



# 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).

## 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.

## 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.

## 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.**

## 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.

## 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.

## 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.

## 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.

## 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.

## 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.

dreamstime

# Glossary - A Few Diversity & Inclusion Terms You Need to Know (1 of 2)

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**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.

# Facebook Videos on Managing Bias

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## [Welcome](#) (1:35)

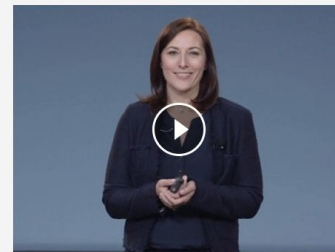
<https://vimeo.com/456715154>

## [Introductions and First Impressions](#) (15:45)

<https://vimeo.com/476007255>

## [Stereotypes and Performance Bias](#) (16:21)

<https://vimeo.com/456723007>

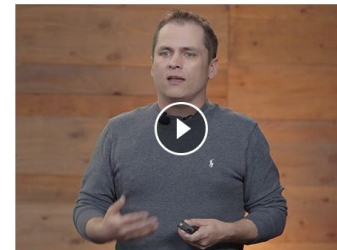


### Welcome from Lori Goler – VP of People

There are different forms of unconscious bias that can prevent us from cultivating an inclusive and innovative workplace. In these videos, we discuss four common types of biases: Performance Bias, Performance Attribution Bias, Competence/Likeability Trade-off Bias, and Maternal Bias.

### Introductions and First Impressions

Foundations for first impressions come from our own experiences and sense of the world—what's familiar to us. Our reactions to someone we don't know may be positive, negative, or neutral depending on what's visible or audible about them; depending on their race, perceived sexual orientation, accent or a number of other characteristics.



### Stereotypes and Performance Bias

Stereotypes are often automatic and unconscious. In the workplace, stereotypes can influence decisions we make about other people, preventing their ability to fully contribute in their jobs. Performance bias occurs when people who are part of dominant groups, such as whites or men, are judged by their expected potential, while those who are part of less dominant groups such as people of color or women are judged by their proven accomplishments.

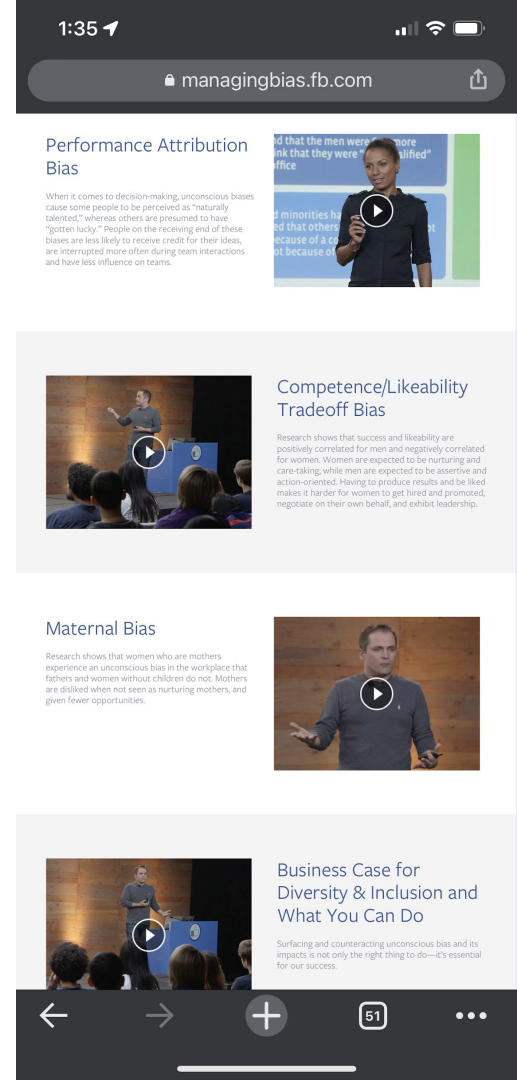
# Thank you!

Date: April 20, 2022: Facebook  
Modules 4, 5, 6, 7

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!

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- 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

