Title: Hiring the Best: The Next Level of Recruiting for the Next Generation of Lawyers

Program Description: This session will reveal how unconscious and implicit biases impact interactions and decision-making in the recruiting process in the legal profession and in legal workplaces. Dr. Arin N. Reeves will cover the basic principles of unconscious biases and explore their influence on the ways in which we recruit and hire attorneys, especially attorneys from diverse backgrounds. Participants will leave the with the ability to recognize and understand unconscious and implicit biases and the ability to interrupt those biases to better contribute to a more inclusive workplace. Dr. Reeves will share what the research shows us are the effective strategies for interrupting these biases and for maximizing our abilities to hire the best talent in a competitive marketplace.

Agenda:

Introductions

Interviewing Models and Effectiveness

Transforming From "Fit" to "Behavioral"

Recruiting, Hiring, and Onboarding

Recognizing & Breaking Biases in Recruiting and Hiring

The Research (Talking about Diversity)

Next Actions

Q/A