



## Exploring Bias Awareness

May 2018

### Workshop Intentions

- ◆ To explore different points of view and ways of relating to one another
- ◆ To broaden our personal and professional perspectives
- ◆ To enhance connection with ourselves and each other

### Agreements for Our Time Together

- ◆ No judgment
- ◆ "I" statements
- ◆ All ideas are valid
- ◆ Honesty
- ◆ Confidentiality
- ◆ Ouch/oops
- ◆ If someone is talking, you're not talking
- ◆ Listen to hear, not to respond

generated by morning group 5/4/18

### Agreements for Our Time Together

- ◆ Presence
- ◆ Respect
- ◆ Patience
- ◆ Courage
- ◆ Empathy
- ◆ Listening
- ◆ Trust

generated by afternoon group 5/4/18

### Agreements for Our Time Together

◆ Be respectful	◆ Yuck/yum
◆ Be present	◆ Listen to learn
◆ Speak from the "I"	◆ Right to change your mind
◆ Ouch/oops	◆ Use your power for "good"
◆ Move forward/move back	
◆ One diva one mic	

from HumanKind Workshop

## Continuum Exercise

### Continuum Exercise: Statements

1. There is a right way to hang a toilet paper roll.
2. The way a person dresses says a lot about who they are.
3. Showing emotion is a sign of weakness.
4. Parents should always put their children first.
5. You can't teach an old dog new tricks.
6. It's okay to ruffle feathers if your intentions are good.

### Continuum Exercise: Debrief

- ◆ What did you notice as you moved around the room and watched others moving?
- ◆ How did it feel to express opinions by moving along the continuum?
- ◆ Did you find your perspective shifting after hearing others express theirs?
- ◆ What biases did you become aware of?
- ◆ Where do these "positions" come from?
- ◆ What might you do differently based on something you learned?

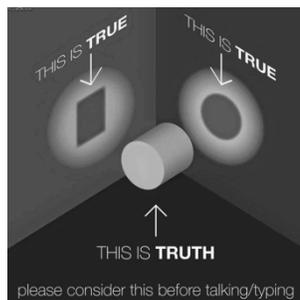
## Bias Awareness

### Bias

"Bent, tendency. An inclination of temperament or outlook; especially a personal and sometimes unreasoned judgment: prejudice"

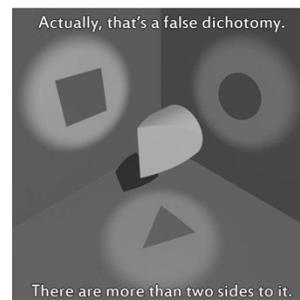
Resource: <https://www.merriam-webster.com/dictionary/bias>

### True, True, Truth



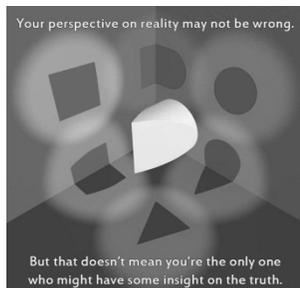
Resource: [http://leswrong.com/lw/o26/your\\_truth\\_is\\_not\\_my\\_truth/](http://leswrong.com/lw/o26/your_truth_is_not_my_truth/)

### True, True, Truth



Resource: [http://leswrong.com/lw/o26/your\\_truth\\_is\\_not\\_my\\_truth/](http://leswrong.com/lw/o26/your_truth_is_not_my_truth/)

## True, True, Truth



Resource: [http://lesswrong.com/lw/o26/your\\_truth\\_is\\_not\\_my\\_truth/](http://lesswrong.com/lw/o26/your_truth_is_not_my_truth/)

## Microaggressions

“The everyday slights, indignities, put-downs and insults that people of color, women, LGBT populations and other marginalized people experience in their day-to-day interactions...”

The term microaggressions was coined in the 1970s. This definition is from Derald Wing Sue, PhD, Teachers College, Columbia University. His books include: *Microaggressions and Marginality* and *Microaggressions in Everyday Life*. Notes from: [www.youtube.com/watch?v=BJL2P0J5AS4](http://www.youtube.com/watch?v=BJL2P0J5AS4) (4:24 mins., John Wiley & Sons, 2010).

## Microaggressions

... A microaggression can appear to be a compliment but contains a “metacommunication” or hidden insult to the target group to which it is delivered. They are often outside the level of conscious awareness of the perpetrator, which means they can be unintentional.

These messages may be sent verbally (“you speak good English”), nonverbally (clutching one’s purse more tightly) or environmentally (symbols like the confederate flag or using American Indian mascots).”

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## Microaggressions

Impact > Intention

## Culture

“Integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups.”

Resource: U.S. Department of Health and Human Services, Office of Minority Health (Adapted from Cross, 1989).

## Identity and Culture are Complex

- ◆ Ever-evolving, changing
- ◆ Much deeper than the descriptive/ what we can notice about a person



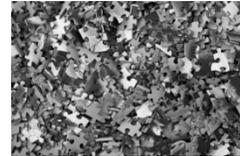
### Identity and Culture are Complex

- ◆ Without authentic dialogue and connection, there are only myths, assumptions and stereotypes
- ◆ When we don't know, it's best to ask, study and learn; be a student, listen and don't assume

### Inquiry, Competence, Humility + Attunement

- ◆ Cultural Inquiry – genuine curiosity
- ◆ Cultural Competence – external study
- ◆ Cultural Humility – internal, reflective study
- ◆ Cultural Attunement – actions, doing; operationalizing the learning again and again

Together, these practices offer a different paradigm or way to be/understand



### Cultural Humility

“A lifelong process of self-reflection and self-critique that encourages the development of respectful partnership with others through a process of exploring similarities and differences between one's own and other people's priorities, goals, and capacities.”

Resource: Linda M. Hunt, "Beyond Cultural Competence: Applying Humility to Clinical Settings" (2001) & Melanie Tervalon, Jann Murray-Garcia, "Cultural Competence vs. Cultural Humility" (1998)

### The Stroop Effect

**BLUE RED BROWN YELLOW BLACK  
PURPLE GREEN RED BLUE BROWN  
RED BLACK BLUE GREEN YELLOW  
BROWN YELLOW PURPLE BLACK RED**

**BLUE RED BROWN YELLOW BLACK  
PURPLE GREEN RED BLUE BROWN  
RED BLACK BLUE GREEN YELLOW  
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Resource: <https://faculty.washington.edu/chudler/words.html>

### It's a Journey...

As a result of what you experienced today, what is one thing you will do to increase awareness and cultivate humility?

### For the Journey Ahead...

- ◆ Practice self-reflection
- ◆ Be more mindful; keep expanding awareness
- ◆ Support others in their development
- ◆ Be genuinely curious; ask more questions
- ◆ Learn and know your limits; be patient, address current limitations and grow

Thank you!

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