

EQUITY AND INCLUSION

Video Number	Name	Description	Length (approx.)	Instructor	Written Material on Website?
2003-05	Justice vs Prejudice and You	Laurence Geller presents a provocative view of our system of justice and the role prejudice plays.	30	Laurence Geller	N
2010-04	Culture of Respect	This workshop will address primary and secondary dimensions of diversity and how those impact the workplace. It will also address how our actions, guided by stereotypes and generalization, can lead to workplace behavior that is unlawful. An overview of the law and the steps we can take to prevent unlawful harassment and discrimination is also covered.	60	Debra Moser, Outreach Coordinator, EEOC	N
2018-05	Examining & Eliminating Implicit Biases	Many hearing officers believe they have few biases and, if they do, they're aware of them. This class by Peter Hemenway will explore whether these beliefs are true and, if untrue, how biases affect us when we conduct hearings, make findings of act and write decisions.	120	Peter Hemenway, Administrative Law Judge, CA Dept of Social Services (ret.)	Y
2021-08	Implicit Bias	Hearing officials have an affirmative duty to be neutral and impartial but as human beings, we're subject to implicit or unconscious biases. This class will focus on lesser-known biases, such as dealing with uneducated parties, Highly Sensitive Persons (HSP), the disabled, and other groups that are frequently encountered in hearings but are seldom discussed.	60	Aaron Smith, Administrator of the Arizona Department of Economic Security's Office of Inspector General, Appellate Services Administration	N

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2022-08	Implicit Bias and Its Impact on ALJ Decision Making	In this course, you will learn how perceptions are recorded, retained and reinforced by your unconscious brain; define and explain "implicit bias" and identify biases that are common in judicial decisionmaking.	90	Toni Boone, ALJ (retired); W. Michael Gillette, Associate Justice, Oregon Supreme Court (retired).	
2022-13	Interrupting Racial, Ethnic and Gender Bias	This session will explain implicit bias and provide examples of its subtle manifestations. After review of anti-discrimination laws and statistics, we will discuss specific race, gender, and ethnic biases in legal proceedings with these three objectives in mind: (1) show hearing officials how to identify manifestations of implicit bias; (2) provide concrete strategies for reducing their own biases; and (3) demonstrate communication tips for addressing and responding to biases in others	75	Prof. Chris Chambers-Goodman	Y