

Center for Legal Inclusiveness 2011 Summer CLE Series

Thursday,
July 14
11:45 a.m. to 1:15 p.m.

Xcel Energy Inc.
1800 Larimer, Second Floor
Denver, CO 80202



**Professor
Melissa Hart**
University of Colorado Law School

CLE

Unconscious Bias: At Work & In Court

“Implicit bias” has been a central focus of analysis in sociology and law in recent years. The significance of unconscious bias, however, is not confined to academia. For lawyers, unconscious bias may arise in numerous contexts including their roles as employers/employees where there is constant potential for intrusion of unconscious bias and as litigators, where they must speak to judges and juries whose implicit bias may affect how cases are resolved.

Melissa Hart, a University of Colorado law professor, will discuss:

- Academic research on bias in the legal profession.
- Cases in which unconscious bias research has been offered as expert testimony and how courts have responded.

Melissa Hart is an associate professor of law at the University of Colorado Law School where she has been the Director of the Byron White Center for the Study of American Constitutional Law since 2010. She teaches and writes about employment discrimination, civil procedure, Supreme Court decision making and legal ethics. Professor Hart is a graduate of Harvard Law School and is a former United States Supreme Court clerk and U.S. Department of Justice trial attorney.

Sponsored by:

COLORADO CAMPAIGN FOR INCLUSIVE EXCELLENCE
is now



CENTER FOR LEGAL INCLUSIVENESS
the path to transforming the legal profession



1 General or 1 Ethics
CLE credit anticipated

Cost: \$35
(\$25 Law students)
Lunch Included

Register by July 7

RSVP Online At:

www.centerforlegalinclusiveness.org

(clickable link)

*Please specify vegetarian
or other dietary restrictions*

For more information about
CLI's Summer CLE Series
visit

www.centerforlegalinclusiveness.org

or call 303.832.3503

Center for Legal Inclusiveness 2011 Summer CLE Series

CLE

Unconscious Bias: At Work & In Court

Thursday, July 14—11:45 a.m. to 1:15 p.m.

About the Center for Legal Inclusiveness



Center for Legal Inclusiveness

(f/k/a Colorado Campaign
for Inclusive Excellence)
1700 Lincoln St., Ste. 3200
Denver, CO 80203
Telephone: 303-832-3503

The Center for Legal Inclusiveness is a 501(c)(3) organization dedicated to increasing diversity in the legal profession and actively recruiting, educating, and supporting private and public sector legal organizations in their own individual campaigns to create cultures of inclusion.

For more information
about CLI, visit

www.centerforlegalinclusiveness.org

CLI's Inclusiveness Manual
www.legalinclusiveness.org

Professor Melissa Hart

University of Colorado School of Law

Melissa Hart joined the University of Colorado Law School as a visiting professor in 2000 and accepted a tenure-track position in 2001. A 1995 graduate of Harvard Law School, she clerked for Judge Guido Calabresi of the Second Circuit and for Justice John Paul Stevens on the United States Supreme Court. Professor Hart practiced law for several years in Washington, D.C., including as a trial attorney at the U.S. Department of Justice. Her scholarship focuses primarily on employment discrimination and large class action law suits challenging structural discrimination in the workplace.

Professor Hart was the president of the American Association of Law Schools Section on Employment Discrimination in 2008. She is on the editorial board of the peer-reviewed *Employee Rights and Employment Policy Journal* and is a member of the Labor Law Group. She remains active in the legal community, serving on the Colorado Supreme Court's Judicial Ethics Advisory Committee and Board of Continuing Judicial and Legal Education. She has authored several amicus briefs in employment discrimination cases before the U.S. Supreme Court and in 2008 represented a group of Colorado citizens pro bono in an election law dispute that resulted in a win at the Colorado Supreme Court.

Related Research & Publications

- Do you think you don't have bias? Take the Harvard Implicit Association Tests — free, anonymous unconscious bias tests that measure over 90 different topics such as political issues, ethnic groups, age, weight and music styles.
<https://implicit.harvard.edu/implicit/>
- "A Matter of Context: Social Framework Evidence in Employment Discrimination Class Actions," Melissa Hart and Paul Secunda, *Fordham Law Review* (October 2009).
http://www.fordhamlawreview.org/assets/pdfs/Vol_78/Hart_Secunda_October_2009.pdf
- "Seeing Through Colorblindness: Implicit Bias and the Law," Jerry Kang and Kristin Lane, *UCLA Law Review* (Issue 58, 2010).
<http://uclalawreview.org/pdf/58-2-3.pdf>
- "Implicit Gender Bias in the Legal Profession: An Empirical Study," Justin D. Levinson and Danielle Young, *Duke Journal of Gender Law & Policy* (Volume 18, 2010).
<http://www.law.duke.edu/journals/djglp/>
- "Experiencing Discrimination: Race and Retention in America's Largest Law Firms," Monique R. Payne-Pikus, John Hagan and Robert Nelson, *Law & Society Review* (October 2010).
<http://onlinelibrary.wiley.com/doi/10.1111/j.1540-5893.2010.00416.x/pdf>