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**PRESS RELEASE: FRANKLIN COUNTY DISTRICT ATTORNEY HOSTS IN-HOUSE  
“UNCONSCIOUS BIAS” PRESENTATION**

“If You Are Human, You Are Biased,” is the title of Chapter One of Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives, by Howard J. Ross. The Franklin County District Attorney’s Office welcomed Mr. Ross for the entire afternoon of Friday, December 2, 2016, for an in-house presentation on the subject of unconscious bias. Howard Ross is the founder and Chief Learning Officer of Cook Ross Inc., a diversity consulting company. He is considered an expert on diversity, leadership and organizational change. Cook Ross programs have focused on the areas of corporate culture change, leadership development and managing diversity. Cook Ross has successfully implemented large-scale organizational culture change efforts in the area of managing diversity and cultural integration in academic institutions, professional services corporations, Fortune 500 companies, and retail, health care, media, and governmental institutions in 47 of the United States and over 40 countries worldwide. Moreover, Cook Ross Inc. has worked with many police departments, the Department of Justice, the United States Air Force and various types of entities within in the legal system.

During the informative presentation, Mr. Ross focused on explaining three chief areas dealing with bias: (1) what is bias; (2) how bias informs decision making; and (3) how to mitigate bias. Mr. Ross provided various anecdotes, interwoven with research case studies from many elite institutions, and the office intermittently separated into smaller workgroups in order to work through many hypothetical vignettes in practical exercises.

District Attorney Matt Fogal found the presentation to be extremely useful. “The Cook Ross presentation was a fair and agenda-free discussion of the complexities involved with bias. As Franklin County has generally grown in population size, it has naturally become a more culturally diverse community. As a result of that growth and in light of the increased dialogue across our nation related to law enforcement and race, it is imperative that we exercise leadership in the community and be at the forefront of all efforts to improve safety, education, compassion and inclusion.”