

Adultification Bias Trainings

The Center on Gender Justice & Opportunity at Georgetown Law is proud to offer unique trainings informed by its groundbreaking research on adultification bias against Black girls. The trainings were developed with input from practitioners in the field, resulting in content that is tailored to each sector. Through statistics, information, and interactive exercises led by experts, the Center provides industry leaders and practitioners the knowledge not only to recognize adultification bias, but practical solutions that can be implemented to overcome its harmful effects.

Adultification bias is a form of discrimination in which adults view Black girls as less innocent and more mature than their white peers. The Center's work has far-reaching implications across public sectors, including the justice, education, and healthcare systems. [Learn more](#) about the Center's adultification bias work.

Training At-A-Glance

Content Level	Beginner - no prerequisites or advance preparation required
Duration	90-120 minutes
Format	Zoom or In Person
Learning Activities	Interactive full-group exercises and polls facilitated by practitioners; Small group breakout discussions with reports-out to the full group; Opportunities to reflect and discuss; Video testimonial from leader in the field; Invitation to join pledge to join the fight against adultification bias.
Assessments	Post-training survey to test knowledge acquisition Post-training survey to provide evaluation of content
Continuing Legal Education	The content meets most jurisdictions' CLE requirements.
Custom Curricula	Custom trainings are available for the following audiences: judges, prosecutors, healthcare providers, teachers, and professionals in other fields. The Center also offers webinars and presentations for the general public. Contact the Center to learn more about customized trainings or presentations.



Training Purpose and Outcomes

Building Awareness

Participants will explore compelling data that dismantle myths to reveal harsher treatment of Black girls across systems. We will also delve into ways that implicit, structural, and interpersonal biases affect decision-making and increase inequities for Black girls. Through discussions of case studies, information on neuroscience, deep dives into research, and presentations of practitioner insights, our training will build greater awareness of adultification bias—and solutions to overcome it.

Driving Action

Equipped with a strong understanding of adultification bias and its impact on Black girls in their sector, participants will explore the realities of adultification bias within their sector and how they can address bias. With customized curricula for a variety of industries, attendees will leave with concrete action steps and tools to ensure more equitable outcomes for Black girls.

- **Attorneys and child legal services staff** will learn to recognize and mitigate adultification bias in their decision-making processes and understand how this form of bias affects an array of decision-making for Black girls, from arrest to charging to transfer, competency, and sentencing.
- Members of the **judiciary** will learn about inequities for girls in the juvenile justice system, gaining insights into how adultification bias contributes to harsher outcomes for Black girls and exploring alternative approaches aimed at treating children appropriately and prioritizing gender and racial equity.
- **Healthcare providers** will examine how adultification bias can affect interactions and treatment, learning strategies to improve communication and provide more supportive care that avoids decision-making based on harmful stereotypes of Black girls.
- **Educators** will engage in meaningful dialogue about the role of adultification bias in the classroom and school discipline disparities and discuss strategies for creating inclusive learning environments where all students are treated with fairness and compassion.

By The Numbers: 2024 Trainings

12	3 public sectors trained	252
trainings conducted	Judiciary, attorneys (prosecutors and child legal advocates), and medical students	participants



Trainee Testimonial

"This training was extremely valuable for my and my colleagues' understanding of the disproportionate impact of the juvenile justice system on Black girls. ... Most importantly, this training has given me practical tools to ensure that Black girls in my jurisdiction are seen, heard, treated equitably, and empowered by the justice system rather than harmed by it. **This training should be a part of every prosecutor's office's onboarding materials and a component of their ongoing training!**" – Kevin Fleming, Assistant County Attorney | Director, Youth Justice and Wellness Division, Office of the Ramsey County Attorney (MN)