

# The Unintended Exclusions: How to be Aware of Our Actions

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# Centering Our ZOOM

- Community norms
  - Assume ZOOM etiquettes
  - Listen to learn
  - Make space for others
  - Learn here leaves here...
  - Yes, we are here for 1-hour
- Presentation layout
  - All pages are numbered
  - Uses “What, so what model”
  - Start on time
  - End on time

Silver bullet - CALMLY PAUSE

RPCS - DEI & PDC

# ***2-minute chat - A terrible accident...***

A father and his son are in a car accident. The father dies at the scene and the son, badly injured, is rushed to the hospital. In the operating room, the surgeon refuses to operate, saying, "I can't operate on this boy. He is my son."

Who is the surgeon?



- Please share an experience when you've encountered or witnessed an implicit bias. What happened? How was it an [assumed] unconscious act? What did you do?

## ***2-minute Group Share***

# Implicit Bias is *it* in you?



# Definition and Example

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Implicit biases includes subtle acts of discrimination (exclusion) which may be **unintentional** but still cause harm.

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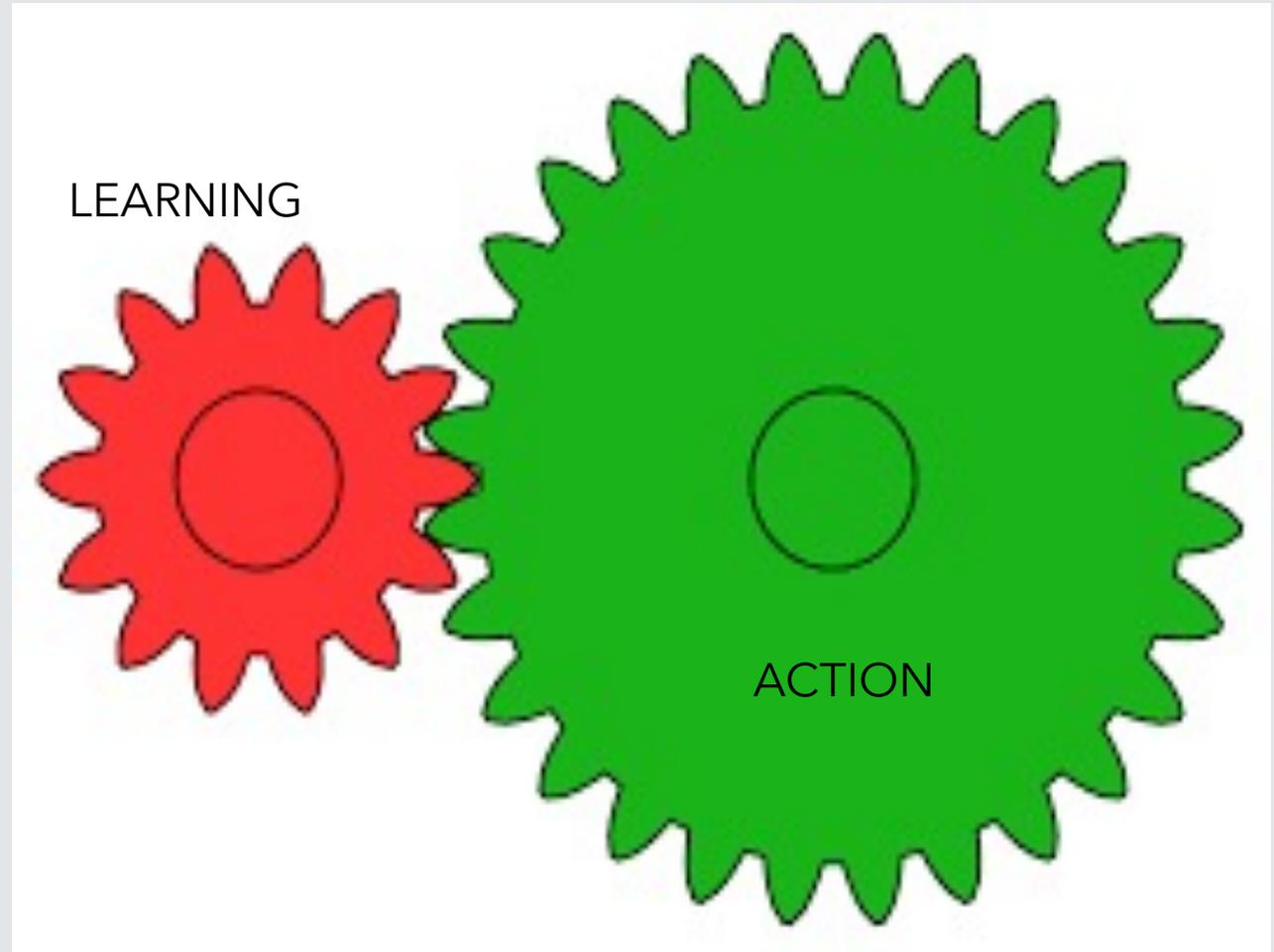
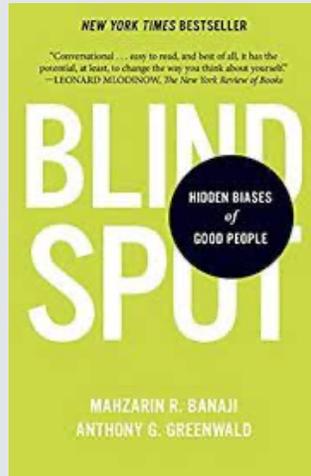
If a person holds a bias towards a certain group, they don't think about ways to incorporate this group into activities.

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Example: A person who doesn't believe that cheerleading is a real sport, won't think about the negative implications of not inviting cheerleaders to a sports dinner.

# *Read the following*

- I cnduo't bvleiee taht I culod aulacty uesdtannrd waht I was rdnaieg. Unisg the icndeblire pweor of the hmuan mnid, aocdcnig to rseeerah at Cmabrigde Uinervtisy, it dseno't mttar in waht oderr the lterets in a wrod are, the olny irpoamtnt tihng is taht the frsit and lsat ltteer be in the rhgit pclae.
- The rset can be a taotl mses and you can sitll raed it whoutit a pboerlm. Tihs is bucseae the huamn mnid deos not raed ervey ltteer by istlef, but the wrod as a wlohe. Aaznmig, huh? Yaeh and I awlyas tghhuot slelinpg was ipmorantt! See if yuor fdreins can raed tihs too.



# Review

# UNCONSCIOUS BIAS



THE  
ROYAL  
SOCIETY





- What are some take-aways for you?

# Reflections

# Putting words to actions

- Reflect on a time you made a decision TUI
- Realize your triggers
- Respect the warnings and PAUSE
- Regroup by doing something differently

# Minimizing implicit bias in real-time

- Do I know what [those] terms actually mean?
- What privileges do I have that others may not have?
- Am I seeing the individual?
- What are the stories I tell myself about \_\_\_\_\_?
- Do I have an accountability person that I will trust?

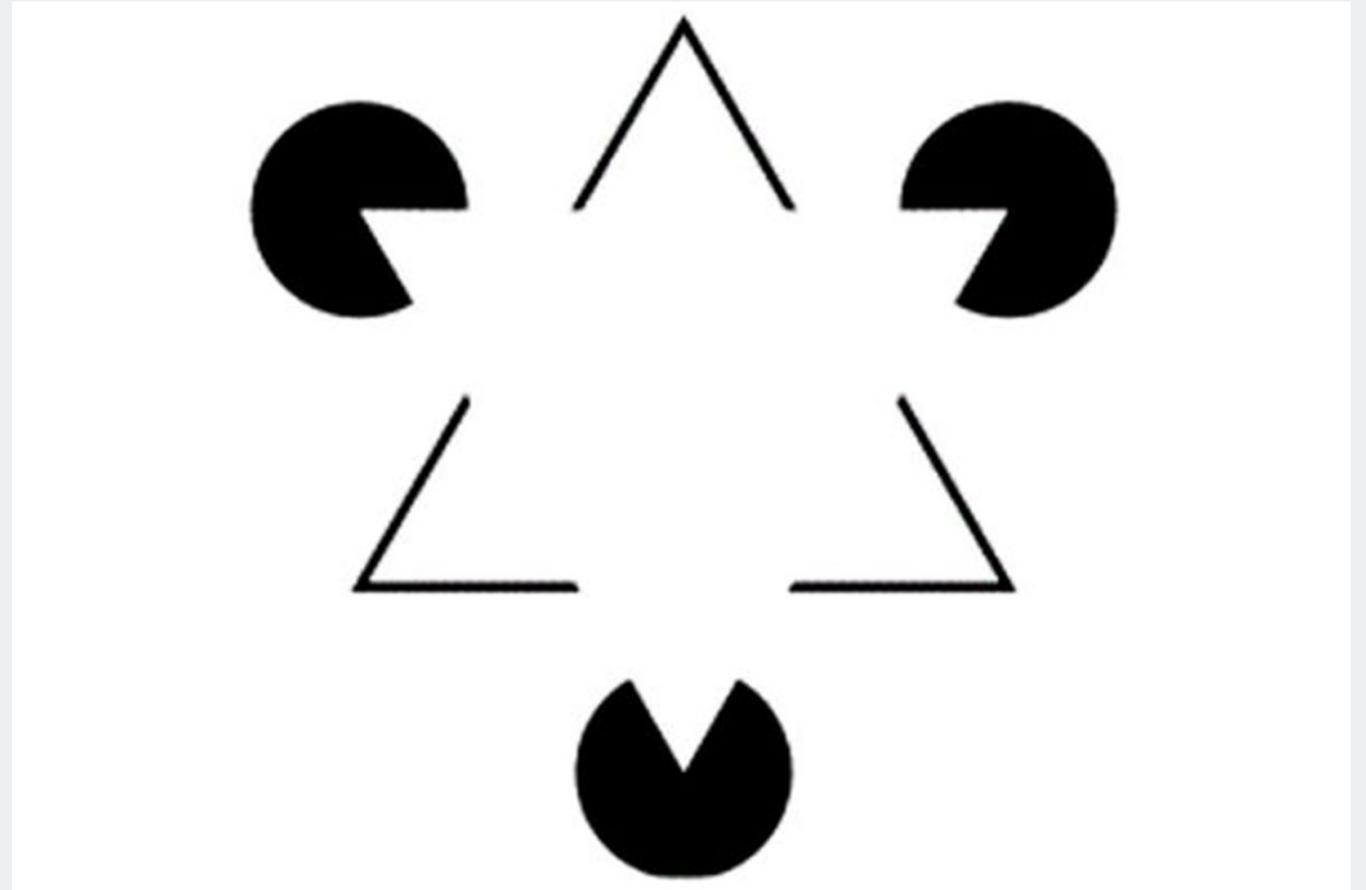
# Minimize Implicit Bias by

- Perspective taking of others
- Awareness building
- Utilize your networks to learn more from others
- Solicit the feedback from a different colleague
- Individuate folx
- Notice your body language and energy when uncomfortable
- Gather information that counters stereotypes.

# Mis-identifying behaviors = Harm



**How many  
triangles do  
you see?**

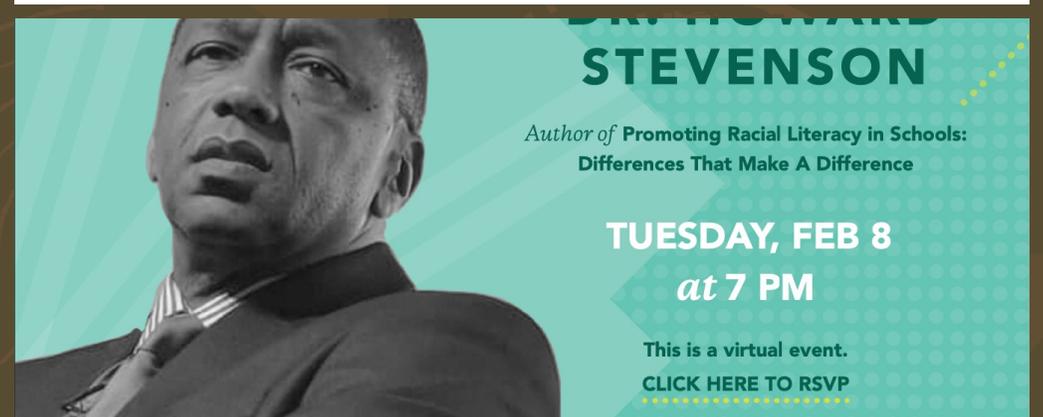
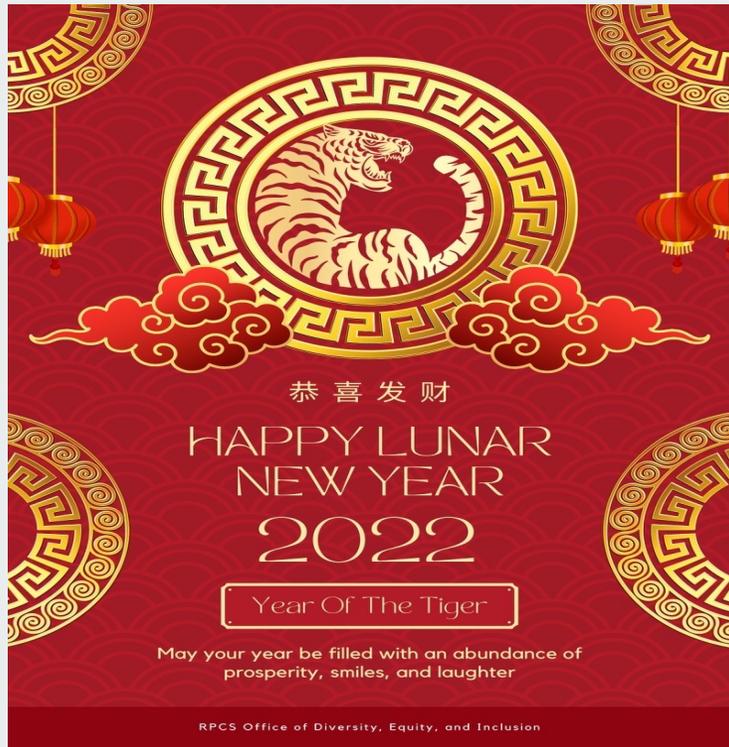


# Thoughts

- What's coming up for you?
- Do you think you have some ideas to commit to and put into action?
- What more would be helpful to you to be reminded of how to minimize unintended exclusion?

# Announcements/Updates

- Stronger Together: Action Plan for Strengthening Culture and Community
- Black History Month
- TRI-School DEI Leaders Collaboration
- Lunar New Year



# Resources for you:

- Dr. Howard Stevenson – A Tri-School DEI Leaders Collaboration
- [https://docs.google.com/forms/d/e/1FAIpQLScQ1G5e\\_Qz0C8bCJsgVQluueP77nLbH1u-0YqKevIEI7kFAgg/viewform](https://docs.google.com/forms/d/e/1FAIpQLScQ1G5e_Qz0C8bCJsgVQluueP77nLbH1u-0YqKevIEI7kFAgg/viewform)
- Short clips:
  - <https://www.youtube.com/watch?v=BSquud-t1kc>
  - <https://www.nytimes.com/video/us/100000004818679/high-heels-violins-and-a-warning.html?playlistId=100000004821064>
- Movies:
  - The Hate You Give
  - Rat Film
  - In the Height
- Podcasts:
  - <https://player.fm/podcasts/Unconscious-Bias>
  - <https://www.npr.org/2020/06/20/880379282/the-mind-of-the-village-understanding-our-implicit-biases>
- Books:
  - Minor Feelings: An Asian American Reckoning
  - No Pity: People with Disability Forging a New Civil Rights Movement
  - Weight Bias: Nature, Consequences, and Remedies
- Activities/test:
  - <https://lovehasnolabels.com/resources/questions-to-self-reflect>
  - <https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrk.htm>
- HOT OFF THE PRESS:
  - [https://issuu.com/rpcs8/docs/rpcs\\_dei\\_action\\_plan\\_feb\\_2022](https://issuu.com/rpcs8/docs/rpcs_dei_action_plan_feb_2022)

nt like how others define & label  
k on your values. Embrace and  
at you would like to be associa

Assegid Habtewold - QUOTESTATS.COM

“Courage starts with  
showing up and letting  
ourselves be seen.”

— BRENE BROWN

**Thank you**