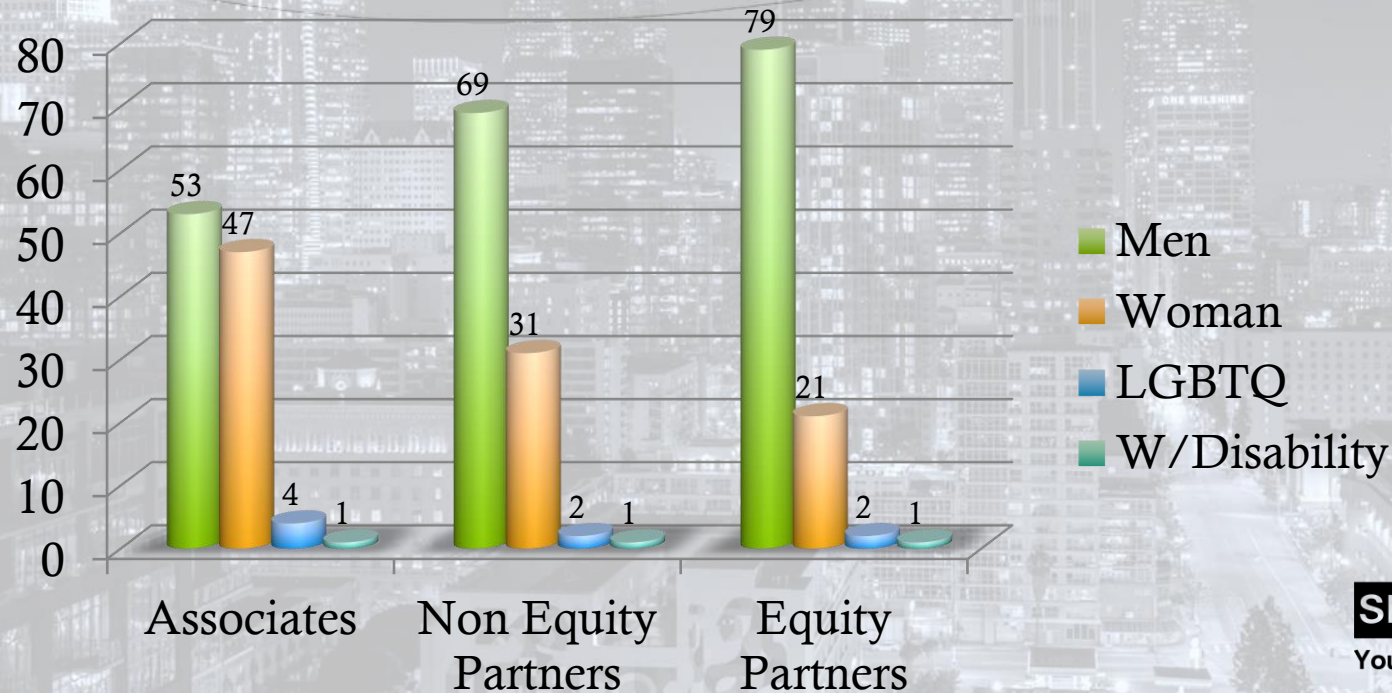


American Bar Association Report

National Lawyer Population



2020 NAWL Survey of Promotion and Retention of Woman in Law Firms



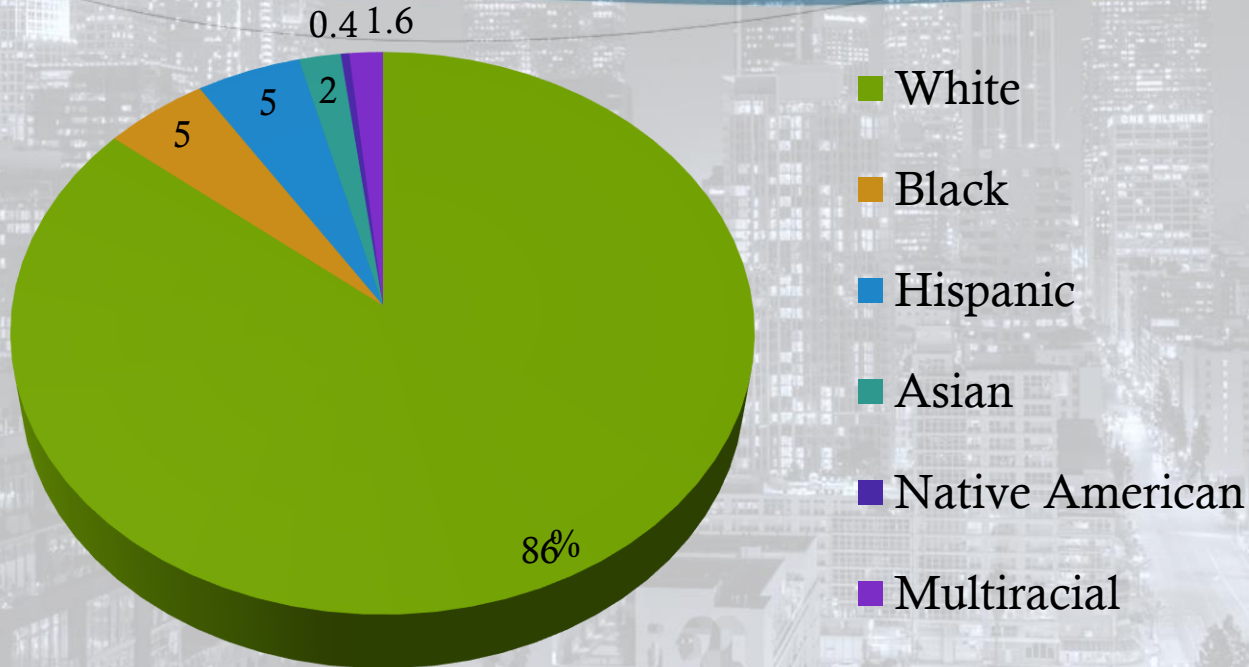
Racial Discrimination

Racial Discrimination is any discrimination against any individual on the basis of skin color or racial or ethnic origin.



Your Partner in Resolution

American Bar Association Report



A Time to Kill



Production : Regency Enterprises
Distributed by : Warner Bros.



Disability Bias

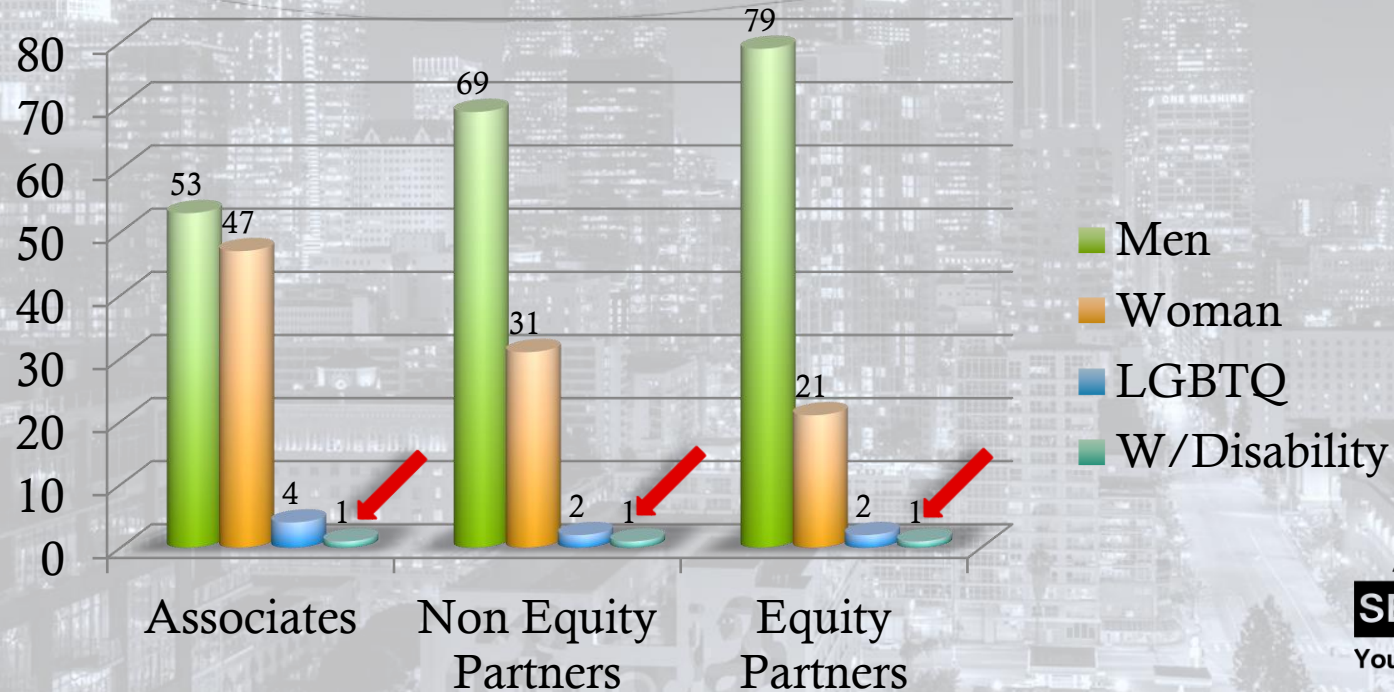
DISABILITY DISCRIMINATION



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Disability Bias



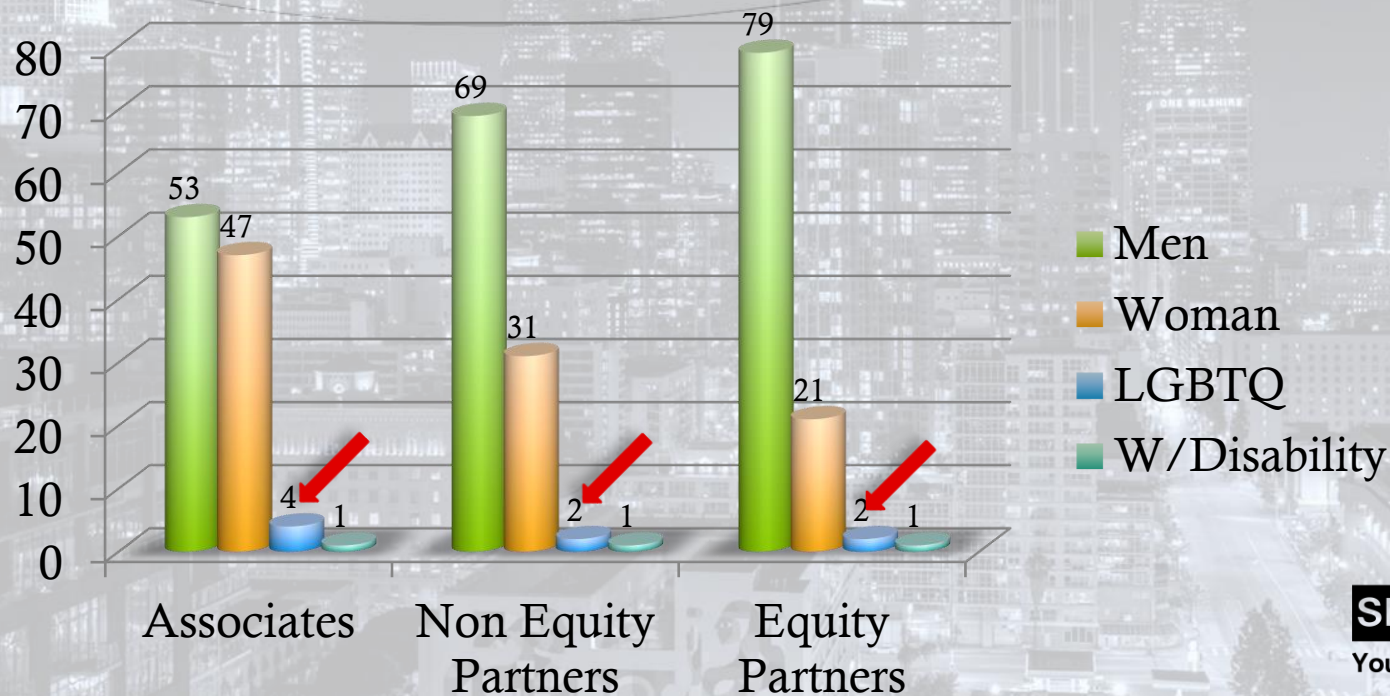
Sexual Orientation Bias



ADRSM
SERVICES, INC.

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Sexual Orientation Bias



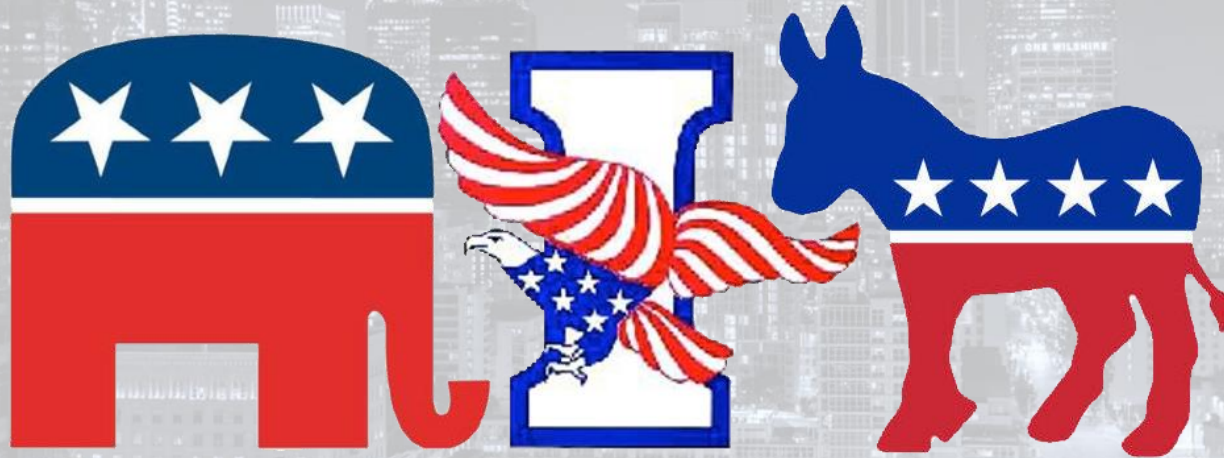
Cultural Bias



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Political Bias



Religious and Faith Based Bias





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List of Negative Biases Impact

Hostility

Discrimination

Divisiveness

Prejudice

Judgmental Attitude

Alienation

Negativity in Attitude and Action

Disrespectfulness

Lack of Teamwork and Support



The How

Anti Bias Training

Raise awareness

Provide tools

Inspire

Be meaningful



Your Partner in Resolution

Diversity

Making the Team

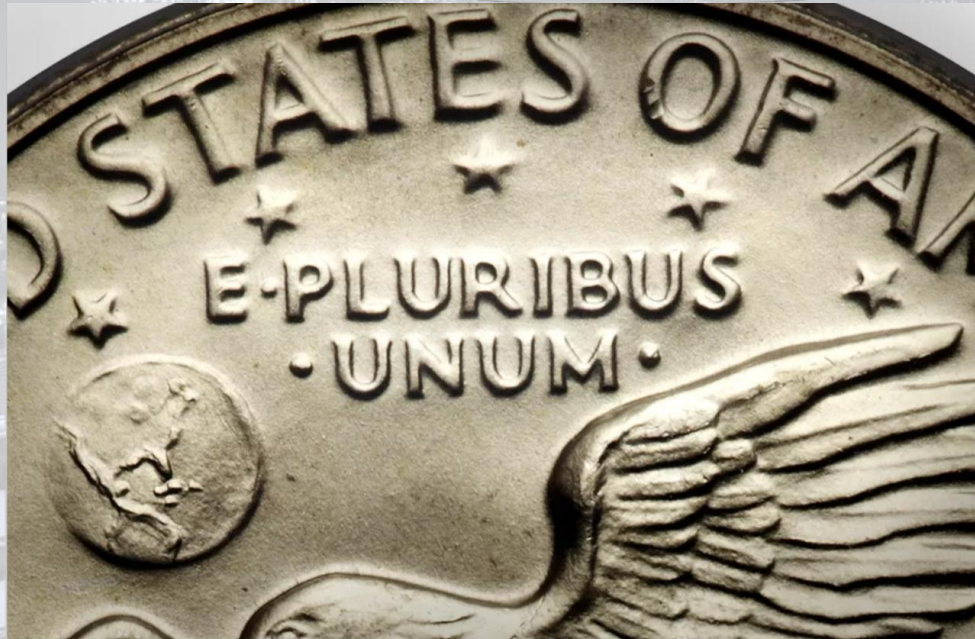


Inclusion

Playing the Game



“E PLURIBUS UNUM, OUT OF MANY, ONE”



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Creating Awareness



Stop Look & Listen

The How

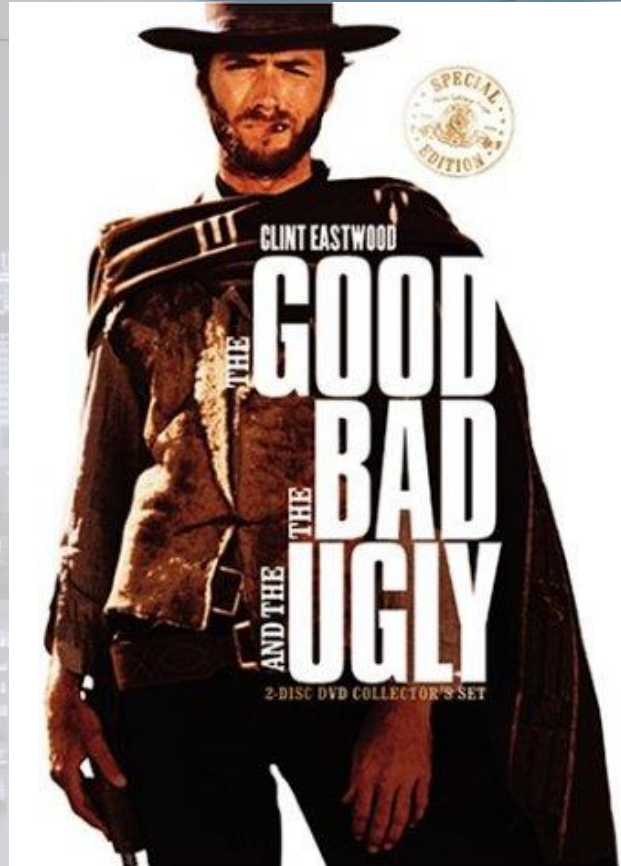
- * ACKNOWLEDGE your Biases
- * ADMIT your Biases
- * OWN your Biases

The How

Make the Necessary Changes

Thank you

Mayra Fornos, Esq
Mediator



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