

Core (all):

Illumination of bias

Friday 2 March 2018 | 2 hours 45 mins

2017/2018 or 2018/2019 CPD year

Overview

Back by popular demand, award-winning international presenter Michael Kahn of ReelTime CLE bring you mandatory CPD with a twist, leveraging the power of the movies to provide critical content, a valuable experience and even enjoyment! As part of ReelTime's Australian tour, join us for an innovative program covering all three CPD core areas.

Utilising film clips from an original film written by ReelTime, this workshop provides a powerful and entertaining forum to explore the harm/potential risk of implicit bias, for both individuals and organisations in which they serve, and provides practical strategies for identifying and mitigating the effects of implicit bias in order to create a more inclusive workplace. It is aimed at legal staff at all levels of experience looking for a refresher and to satisfy their core CPD requirements in one half-day workshop.

Feedback from our 2016 ReelTime program *"Nobody Told Me There'd Be Days Like These!"*:

- *Very enlightening and very worthwhile.*
- *THE BEST CLE program I have ever attended.*
- *These guys know what they're talking about and really hit home.*

2.5 CPD Points





Illumination of Bias: Understanding and Reducing the Impact of Implicit Bias in the Workplace

One of the most significant, yet perhaps neglected, aspects of practicing law in the increasingly global economy (as well as communities that grow more multi-ethnic and multicultural each day) is the challenge of sustained interaction between people who are different than us in various ways, such as race, socioeconomic status, religion, sexual orientation etc. Even the simplest of encounters can often leave lawyers, paralegals or the clients themselves feeling confused, frustrated, offended, or seriously hurt - even when everyone involved began with the best of intentions. This program tackles the tricky subject of “implicit bias” (or “unconscious bias”) in the workplace. Poignant film vignettes and the discussions/reactions to the clips help to shine a light on the harm of implicit bias, both for individuals and the organisations in which they serve. We will also discuss practical strategies for identifying and mitigating the effects of implicit biases, and ultimately creating a genuinely inclusive and profitable enterprise.

Participants in this workshop will be equipped to:

Identify implicit biases and understand how they operate, as well as the settings and circumstances in which they are more likely to show up.

Understand the potential risks and harms of unchecked implicit biases - both to individuals and the organisation as a whole.

Employ practical tools and strategies for confronting instances of implicit bias and systemic injustices or inequities within the organisation, as well as for how to handle the awkward situations when one is being confronted.

Take practical steps towards creating a more genuinely inclusive work environment that respects the dignity and value of all persons, no matter their diverse viewpoints, beliefs, backgrounds, practices, or immutable characteristics.

The session includes a 30 minute break for morning tea.

Michael Kahn, ReelTime CLE

Chair: **Sarah Kraal**, Legal Professional Development Executive and Solicitor, Queensland Law Society

About the presenters

ReelTime CLE is a nationwide provider of dynamic, interactive workshops, conferences, law firm retreats, and professional development training programs, committed to using the most proven and effective methods of adult learning to help professionals work (and interact with one another) more productively and sustainably. Chris Osborn and Michael Kahn began providing their innovative CLE workshops on ethics, professional responsibility, diversity and inclusion and mental health/substance abuse awareness in 2007. Since January 2010, their workshops have been enjoyed by hundreds of participants in Alaska, Georgia, Illinois, New Mexico, New York, Ohio, Oregon, and Virginia, as well as Australia and the Canadian provinces of British Columbia, Manitoba, Ontario, and Saskatchewan. In August 2012, their program, "Practicing Dirt Law and Keeping Your Nose Clean"- Stress and Ethical Decision-Making for Real Estate Attorneys, received an Award of Outstanding Achievement in Programming from ACLEA, the Association for Continuing Legal Education Professionals.

Michael Kahn holds a J.D. from the Dickinson School of Law, and practiced law with the Attorney General's Office for the State of New Jersey for 6 years. Although he left the practice of law in 1991, his work thereafter has kept him involved in the lives of lawyers in various capacities. Following a stint as Assistant Director of Career Services with the Tulane University School of Law, Michael obtained his M. Ed. in Counseling from the University of North Carolina-Greensboro in 1994, and shortly thereafter became a Licensed Professional Counselor in the State of North Carolina. Michael's areas of focus in his psychotherapy practice have included anxiety, depression, grief/loss, career satisfaction, and men's issues, and he has worked with adolescents and adults in individual and group therapy settings. In 2012, he relocated to Oregon, where, in addition to continuing his speaking career, he served as an Adjunct Professor at the Lewis & Clark Graduate School of Education & Counseling. He currently resides in Vancouver, BC, where he facilitates grief groups for lawyers. He continues to present training seminars and workshops on ethics, grief, wellness, diversity and inclusion, and other topics for lawyers and mental health professionals throughout the U.S. and abroad, including for the U.S. military in Germany and Japan.