

## “Men as Mentors: The Importance of Sponsorship”<sup>1</sup> November 28, 2018 - 1 hr. CLE

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There is growing concern that mentorship and sponsorship relationships between male mentors and female mentees, which can be critical to women’s legal careers, are at risk. A recent study published in the American Bar Association Journal found that over half of male attorney respondents felt that mentoring and sponsorship relationships requiring one-on-one interaction run the risk of a heightened perception of unacceptable behavior.

As a result, the Gender Fairness Committee’s hope is that this event will spark discussion about how to overcome these challenges. We want to focus on what makes mentoring and sponsorship relationships between men and women successful and impactful for everyone involved.

Mentorship and sponsorship form the pillars of a successful career and are the focus of this event. In order to ensure that the program meets its objective of providing insights, guidance, and encouragement, we need to ensure participation from all members of the Houston legal community, and especially those with the ability to influence the careers of others.

### Resources and Articles:

- Ted Talk on Unconscious Bias.
  - [https://www.youtube.com/watch?v=Bq\\_xYSOZrgU](https://www.youtube.com/watch?v=Bq_xYSOZrgU)
- Harvard Business Review – “Two Powerful Ways Managers Can Curb Implicit Biases” (October 2018)
  - <https://hbr.org/2018/10/two-powerful-ways-managers-can-curb-implicit-biases>
- ABA Journal – “Race and Gender Bias is Rampant in Law, says New Report that Also Offers Tools to Fight It” (September 2018)
  - [http://www.abajournal.com/news/article/race\\_and\\_gender\\_is\\_bias\\_rampant\\_in\\_law\\_says\\_new\\_report\\_that\\_also\\_offers\\_tools](http://www.abajournal.com/news/article/race_and_gender_is_bias_rampant_in_law_says_new_report_that_also_offers_tools)
- BB | Before the BAR – “Confronting Implicit Bias: What Law Firms Can Learn From Starbucks” (May 2018)
  - <https://abaforlawstudents.com/2018/05/29/confronting-implicit-bias-what-law-firms-can-learn-from-starbucks/>
- Bizwomen - The Business Journals – “How Many Male Allies Do You Have at Work?” (2018)
  - <https://www.bizjournals.com/bizwomen/news/out-of-the-office/2018/09/how-many-male-allies-do-you-have-at-work.html>
- The Wall Street Journal – “Using Design Thinking to Fight Gender Bias in the Workplace” – Sally D’Amato, Alexa Frank, Kelly Connors, and Michelle Cho (2018)

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<sup>1</sup> The information in this handout has been compiled by the HBA’s Gender Fairness Committee and not the Panelists or the Moderator to provide the audience with additional information and resources regarding implicit bias.

- <https://deloitte.wsj.com/cio/2018/06/18/using-design-thinking-to-fight-gender-bias-in-the-workplace/>
- International Labour Organization – ACT/EMP Research Note: “Breaking barriers: Unconscious gender bias in the workplace” (2017)
  - [PDF][Unconscious gender bias in the workplace - International Labour ...](https://www.ilo.org/wcmsp5/groups/public/---ed.../---act.../wcms_601276.pdf)  
*https://www.ilo.org/wcmsp5/groups/public/---ed.../---act.../wcms\_601276.pdf*
- Melody Hobson on “Being Color Brave” in hiring, including her TED talk:
  - [https://www.youtube.com/watch?v=R\\_jLel-UVrk](https://www.youtube.com/watch?v=R_jLel-UVrk) (November 2017)
- The American Lawyer – Lack of Gender Diverse Partnership: Is it the Woman or the Firm? (November 2017)
  - <http://www.law.com/americanlawyer/sites/ali/2017/11/01/lack-of-gender-diverse-partnership-is-it-the-woman-or-the-firm/?sreturn=20171008162954>
- LinkedIn article – On Teams, Women Get Less Credit (November 2017)
  - <https://www.linkedin.com/pulse/teams-women-get-less-credit-marianne-cooper>
- American Lawyer article – Lack of Gender Diverse Partnership: Is It the Woman or the Firm? (November 2017)
  - <http://www.law.com/americanlawyer/sites/ali/2017/11/01/lack-of-gender-diverse-partnership-is-it-the-woman-or-the-firm/?sreturn=20171008162954>
- New York Times article – Tackling ‘the Thin File’ That Can Prevent a Promotion (October 2017)
  - <https://www.nytimes.com/2017/10/03/business/women-minority-promotion.html?mwrs=Email>
- Wall Street Journal – A Rooney Rule for Law Firms? Project Aims to Promote More Women (June 2017)
  - <https://blogs.wsj.com/law/2017/06/07/a-rooney-rule-for-law-firms-project-aims-to-promote-more-women/>
- Above the Law – Get Ready For The Big Law Rooney Rule As Firms Try To Actually Do Something About Diversity (June 2017)
  - <https://abovethelaw.com/2017/06/get-ready-for-the-biglaw-rooney-rule-as-firms-try-to-actually-do-something-about-diversity/>
- Forbes – “Think You’re Not Biased Against Women At Work? Read This” – Tiffany Pham (2016)
  - <https://www.forbes.com/sites/break-the-future/2016/12/20/think-youre-not-biased-against-women-at-work-read-this/#abc667a7e5a8>
- Take the Lead – “Implicit Gender Bias: Strategies To Own The Power To Succeed as Women Leaders” - Michele Weldon, 2016)
  - <https://www.taketheleadwomen.com/blog/implicit-gender-bias-strategies-to-own-the-power-to-succeed-as-women-leaders/>
- Stanford Law School - Women in Law Policy Lab Practicum – “White Paper: Retaining and Advancing Women in National Law Firms” (May 2016)

- <https://law.stanford.edu/publications/retaining-and-advancing-women-in-national-law-firms/>
- Harvard Business Review – If There’s Only One Woman in Your Candidate Pool, There’s Statistically No Chance She’ll Be Hired (April 2016)
  - <https://hbr.org/2016/04/if-theres-only-one-woman-in-your-candidate-pool-theres-statistically-no-chance-shell-be-hired?>
- AAUW – “Are You Biased Against Women Leaders?” (February 2016)
  - [https://www.aauw.org/article/implicit-association-test/?gclid=CjwKCAiAz7TfBRAKEiwAz8fKOOOrdPNVgDohL2KUV6HEUOhxnAS6xb8l\\_V7X7hl6LOyzJ4SqWkIX1ExoCiEMQAvD\\_BwE](https://www.aauw.org/article/implicit-association-test/?gclid=CjwKCAiAz7TfBRAKEiwAz8fKOOOrdPNVgDohL2KUV6HEUOhxnAS6xb8l_V7X7hl6LOyzJ4SqWkIX1ExoCiEMQAvD_BwE)
- *Blindspot: Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald (2016)
- Information from Jerry Kang regarding how the IAT test meets rigorous standards for statistical validity. (April 2015)
  - <http://jerrykang.net/2015/04/12/edwards-lecture-video-online>
- Melody Hobson on “Being Color Brave” in hiring, including her TED talk:
  - [https://www.ted.com/talks/melody\\_hobson\\_color\\_blind\\_or\\_color\\_brave](https://www.ted.com/talks/melody_hobson_color_blind_or_color_brave) (March 2014)
- The ABA 2014 Implicit Bias Initiative information, including a twenty-minute video. (2014)
  - <https://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias>
- Jane Elliott and her How Racist Are You? “training.” Jane was and is a visionary and started her “training” the day after Rev. Martin Luther King, Jr. was shot. (February 2013)
  - <https://www.youtube.com/watch?v=Nqv9k3jbtYU>
- UCLA Law Review 2012 – Implicit Bias in the Courtroom. (2012)
  - <http://faculty.washington.edu/agg/pdf/Kang&al.ImplicitBias.UCLALawRev.2012.pdf>
- Iowa Federal Judge Mark Bennett’s article on implicit bias relating to criminal trials, race and *Batson*. (2011)
  - [http://www.americanbar.org/content/dam/aba/administrative/labor\\_law/meetings/2011/eeo/057.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/labor_law/meetings/2011/eeo/057.authcheckdam.pdf)
- IAT (Implicit Association Test)(2011)
  - <https://implicit.harvard.edu/implicit/education.html>
- Video from California for training court personnel to mitigate bias (original source: Houston Bar Association)
  - <https://youtu.be/FqVqb5ZyUgY>
- HR Professionals Magazine – “What Lies Beneath? How to Address and Overcome Implicit Gender Bias in Your Organization” – Courtney Leyes
  - <http://hrprofessionalsmagazine.com/what-lies-beneath-how-to-address-gender-bias-in-your-organization/>