RACE EQUITY BENCH CARD

Use the following **seven questions** routinely to produce policies/practices/decisions that have a good chance of generating more equitable outcomes for your clients and families.

1. Who are the racial/ethnic groups affected by the policy/practice/decision?

2. How have you included the individual/group identified above in this decision making process?

3. How will the policy/practice/decision affect your client(s)?

4. How will the policy/practice/decision be perceived by your client(s)?

5. Does the policy/practice eliminate a geographical or financial obstacle for the client or family?

6. Does the policy/practice/decision ignore or worsen existing disparities, or produce other unintended consequences?

7. Based on the above responses, what revisions are needed in the policy/practice/decision under consideration? *(How might the intervention be modified to close racial gaps?)*

Building on individual and family strengths to improve client outcomes while remaining focused on public safety and promoting equitable and effective justice.
IMPLICIT BIAS BENCH CARD

Use the following points for consideration routinely, to produce policies/practices/decisions that have a good chance of generating more equitable outcomes for your clients and families.

**Acknowledge Any Unintended Bias**
- Acknowledge that everyone, including the court, has feelings, assumptions, perceptions fears and stereotypes (implicit biases), of which we may not be aware.

**Act Consciously and Deliberately**
- Allow more time for cases in which implicit bias may be a concern.
- Avoid decisions under rushed, stressed, distracted or pressured circumstances.
- Engage in thoughtful information processing—objectively and deliberatively consider the facts at hand. Avoid low-effort decisions made on auto-pilot.
- In situations when you must respond quickly, take special care to avoid making snap decisions.
- Resist jumping to conclusions based on personal likes or dislikes, generalizations, ‘gut feelings,’ prejudices, sympathies, stereotypes or biases.
- Articulate the reasoning behind your decision before committing to a decision to allow yourself to critically review your decision-making process.

**Be Self-Aware**
- Analyze your emotional state. Do the negative or positive emotions you are feeling pertain to the case?
- Consider whether you are requiring more or less from a person than you would from others in similar situations or circumstances.
- Ask yourself if your opinion of the parties, witnesses, or case would be different if the people presenting belonged to a different social/racial group.
- Consider how the person is different from others in his/her same social/racial group or gender.
- Be mindful of your decision-making process, not just the resulting decision.

**Create Processes to Serve as a Check On Unintended Bias**
- Take notes and rely on those notes over memory.
- Consider what evidence supports the conclusions you have drawn and how you have challenged unsupported assumptions.