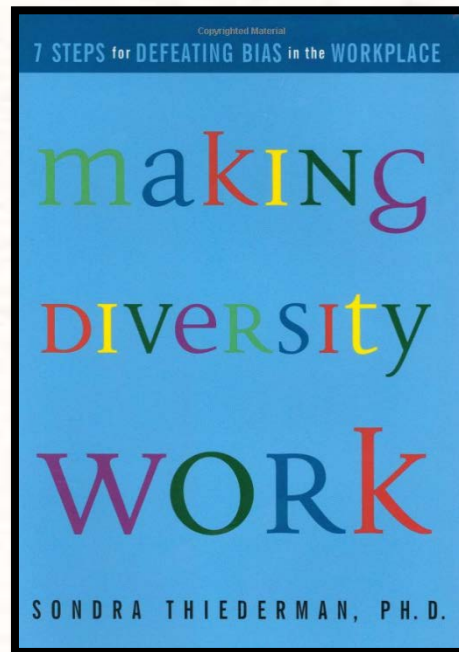




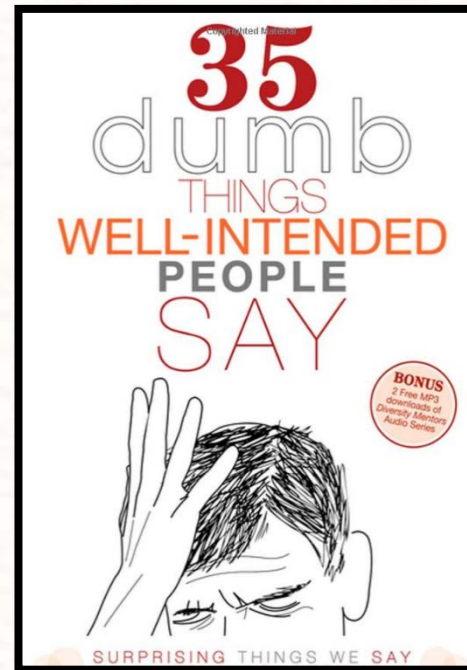
Unplug
the Power of Bias

Resources

Some content and models used in this presentation are from the following publications:



Dr. Sondra Thiederman,
Making Diversity Work,
Dearborn Trade
Publishing, 2003.
ProQuest Ebook Central



Dr. Maura Cullen,
35 Dumb Things Well-
Intended People Say,
Morgan James Publishing,
LLC Garden City New
Jersey 11530-1693
ISBN: 978-1-60037-491-3

Biases Compromise Success in the Workplace

- Interfere with hiring and keeping the best people
- Interfere with the creation of effective teams
- Diminish university productivity and individual success
- Compromise recruitment and philanthropy efforts
- Result in litigation

Language and Terminology

Advantaged/Disadvantaged groups:

Advantaged Group Descriptors:	Disadvantaged Group Descriptors:
Dominant Privileged Oppressor Majority	Subordinate Target Oppressed Minority

Language and Terminology

Majority Population and Emerging groups:

Majority Population:	Emerging Groups:
In U.S.A. White Able Bodied Heterosexual Men	In U.S.A. Latinx Differently Abled LGBTQ+ Women

Kinship Groups

A Kinship Group is any group with which you identify.



Group Related Perspectives

- When members of the group with which we identify do something bad, we figure it is because of *circumstances*. But, if they do something good, it is because of *character*.
- When people from another group do something bad, it is because of *character*. But, if they do something good, it is because of *circumstances*.

Empathy is a Two-Way Proposition

If you define yourself as a member of:

- the majority population or advantaged group
 - try to empathize with the emotions of those who have traditionally been targets of bias

Empathy is a Two-Way Proposition

If you define yourself as a member of:

- an emerging or disadvantaged group
 - try to empathize with emotions that the majority might experience that are similar to your own.

Small Group Exercise

Broaden Your Kinship
Groups

Broaden Your Kinship Groups~~

Form groups of 2 or 3, introduce yourselves and discover shared Kinship Groups:

- Acknowledge a shared or different race
- Identify a shared work ethic and other common values.
- Identify shared experiences
- Identify or create shared goals

What Is It and Where Does It Come From?

Bias

Bias - What Is It?

An inflexible belief about a particular category of people

- A positive or negative prejudgment
- Attitudes, not actions, are biased
- Any given action or thought may or may not reflect a biased attitude
- Guerilla Biases - those biases that are hidden behind what appear to be positive actions

Bias - Where Does It Come From?

Biases are learned:

- Parents
- Media
- Positive and negative lived experiences

How Does Bias survive?


- Culture
- Toleration
- Perceived benefit

Individuals are also responsible for the survival of bias

The Perceived Benefit

- The illusion of predictability makes us feel more secure
- We distort external reality to reinforce what we believe
- The more we believe a bias to be true, the more we believe it to be good and desirable

It is important that bias attitudes be corrected
no matter who holds them



Think about everything you
believe but do not believe
everything you think!

Maura J. Cullen

Intention vs. Impact

It was only a joke, lighten up!

- Apologizing lessens the hurt but not the impact
- Accepting responsibility for our mistakes is essential for building a positive connection

We say something with the intention of it being a joining statement, complimentary or colloquial



Words and phrases we use may be alienating, hurtful or devaluing

- "Some of my best friends are Black, White, Gay, Muslim, Asian, etc...."
- "I know exactly how you feel!"
- "I don't think of you as..."
- "What do 'your' people think?"
- "You have such a pretty face."
- "That's so Retarded."

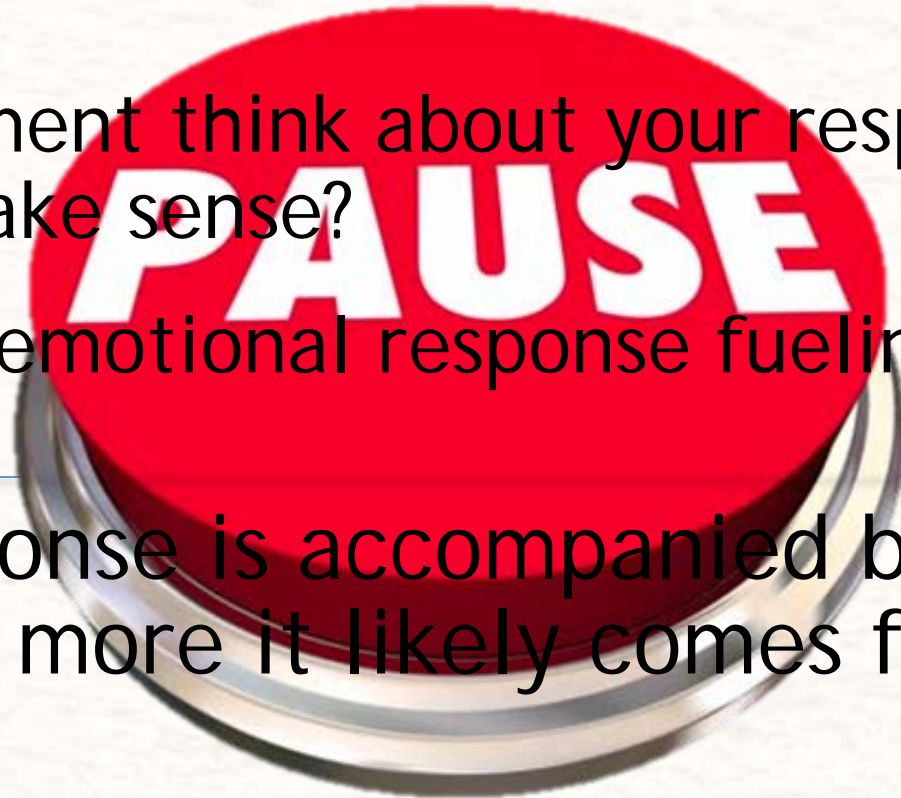
- We are responsible to care about how others feel, but we are not responsible for how they feel.
- Their emotions are their choices.
How we act can affect them—and we should always act with compassion and respect.

Why do People Overreact?

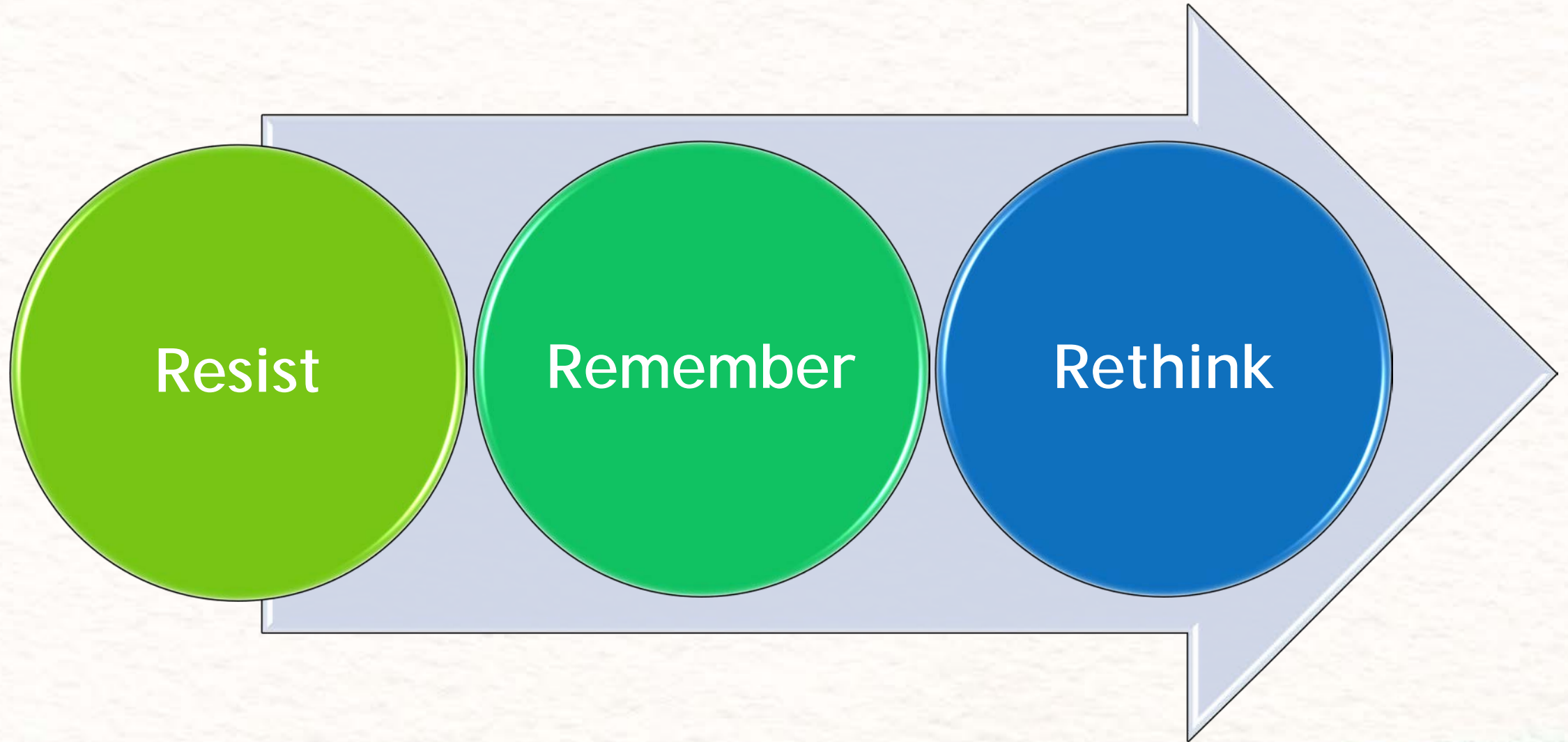
Hit the Pause Button

1. Give yourself a moment to delay a kneejerk response
2. In that moment think about your response logically
 - Does it make sense?
3. Is there an emotional response fueling your response?

The more a response is accompanied by an emotional charge, the more it likely comes from a bias



A Response Strategy





Resist

- Venting forcefully
- Jumping to conclusions
- Becoming defensive



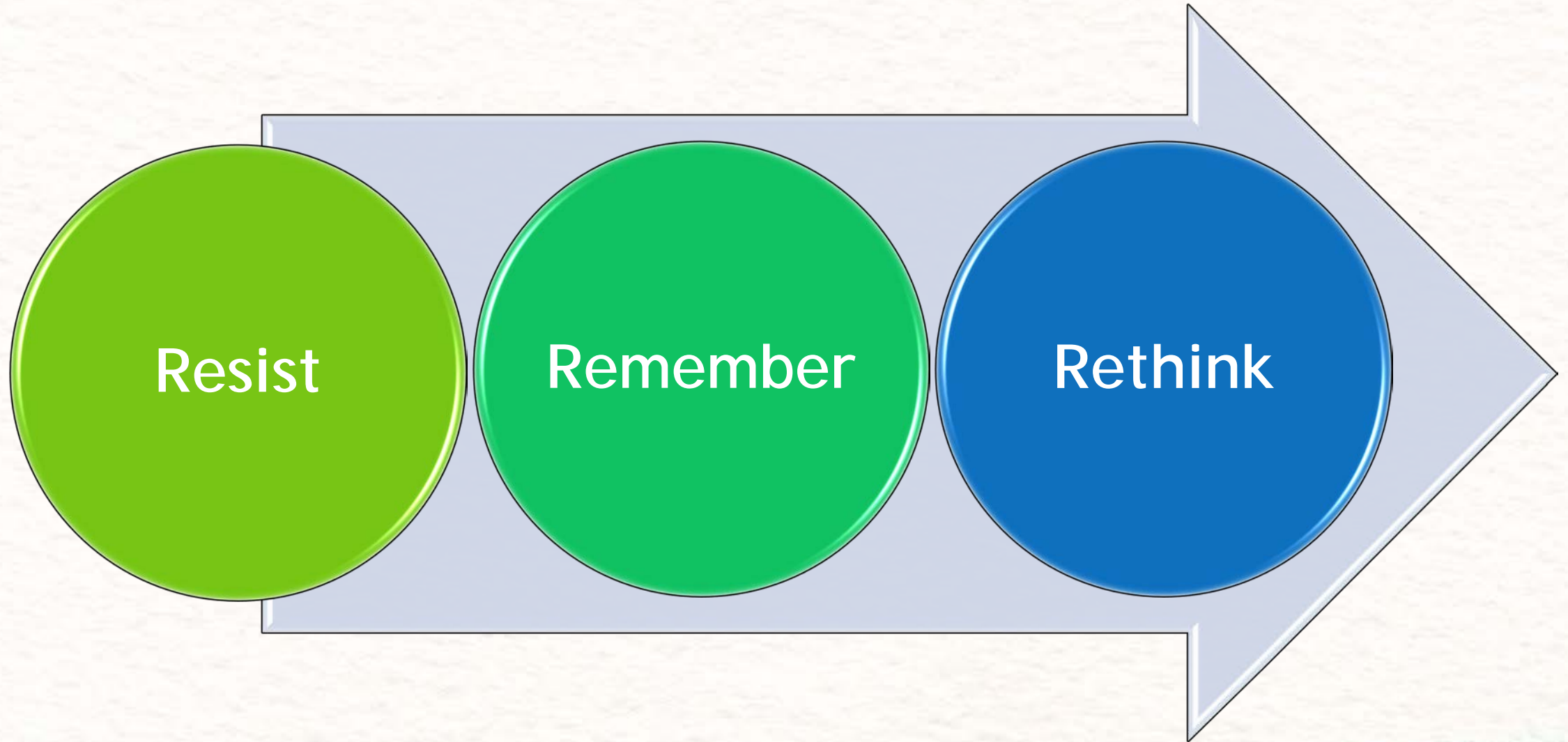
Remember

- Experiences
- Accusations
- Your history
- How you felt



Rethink

- Examine calmly
- Gain objectivity
- Choose



Bias Triage

1. Ask yourself: How did I learn the bias?

- Was the source reliable?
- How much actual experience do I have with that particular group?

2. Do something:

- Increase my knowledge of the group.
- Expose myself to as wide a variety of people as possible.

Conversation Reduces Bias

Dialogue creates an atmosphere in which biased attitudes are unable to thrive.

- Recognize a common enemy
- Recognize mutual contributions
- Build understanding one block at a time



implicit.harvard.edu

Implicit Association Tests:

- Arab-Muslim IAT
- Gender-IAT
- Race IAT
- Sexuality IAT
- Weapons IAT

A Personal Resource

Harvard
University's
Project Implicit

That's a Wrap!



How will you use what
you've learned today in
the next 24 hours?