



Analyzing the Language of Bias

Analyzing a Speech Event

Hierarchies
Boundaries
Variation

Socialization
Performance
Assessment

Conversations

- Show liking and respect; interest; shared affiliations and common ground
- Bias and discrimination in conversations express dislike; lack of respect; lack of interest; lack of shared affiliations; or lack of common ground

Gender and Socialization

Females belong to domestic and sexual domains; males belong everywhere
Females should be nurturing and likeable; males are task-oriented and competent
Females are listeners and audiences; males are speakers and authorities

- Patterns visible in speech events and by analyzing language as an object
 - Pejoration of words related to women, e.g., mistress, hussy
 - Mr. vs. Miss or Mrs.
 - “He” or “Man” not linguistically equivalent to “He or She” or “Humans”

Top workplace complaints for women

1) Marginalized or demeaned; 2) Unconscious demotions; 3) Credentials or competence questioned; 4) Patronized; treated as junior when no longer junior; 5) not treated as decision maker; 6) Responsibility for domestic or secretarial tasks; 7) Not listened to; not heard; not given credit; 8) Sexualized or marked as “other” because female; 9) Paid less

Hierarchy and “just saying no”

Hierarchy affects ways we express disagreement and resistance
Legal cases often hinge on whether or not someone said “no”
Cultural analysis let us understand and explain less explicit ways to disagree

Bias and non-standard language

Linguists know all languages and dialects equally grammatical
Standard dialects believed by most to be better than non-standard dialects
Speakers with Latino or African American dialects discriminated against for jobs and housing

ABA Rule 8.4 on Misconduct

It is professional misconduct for a lawyer to:

(g) engage in conduct that the lawyer knows or reasonably should know is harassment or discrimination on the basis of race, sex, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status or socioeconomic status in conduct related to the practice of law.