



# DETROIT BAR ASSOCIATION

The Detroit Bar Association Diversity & Inclusion Committee and Ingham County Bar Association Diversity, Equity & Inclusion Committee invite you to continue the activities and practices that expand your awareness of diverse populations in 2023 with the 23 in '23 Challenge. There will be Challenge Check-in Calls in March, September, and Decembers with special guest speakers and opportunities to share your experience.

**1. COGNITIVE BIAS AND DECISION MAKING**

Learn how cognitive biases can negatively impact decision making and how to challenge your own biases.

<https://www.boardofinnovation.com/blog/16-cognitive-biases-that-kill-innovative-thinking/>

**2. PUTTING THE “B” IN “DEIB”**

Why “belonging” is an essential component of any effective DEI strategy.

<https://workbravely.com/blog/diversity-equity-inclusion/putting-the-b-in-your-deib-strategy-why-belonging-is-essential/>

**3. EQUITY VS. EQUALITY**

What’s the difference and why is it important to recognize?

[https://www.marinhhs.org/sites/default/files/boards/general/equality\\_v.\\_equity\\_04\\_05\\_2021.pdf](https://www.marinhhs.org/sites/default/files/boards/general/equality_v._equity_04_05_2021.pdf)

**4. HOW TO BE AN ALLY**

Tips for being an effective ally in the legal profession.

<https://www.lawjournalnewsletters.com/2021/05/01/professional-development-how-to-be-an-ally-in-the-legal-profession/>

**5. UNDERSTAND AND EMBRACE NEURODIVERSITY**

Great minds don’t always think alike. Learn how to support neurodiverse colleagues.

<https://www.law.upenn.edu/live/files/12067-maureen-reilly-book-review-nalp-bulletin>

**6. IMPLICIT ASSOCIATION TEST**

To acknowledge and understand your own unconscious biases, take one or more implicit association test.

<https://implicit.harvard.edu/implicit/>

- 7. THE URGENCY OF INTERSECTIONALITY**  
 Watch Kimberlé Crenshaw explain how different elements of one’s identity can result in compounded discrimination.  
[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?language=en](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en)
- 8. MENTAL HEALTH AWARENESS**  
 May is Mental Health Awareness month. Take a moment to learn ways for lawyers to manage anxiety.  
<https://www.americanbar.org/groups/journal/podcast/20151102-what-can-lawyers-do-to-manage-and-conquer-anxiety/>
- 9. PRONOUNS MATTER**  
 June is LGBT Pride Month. Take the time to learn why pronouns matter, why they’re not “preferred,” and how to use them appropriately.  
<https://www.diversitycenterneo.org/about-us/pronouns/>
- 10. UNDERSTANDING AND ADDRESSING MICROAGGRESSIONS**  
 Read some examples of common workplace microaggressions and inclusive alternatives.  
<https://www.ef.com/wwen/blog/we-are-ef/understanding-microaggressions-in-the-workplace/>
- 11. THE THREE TYPES OF MICROAGGRESSIONS**  
 Learn more about microassaults, microinvalidation, and microinsults.  
<https://health.clevelandclinic.org/what-are-microaggressions-and-examples/>
- 12. BIAS INTERRUPTERS**  
 Read some examples of bias interrupters that can be implemented in the workplace.  
<https://blogs.anl.gov/leadership/wp-content/uploads/sites/46/2016/07/2016-04-11-Bias-Interrupters-Worksheet.pdf>
- 13. NAMES MATTER**  
 Understand the impact of improperly pronouncing someone’s name.  
<https://www.bbc.com/worklife/article/20210108-the-signals-we-send-when-we-get-names-wrong>
- 14. COFFEE & CONVERSATIONS**  
 Schedule a 15-minute coffee chat with someone in your organization you have not previously engaged with socially; consider discussing “[Coffee & Conversations: Inclusion and Belonging](#)” by Zenell Brown<sup>1</sup>
- 15. ABILITY AWARENESS**  
 October is disability awareness month. Try to navigate your day without using any stairs. Take note where ramps or elevators are not easily accessible.
- 16. INCLUSIVE MEETING BEHAVIOR**  
 Practice giving your full attention when others are speaking in a meeting. Don’t check your cell phone, laptop, etc.
- 17. INCLUSIVE FEEDBACK**  
 8 tips to help ensure you’re providing
- 18. ELIMINATE RACIST EUPHEMISMS**  
 Examine some popular phrases that have

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<sup>1</sup> Full disclosure: This book was written by Diversity & Inclusion Committee Co-Chair Zenell Brown. This addition was proposed by other Committee Members and she humbly agreed to let us share her accomplishment with you.

inclusive feedback.

<https://www.linkedin.com/pulse/8-tips-inclusive-feedback-anne-hsu-ph-d-/>.



### 19. SYMPATHY VS. EMPATHY

Watch this short video from Brené Brown explaining the difference between sympathy and empathy.

<https://www.youtube.com/watch?v=1Ewvgu369Jw>



### 21. WORK TOWARD BEING ANTI-RACIST

Review this continuum with some people from your workplace or an organization you belong to. How is the organization doing in its anti-racism efforts and how can it improve?

<https://racc.org/wp-content/uploads/buildingblocks/foundation/Continuum%20on%20Becoming%20an%20Anti-Racist,%20Multicultural%20Institution.pdf>



### 23. CONFRONT YOUR BIASES

Watch DEI advocate and lawyer Vernā Myers' TED talk stressing the importance of acknowledging and confronting our own biases.

<https://www.youtube.com/watch?v=uYyvbgiNZkQ>

racist origins and suggested alternative language.

<https://www.rwjbh.org/why-rwjbarnabas-health-/ending-racism/say-this-not-that/>



### 20. GENERATIONAL DIVERSITY

Learn how to effectively manage multiple generations in the legal workplace.

<https://mcca.com/mcca-article/managing-multiple-generations-in-the-legal-workplace/>



### 22. INCLUSIVE HOLIDAYS

Learn how to celebrate holidays inclusively at work.

<https://circaworks.com/blog/celebrating-holidays-inclusively-in-the-workplace/>