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Steps to Improving Your Diet

It can be hard to sort through the vast amount of dietary advice in the Information Age.

Every day, we seem to be confronted with a new study disagreeing with the one released 24 hours earlier. Fad diets spring up and disappear constantly.

We all want to be healthy, but what are we supposed to believe?

Thankfully, there are some common-sense opinions that most doctors, nutritionists,



Countering Your Implicit Biases

It may be impossible to eliminate implicit bias entirely, but once you are aware that it exists, you can take steps to lessen its impact. The following

techniques have been proven effective.

It's important to first know what an implicit bias is and

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why it's an important thing to be aware of. An implicit bias is an unconscious bias that you hold without trying. However, because it is hidden and not something many professionals are consciously aware of, it can be detrimental to business. Acting on these biases can result in legal consequences. It is also likely to limit your business's success.

Identify Implicit Biases

The first step to confronting and countering these biases is acknowledging you have them and working to identify them. One method is by taking the IAT, or the Implicit Association Test. It assesses

how strongly you associate certain evaluations to various groups. If you hold many of these stereotypes, you may need to ask yourself why.

Asking yourself why you believe the way you do about a certain person can help you to reevaluate whether these beliefs are grounded or whether they are implicit biases that you hold. If you discover that they are implicit biases, you need to take efforts to ensure that they are not dictating your professional decision-making.

Challenge your gut instinct.

Before you make a business decision – e.g., a personnel decision or a client- or

customer-relations decision – take the time to question your gut instinct. Is your decision based on objective criteria? Write down the reasons for your decision and review them in light of what you know about your implicit biases.

Seek out counter-stereotypes.

Let's say you equate the concept of "engineer" or "scientist" with the stereotype of "male." One way to overcome this implicit bias is to actively seek out examples of women in science. You could, for example, Google "famous women in science" or "engineering breakthroughs by women"; go to a science museum and look for exhibits that showcase women scientists; or read (or watch the movie) *Hidden Figures*, to learn about the black women mathematicians who helped win the space race.

Expand your circle.

Work on developing relationships with people outside of your usual circle. When you spend time with someone who is different



from you in a significant way (age, race, religion, gender, sexual orientation), it helps you see the world from their perspective, develop empathy, and reframe your unconscious biases. How might you do this?

Look for ways to mentor individuals who are different from you. Look outside the small group of “usual suspects” the next time you are building a project-team at work.

Find something in common with a colleague in an “outside” group. Do you have kids the same age? Do you both like college football? Do you both like to cook? Seek out commonalities and use those to build a better professional and personal relationship with this individual.

Seek out experiences in which you are a distinct minority. Go to a cultural celebration; attend a religious service; or attend a professional seminar aimed at a group that is different from you. Even though you might



be uncomfortable, if you keep an open mind you will learn and grow from the experience.

Stop trying to be “color-blind.”

Don’t ignore the differences between you and the people around you. Saying “I don’t see color (or age or gender or disability)” is ignoring reality because your unconscious mind registers and reacts to visible differences, even if you are not aware of it. So, rather than pretend that everyone is the same, acknowledge that everyone is different and that each person brings his or her own perspective, experiences and ideas to the table. Learn to see these differences as an opportunity, not a liability.

Overcoming implicit bias requires you to pay attention and to actively challenge your “old” way of thinking and doing. To learn more about the steps outlined above, as well as other steps you can take to address implicit bias in your decision-making processes, read “Strategies for Confronting Unconscious Bias,” by Kathleen Nalty, 45 *The Colorado Lawyer* 45 (May 2016), accessible at <https://kathleennaltyconsulting.com/wp-content/uploads/2016/05/Strategies-for-Confronting-Unconscious-Bias-The-Colorado-Lawyer-May-2016.pdf>. 

Illustrations by Freepik

How to Get Your Vitamins

In one of the most famous episodes in television sitcom history, Lucy Ricardo learns the hard way that you really can't "spoon your way to health" with Vitameatavegamin. That lesson holds true today.

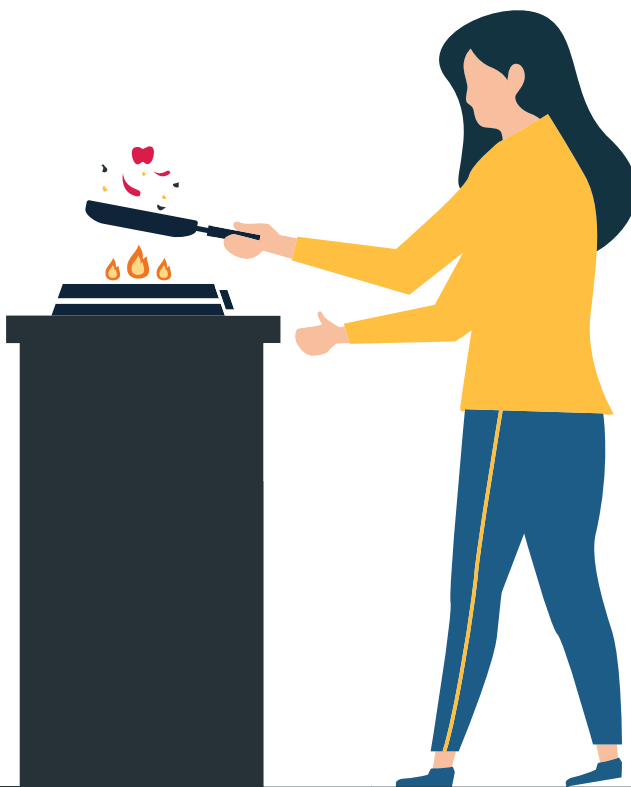
The best way to get the vitamins and minerals you need is by eating a healthy diet, not by taking a supplement (regardless of the amount of vitamins, meat, vegetables and minerals it may contain). But what vitamin do you need, and what are the best food sources for these nutrients?

Let's start with the basics.

Vitamins are **organic compounds** (i.e., compounds made by plants and animals). There are two categories of vitamins: water-soluble and fat-soluble.

Water-soluble vitamins (vitamin C and the B vitamins) are easily absorbed by the body, and any amount that is not absorbed is flushed out. Consequently, you need to replenish these vitamins regularly.

Fat-soluble vitamins (A, D, E and K), on the other hand, are absorbed and stored by your body to be used as needed (in much the same way fat is).



VITAMIN A (RETINOIDS AND CAROTENOIDS)

Vitamin A is good for your eyes. It also helps prevent cell damage and fight infection.

Think orange when you think Vitamin A. For optimal eye health, eat something orange every day.

Sweet potatoes, pumpkins, carrots, cantaloupe, shrimp and salmon.



VITAMIN B1 (THIAMINE)

Vitamin B1 helps convert food to energy.

The B vitamins, collectively, play a prominent role in brain function and energy production.



Legumes (peas, beans, lentils), whole grains, and pork.

VITAMIN B2 (RIBOFLAVIN)

Vitamin B2 helps your cells function properly.

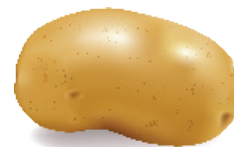
Eggs, fortified breads and cereals, milk, yogurt, asparagus and other green vegetables.



VITAMIN B3 (NIACIN)

Vitamin B3 helps your body convert food to energy and to store energy; it also helps protect your skin, and may help lower your cholesterol.

Lean meats, salmon, and peanuts.



VITAMIN B6

Among other things, Vitamin B6 helps your body fight disease, maintain normal nerve function, and break down proteins.

Chickpeas, fish, beef liver, starchy vegetables and fruits (e.g., potatoes, avocados, bananas).



VITAMIN B9 (FOLATE; FOLIC ACID)

Folate helps make DNA and prevents spina bifida and other birth defects.

Folic acid is the synthetic (man-made) form of folate. B9 is an essential prenatal vitamin.



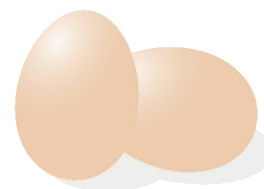
Asparagus, brussel sprouts, dark leafy greens, oranges, and legumes (beans, peas, and lentils).

VITAMIN B12

Vitamin B12 helps convert food to energy. It also plays a significant role in brain health.

Foods rich in B12 make a good pre-workout snack. A B12 deficiency can lead to memory loss and dementia.

Clams, eggs and fortified cereal.



VITAMIN C (ASCORBIC ACID)

Vitamin C plays an important role in the growth of bones and muscles. It also is an essential building block of collagen.

While Vitamin C does many beneficial things for your body, it cannot and does not prevent or cure the common cold.

Citrus fruits, cantaloupe, mango, papaya, sweet red peppers, broccoli, and leafy greens.



VITAMIN D

Vitamin D helps to build strong bones and muscles; helps your nerves to relay messages; and is critical to a healthy immune system.

While you can get Vitamin D from the food you eat, the best source of Vitamin D is sunshine. Ten-to-fifteen minutes of unfiltered sunshine is all you need.

Milk, fortified orange juice, and fatty fish (e.g., swordfish, salmon, mackerel)



VITAMIN E

Vitamin E helps prevent cell damage and helps cells communicate with one another.

Vitamin E is an anti-oxidant, which means it protects your cells from external toxins, e.g., air pollution, smoke, UV rays. It also is an anti-inflammatory.

Sunflower seeds, nuts (peanuts, almonds, hazelnuts), green leafy vegetables.



VITAMIN K

Vitamin K keeps your bones healthy and helps your blood to clot.

The "K" in "Special K" is for Kellogg's, not for Vitamin K.



Spinach and other leafy greens.

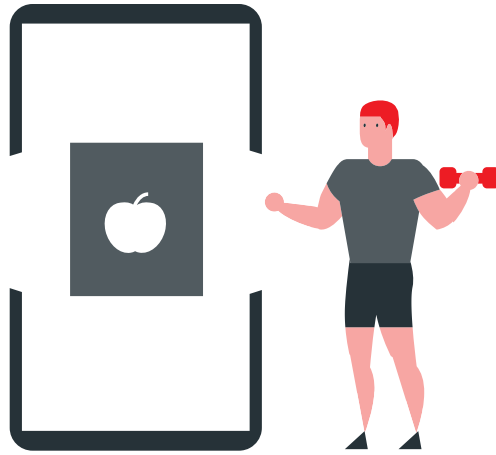
and dieticians share. In this article, we won't be promoting a specific diet like paleo, Atkins, South Beach, or keto. Instead, we will be offering sensible, general advice about healthy eating options that anyone can follow with minimum effort.

Foods vs. Superfoods

You've undoubtedly heard the term "superfood" quite a bit recently. There is a lot of hype about these supposedly fierce foods that contain unbelievable levels of everything a healthy body should crave.

However, the actual term "superfood" is merely a marketing gimmick. It sells products, plain and simple, but that doesn't mean that certain types of foods aren't loaded with additional levels of healthy compounds. In no particular order, here are just a handful of diverse items one might consider "super."

- **Blueberries** – high in antioxidants, vitamin C, and vitamin K.



- **Avocados** – excellent source of potassium, healthy fats, and vitamins.
- **Green tea** – high in anti-inflammatory compounds and antioxidants.
- **Dark leafy greens** – may reduce the risk of diabetes, heart disease, and cancer.
- **Salmon** – high in omega-3 fatty acids that benefit a healthy heart.
- **Garlic** – a great source of vitamin C, fiber, and vitamin B6. May reduce cholesterol.
- **Cinnamon** – potential to lower cholesterol and blood sugar. High in antioxidants.
- **Nuts and seeds** – high in fiber and healthy fats. May decrease the risk of heart disease.

Non-Food Group Tips

- **Healthy plant oils** – so long as you have moderate intake, certain types of plant-based oils such as olive, sunflower, canola, soy, peanut, and corn can provide health benefits. Take care to avoid oils containing trans fats, specifically those that are partially hydrogenated.
- **Drinks** – liquids high in sugar will be counterproductive if you are trying to stay healthy. Therefore, it is recommended that you drink only a small glass of juice per day and skip soda altogether. Focus on water, coffee, and tea. Limit your dairy servings to a maximum of two per day.

Bonus Tip

Physical activity is a key component of a healthy lifestyle, particularly if you are interested in losing weight. Complement your dietary endeavors with a regular exercise routine. 🏋️

Illustrations by Designs.ai

Saint Patrick's Day

When you think of Saint Patrick's Day, some things that probably come to mind about this Irish holiday are: the color green, beer, shamrocks, leprechauns, and shirts that say "Kiss Me, I'm Irish!"

But, did you know that Saint Patrick's Day has much deeper roots than just the parades and pub crawls we all know and love?

Who is St. Patrick and Why Do We Celebrate Him?

You might be surprised to learn that Saint Patrick was not actually Irish! You might be even more surprised to learn Saint Patrick's name was not actually Patrick, and he was not actually a canonized saint. So, why does this important day in Irish culture center around this historical figure?

It began in the fifth century, when a British boy called Maewyn Succat was kidnapped and taken as a slave to Ireland. He later went on to become a priest, changing his name to Patricias, and set out to introduce Christianity to Ireland, often using a three-leafed shamrock to

demonstrate "the Holy Trinity." Having ushered in a new religion (and national identity) to Ireland, Patricias became a celebrated figure throughout the nation, and after his death, he was informally proclaimed a saint. His use of the shamrock became a symbol of Irish heritage, and Saint Patrick's Day was officially declared a Christian feast day. Today, Saint Patrick's Day has evolved into worldwide celebrations of Irish culture.

Other Fun Facts about St. Patty's Day

- According to Irish folklore, St. Patrick also rid Ireland of all snakes—though there is no proof of there ever having been snakes in Ireland.
- St. Patrick's day is



celebrated in more countries than any other festival.

- Popular St. Patrick's Day foods include Irish corned beef and cabbage, beef and Guinness pie, Irish cream chocolate mousse cake, and Irish coffee.
- The first St. Patrick's day parade was in Boston, not Ireland!
- Today, New York City hosts the world's biggest St. Patrick's Day parade. 🏴󠁧󠁢󠁥󠁮󠁧󠁿