



Judicial Council of California

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January 19, 2024

Subject Text

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Title

Rules and Forms | Judicial Branch Education: Mandatory Education on Unconscious Bias and Prevention of Discrimination and Harassment (Action Required)

Summary

Pursuant to the recommendations of the Work Group on the Prevention of Discrimination and Harassment, the Center for Judicial Education and Research Advisory Committee recommends amending a rule of court to make education on unconscious bias, as well as on the prevention of discrimination and harassment, mandatory for judicial officers. Research shows that unconscious bias affects all human beings, but can escape the awareness of even the most diligent decision-makers; therefore, making this training mandatory will help raise awareness and reduce the impact of bias in judicial decision-making. Mandatory training on the prevention of discrimination and harassment demonstrates the judicial branch's commitment to a workplace free of sexual harassment and discrimination.

Recommendation

The Center for Judicial Education and Research Advisory Committee recommends that, effective January 1, 2021, the Judicial Council amend rule 10.469 of the California Rules of Court to make education on unconscious bias, as well as on the prevention of discrimination and harassment, mandatory for judicial officers.

Speakers

Hon. Kimberly A. Gaab, Chair, Center for Judicial Education and Research Advisory Committee
Ms. Karene Alvarado, Center for Judicial Education and Research