

# The Women in Law Summit Series: The Inclusion & Equity Summit: East | Did You Really Just Say That? Recognizing and Managing Microaggressions

We are pleased to share that Davis+Gilbert is a proud sponsor of The Women in Law Summit Virtual Series: The Inclusion & Equity Summit: East to be held on November 17, 2021. Davis+Gilbert Labor + Employment partner [Jessica Golden Cortes](#) will speak on a panel titled, "Did You Really Just Say That? Recognizing and Managing Microaggressions."

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## Session Overview

The chances are extremely high that during your lifetime you have experienced a microaggression, if not hundreds. Whether you've been the victim or the microaggressor, we've all been there, and it's not comfortable. Since unconscious bias is at the root of microaggressions, it is no surprise that they can be quite subtle. That doesn't make them any less dismissive or dehumanizing to the target. Sadly, many BIPOC deal with microaggressions on a daily basis; and it erodes psychological safety, perpetuates a toxic work environment, and increases stress and health issues for employees of color. Whether discrimination comes from overt prejudice or unconscious bias, underrepresented groups and women are not receiving equal opportunities or treatment when it comes to landing in-house counsel positions, earning promotions, or making partner in a law firm. In fact, the impact of unconscious bias can be insidious and underestimated or rationalized too easily. How can we identify our own unconscious biases/microaggressions and those of others?

This panel will explore:

- How to do a moral inventory
- Recognizing and resolving the commission of microaggressions
  - Power of language
  - Institutional bias
  - Ignorance and education
- How to approach:
  - Managers
  - Peers
  - Direct reports

For more information on the conference, please [click here](#)

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## Related People

### **Jessica Golden Cortes**

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