

SUMMER OF BELONGING

SESSION 1 - When best 'welcomes' go wrong

June 15, 2023

Handout

Implicit/Unconscious Bias

- Held by everyone
- Product of our culture and influences
- Not a code for racist/sexist/etc.
- Not about being a "good" or "bad" person
- More likely among those who consider themselves objective
- Creeps in the less focused we are - moving quickly, tired, hungry, etc

Informed by work from Parker McMullen Bushman

Explicit bias

- Perception is distorted due to preferences and beliefs that we consciously hold about others
- Positive or negative, explicit bias prevents us from being fair in our judgments about others
- Explicit bias occurs as a result of deliberate thoughts, which we both identify and communicate with and to others.
- Any aspect of an individual's identity can become the target of explicit bias, including:
 - Age
 - Gender
 - Ethnicity
 - Sexual orientation
 - Socioeconomic status
 - Ability

Both biases arise as a result of a perceived threat – the fight or flight part of our brains are activated.

When we feel threatened, we are more likely to separate ourselves from "others" because this gives us a false sense of security.

Where does implicit bias show up?

Our Perception – how we see people and perceive reality

Our Attitudes – how we react toward people

Our Behaviors – how we engage with people

Our Attention – which aspects of a person we pay most attention to **Our**

Listening Skills – how actively we listen to what people say

Our Micro-affirmations – how much we affirm people or support people in certain situations

Our Conflicts – how we react to and engage with people with whom we have an issue or concern