

In the Iowa Supreme Court

**In the Matter of Mandatory
Education for Judicial Officers and
Judicial Branch Staff**

Order

Since 2014, the Iowa Judicial Branch has provided training to all judicial officers and judicial branch staff on implicit bias. This has been part of the judicial branch's commitment to ensure that all persons are treated equally before the law.

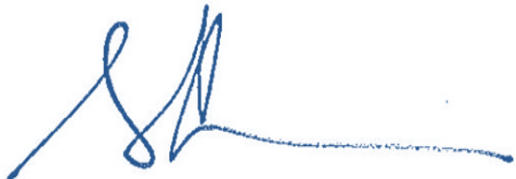
A bias is a preference or a preconceived opinion about something or someone, be it favorable or unfavorable. Unchecked biases can lead to ineffective decision making and discriminatory practices. An implicit bias is one that the person may not be aware of, but that filters into the person's actions and decisions.

In 2021, the judicial branch took the further step of retaining a national firm to provide a pilot program designed to educate, assess, and manage unconscious bias in the workplace. A representative sample of justices, chief judges, district court administrators, chief juvenile court officers, and state court administration staff participated in the pilot program. After a review of the program, the judicial branch has decided to expand the program and deliver it to all judicial officers and judicial branch staff.

Expanding the range of educational opportunities for judicial officers and judicial branch staff will help enable the branch to achieve our longstanding mission of "administering justice under the law equally to all people." All judicial officers and judicial branch staff are required to participate in this multi-phase program. Consistent with the goals of the program, all responses by participants within the program will be anonymous.

Dated this 12th day of January, 2022.

The Iowa Supreme Court

By: 

Susan Larson Christensen, Chief Justice