

**CHECK OUR BIAS: Implicit Racial Bias Defender Agency/Office Audit
Defender**

Ways implicit bias impacts my own work and how to combat it.

EXTERNAL ENVIRONMENT		
CLIENT RECEPTION AREA	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
OFFICE DÉCOR	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
OFFICE LOCATION	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
INTRAOFFICE MANAGEMENT, STAFFING, AND POLICIES		
HIRING	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
PROMOTION	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
DECISION-MAKING	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
FUNDING FOR TRAVEL/TRAINING OPPORTUNITIES	→ WHAT IT LOOKS LIKE:	→ INSTEAD:

LITIGATION AND ADVOCACY PRIORITIES	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
INTERPRETERS	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
INTRAOFFICE ORGANIZATION AND SYSTEMS		
RESOURCE ALLOCATION	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
OFFICE DATABASE	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
INTRAOFFICE DYNAMICS		
LEADERSHIP ROLES	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
OFFICE CULTURE	→ WHAT IT LOOKS LIKE:	→ INSTEAD:
COMMUNICATION AMONG STAFF (ATTORNEYS, SOCIAL WORKERS, INVESTIGATORS, ADMINISTRATIVE SUPPORT TEAM, ETC.)	→ WHAT IT LOOKS LIKE:	→ INSTEAD: