

## Resources for training on implicit bias and related issues

**Dr. Arin Reeves – Nextions Research:** Dr. Reeves has spoken at Pitt on related topics before, and she's also an author of a study regarding the effect of implicit bias in law, "Written in Black and White..." The study concerns bias in law firm partners' evaluation of writing samples, with race as the deciding factor (see the research page).

Nextions:

<https://nextions.com/>

Dr. Reeves:

<https://nextions.com/our-team/>

**The Perception Institute:** Rachel Godsil of Perception Institute is the Institute's Director of Research, and is also a member of the law faculty at Rutgers. The Perception Institute most recently co-created the implicit bias training for all Starbucks employees nationwide. Given the type of presentations and work they do, and the types of institutions for which they've done it, the Perception Institute looks well suited to working on these issues in higher education.

The Perception Institute:

<https://perception.org/>

The research is broad, impressive, and shows deep experience with educational environments.

### On the subject of conducting conversations on difficult issues:

**"Critical Conversations," Boston University School of Law:** This effort, part of the efforts of the Dean of the School of Law and the Associate Director for Diversity and Inclusion, has been noticed in the wider community of law schools. The following description comes from the School of Law's web site:

#### **Critical Conversations**

A yearlong series of events that provides students, faculty, and staff the unique opportunity to discuss issues of diversity and its intersections with the law. The program begins during Orientation with a mandatory session for all incoming students. Optional sessions throughout the year discuss topics such as Privilege, Faith and the Law; and Ableism – Perspectives from the Deaf Community. Although not part of the law school's curriculum, the sessions have a high student turnout and are deeply valued by the community.

Here is a blog post from a dean at another law school about BU's program:

<https://www.whatgreatlawsschoolsdo.com/2018/04/boston-universitys-critical-conversations/>

## **Civil Discourse**

[National Institute on Civil Discourse](#). One person involved with an NICD workshop reported to a WG member that it was good.

### **On the subject of micro-aggressions:**

Jody Gray of the University of Minnesota comes recommended as a source on micro-aggressions. Here is a [link](#) to one chunk of materials she put together; more is available online.