

DATE: April 26, 2012

TO: Members, Stakeholder Relations Committee

FROM: Joseph Dunn and Patricia Lee

SUBJECT: Diversity/Elimination of Bias Video Project

Overview of Project:

Twenty years ago, the San Francisco Queens' Bench developed "*All In A Day's Work*." This popular video depicts the very subtle gender bias faced by women attorneys and judges, and has been used in countless MCLE workshops over the years.

The video and its companion training manual are used as training tools to help participants understand the difficulties that this type of discrimination poses for attorneys from diverse backgrounds as well as for the profession at large.

During the training events, the video is shown, depicting real-life examples of the subtle biases and ongoing stereotypes faced in the workplace, courtroom, and other practice settings. After each vignette is shown, participants then engage in a discussion of each of the situations, and consider the impact of this type of discrimination on the practice of law. The training educates members of the legal profession and judges about the nature, scope and impact of various forms of bias, and allows attorneys to fulfill their one-hour elimination of bias MCLE requirement. [Excerpts will be shown during the Board Committee meeting.]

Because this valuable video is now severely out of date, and because it focused only on gender discrimination, we propose to develop and distribute an updated 30-minute, professional quality video program. This new video would also use dramatic vignettes depicting scenarios in which bias and stereotypes continue to hinder the hiring and advancement of attorneys, and it could also be expanded to cover other areas where subtle discrimination continues to exist, such as race, gender, disability and/or sexual orientation. A manual of supporting materials will also be produced as a resource to assist the "trainers" showing the video and for reference by participants.

California has long been a leader in the area of elimination of bias and access and fairness in the legal profession. Developing this updated video would allow us to continue to provide important MCLE trainings and would support and further the State Bar's vision and goals in this important area.