

**WORKSHEET I**  
**INTRODUCTION TO DIVERSITY & INCLUSION**

- Using the resources provided, discuss the importance of inclusiveness in the workplace and the legal profession, including ways to achieve a more inclusive environment.
- Discuss how your mentee can be more aware of implicit biases they have and how to actively combat those biases. Direct your mentee to implicit bias tests online, like [Harvard's Project Implicit](#).
- Discuss how to address problems of under-inclusiveness in the workplace/legal field and how to make co-workers, superiors, support staff, etc. feel included and valued.
- Give your mentee practical tips on how to promote diversity and inclusion in the workplace.
- Discuss the value of having “team communication” in the workplace to address the importance of and/or the lack of diversity and inclusion, and to provide members of the workplace with an environment open to complaints, suggestions, and/or praise regarding the workplace environment.

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**RESOURCES**

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Racial Diversity Efforts Ebb For Elite Careers:

<https://www.nytimes.com/2013/05/28/us/texas-firm-highlights-struggle-for-black-professionals.html>

Building An Inclusive Diversity Culture: Principles, Processes, and Practice:

<http://diversity.cofc.edu/journal-articles/building-an-inclusive-diversity-culture>

5 Tips and Strategies to Build a Diverse and Inclusive Law Firm:

<https://www.clio.com/blog/diversity-inclusion-in-law-firms/>

Female Lawyers Face Widespread Gender Bias, According to New Study:

<https://www.forbes.com/sites/kimelsesser/2018/10/01/female-lawyers-face-widespread-gender-bias-according-to-new-study/?sh=5ad8c6fb4b55>

Office Of Diversity And Inclusion:

<https://www.americanbar.org/content/dam/aba/administrative/diversity-inclusion-center/aba-diversity-high-level-overview.pdf>

From Platitudes to Priorities: Diversity and Gender Equality in Law Firms:

<https://silo.tips/download/from-platitudes-to-priorities-diversity-and-gender-equity-in-law-firms>

Diversity And Gender Equity in Legal Practice:

<https://scholarship.law.uc.edu/cgi/viewcontent.cgi?article=1232&context=uclr>

The Institute For Inclusion In The Legal Profession:

<http://www.theilp.com/>

Strategies For Addressing Unconscious Bias In The Workplace:

<https://www.cookcross.com/docs/UnconsciousBias.pdf>