

***Recognizing and Eliminating Gender Bias:  
Understanding Implicit Bias and Micromessaging***

**ADI MCLE, October 29, 2014**

**Resource List**

*The Courage to Pay Heed: Knowing and Responding to Implicit Bias*

ABA, Section of Litigation Woman Advocate – August 28, 2012

By Sarah Redfield, Professor, University of New Hampshire School of Law

<http://apps.americanbar.org/litigation/committees/womanadvocate/articles/summer2012-0812-courage-pay-heed-knowing-responding-implicit-bias.html>

*Harvard Business School Case Study: Gender Equity*, 9/7/2013, New York Times

By Jodi Kantor

[http://www.nytimes.com/2013/09/08/education/harvard-case-study-gender-equity.html?pagewanted=all&\\_r=0](http://www.nytimes.com/2013/09/08/education/harvard-case-study-gender-equity.html?pagewanted=all&_r=0)

*Project Implicit -- founded in 2001 by profs. at U. of Washington, Harvard, U. Va.*

(1) behavioral research, (2) web-based tools, (3) consulting, education, training

--General website: <https://www.projectimplicit.net/index.html>

--Behavioral Research Tests –<https://implicit.harvard.edu/implicit/demo/>

*Gender Bias, Prove It Again Project: When women have to work harder to establish competence*

--Videos illustrating forms of implicit bias:

<http://www.genderbiasbingo.com/prove-it-again/#.VE4FhiJ4pRo>

*Women Rising: The Unseen Barriers*, Harvard Business Review, Sept. 2013, By Herminia Ibarra, Robin Ely, and Deborah Kolb

<http://hbr.org/2013/09/women-rising-the-unseen-barriers/ar/1>

Joan C. Williams & Rachel Dempsey, *What Works for Women at Work: Four Patterns Working Women Need to Know* (2014)

Malcolm Gladwell, *Blink: The Power of Thinking Without Thinking* (2007)

Dr. Virginia Valian, *Why So Slow? The Advancement of Women* (1998)

### **Resource List, Continued**

Barnard College conference: *Women, Work & The Academy: Strategies for Responding to “Post Civil Rights Era” Gender Discrimination* (2007)

[http://bcrw.barnard.edu/wp-content/nfs/reports/NFS2-Women\\_Work\\_and\\_the\\_Academy.pdf](http://bcrw.barnard.edu/wp-content/nfs/reports/NFS2-Women_Work_and_the_Academy.pdf)

Maya Sen, *Is Justice Really Blind? Race and Appellate Review in U.S. Courts*, Harvard Kennedy School (Sept. 2014)

- Analysis of data shows black federal judges are consistently overturned on appeal more often than similar white judges
- Available at: <http://scholar.harvard.edu/msen/publications/justice-really-blind-race-and-appellate-review-us-courts>

Rebecca D. Gill, *Implicit Bias in Judicial Performance Evaluations: We Must Do Better Than This*, University of Nevada, Las Vegas Libraries (2014)

- Article shows empirical evidence that gender and race bias still exist in attorney surveys in the judicial performance evaluations conducted in accordance with the ABA’s Guidelines.
- Available at: [http://digitalscholarship.unlv.edu/political\\_science\\_articles/4/](http://digitalscholarship.unlv.edu/political_science_articles/4/)

Lawyers Club of San Diego, *Equality Surveys*, published annually in the Fall (Under “News” select publications tab)

<http://www.lawyersclubsandiego.com/?page=A9>

National Association of Women Lawyers

(On website, under “Resources” tab, select Publications → Surveys)

<http://www.nawl.org/p/cm/ld/fid=82#surveys>

Statistics from the ABA Commission on Women in the Profession

<http://www.americanbar.org/groups/women/resources/statistics.html>

*The Bottom Line: Corporate Performance and Women’s Representation on Boards*, published by Catalyst, Oct. 15, 2007

- Results show companies with more women board directors experience higher financial performance along key metrics
- <http://catalyst.org/knowledge/bottom-line-corporate-performance-and-womens-representation-boards>

*Equal Education, Unequal Pay*, info-graphic published by LearnStuff

<http://www.learnstuff.com/equal-education-unequal-pay/>