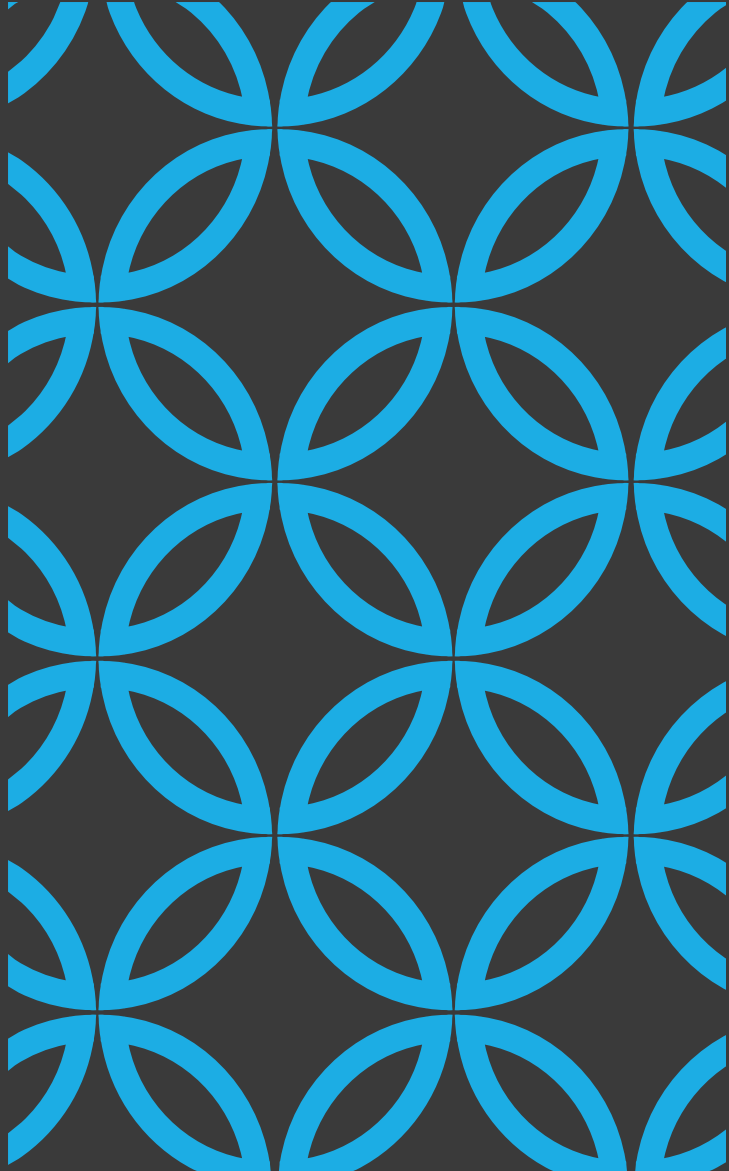




# **FACILITATED DISCUSSION GROUP ON EQUITY & INCLUSION IN VTC COURTS**

**Michael  
Roosevelt  
Linda Benoit**



# PART I: IMPLICIT BIAS

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## SOCIAL COGNITION RESEARCH

**Categorization of and preference for people based on group identity is a normal, fundamental process of the human brain.**

# THE BRAIN IDENTIFIES

Race

Age

Gender

within a ***fraction*** of a second

# SCHEMAS

During the process of categorization, our brains encode information about groups of people into our memories, along with **favorable** or **unfavorable** impressions or values.

## IN V. OUT GROUPS

**This research shows that we are, by nature, prone to prefer most strongly persons in the social categories to which we ourselves belong.**

## PARTICULARITY/SAMENESS

We also tend to perceive persons in our own groups with **PARTICULARITY** (as unique individuals).

**BUT**, we view “out-group” members as homogeneous, or **ALL THE SAME**.

## COGNITIVE SCIENTISTS BELIEVE

1. Children show an awareness of, identification with, and preference for ...
2. These preferences become automatic...
3. Not only does this automatic process tend to screen out or filter information ...
4. Our brains process more readily information that confirms our expectations (stereotypes).



## FOR EXAMPLE

**When we are faced with information inconsistent with our beliefs, we revise our beliefs under certain circumstances, but we are more likely to create a subgroup category (an “exception”), leaving our belief intact.**

# IMPLICIT BIASES

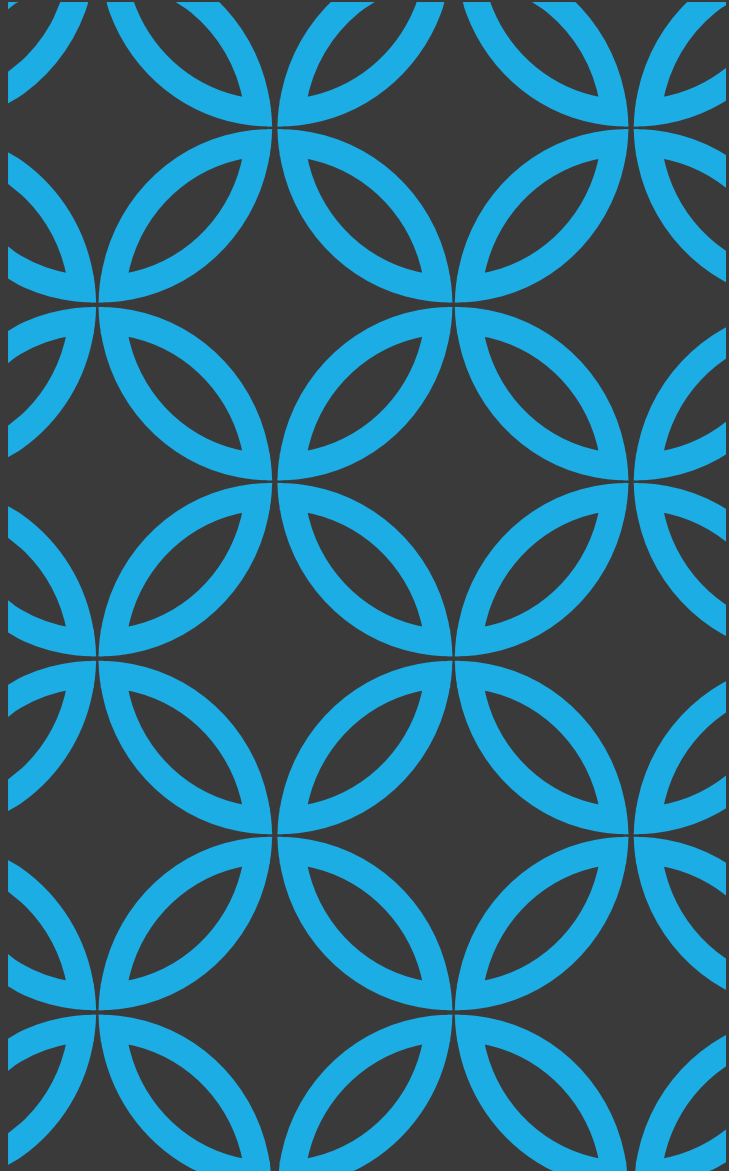
**Cognitive scientists also believe that these early stereotypes or beliefs (“implicit biases”) about groups of people continue to exist at an unconscious level...**

## **NON-VERBAL BEHAVIOR**

**Even our nonverbal behavior, things we do more or less unconsciously (interactive distance, forward lean, etc.) are affected by implicit bias...**

THUS STEREOTYPES ARE MUCH LIKE:

*Heat-seeking missiles in search of  
confirming information.*



## PART II

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# 60 MINUTES EXCERPT



# BRANCH DIVERSITY



# DRUG COURT STANDARD II

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## II. EQUITY AND INCLUSION

Individuals who have historically experienced sustained discrimination or reduced social opportunities because of their race, ethnicity, gender, sexual orientation, sexual identity, physical or mental disability, religion, or socioeconomic status receive the same opportunities as other individuals to participate and succeed in the Drug Court.

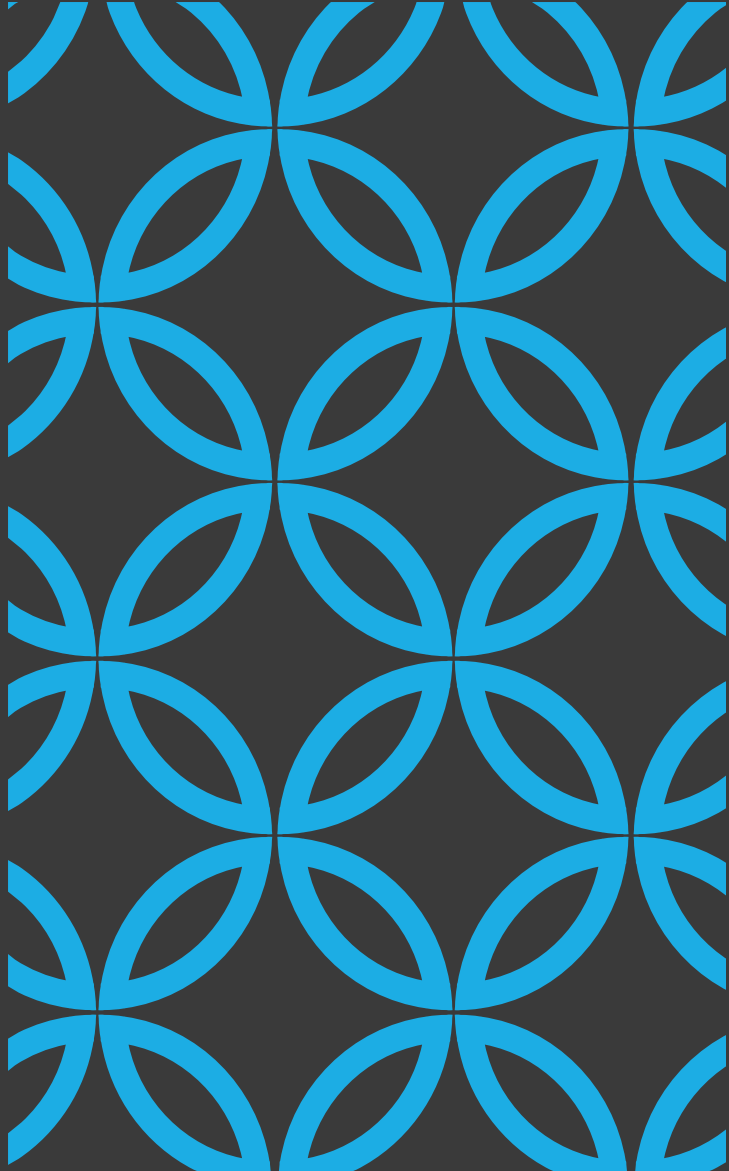


# THE GATEKEEPERS

- SCREENERS
- VA
- VJO
- VTC STAFF
- MENTORS

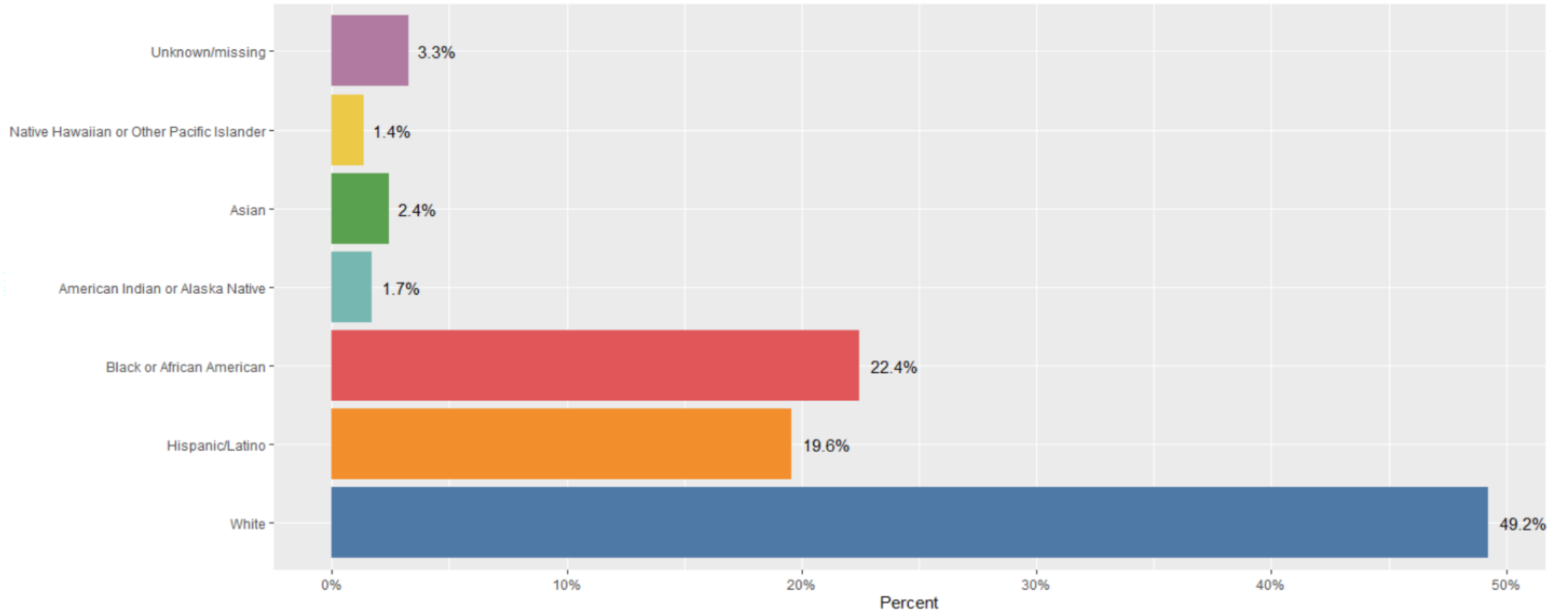
**DOES YOUR VETERANS COURT REFLECT THE  
DIVERSITY OF YOUR COMMUNITY?**

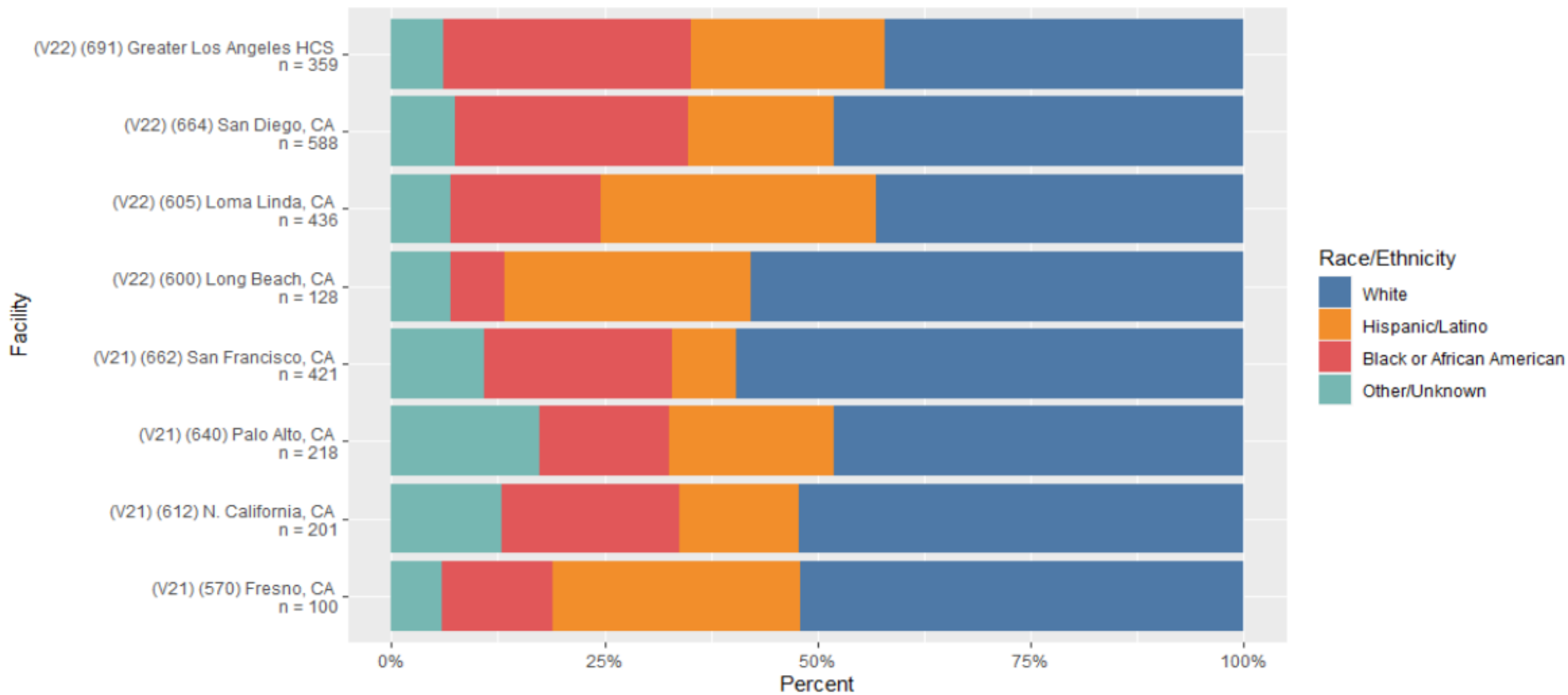
**DOES YOUR COURT DISCUSS INCLUSION AND  
EQUITY? IF NOT, WHY NOT?**

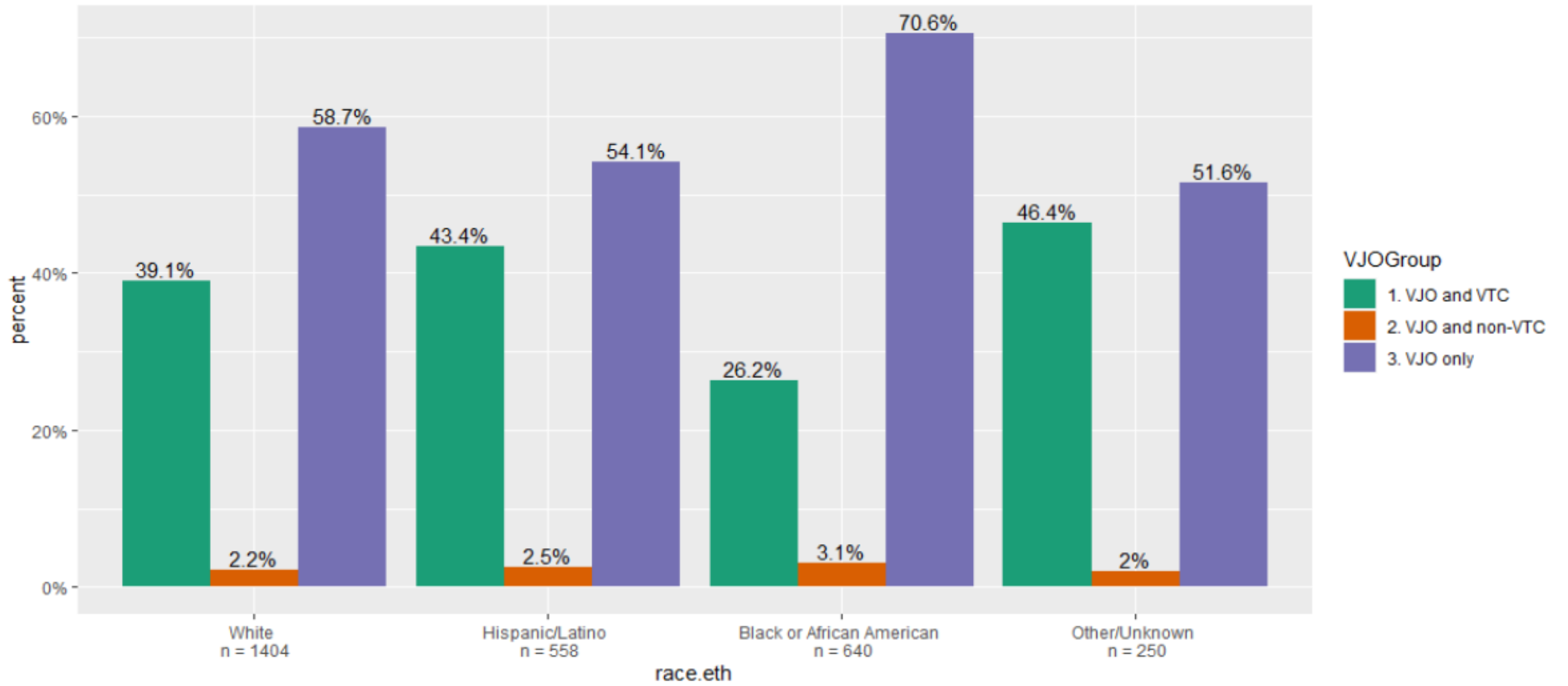


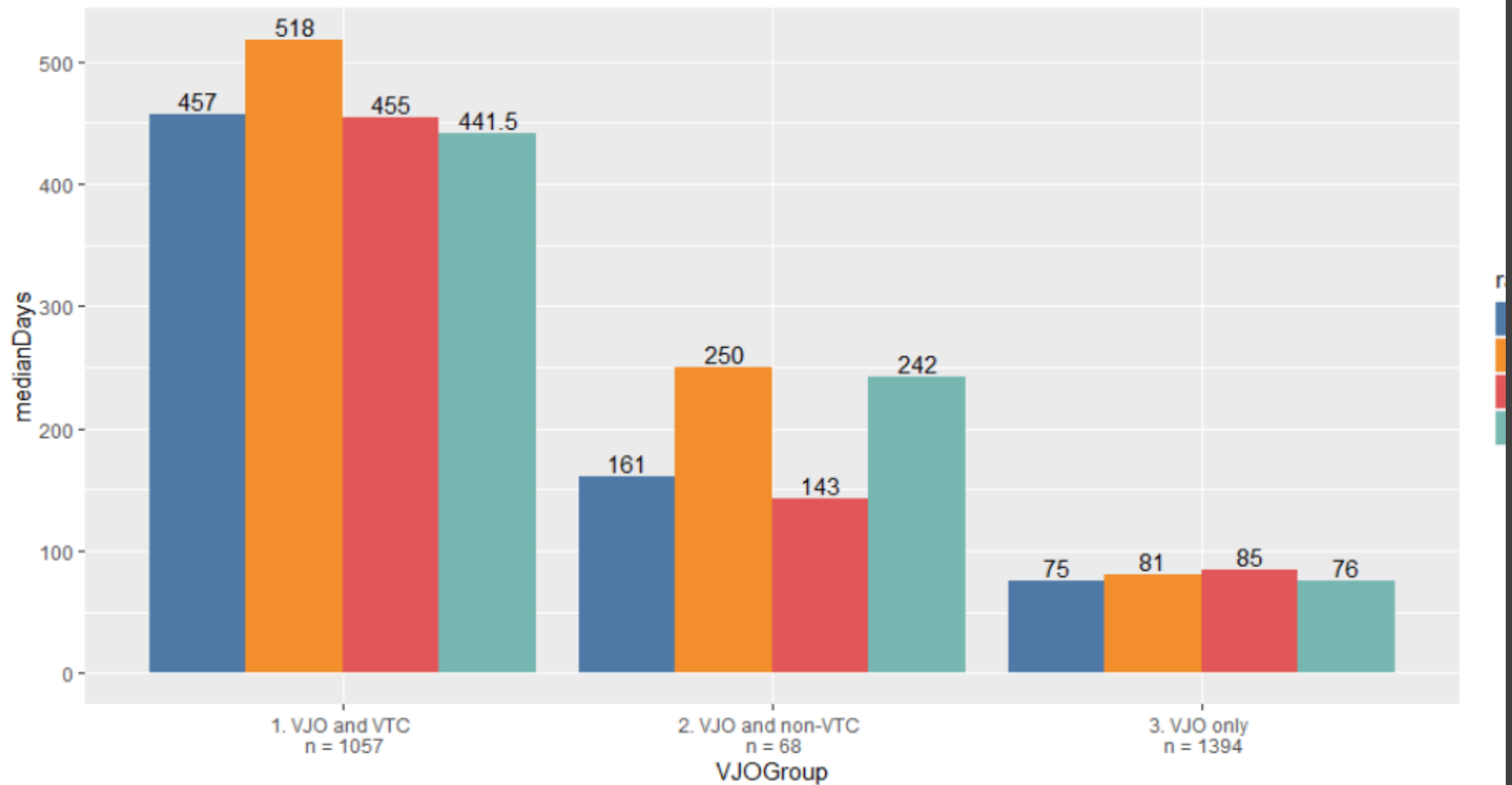
## PART III: DATA DASHBOARD

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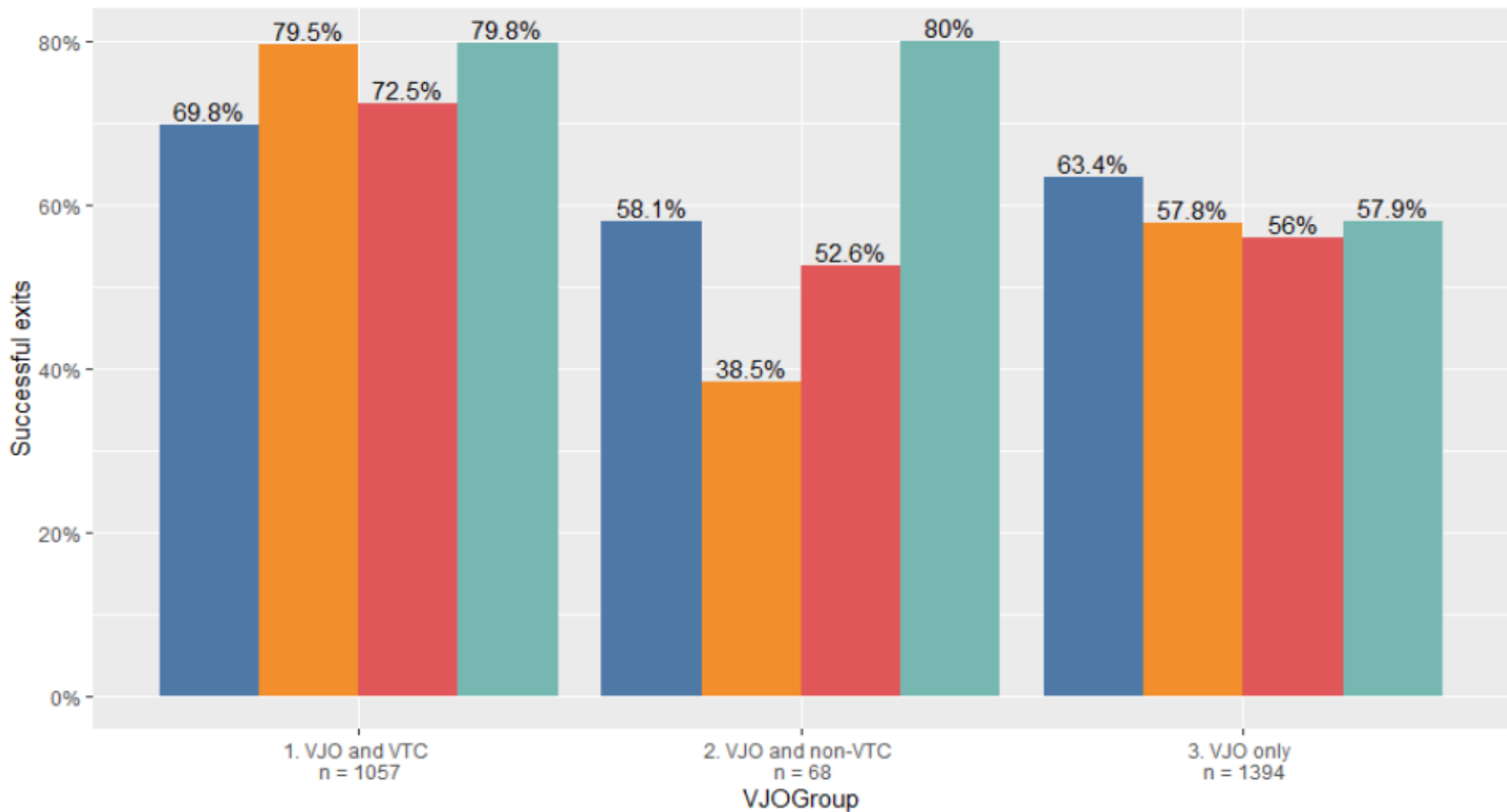


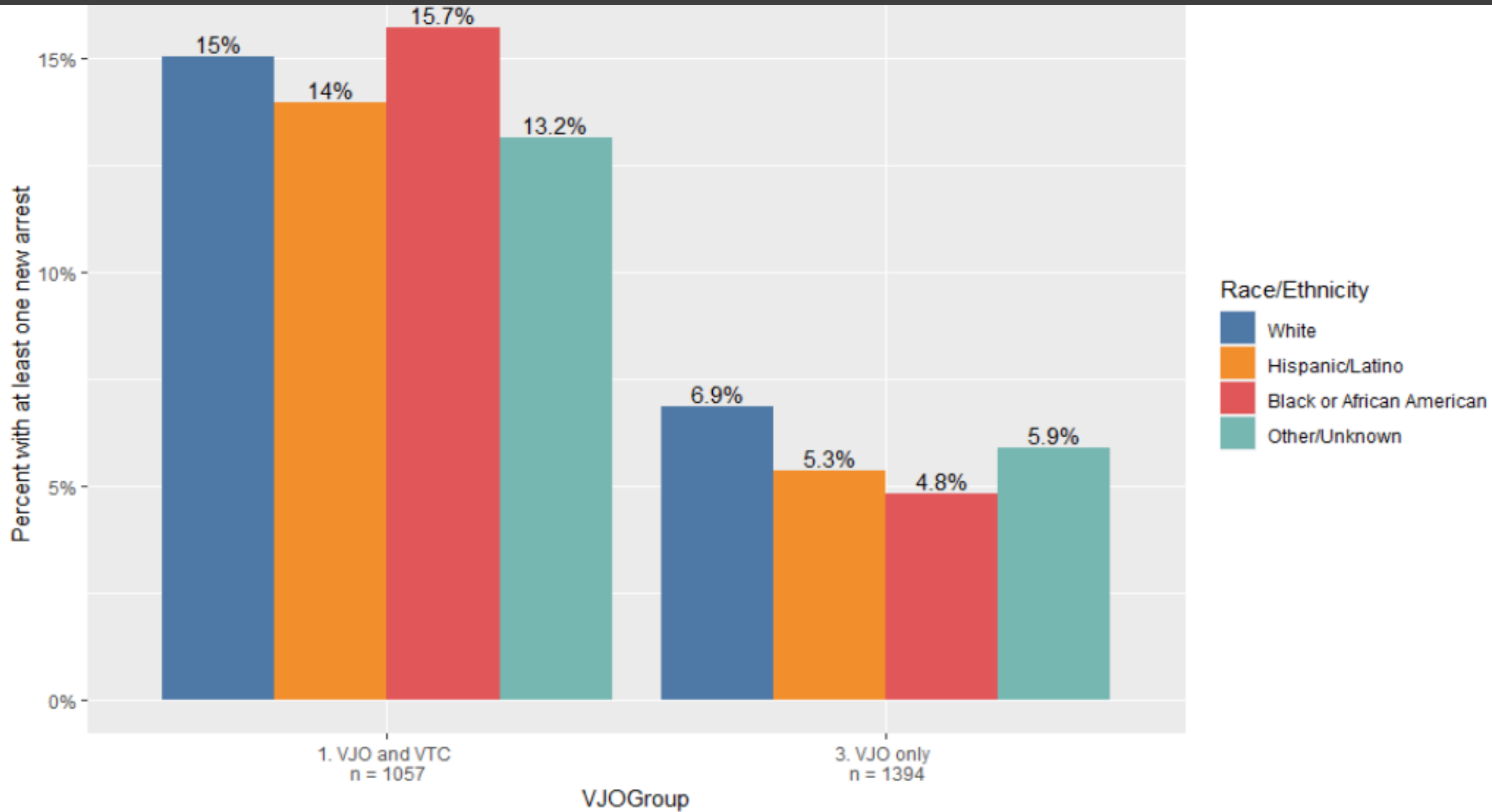


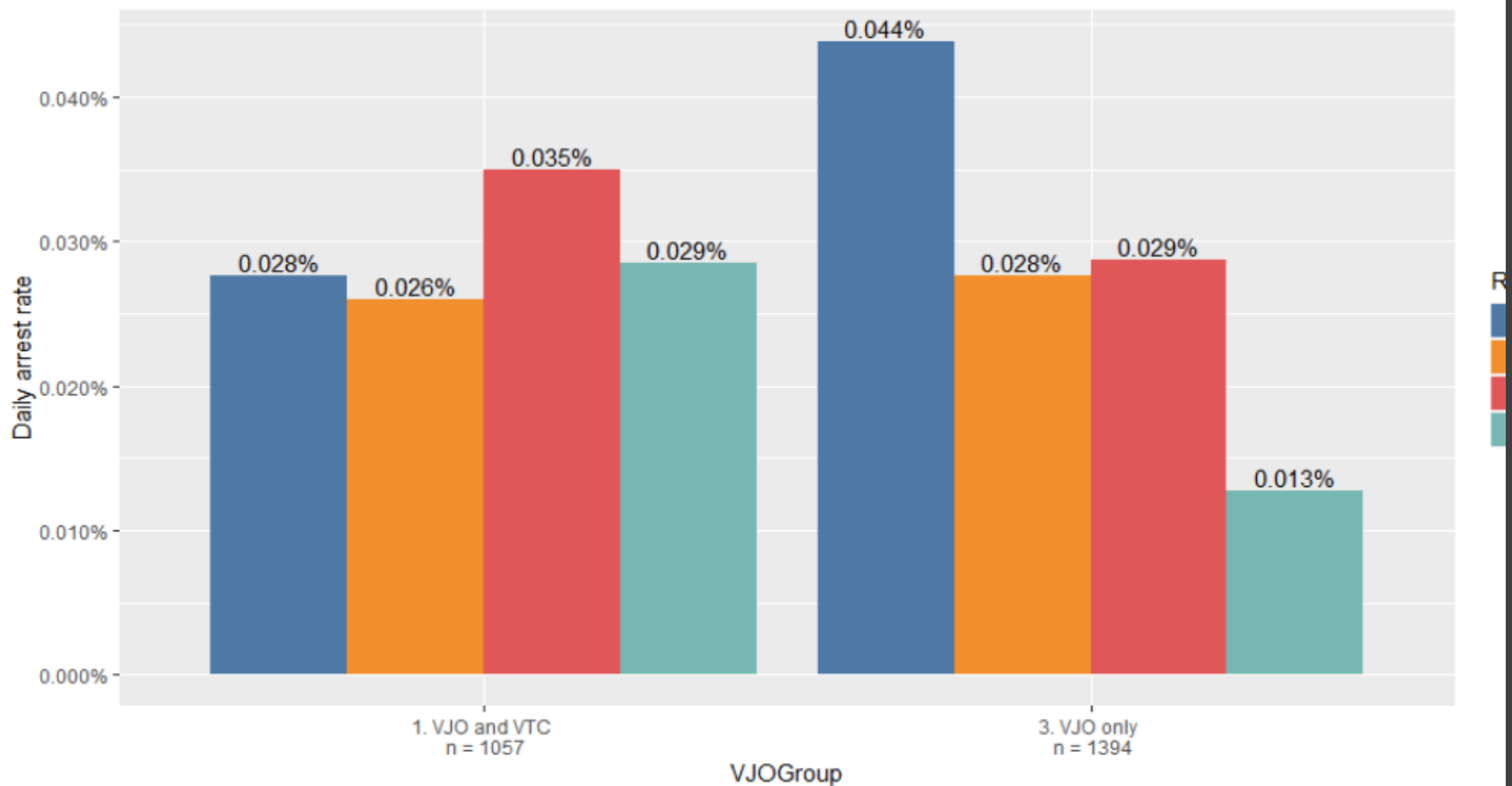










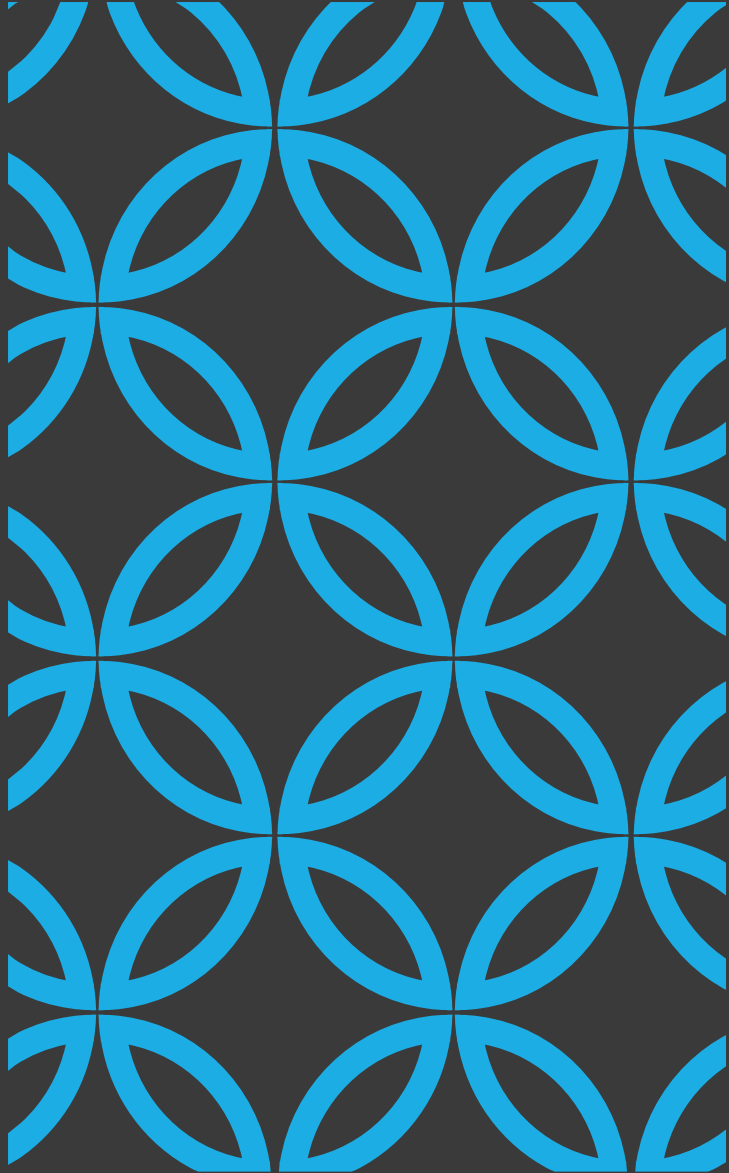




# TAKEAWAYS-IMPACT

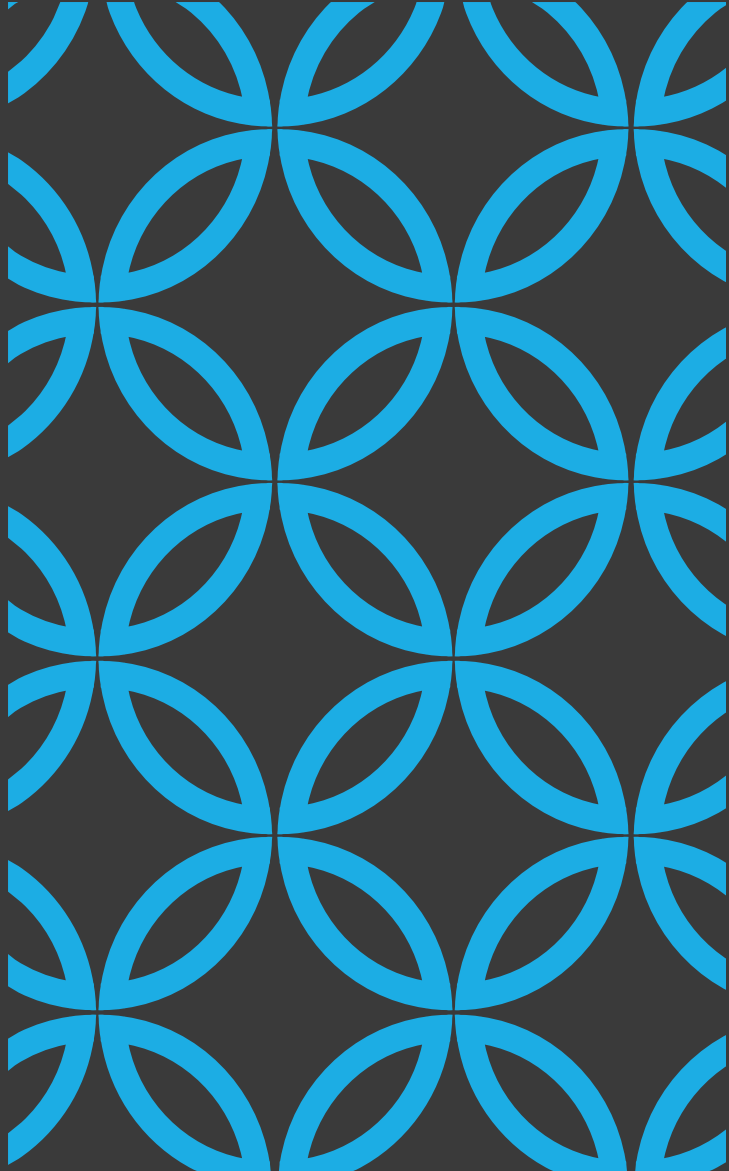


# PROGRAMMATIC ACTION STEPS



# EQUITY & INCLUSION TOOLKIT

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## NDCI AND THE NATIONAL CENTER FOR STATE COURTS, AN INTERACTIVE TOOL TO GUIDE COURTS IN MEASURING THEIR INCLUSIVENESS

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Monitor if racial, ethnic, gender identity, age, and/or sexual orientation disparities exist in their programs and to take affirmative steps to ameliorate such disparities.