



Bias: Hiding in Plain Sight





Tracy Brown

TECHNOLOGY

- Multiple Screens
- Speaker View
- Sound Mute
- Raise Hand
- BREAKOUT ROOMS
 - Timer
 - Scribe in Chat
 - Ask for Help

RELATIONSHIP

- Protect confidentiality
- Speak to add value
- Listen to understand





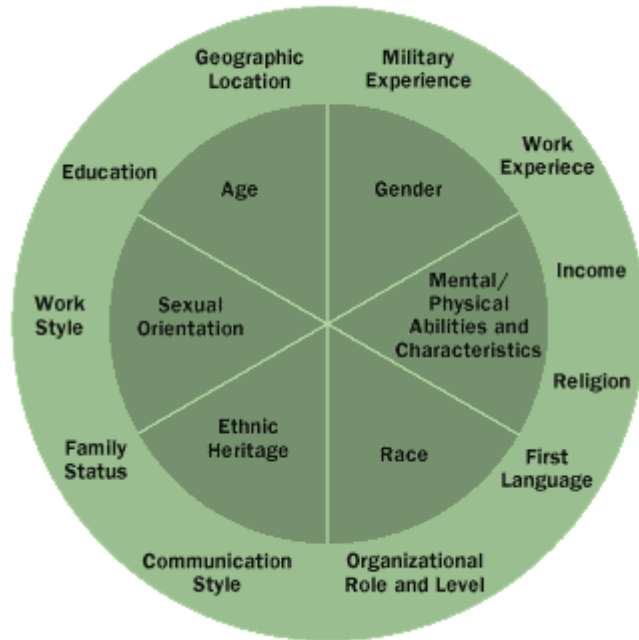
What?

What is Bias?

Definition: Diversity

All the ways we are
genetically and/or culturally
different from one another.

Definition: Diversity



For our conversation today, consider many dimensions of diversity.

Definition: Bias

Noun:

1. prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
2. a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned
3. unreasonably hostile feelings or opinions about a social group; prejudice
4. (in statistics) a systematic, as opposed to a random, distortion of a statistic as a result of sampling procedure

Synonyms

Inclination
Leaning
Preference
Prejudice
Tendency
Unfairness
Bigotry
Favoritism

Unconscious Bias

Unconscious Bias

(Unintentional Bias | Implicit Bias)

When, without thinking, we allow our limited experience or our personal opinions, beliefs or fears to determine our words and actions.

Bias vs Discrimination

Every person has biases, but not every person discriminates against others.

We have the power to notice, and manage, our thoughts. Just because I have a bias for, or against, someone does not mean they will automatically be advantaged or disadvantaged.

Bias is not discrimination.

But ... Individual Bias Can Lead To

Discrimination
Hostile Environment
Exclusion
Oppression
Systemic Inequity

Small Group Discussion



What are some ways unconscious bias shows up in the workplace?

- 10 minutes in group
- Return with at least 3 examples

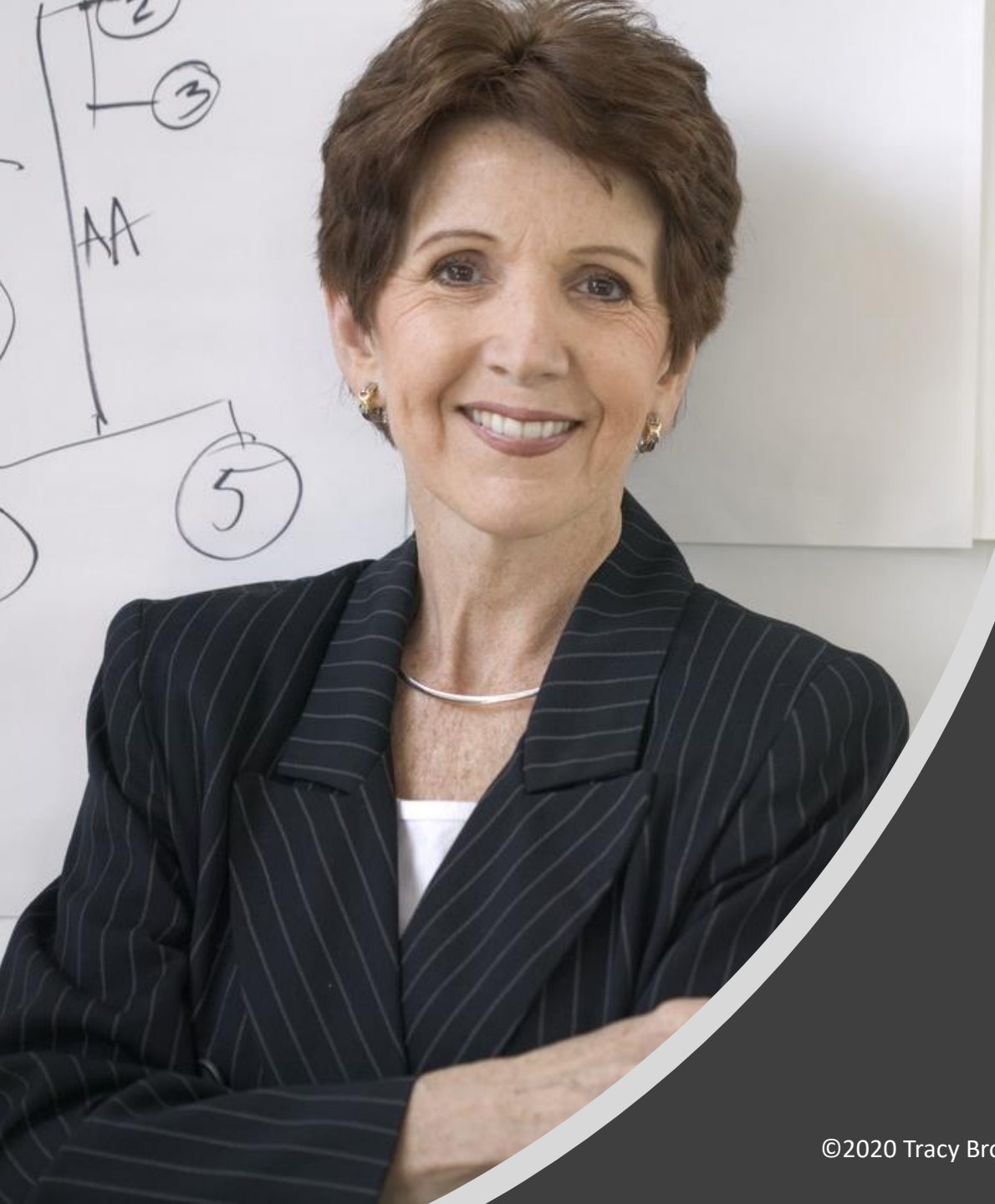
Bias is
internal.

Discrimination is
interactive.

Oppression is
institutional.

Tracy Brown

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Why?

Why is it important to recognize our biases?

The 3 Keys to Why

- Your mission and vision
- Your priority business goals
- Your organization's values

Responsibility

Responsibility

Liability

Legacy

Blind Spots

Recognizing blind spots

Confronting blind spots

Dominant culture | Non-Dominant culture

Common Triggers

1. Appearance
2. Physical Attributes (race, age, gender, visible disabilities)
3. Communication Style
4. Nonverbal Cues
5. Accent
6. Clothing
7. Geography / Location

Red Flags

1. Status Quo
2. "Fit"
3. Comfort
4. Existing Network
5. Mirror Effect

Three Tips to Recognize and Reduce the Power of Your Hidden Biases

See It

Say It

Stop It

Small Group Discussion



Brainstorm:

Ways we might interrupt or manage unconscious bias in our workplace or industry

- 10 minutes in group
- Return with at least 3 examples



How?

What actions
will we take?

Discussing Bias at Work

“It is not part of a true culture to tame tigers, any more than it is to make sheep ferocious.”

Henry David Thoreau

Discussing Bias at Work

Why talk about it?

When talk about it?

How to talk about it?

Important

1. Self Management
2. Team Accountability
3. Impact on Recruitment
4. Impact on Community Relationships

Your How Depends on You

- Quantitative

- Demographics
- Data

Changing population,
industry trends, census
data

- Qualitative

- Experience
- Emotional Connection

Agency or regional culture,
staff or stakeholder needs,
response to crisis



Going Forward

—
Questions?
Ideas?



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