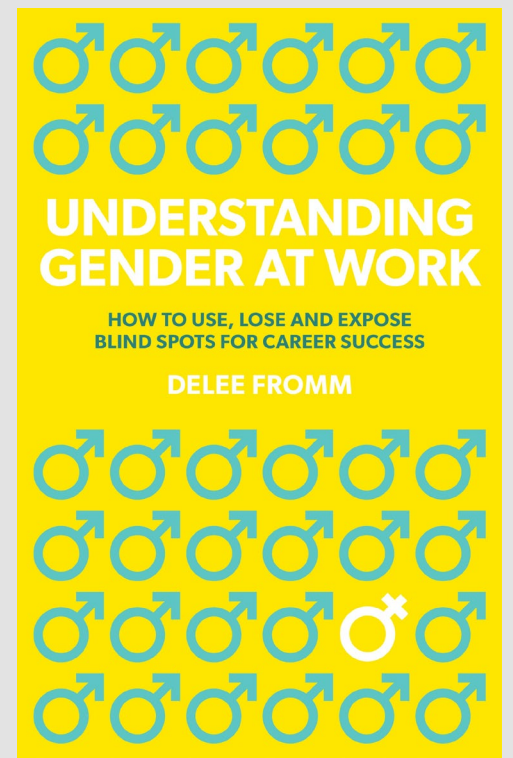


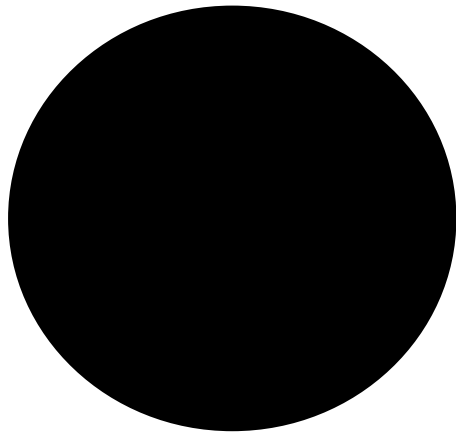


Law Society
of Saskatchewan

The Elephant In the Room: Gender Bias in the Legal Profession

March 16, 2021
Delee Fromm





**You don't know
what you don't
know**

Gender Blind Spots



- Same as implicit bias and unconscious bias
- Incorrect attitudes, stereotypes & beliefs
- Can run counter to what we say
- **It is not conscious**
- Race, gender, religion, ability, culture, age and language
- **POLLING : HOW MANY OF YOU HAVE EXPERIENCED GENDER BIAS?**

Neural Processing



SLOW

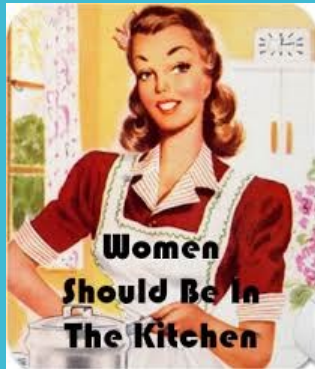
- conscious and analytical
- **16-50 bits** of info/second
- only 1%-20% of our processing
- using only slow processing **we would be paralyzed**

FAST

- automatic and unconscious
- **11 million bits** of info/second
- 80-99% of processing is without awareness
- if there is an association - **fast processing will find it**



Image Recognition Software



- IRS is like fast processing
- IRS scanned images for associations
- Any person in kitchen was labeled a woman
- **Robots** - offer man beer and woman help
- **They had to reprogram the software**



Unconscious Bias In Action

1. **SEE PICTURE**
2. **CATEGORIZE PERSON (1/5th of second)**
 - Social category
 - Same/not same (In-group/Affinity bias)
3. **ASSOCIATIONS ACTIVATE**
 - Women/home
 - Men/work
 - Men/leaders
 - Women/children
 - Race
 - Age
 - Religion
4. **ASSESS, ASSUME, DECIDE AND ACT**

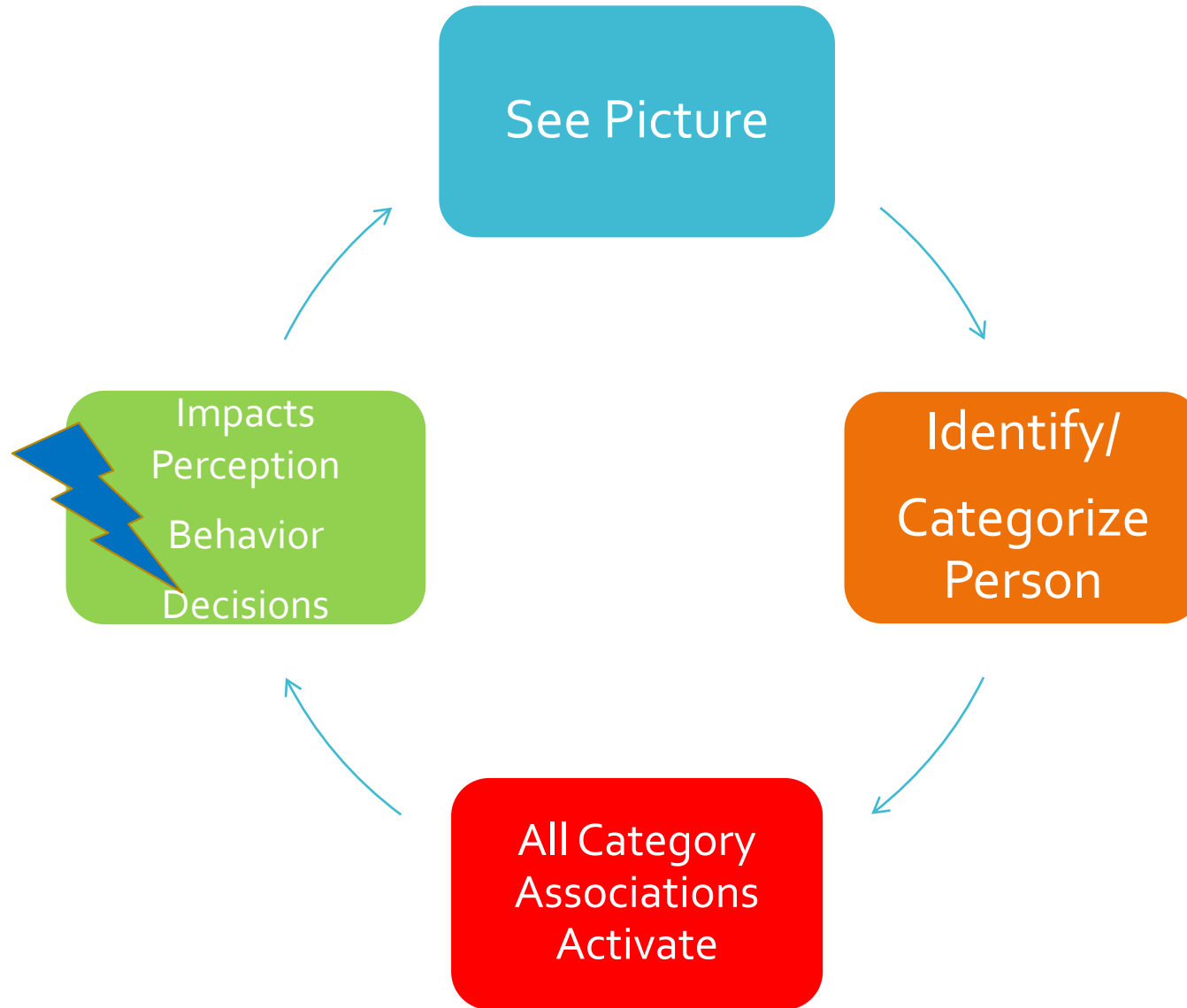
VALUES





We Are All Biased

- **Implicit Association Test (IAT) Harvard**
- 75% men and 80% women gender biased
- Men/ work and women/family
- Being biased **≠** being racist or sexist



How Do We Change?

- Recognize Bias/Blind Spots
- Disrupt Biased Behavior
- Be an Ally
- Be an Inclusive Leader

Recognize Unconscious Beliefs

A Woman's Place is in the Home

A Man's Place is at Work

Women Communal/Men Agentic

Men are Natural Leaders

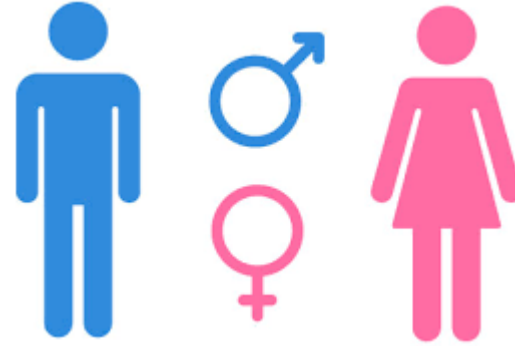
Mothers' Focus is on Family

Results of Unconscious Gender Beliefs

- Out of the Office
- Position
- Performance
- Ambition/Motivation



NO



Differences

Intelligence Personality Cognitive Abilities Leadership Risk Taking



Disrupt Bias

Pages 36 to 41 EXPOSE

Pages 128 -132
COMMUNICATE

Be Prepared to:

Name It

Question It

Correct It

Build Alliances

Use Humour

Stand Firm - *have a phrase ready*

Enlist a Colleague

Use the Power of the Pause



Showing Inclusive Leadership

- Research shows:
- Speaking up reduces bias
- **20% on side/60% to be influenced /20% resistant**
- Change social norms through the 60%
- **Does not need to be confrontational**

What to Say

- **Humour** – “The 1950s called and they want their comment back”
- “You look too young to be that old-fashioned”
- **Signal Disagreement** - “There are other perspectives”
“There are other views”
- **Question it** - “What do you mean?” Let them explain.

Inclusive Leadership Traits

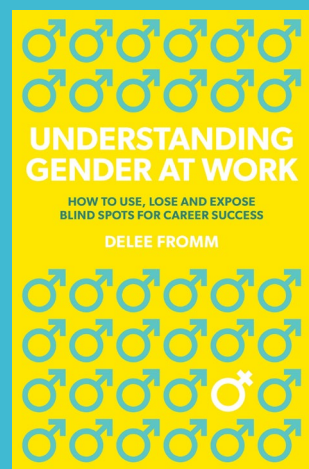
1. **Curiosity** – seek to understand different points of view/ask **what's it like at work** (coffee 30 minutes once per week)
2. **Humility** – take ownership of mistakes
 - “I apologize, I’m going to do better”
 - “I recognize I have work to do”
 - Examine assumptions/seek feedback/learn from missteps
 - Biased behavior greater when stressed
 - (tired, rushed, hungry, anxious)
3. **Courage** – Standing up for principles when it involves personal risk-taking or is uncomfortable

Micro affirmations

- Small acts, public or private, that show others you want that person to succeed (**5 minutes per week** congratulate a POC or woman on an accomplishment)
- Small actions that **signal respect** and wanting success for the recipient (**1 minute per week** highlight underrepresented person's accomplishments with other co-workers)
- **Praise** is the most effective morale builder



What Organizations, Leaders and Mentors Can Do



- Commit to Increasing Gender and Racial Parity
- Begin to Recognize Personal Blind Spots
- Sponsor and Showcase Diverse Colleagues
- Be an Inclusive Leader
- Working together, equality is achievable!

