Managing Unconscious Bias

Videos 1-3 & Optional Post-Discussion

DEI & Belonging - Session 2
ORSP DEI Committee
April 12, 2022 at 1:00 p.m.
Guardrails for Discussion
Recognize
We recognize that we must overcome historical biases, such as racism and sexism, and that a society and workplace where all employees belong, contribute, and thrive requires deliberate and intentional action.

Acknowledge
We acknowledge that we are all systematically taught misinformation about our own group(s) and members of other groups. This is true for everyone, regardless of our group(s).

Individual Experiences
We agree that our experiences are individual and unique. No one should be required or expected to speak for their whole race or gender.

Share the Air
Share responsibility for including all voices in the discussion. If you have a tendency to dominate discussions, take a step back. If you tend to stay quiet, challenge yourself to share ideas.

Research Changes
We understand that research evolves and changes. We strive to have a growth mindset and a willingness to do better as we learn more.

Respect and Stages of Learning
We agree to listen respectfully to each other without interruptions. We acknowledge that we may be at different stages of learning on the content and discussion topics.

Take and Leave
We agree to take from this session only what we learn from ourselves and others and leave in this session what we heard and what was said by others.

Not Experts
Everyone in the group is here to learn, including the facilitators. We recognize that everyone has an opinion and that opinions are not the same as informed knowledge backed up by research.

Device Free Zone
We agree to engage in active listening, put mobile devices aside and give each other our attention.

Trust
Everyone has come to the table to learn, grow, and share. We trust that people are doing the best they can; when mistakes occur, let’s challenge and encourage each other to do better.

No Blame
We agree to not blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise.

Ask for Help
It’s okay not to know. Keep in mind that we are all still learning and are bound to make mistakes when approaching a complex task or exploring new ideas. Be open to changing your mind.

Share the Air
We agree that our experiences are individual and unique. No one should be required or expected to speak for their whole race or gender.

Research Changes
We understand that research evolves and changes. We strive to have a growth mindset and a willingness to do better as we learn more.

Respect and Stages of Learning
We agree to listen respectfully to each other without interruptions. We acknowledge that we may be at different stages of learning on the content and discussion topics.

Take and Leave
We agree to take from this session only what we learn from ourselves and others and leave in this session what we heard and what was said by others.

Not Experts
Everyone in the group is here to learn, including the facilitators. We recognize that everyone has an opinion and that opinions are not the same as informed knowledge backed up by research.

Device Free Zone
We agree to engage in active listening, put mobile devices aside and give each other our attention.

Trust
Everyone has come to the table to learn, grow, and share. We trust that people are doing the best they can; when mistakes occur, let’s challenge and encourage each other to do better.

No Blame
We agree to not blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise.

Ask for Help
It’s okay not to know. Keep in mind that we are all still learning and are bound to make mistakes when approaching a complex task or exploring new ideas. Be open to changing your mind.
Desired Outcomes

Help us learn how to recognize and counteract several types of workplace unconscious bias.
Be Here, Be You, Belong.
Glossary - A Few Diversity & Inclusion Terms You Need to Know (1 of 2)

**Unconscious Bias** - An implicit association that could be about people, places, or situations, that are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

**Equality** - Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.

**Equity** - Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.

https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/
Facebook Videos on Managing Bias

Welcome (1:35) 
https://vimeo.com/456715154

Introductions and First Impressions (15:45)
https://vimeo.com/476007255

Stereotypes and Performance Bias (16:21)
https://vimeo.com/456723007
Thank you!

Feel free to stay on for Optional and Informal Post-Video Conversation

Questions:

● These videos were produced in 2015. What has changed since then?

● Did anything in the videos surprise you?
Thank you from the DEI Committee!

- Hilary Bond
- Linda Chadwick
- Constance Colthorp (co-chair)
- Cindy Dames
- Debra Dill (OVPR liaison)
- Daniel Garber
- Emmanuel Pierce (co-chair)
- Joe Johnson
- Lisa Kiel
- Tracey Larkin
- Craig Reynolds
- Becca Timmermans