

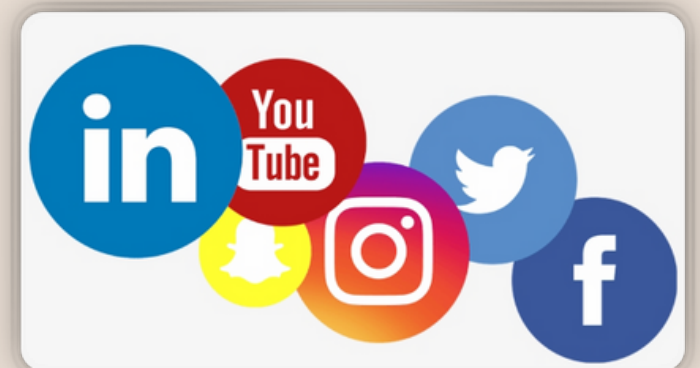


WWW.THEACADAMI.COM

@AMI_M.S._DAVIS

AMI@THEACADAMI.COM

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CULTURAL AWARENESS

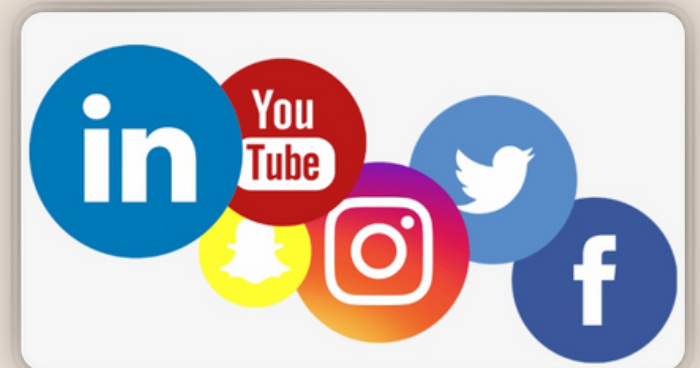
AMI DAVIS (SHE/THEY)

@AMI_M.S._DAVIS

AMI@THEACADAMI.COM

@THEACADAMI

WWW.THEACADAMI.COM





ACTIVATION WARNING & SAFE SPACE FOR ALL

DISCLAIMERS



- This may get uncomfortable – that's the point
- You being here = open...but do we challenge who challenge us in this work
 - Also, **no one** is immune
- THE GOAL IS to catch your bias BEFORE you put it out into the world

PROGRESS IS USUALLY
UNCOMFORTABLE





ONLINE BIAS TESTING

During the IAT you just completed:

Your responses suggested a moderate automatic preference for Gay people over Straight people.

Your result is described as an "Automatic preference for Straight people over Gay people" if you were faster responding when *Straight people* and *Good* are assigned to the same response key than when *Straight people* and *Bad* were classified with the same key. Your score is described as an "Automatic preference for Gay People over Straight people" if the opposite occurred.

Your automatic preference may be described as "slight", "moderate", "strong", or "no preference". This indicates the *strength* of your automatic preference.

The IAT requires a certain number of correct responses in order to get results. If you made too many errors while completing the test you will get the feedback that there were too many errors to determine a result.

Note that your IAT result is based only on the categorization task and not on the questions that you answered.

<https://implicit.harvard.edu/implicit/takeatest.html>

<https://www.americanbar.org/groups/litigation/initiatives/task-force-implicit-bias/implicit-bias-test/>



OPEN DISCUSSION

Let's take some time to unpack those results either privately or openly.

Did you get the results you expected?

How did they make you feel?

Does this change how you see yourself?

Will it change how you self-monitor?

Remember: We are but only a combination of
our experiences and exposure.
Hate is taught; bias is learned, and it is not
always in your control.
It is, however, within your control to fix it.



BIAS

“prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.”

“cause to feel or show inclination or prejudice for or against someone or something.”



JANE ELLIOT

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IMPLICIT VS. EXPLICIT BIAS

Implicit Bias

Unaware

Subconscious

Usually associated
with stereotypes

Explicit Bias

Overt

Conscious

Usually associated
with fear

ACTIVITY



Paint this image in your mind. Park, trees, court.

Boy goes to pick up ball, police officer calls to boy before he attempts to pick it up.

What's happening?

- What kind of park?
- What kind of court/ball?
- What's the officer saying or how is he communicating?
- What other details that you imagined call out to you?



COMMON BIASES

- Ethnicity/racial
 - Appearance
 - Language
 - Ability
- Gender/Gender Identity
 - Gender roles
 - "norms"
- Transgender individuals
 - Sexual Orientation
 - Heteronormativity
 - Heterosexism
 - Age
 - Profession
 - Geographic Area



IS THIS BIAS BEHAVIOR?

- A friend comes to you complaining about not being able to find a job, you offer the advice that, "maybe if you tie your hair up or put in braids, employers will respond better."
- Same as above,
Your (male) friend comes to you complaining of not being able to get a job, you offer the advice that, "it may help to not (as a male), wear make-up to the interview."
- You have a trans female working with you and you ask them if they'll be using the female locker room to change.



IS THIS BIAS BEHAVIOR?

- You see your colleague at the department holiday party and comment, "Hey, you clean up nice. Outside of the office you look like a real woman."
- Someone comes in and starts speaking Spanish to you, you don't speak Spanish, so you call upon your colleague who you do not know, Mr. Garcia for assistance.
- You are introduced to your new colleague, who appears to you to have grey hair and signs of aging. To let them know you're excited about working with them, you say, "I'm so excited to partner with you. At your age, you must have a ton of wisdom to share."



MICROAGGRESSIONS —

“a term used for brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.”

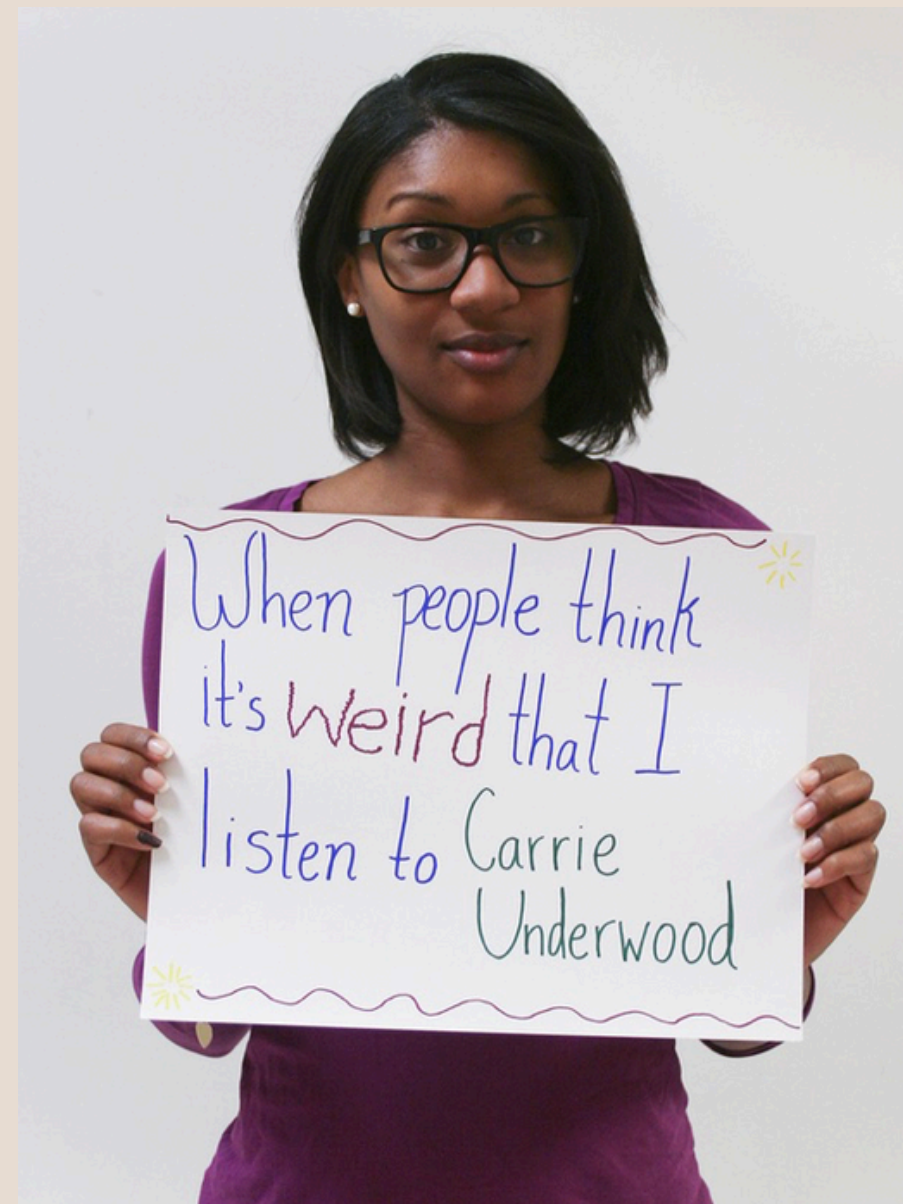
[HTTPS://WWW.MICROAGGRESSIONS.COM/](https://www.microaggressions.com/)



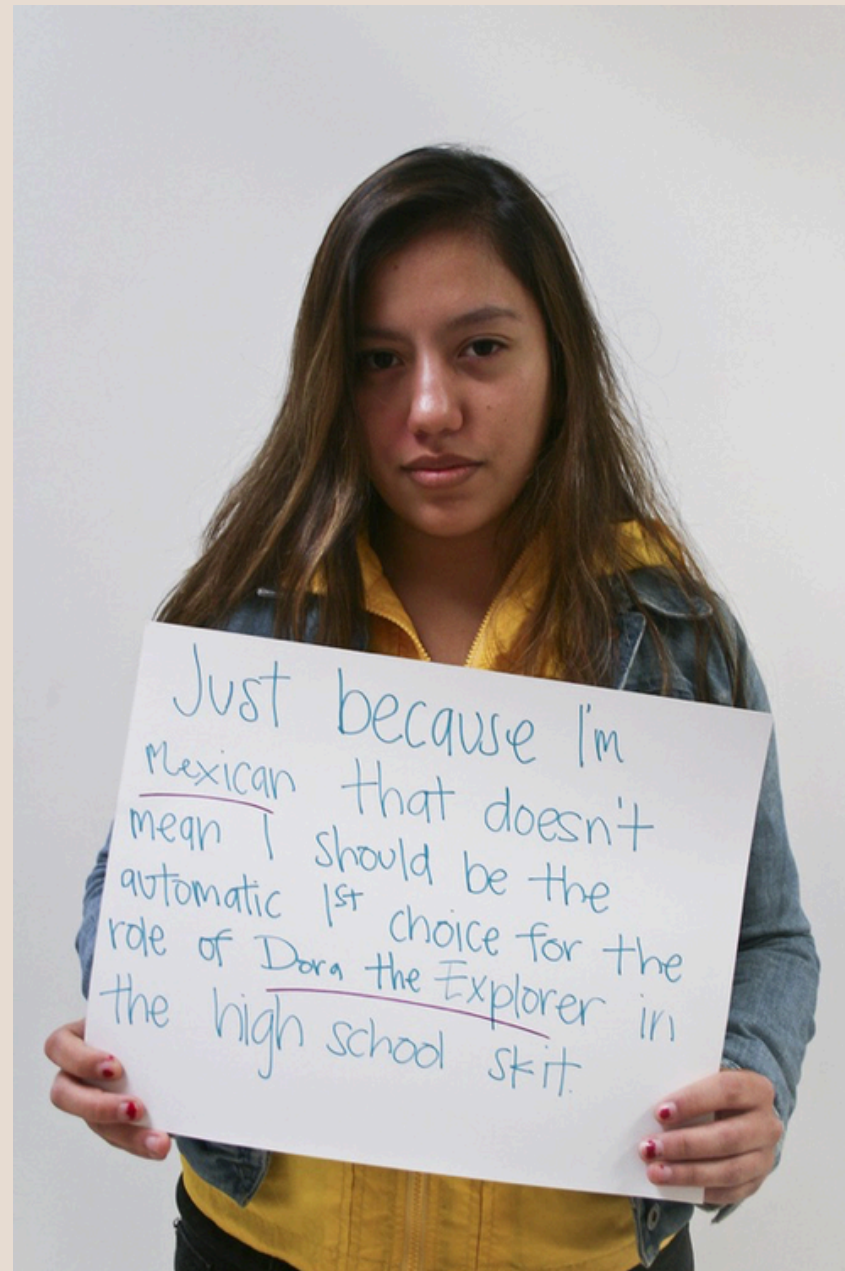
CLUELESS



MICROAGGRESSIONS —



MICROAGGRESSIONS —





PRIVATE REFLECTION: WHAT IS A MICRO- AGGRESSION YOU HAVE EXPERIENCED?

- Can you name it/identify it?
 - Was it direct or indirect?
- How did it make you feel?
 - Did you interrupt it?
 - Why/why not?



REDUCING ETHNIC AND RACIAL DISPARITY IS...

Increasing awareness and actively seeking to reduce barriers to service for ethnic
and racial minorities



WHY ALLIES ARE SO IMPORTANT



REFLECTION

What was your first experience with racism?

Was it direct, indirect? How did it make you feel?

Did you interrupt it? If so, how; if not, why not?

If you could go back, what would you do differently, if anything?

DECREASE BIAS–BASED BEHAVIORS...



1. Be proactive: get to know yourself and your own biases; confront them.
2. Acknowledge when it's happening
 - a. Internally & externally
3. Take accountability and be open to correction
4. DO NOT, make the offended person feel BAD for correcting you about offending THEM
 - a. Correct, work to not make comments or jokes like that again

10 WAYS TO REDUCE BIAS IN THE WORKPLACE



- Recognize that we're all human beings and that our brains make mistakes. Simply being aware of unconscious bias can immediately start to reduce our reliance on generalizations or stereotypes.
- Establish clear criteria in advance of making decisions (hiring, promotion, etc.) so that bias gets taken out of the decision-making process.
- Hold decision-makers accountable, including yourself. Scrutinize the criteria and think through whether it unintentionally screens out certain good candidates for hiring or promotion.
- Survey employees confidentially to find out what is really going on in every aspect of the employment process – from pre-screening resumes to hiring to promotion to career opportunities, through compensation and engagement and development as well as the performance management process.
- Train leadership and employees with an open dialogue and awareness, and encourage the initiative to go beyond the classroom to affinity groups, mentoring programs and ongoing benchmarking against best practices.

10 WAYS TO REDUCE BIAS IN THE WORKPLACE



- Pair training with best practices such as joint interviews of applicants and requirements that candidate slates include diverse prospects.
- Include practices to change the culture such as micro-affirmations, including acts of opening doors to opportunity, gestures of inclusion and caring, acts of listening, giving credit to others, and fair and balanced feedback.
- Reward employees who engage with affinity groups and bring out the best in the culture by strengthening diversity.
 - Be transparent in the progress against your goals.
- Remind yourself frequently of the importance of recognizing bias and strive to be fair at all times.

SOME THOUGHTS...



- Making minorities apologies for you offending them
- BELIEVE someone when they feel marginalized – It's so deep rooted and effects everyone of color, every minority; even those who appear "privileged"
- Forge authentic relationships with people;
- Willing to be open and vulnerable and compassionate to all people
- Humanness being used to dismiss – dismissive and to comfort you –
 - "we are all human" "I don't see color" – an easy out
 - STAY CURIOUS; Model curiosity, not attack
- EXPERIENCES ARE DIFFERENT AND SO THAT DOES CHANGE WHO YOU ARE ON THE INSIDE
 - Brown egg situation
 - The power is in asking questions and HEARING
 - US and US
 - Do not attack those that advocate differently from you
- Our own lens are very limiting, stay humble; listen and truly see
 - Why are people resistant?
 - Feeling attacked
 - EGO
- Connect on the fact that you will never be that person, they will never be you..and that, you share



BENEFITS OF CULTURAL AWARENESS & ADDRESSING BIASES

- Better performance within teams
- Which can lead to potential employment benefits/promotions/etc...
 - Higher rates of connectedness with colleagues
 - Better rapport with your folks
- Which leads to better outcomes: less incidence, higher respect, higher likelihood to complete services successfully



NEXT STEPS...

- Identify personal biases in order to address them; awareness is key
- Identify and map out your own procedure for addressing disparities and diversity needs:
 - How will you address a lack of diversity if need be?
 - How will you correct if you mistakenly become part of inequity?



HOW TO BREAK BIAS



SUGGESTED PRACTICE(S)

- Identify personal biases in order to address them; awareness is key
- Identify and map out your own procedure for addressing disparities and diversity needs:
 - Who will you reach out to if/when you engage with a transgender person?
 - Your immediate supervisor
 - How will you address a lack of diversity if need be?
 - How will you correct if you mistakenly become part of inequity?
 - i.e. mis-gender someone/use the wrong pronoun



ACTIVITY

- Write down 3 things that you can do every single day to
 1. Decrease the incidents of your own bias
 2. Decrease the incidents of bias from those around you
 3. Decrease the biases that we know are built into our systems
 - a. What systems do you work or live in?
 - b. What biases are there?
 - c. How can you impact them?



OPEN DISCUSSION

Let's debrief and ensure we are leaving this space in a helpful, healing way.



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