

BARRIERS TO WELL- BEING FOR WOMEN IN THE LEGAL PROFESSION



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TODAY'S PRESENTATION



- ◆ Self-Assessment Tool
- ◆ Unpacking Imposter Syndrome
- ◆ Removing Barriers for Ourselves
- ◆ Removing Barriers in our Workplaces
- ◆ Removing Barriers in the Legal Profession
- ◆ Questions and Discussion



Listen actively and respectfully



Speak from your own experience



Participate to the fullest of your ability

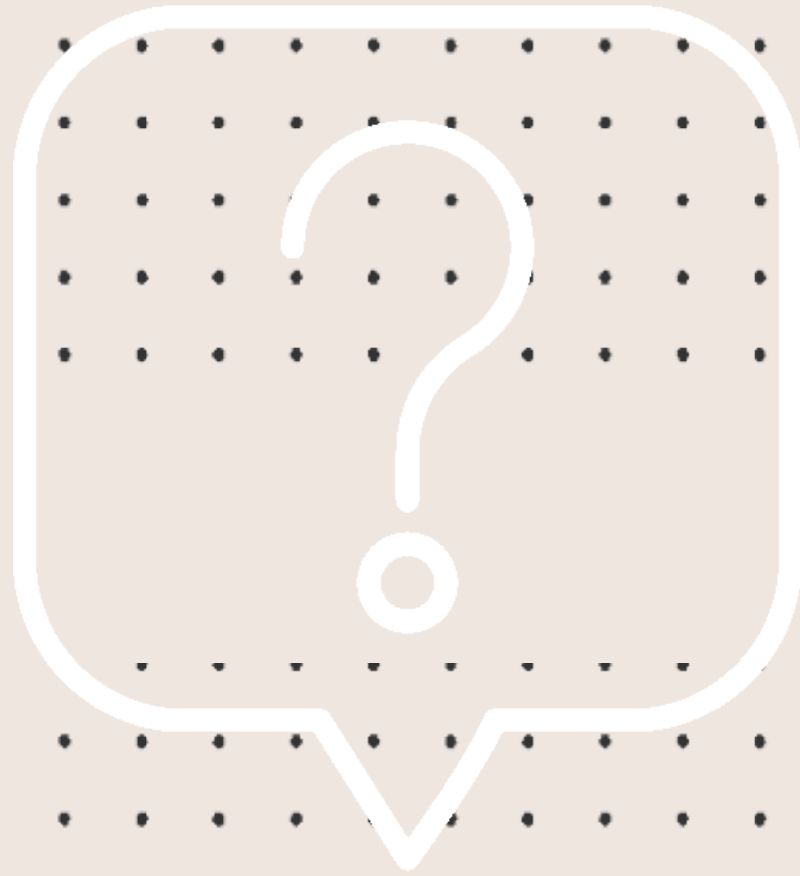
GROUND RULES

SELF-ASSESSMENT TOOL



- ✗ Answer honestly; there are no right or wrong answers. Responses will be anonymous and aggregated for sharing.
- ✗ Scale adapted from "The Impostor Phenomenon: When Success Makes You Feel Like a Fake" (pp. 20-22), by P.R. Clance, 1985, Toronto: Bantam Books. Copyright 1985 by Pauline Rose Clance, Ph.D., ABPP.

SELF-ASSESSMENT RESULTS





Imposter: a person who pretends to be someone else in order to deceive others, especially for fraudulent gain.



Imposter Syndrome: a term coined in 1978 by clinical psychologists Dr. Pauline R. Clance and Suzanne A. Imes referring to high-achieving individuals, marked by an inability to internalize their accomplishments and a persistent fear of being exposed as "fraud."



IMPOSTER SYNDROME



MOVING BEYOND IMPOSTER SYNDROME



- Even as we know it today, imposter syndrome puts the blame on individuals, without accounting for the historical and cultural contexts that are foundational to how it manifests in both women of color and white women. Imposter syndrome directs our view toward fixing women at work instead of fixing the places where women work.

-Ruchika Tulshyan
and Jodi-Ann Burey in "Stop Telling
Women They Have Imposter Syndrome"



BELONGING IN SYSTEMS WE WERE NOT MEANT TO SURVIVE



Individuals



Organizations



Systems

IT'S NOT JUST SELF-DOUBT



Biases, Bigotry,
Aggressions



Exclusion



Under-
Representation



Disproportionate
Criticism and
Uncredited
Efforts



Lack of
Opportunity



REMOVING BARRIERS TO WELL-BEING IN OUR OWN LIVES

- ✗ Recognize all the dynamics that exist
- ✗ When you receive positive feedback, embrace it with objectivity and internalize it
- ✗ Don't attribute your success to only luck
- ✗ Don't talk about your abilities or successes with words like "just," "merely," "only," "simply"

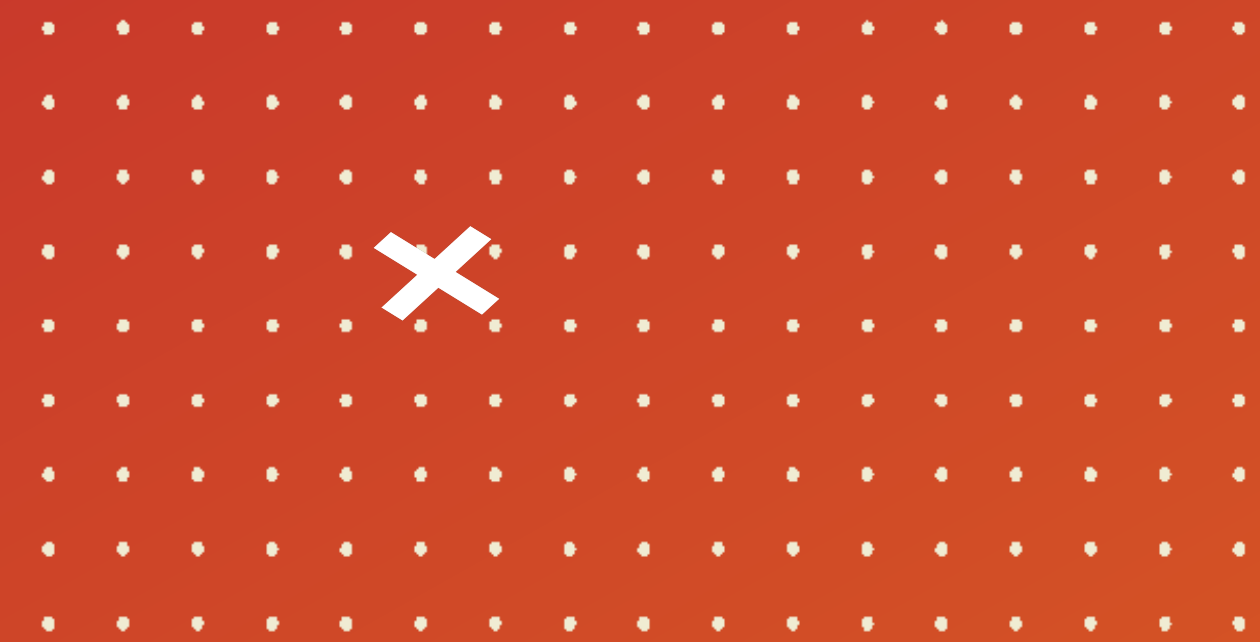


REMOVING BARRIERS IN OUR OWN LIVES



- Write about your successes. Write about your failures. You can develop insight about them, and re-reading them makes you remember them both equally.
- Recognize that the perfect student/employee doesn't exist. Problems and errors are inevitable. View them as catalysts to help you move forward.
- Be proud of being humble.
- Remember that it's okay to seek help from others, and that even the most achieved have advisors.

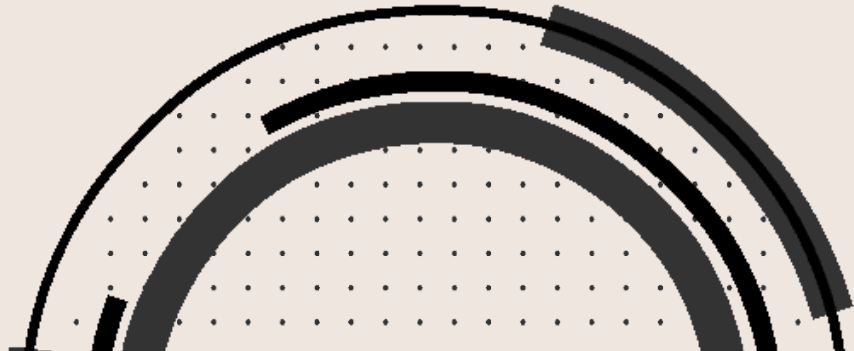
REMOVING BARRIERS TO WELL-BEING IN OUR WORKPLACES



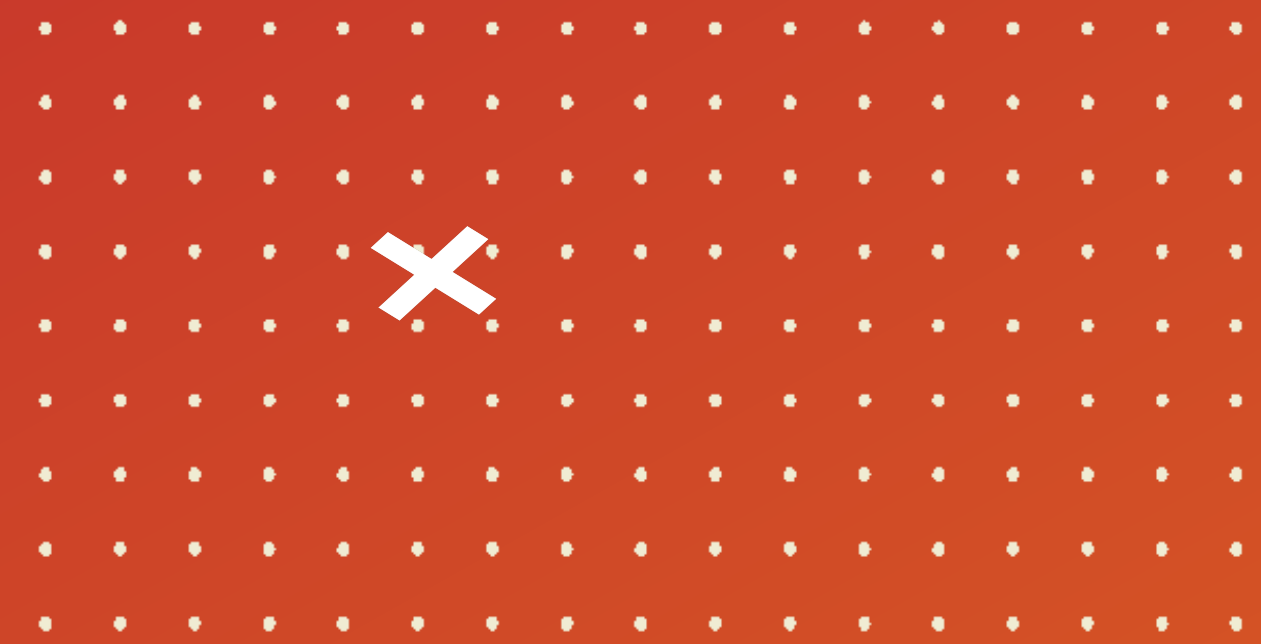
- ✕ Be honest and transparent in your assessment of dynamics in your organization
- ✕ Ask people in your organization about their experiences and BELIEVE THEM
- ✕ Speak up in the moment when encountering biased behavior
- ✕ Recognize and celebrate a variety of leadership styles



REMOVING BARRIERS IN OUR WORKPLACES

- Seek out and gather data on your workplace - when and why are people leaving, staying and promoting?
 - Sponsor and mentor, formally and informally, in the moment and for the long-term
 - Evaluate all employees regularly and follow-up on performance improvement and educational plans
 - Empower people who are in a position to make change to do so, and make sure those people are diverse
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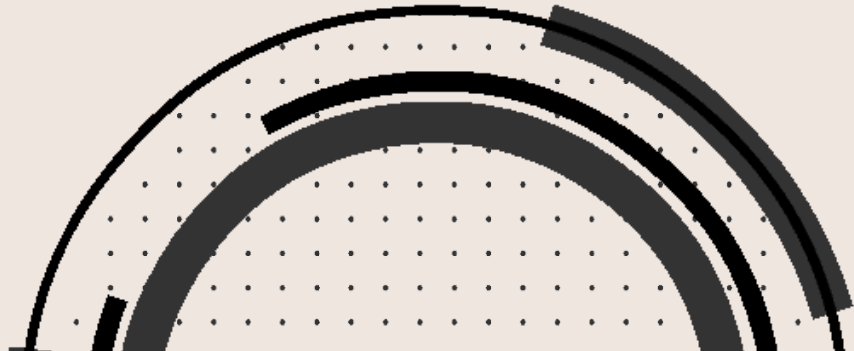
REMOVING BARRIERS TO WELL-BEING IN THE PROFESSION



- ✕ Advocate for required continuing education on bias and cultural awareness
- ✕ Move beyond just education into action
- ✕ Expand the definitions and understanding of discrimination



REMOVING BARRIERS IN THE PROFESSION

- Evaluate policies and procedures for harm
 - Sponsor and mentor outside of your own organization
 - Demand and help achieve transparency on these issues in the profession
 - Focus your work on those who have been historically excluded.
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Lead from the Outside: How to
Build Your Future and Make Real
Change
by Stacey Abrams

Professional Troublemaker: The
Fear-Fighter Manual Kindle Edition
by Luvvie Ajayi Jones

More Than Enough
by Elaine Welteroth

My Beloved World
by Sonia Sotomayor



Committee on Diversity in the
Legal Profession

Committee on Women in the
Legal Profession

RESOURCES



Agile Amped Podcast – Solutions
IQ.com

Creating Espacios: Interviews with
Self-Made Latinas Who Are
Innovating in Their Spaces

The Roxane Gay Agenda

Switch, Pivot, or Quit

Black Women Talk Work

Sistahs in Law

The Jabot

QUESTIONS AND DISCUSSION



"IF YOU WANT WOMEN TO LEND THEIR FULL TALENTS AND EXPERTISE, QUESTION THE CULTURE AT WORK — NOT OUR CONFIDENCE AT WORK. INSTEAD, RECOGNIZE AND CELEBRATE A VARIETY OF DIFFERENT LEADERSHIP STYLES AND CREATE WORK CULTURES WHERE ALL ARE WELCOME AND THRIVE."

-TULSHYAN AND BUREY

