

**“Strengthening Our Legal Community by Understanding Our Cultural Differences”  
A Cultural Competency Presentation**

March 18, 2021 5:30 – 7:00 p.m. (via Zoom)

(Co-sponsored by Contra Costa Superior Court Diversity and Outreach Committee and California Women Lawyers)

MCLE Presentation: Providing 1.0 hours of Recognition and Elimination of Bias in the Legal Profession and Society.

**MCLE Reading Materials**

**Court Rules and State Bar Rules**

1. Presiding Judge’s Statement of Elimination of Racism and Bias: Judge Barry Baskin  
<https://www.cc-courts.org/general/docs/StatementOnEliminationOfRacismAndBiasAtTheCCCCourthouses.pdf>
2. Code of Judicial Ethics Canon 3(B)(5): A judge shall perform judicial duties without bias or prejudice. A judge shall not in the performance of judicial duties, engage in speech, gestures, or other conduct that would reasonably be perceived as (a) bias, prejudice, or harassment, including but not limited to bias, prejudice, or harassment based upon race, sex, gender, gender identity, gender expression, religion, national origin, ethnicity, disability, age, sexual orientation, marital status, socioeconomic status, or political affiliation, or (b) sexual harassment.
3. Code of Judicial Ethics Canon 3(B)(6): A judge shall require lawyers in proceedings before the judge to refrain from (a) manifesting, by words or conduct, bias, prejudice, or harassment based upon race, sex, gender, gender identity, gender expression, religion, national origin, ethnicity, disability, age, sexual orientation, marital status, socioeconomic status, or political affiliation,, bias, (b) Sexual harassment against parties, witnesses, counsel or others.
4. State Bar of California Rule 8.4.1—Prohibited Discrimination, Harassment and Retaliation (11/2018)  
[https://www.calbar.ca.gov/Portals/0/documents/rules/Rule\\_8.4.1-Exec\\_Summary-Redline.pdf](https://www.calbar.ca.gov/Portals/0/documents/rules/Rule_8.4.1-Exec_Summary-Redline.pdf)

**Contra Costa Bar Association Contra Costa Lawyer Magazine Articles: May 2020**

- An Argument for Cultural Competency Training in the Legal Profession: Judge Ben Reyes  
<https://www.cccbba.org/article/an-argument-for-cultural-competency-training-in-the-legal-profession/>
- Diversity Isn’t Enough: Summer Selleck, Esq.  
<https://www.cccbba.org/article/diversity-isnt-enough/>

- Racial Reconciliation: A Pathway Toward a More Inclusive Contra Costa Legal Community: Quiana Washington, Esq.  
<https://www.cccbba.org/article/racial-reconciliation-a-pathway-toward-a-more-inclusive-contra-costa-legal-community/>
- Practicing Law While Asian—and other Perspectives from our Members: James Wu, Esq.  
<https://www.cccbba.org/article/practicing-law-while-asian-and-other-perspectives-from-our-members/>
- Increasing Diversity in Contra Costa County’s Legal Community: A Pragmatic Approach: Mika Domingo, Esq.  
<https://www.cccbba.org/article/increasing-diversity-in-contra-costa-countys-legal-community-a-pragmatic-approach/>

### **Other Resources**

- Left Out and Left Behind: The Hurdles, Hassles, and Heartaches of Achieving Long-term Legal Careers for Women of Color,” 2020 Report by ABA Commission on Status of Women  
[https://www.americanbar.org/groups/diversity/women/initiatives\\_awards/long-term-careers-for-women/left-out-left-behind/](https://www.americanbar.org/groups/diversity/women/initiatives_awards/long-term-careers-for-women/left-out-left-behind/)
- *The State Bar of California – “Report Card on the Diversity of California’s Profession” – 2020*  
<http://www.calbar.ca.gov/Portals/0/documents/reports/State-Bar-Annual-Diversity-Report.pdf>
- “Justice, Interrupted: The Effect of Gender, Ideology and Seniority at Supreme Court Oral Arguments.” *103 Virginia Law Review* 1379 (2017)  
[https://www.virginialawreview.org/sites/virginialawreview.org/files/JacobiSchweers\\_Online.pdf](https://www.virginialawreview.org/sites/virginialawreview.org/files/JacobiSchweers_Online.pdf)
- *Center for American Progress, Democracy and Government Reform Team, “Examining the Demographic Compositions of U.S. Circuit and District Courts” (February 13, 2020)*  
<https://www.americanprogress.org/issues/courts/reports/2020/02/13/480112/examining-demographic-compositions-u-s-circuit-district-courts/>
- Demographic Data Provided by Justices and Judges, Relative to Gender, Race/Ethnicity, and Gender Identity/Sexual Orientation (Gov. Code, § 12011.5(n)), as of December 31, 2019  
<https://www.courts.ca.gov/documents/2020-JO-Demographic-Data.pdf>
- “Suspect in Federal Judges’ Home Ambush Railed Against Her in Misogynistic Book”  
<https://www.nbcnews.com/tech/tech-news/suspect-federal-judge-s-home-ambush-railed-against-her-misogynistic-n1234408>
- Talking about Your Pronouns is One Easy Way to be a Transgender Ally  
<https://www.forbes.com/sites/jamiewareham/2020/08/02/talking-about-your-pronouns-is-one-easy-way-to-be-a-transgender-ally-him-her-they/>

- Let's Say Something! Addressing Judicial Bias in the Courts  
[https://www.advocatemagazine.com/images/issues/2021/03-march/reprints/Mora\\_Mar21\\_article.pdf](https://www.advocatemagazine.com/images/issues/2021/03-march/reprints/Mora_Mar21_article.pdf)
- ABA Pledge for Change: Disability Diversity in the Legal Profession  
[https://www.americanbar.org/groups/diversity/disabilityrights/initiatives\\_awards/pledge\\_for\\_change/](https://www.americanbar.org/groups/diversity/disabilityrights/initiatives_awards/pledge_for_change/)
- 5 steps to disclosing an Invisible Disability at Work <https://www.themuse.com/advice/if-when-how-disclose-invisible-disability-at-work>
- California Bans Inquiries on Would-be Lawyers' Mental Health  
<https://news.bloomberglaw.com/legal-ethics/california-bar-bans-inquiries-on-would-be-lawyers-mental-health>