The invisible barriers that are holding people back are just as critical to the advancement of people of color as the visible barriers.

We must be aware of the invisible barriers, so that we do not unconsciously hold other people back from reaching their potential.

And, more critically, we must be aware of the invisible barriers, so that we do not hold ourselves back from reaching our potential.

The mission of the Council for Racial and Ethnic Diversity in the Educational Pipeline is to address the lack of substantial ethnic and racial diversity in the legal profession by identifying and supporting innovative strategies for increasing diversity along the educational pathways into the legal profession.

### RESOURCE MATERIALS

- [American Bar Association](http://www.americanbar.org/groups/diversity/diversity_pipeline.html)

### Implicit Bias:

- **Implicit Bias Test:**
  - [Implicit_Bias_Test](https://implicit.harvard.edu/implicit/aboutus.html)
  - [http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/](http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/)
  - [http://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/spotlight.html](http://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/spotlight.html)

### Stereotype Threat:

- Claude Steele, *Whistling Vivaldi and Other Clues to How Stereotypes Affect Us* (2010)
- [http://www.reducingstereotypethreat.org/](http://www.reducingstereotypethreat.org/)

### Growth Mindset:

- [https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve](https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve)
- [http://mindsetonline.com/whatisit/about/index.html](http://mindsetonline.com/whatisit/about/index.html)
Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious way.

Stereotype threat is a situational predicament in which people are or feel themselves to be at risk of confirming negative stereotypes about their social group.

Growth mindset students understand that their talents and abilities can be developed through effort, good teaching, and persistence.

Did you know that because of implicit bias:
- Qualified candidates are not hired.
- College students fail to receive responses from professors when inquiring about graduate programs.
- Criminal defendants receive harsher sentences.

Did you know that because of stereotype threat:
- People score lower on standardized tests.
- People under-perform in other areas beyond academics.
- People hold themselves back from reaching their potential.

Did you know that because of a growth mindset:
- People accept that they have to study and practice to learn.
- People are more likely to be resilient when things don’t work out as planned.
- People are not afraid to take risks and try new things.

Are you aware that you may be making your decisions based on an unconscious bias?

Are you preventing yourself from achieving your goals?

Is your lack of a growth mindset holding you back from being successful?