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.

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.

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.**
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.

https://www.naco.org/resources/featured/key-terms-definitions-diversity-equity-inclusion
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
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