



**The
Legal
Burnout
Solution**

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Elimination of Bias—Combating Ageism in the Legal Field

CLE Course Description

60 minutes

1-hour CLE ethics credit

Join veteran attorney Cindy Sharp and certified contemplative practices teacher and attorney Becky Howlett as they unpack age bias in the legal field—what it is, why it matters, and ways to enhance collaboration across all age levels. Addressing ageism in the legal profession can strengthen cross-generational collaboration, meaning better service for clients and more fulfilling workplaces for us all.

Lawyers of all experience levels and ages will benefit from this program. Overall, this course will support your ability to recognize implicit bias and implement strategies to curtail its harmful effects. Cindy and Becky—whose age difference spans 35 years!—will share their own perspectives, as well as viewpoints and experiences of others in the legal community. You will also learn:

- Concepts to help identify and address age bias when dealing with colleagues, clients, and others.
- How enhanced cultural competency will help any attorney both serve justice and advocate more effectively.
- How to use mindfulness tools to develop deeper awareness of age bias and learn to counter insensitive attitudes.
- Specific steps that you can take **IMMEDIATELY** to reduce the ill effects of age bias in the legal setting.

Learning Objectives:

- **Introduction to Implicit Bias**
- **Adverse Effects of Age Bias in the Legal Setting**
- **How to Decrease Age Bias in the Legal Profession**
- **Cross Generational Collaboration**

Agenda:

I. Learning Objective – Introduction to Implicit Bias

- What is Implicit or Unconscious Bias – 5 min
- Discussion of Implicit vs. Explicit Bias – 5 min
- The Science of Implicit Bias – 5 min

II. Learning Objective – Adverse Effects of Age Bias in the Legal Setting

- How age bias sabotages success of old and young alike - 5 min
- How age bias affects your perception and representation of clients 5 min
- Analysis of MRPC 8.4(g) - 5 min

III. Learning Objective– How to Decrease Age Bias in the Legal Profession

- Strategies for Interrupting Implicit Bias – 5 min
- Developing Cultural Competence – 5 min
- Expanding Awareness Through Mindfulness – 5 min

IV. Cross-Generational Collaboration

- How to improve communication between the generations – 5 min
- Tips for supporting the next generation – 5 min
- Practice tips for aspiring leaders - 5 min

Faculty

[Cynthia Sharp](#)

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The Legal Burnout Solution

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