Managing Unconscious Bias
Videos 4-7 & Optional Post-Discussion

DEI & Belonging - Session 3
ORSP DEI Committee
April 20, 2022 at 11:00 a.m.

Desired Outcomes

Help us learn how to recognize and counteract several types of workplace unconscious bias.

Questions for Optional Post-Discussion:
- These videos were produced in 2015. What has changed since then?
- Did anything in the videos surprise you?
- What can we do in the workplace to mitigate bias?

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.

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.**

Device Free Zone

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

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).

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.

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.

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.

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.

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.

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.

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.

Glossary - A Few Diversity & Inclusion Terms You Need to Know

Ageism – Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.

Code-switching – The conscious or unconscious act of altering one's communication style and/or appearance. Often members of the non-dominant group code-switch to minimize the impact of bias from the dominant group.

Underrepresented Groups – Groups who traditionally (or historically) have not had equal access to economic opportunities because of discrimination or other societal barriers. May vary but can include race, gender, ethnicity, sexual-orientation, disability or low-income status. Example: women or women of color in a traditionally male and/or white discipline such as science, technology, engineering, and mathematics.

Microaggression – Commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, which communicate hostile, derogatory slights toward culturally marginalized groups.

Facebook Videos on Managing Bias

Performance Attribution Bias (10:29)

https://vimeo.com/456732829

Competence/Likeability Tradeoff Bias (7:16)

https://vimeo.com/456733591

Maternal Bias (7:13)

https://vimeo.com/456734093

Business Case for Diversity & Inclusion. What You Can Do (7:02)
https://vimeo.com/456734605

Performance Attribution Bias

When it comes to decision-making, unconscious biases cause some people to be perceived as "naturally talented," whereas others are presumed to have "gotten lucky." People on the receiving end of these biases are less likely to receive credit for their ideas, are interrupted more often during team interactions and have less influence on teams.
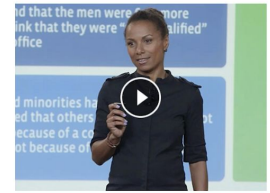
Competence/Likeability Tradeoff Bias

Research shows that success and likeability are positively correlated for men and negatively correlated for women. Women are expected to be nurturing and care-taking, while men are expected to be assertive and action-oriented. Having to produce results and be liked makes it harder for women to get hired and promoted, negotiate on their own behalf, and exhibit leadership.

Maternal Bias

Research shows that women who are mothers experience an unconscious bias in the workplace that fathers and women without children do not. Mothers are disliked when not seen as nurturing mothers, and given fewer opportunities.
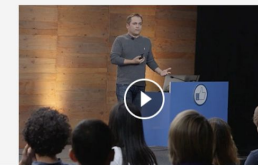
Business Case for Diversity & Inclusion and What You Can Do

Surfacing and counteracting unconscious bias and its impacts is not only the right thing to do—it's essential for our success.

Thank you from the DEI Committee!

- Hilary Bond
- Linda Chadwick
- *Constance Colthorp

- Cindy Dames
- Debra Dill (*OVPR liaison*)
- Daniel Garber

- *Emmanuel Pierce
- Joe Johnson
- Lisa Kiel

- Tracey Larkin
- Craig Reynolds
- Becca Timmermans

*co-chair

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?
- What else can we do in the workplace?

Post-event Survey:
https://forms.gle/dwniLtPGNG1q5KNL6