



# THE GOOD GUYS TOOLKIT:

## EVERYTHING YOU NEED TO HOLD A GOOD GUYS EVENT AND ENGAGE MEN AS AGENTS OF CHANGE\*

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## RESOURCES

These resources are useful in learning more about the subjects critical to holding a successful GOOD Guys Event, such as recognizing implicit bias, engaging men as agents of change, and addressing inequalities in the legal industry and workplace. The publications provide important research and information in these areas, the initiatives and training serve as good examples of programs already working to support diversity efforts, and the presentations can be used as inspiration for speaker presentations at your own GOOD Guys Event. For more considerations regarding the best format for your GOOD Guys Event, refer to the Programming Guide in the Toolkit.

### A. RECOGNIZING AND OVERCOMING OBSTACLES

#### 1. Initiatives and Training

[Project Implicit](#), Project Implicit Research Group

[Implicit Bias & Philosophy](#), Implicit Bias & Philosophy International Research Project

[Look Different](#), MTV

#### 2. Presentations

[Our Hidden Bias: Convergence of Bias and Reason—How to Recognize and React to Implicit Bias](#),  
Wei Wei Jeang

[Reading Between the Lines: Uncovering Unconscious Bias](#), John A. Powell

[Implicit Solution: Building a Bias-Free Society](#), Bridgette Davis

#### 3. Publications

[Implicit Bias](#), Stanford Encyclopedia of Philosophy, Michael Brownstein

[Implicit Bias](#), Rutgers School of Arts & Sciences

[Understanding Implicit Bias](#), Kirwan Institute for the Study of Race and Ethnicity

[Implicit Bias and Social Justice](#), Hayley Roberts, Open Society Foundations

[Implicit Bias: A Primer for Courts](#), Prepared for the National Campaign to Ensure the Racial and Ethical Fairness of America's State Courts, Jerry Kang



[The Courage to Pay Heed: Knowing and Responding to Implicit Bias](#), Sarah Redfield

[Understanding Complicit Bias to Gain Justice & Equal Opportunity](#), Sarah Redfield

[Thinking Your Way to Success](#), Hon. Bernice Donald, Sarah Redfield

[Inclusive Leadership: The View From Six Countries](#), Catalyst

## B. ENGAGING MEN IN THE EFFORTS

### 1. Initiatives and Training

[Breakfast for Champions](#), Ida Abbott Consulting

[WMFDP Learning Labs](#), White Men As Full Diversity Partners

[Men Who Get It](#), The Glasshammer

[MARC: Men Advocating Real Change](#), Catalyst

[MenEngage: Men and Boys for Gender Equality](#), MenEngage

### 2. Presentations

[Hacking Gender Diversity: A Token Man Event](#), Daniele Fiandaca

[Quiz: Are You an Inclusive Leader?](#), Catalyst

[Engaging Men and Boys in Gender Equality and Health](#), United Nations Population Fund

### 3. Publications

[Sponsoring Women: What Men Need to Know](#), Ida Abbott, Ida Abbott Consulting

**\*\*FLYER INCLUDED IN TOOLKIT ELECTRONIC MATERIALS**

[5 Ways to Engage Men in Gender Diversity Initiatives](#), Elizabeth Harrin, The Glasshamer

[Men, This is How to Become True Advocates for Women](#), Jacki Zehner, LinkedIn

[Building the Gender Pipeline: Engaging Men, Advancing Women](#), Effenus Henderson, LinkedIn

[Moving Mind-sets on Gender Diversity: McKinsey Global Survey Results](#), Sandrine Devillard, Sandra Sancier-Sultan, and Sandra Werner, McKinsey



[Standing Up for Equality](#), Ilene H. Lang, Catalyst

[Engaging Men in Gender Initiatives: What Change Agents Need to Know](#), Jeanine Prime and Corinne A. Moss-Racusin, Catalyst

[Engaging Men in Gender Initiatives: Stacking the Deck for Success](#), Jeanine Prime, Corinne A. Moss-Racusin, and Heather Foust-Cummings, Catalyst

[Calling All White Men: Can Training Help Create Inclusive Workplaces?](#), Jeanine Prime, Heather Foust-Cummings, Elizabeth R. Salib, and Corinne A. Moss-Racusin, Catalyst

[Actions Men Can Take to Create an Inclusive Workplace](#), Catalyst

[How to Get White Men to Join the Diversity Movement](#), Melissa J. Anderson, The Glasshammer

[Gender in Organizations: Are Men Allies or Adversaries to Women's Career Advancement?](#), Ronald J. Burke and Debra A. Major

[Inclusiveness Best Practice Series: Engaging Men in Women's Activities](#), International Financial Law Review

[For a More Inclusive Workplace, Train Men First, Specifically White Male Managers](#), Lisa Quast, Forbes

[Diversity Training Must Include White Perspective, Experts Say](#), Workforce, Sarah Fister Gale

[How Corporate Diversity Programs Alienate White Men](#), Erik Sherman, Fortune

[Diversity Policies Rarely Make Companies Fairer, and They Feel Threatening to White Men](#), Tessa L. Dover, Brenda Major, and Cheryl R. Kaiser, Harvard Business Review

[Engaging, Instead of Blaming, Managers](#), Frank Dobbin, NY Times

## C. ADDRESSING OBSTACLES IN THE WORKPLACE AND LEGAL INDUSTRY

### 1. Initiatives

[ABA Taskforce on Gender Equity](#), American Bar Association

[ABA Implicit Bias Initiative](#), American Bar Association

[Employment, Education, & Economic Change Initiatives](#), Institute for Women's Policy Research



## 2. Presentations and Training

Implicit Bias Training: Recommended Training Schedule, Sarah Redfield, Hon. Bernice Donald, Jason P. Nance **\*\*COPY INCLUDED IN TOOLKIT ELECTRONIC MATERIALS**

[Implicit Bias and the Legal Profession](#), Janie F. Schulman and Stephanie L. Fong

[Implicit Bias in the Legal Profession: Its Impact and How to Overcome It](#), Chicago Bar Association

[Elimination of Bias in the Legal Profession: 2013](#), David Maggiore-Anet, Lexis-Nexis

[Women Matter: Making the Breakthrough](#), McKinsey

## 3. Publications

[Banking on Diversity: Diversity and Inclusion as Profit Drivers-The Business Case for Diversity](#), Sheryl L. Axelrod, ABA Section of Litigation, Diversity and Inclusion Committee  
**\*\*COPY INCLUDED IN TOOLKIT ELECTRONIC MATERIALS**

[Six Steps to Minimizing Gender and Minority Bias](#), Sheryl L. Axelrod, ABA Solo, Small Firm and General Practitioner Division, GPSolo eReport  
**\*\*COPY INCLUDED IN TOOLKIT ELECTRONIC MATERIALS**

[Walk a Mile in My Heels, By Anonymous Woman Attorney](#), Anonymous, Ms. JD Website  
**\*\*COPY INCLUDED IN TOOLKIT ELECTRONIC MATERIALS**

[Walk a Mile in My Heels Posts](#), Ms. JD Website  
**\*\*COPY INCLUDED IN TOOLKIT ELECTRONIC MATERIALS**

[The Opt-In Project: Making the Case for Balance](#), Patricia K. Gillette

[Implicit Gender Bias and the Legal Profession: An Empirical Study](#), Justin Levinson and Danielle Young, Ms. JD

[Lessons From the Leading Edge of Gender Diversity](#), Joanna Barsh, Sandra Nudelman, and Lareina Yee, McKinsey

[Big Law's Intractable Problem: Implicit Bias](#), Eli Wald and Charles W. Delaney

[Implicit Bias in the Courtroom](#), Jerry Kang, Judge Mark Bennett, Devon Carbado, Pam Casey, Nilanjana Dasgupta, David Faigman, Rachel Godsil, Anthony G. Greenwald, Justin Levinson, and Jennifer Mnookin, UCLA Law Review



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GUYS OVERCOMING OBSTACLES TO DIVERSITY

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[Implicit Bias and the Legal Profession's "Diversity Crisis,"](#) Nicole E. Negowetti, Scholarly Commons @UNLV Law

[When Bias Compounds: Insuring Equal Justice for Women of Color in the Courts,](#) Lynn Hecht Schafran

[Difference Blindness vs. Bias Awareness: Why Law Firms with the Best of Intentions Have Failed to Create Diverse Partnerships,](#) Russell G. Pearce, Eli Wald, and Swethaa S. Ballakrishnen, Fordham Law Review