

The logo for FISH, consisting of the word "FISH" in a bold, white, sans-serif font, followed by a small teal square.

Addressing Bias in the Legal Industry

January 23, 2024

Presenters

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Diversity, Equity, & Inclusion Goals


Mission Statement

As a firm that serves the world's greatest visionaries, we know that creativity and innovation almost inevitably are the result of seeing the world from multiple different perspectives. Having a diverse team enhances the quality of legal services we provide to our clients, sustains our standing as a premier IP law firm, and strengthens the fabric of our firm.


Our mission is to promote a creative, respectful, and inclusive culture that values the diversity of people, experiences, perspectives, talents, and capabilities, thereby allowing Fish to thrive.



We will educate and engage everyone in our firm on diversity, equity, & inclusion.



We will embed diversity, equity, & inclusion into all career development processes and procedures for the firm.



We will be recognized as an industry leader in diversity, equity, & inclusion.

DIVERSITY GOALS

We will increase **the representation of individuals** from diverse backgrounds in our firm.

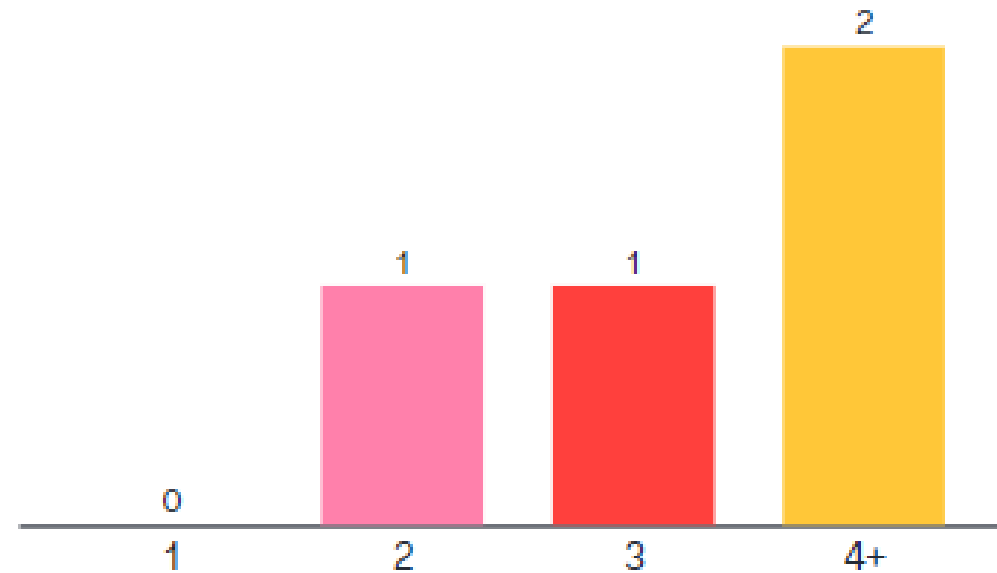
We will increase the percentage of individuals from diverse backgrounds **in positions of responsibility** with firm clients.

We will increase the percentage of individuals from diverse backgrounds **in positions of leadership**.

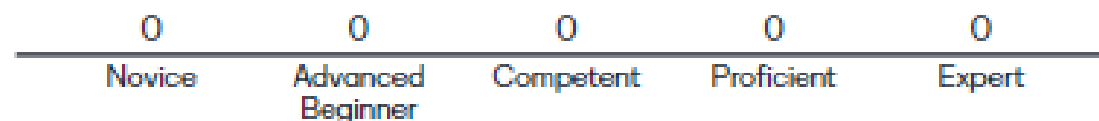
Mentimeter Instructions

On your computer or
mobile device go to
Menti.com and enter
the code

How many bias trainings have you previously attended?



How would you rate your expertise with recognizing bias



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Agenda

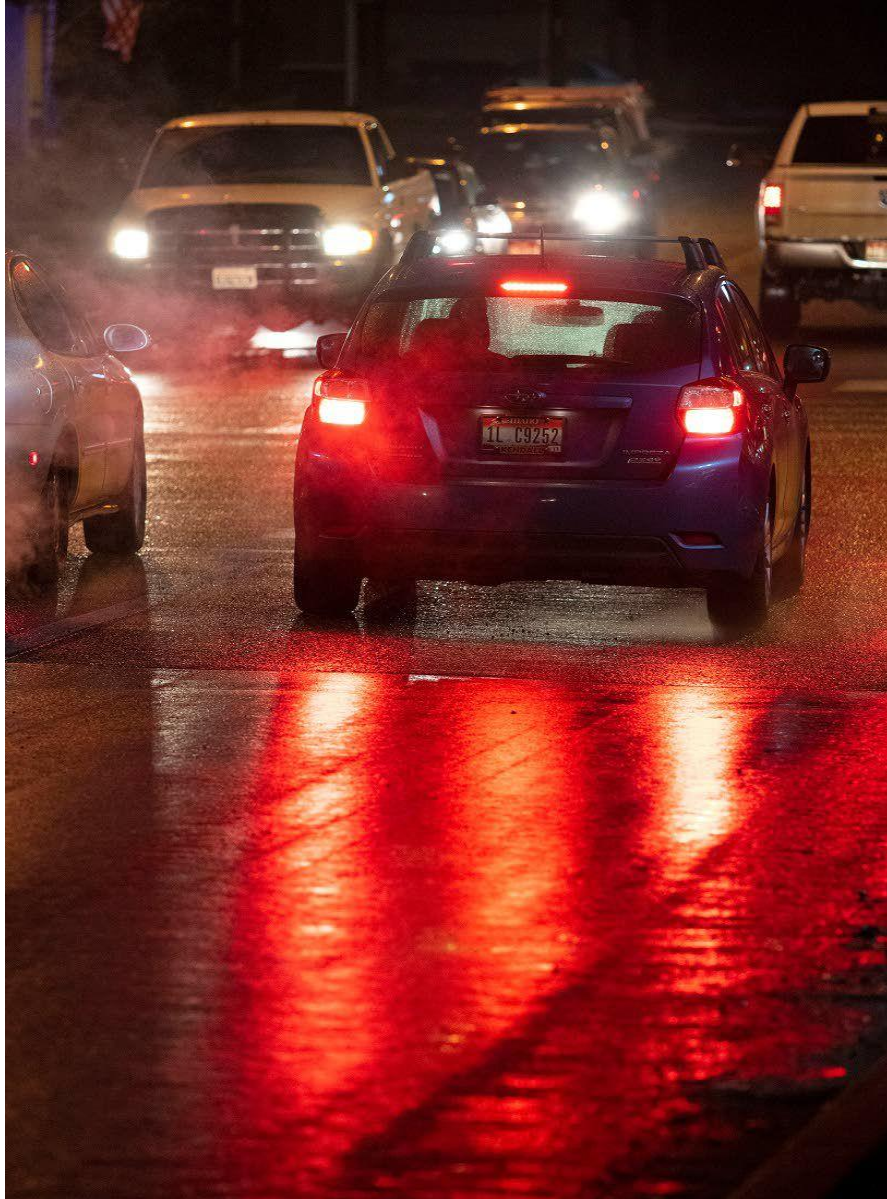
Unconscious Bias: What, Why, Where

Reducing Bias in our Decision Making

Portions of the following content is from rework.withgoogle.com











We receive **11 million bits of information** every moment.

We can only consciously process **40 bits**.

99.9999996%
UNCONSCIOUS

Common Types of Implicit Bias

- Affinity
- Anchoring
- Attribution
- Confirmation
- Conformity
- Contrast
- Halo
- Horns

4 Things that Make a Situation More Prone to Unconscious Bias

- Common Stereotypes
- Lack of Representation
- Ambiguity or Lack of Clarity
- Stressed or Rushed

Common Places for Bias

- Recruiting
- Evaluations
- Promotions
- Work assignment opportunities

Breakout Discussion

- Share a time you witnessed or experienced a type of bias occur in one of these areas:
 - Recruiting
 - Evaluations
 - Promotions
 - Work assignment opportunities

But don't we all just
want a meritocracy?

Is Emily More Employable Than Tamika?

Applicant: Brendan, Greg, Emily & Anne



Applicant: Tamika, Aisha, Rasheed, & Tyrone



Gender Bias: What Makes a Good Manager

Self-confident
Desire responsibility
Industrious
Assertive
Consistent
Logical
Firm
Aggressive
Steady
Skilled in business matters
Vigorous
Emotionally stable
Forceful
Analytical ability
Direct
Frank

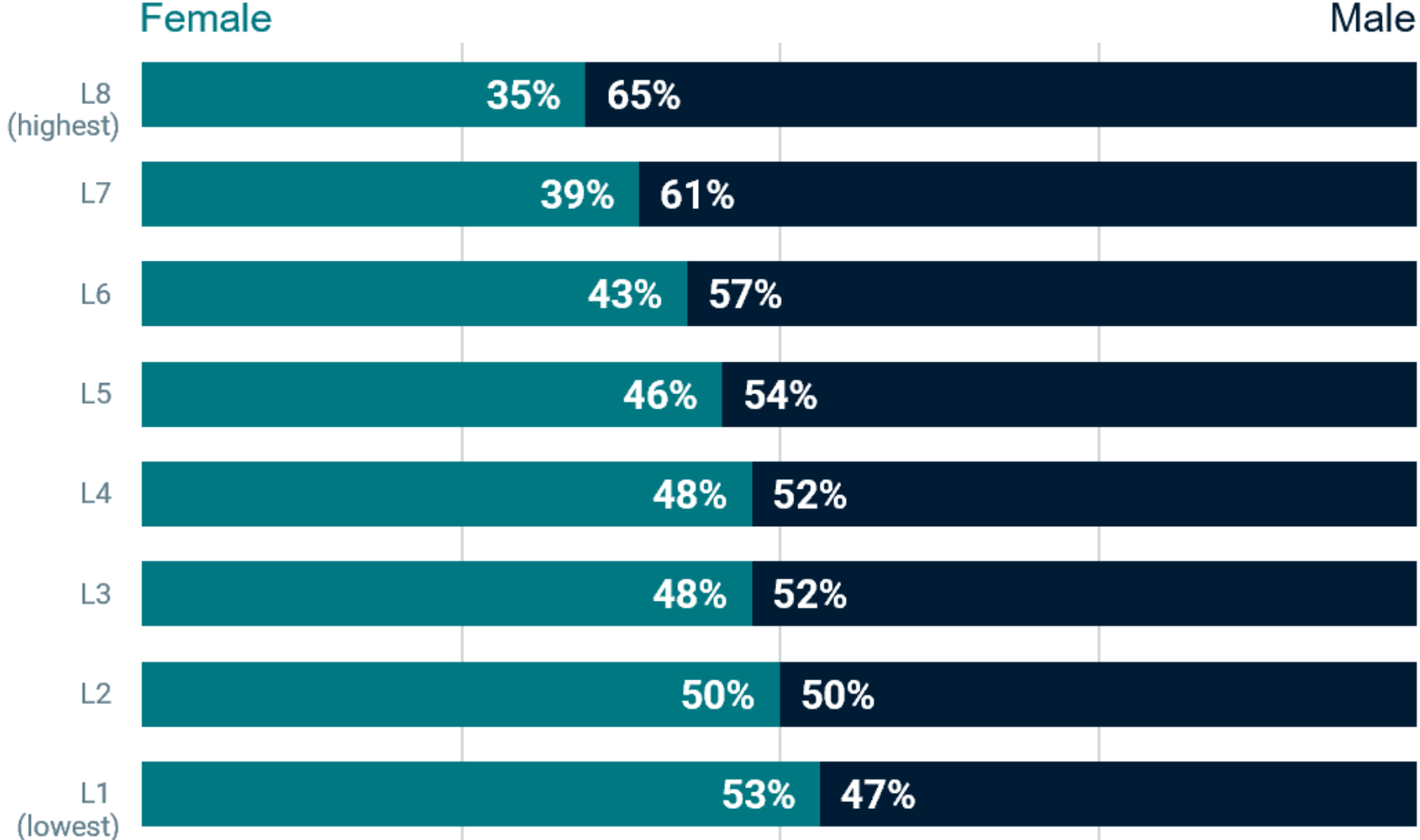


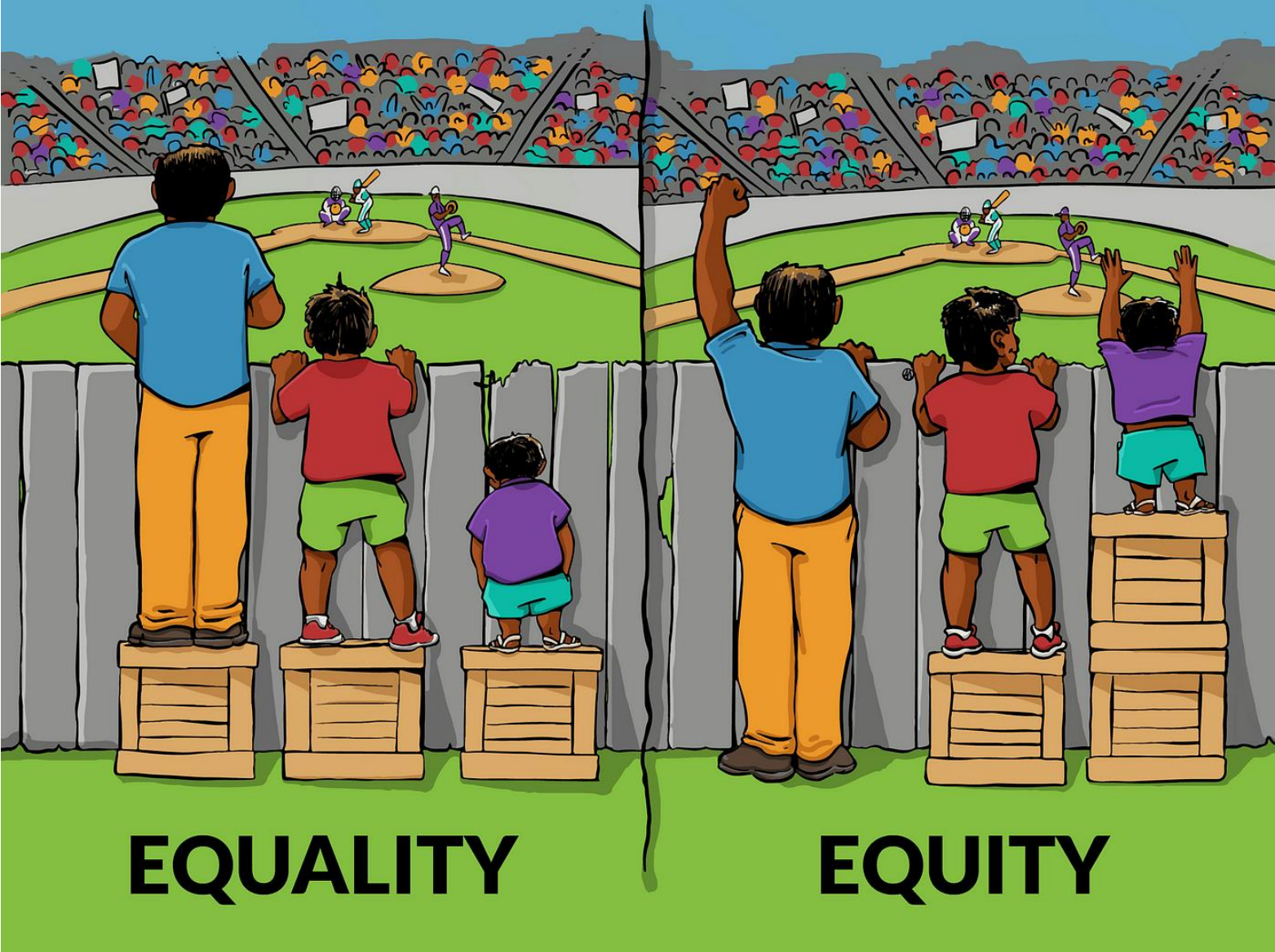
Curious
Helpful
Intuitive
Creative
Understanding
Neat
Aware of others' feelings
Vulgar (less)

With 1% Variance in Performance Scores...



...Only 35% of Employees Would be Female





EQUALITY

EQUITY

How Do We Reduce Bias?

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Methods to Reduce Bias in Meetings

- Make sure the right people are involved
- Assign homework
- Create the right atmosphere
- Manage the debate
- Follow up

Methods to Reduce Bias in Decision Making

- Clearly define criteria
- Structure selection process
- Evaluate subtle messages
- Individual and group accountability

What Does Success Look Like, Specifically?

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Structured Selection Process



Empower Everyone to Recognize Unconscious Bias

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Hold Others Accountable

- Create a culture of calling out unconscious bias
- Make others justify decisions
- Make decisions collectively
- Everyone contributes



Do you feel comfortable calling out bias?

0
Yes

0
Maybe/Depends

0
No

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Does your answer change if the person you call out is a superior?

Waiting for responses ...

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DEI Challenges in the Legal Industry

- Supreme Court decision on affirmative action
- Opposition for DEI programs
- Conflict in the Middle East
- Election & Politics

Our commitment:

**Improve outcomes by
increasing diversity, equity and
inclusion in our organizations.**

What will you do, or be mindful of, to reduce bias in decision making?

Waiting for responses ...

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Thank You!

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