

MINNESOTA FAMILY SUPPORT & RECOVERY COUNCIL 2019 ANNUAL CONFERENCE
Wednesday, October 9, 2019
8:30 – 10:00
1.5 Elimination of Bias CLE
Course Event Code: 276866
Course Sponsor: Minnesota County Attorney's Association
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Objectives



- Define Implicit Bias Unconscious vs. Implicit
- Identify the Different Types of Bias
- Learn how to Be More Aware of Personal Biases
- Discover How to

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Truths



- We all make mistakes
- We want to be hereWe care about each
- Any change requires intention and action

other



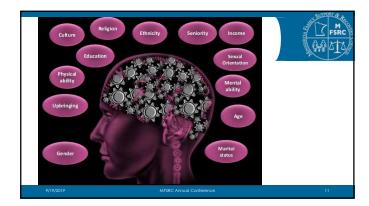
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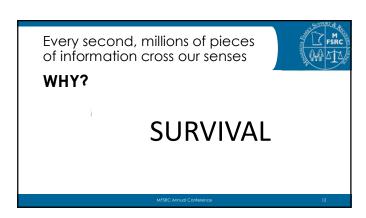






What we notice immediately Gender Race/Ethnicity Age Charisma Social Habits Weight/Height Overall appearance Smile Body Language What else?





Processes • Categorize • Associate • Fill in Gaps



So what is Unconscious Bias?



An association or attitude that:

- Operates beyond our control and awareness
- Informs our perceptions of a person or social group
- Can influence our decision making and behavior

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Can lead to quick and often inaccurate judgment based on limited facts and our own life experiences.

Gives certain individuals and groups both unearned advantage and unearned disadvantage.

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Implications of Bias



We tend to see an individual as a representation of a specific group rather than as an individual.

We tend to favor, prefer, and associate positive characteristics with members of the group to which we belong

These tendencies are the foundation of stereotyping, prejudice and, ultimately, may result in discriminatory decisions or actions, even if those decisions or actions might not be what we consciously intend or acknowledge.

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Unconscious vs. Implicit Bias



What's the difference?

Unconscious bias is **bias** that we are unaware of, and which happens outside of our control

Implicit bias questions the level to which these **biases** are **unconscious** as we are become more increasingly aware of them

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Rias	and	Our	Actions
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Perception – how we see people and perceive reality.

Attitude – how we react towards certain people.

Behaviors – how receptive/friendly we are towards certain

Attention – which aspects of a person we pay most attention to. **Listening Skills** – how much we actively listen to what certain people say.

 $\begin{tabular}{ll} \textbf{Micro-affirmations} - how much or how little we comfort certain people in certain situations. \end{tabular}$

Types of Bias



- Confirmation
- Perception
- Affinity
- Conformity "Bandwagon effect"
- Beauty "Halo effect"
- Contrast
- Selection
- Attribution



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Café Society Exercise



We're going to take 5 minutes –

List examples of the specific bias and suggestions on how to avoid

Report back to the group



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Action –	
Moving into Consciousn	ess



Being aware you have bias is the first step

Recognizing your bias has an effect

Take steps to reduce bias

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Strategies to reduce

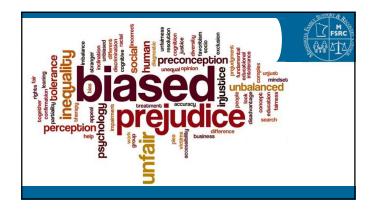


- Slow down more prone to bias when anxious, busy, under pressure
- Build relationships with people outside your norm take time to get to know them as an individual
- Counter negative stereotypes of underrepresented and marginalized people
- Participate in an implicit bias assessment
- Build your cultural competence
- Question yourself

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Cultural Destructiveness Refuer to acknowledge the presence or importance of cultural differences. Differences are apurished and suppressed. Schools endorse the mythor of universality. Cultural Incapacity The individual or organization choices to ignore cultural differences and establishment. See the difference, stomp it out. Cultural Blindness Individual and organization choices to ignore cultural differences in other control of the control of th















What Does the IDI Tool Tell Us?

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Individuals

- The ability to work across cultural differences
- Intercultural competency



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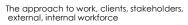
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What Does the IDI Tool Tell Us?

Organizations/Groups

The ability to engage individuals across cultural differences

- Creativity/innovation
- Intellectual critical thinking
- Strains of diversity
- Intergenerational
- Embrace change

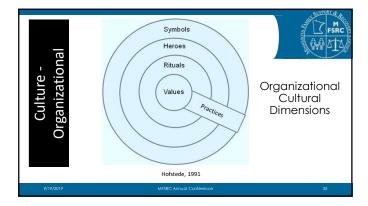


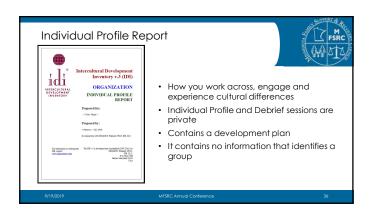


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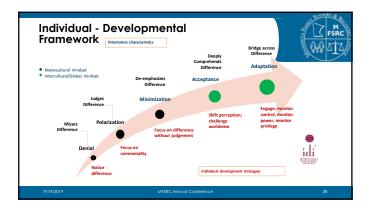


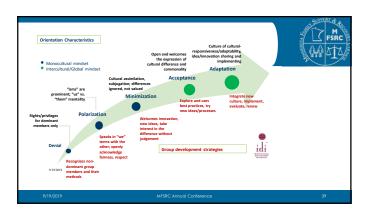






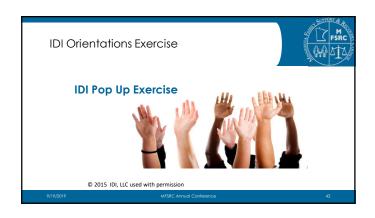








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Denial	Polarization	Minimization	Acceptance	Adaptation	
Forced assimilation, subjugation Rights and privileges for dominant groups only Cultural Destructiveness	□ Racism □ Stereotypes □ Unfair hiring, promoting □ Sense of entitlement, privilege □ Cultural Incapacity	☐ Differences ignored, "treats everyone the same", ☐ Only meet needs of dominant groups ☐ Cultural Blindness	Committed to explore cultural issues Committed to assessing individual & organizational needs around culture Cultural Pre-Competence	Recognize individual and cultural differences Seek advice from diverse groups Hire, promote culturally unbiased state Cultural Competence	Groups, Organizations



How does cultural competency apply to my work and engagement with others?



- Awareness of how cultural differences impact interactions with colleagues or clients
- The ability to see past stereotypes of others and to listen without judgement
- Think deliberately about the positive and negative ways decisions/policies may impact clients or customers

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Resources – assessments and more info on bias



- Implicit Association Test free! https://implicit.harvard.edu/implicit/takeatest.html
- IDI https://idiinventory.com/
- http://www.tolerance.org/Hidden-bias
- Article and link to TED Talk: http://www.theinclusionsolution.me/gen-y-on-di-honestyis-the-best-policy-unconscious-bias/
- http://www.cookross.com/docs/everyday_bias.pdf

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Resources – m	icroir	nequi	ties,
etc.			



- https://ombud.mit.edu/sites/default/files/documents/micr o-affirm-ineq.pdf
- https://www.psychologytoday.com/blog/thesuperhuman-mind/201304/micro-inequities-40-years-later
- http://www.diversitybestpractices.com/newsarticles/unconscious-bias-data-points-definition-effectsand-ways-address-it

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- <u>Diversity at Work: The Practice of Inclusion</u>, Jossey-Bass publishers, 2014
- <u>Inclusion starts with I: Eight steps to Inclusion: The personal journey</u> Mary-Frances Winters
- Everyday Bias: Identifying and Navigating Unconscious Judgements in Our Daily Lives, Howard J. Ross, 2014
- Be Diversity Competent, Jermaine M. Davis, 2007
- <u>The Diversity Action Book 143 things to go do</u>, Janet Crenshaw Smith, 2000

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Websites to check out



- Mary-Frances Winters group http://www.wintersgroup.com/mary-frances-winters/ (training, resources, including articles, downloads, free weekly blogs you can sign up for)
- Cook Ross cookross.com (training, consultation, training materials, and many free papers)
- Language and Culture Worldwide, LLC https://www.languageandculture.com/home (training, resources including articles and downloads, etc.)
- One Ummah Consulting (training, assessments) http://www.lummahconsulting.com/home.html

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More resources

- Perception Institute, perception.org, translates mind science research on identity differences into everyday solutions
- Forum on Workplace Inclusion University of St. Thomas (Twin Cities)

 http://www.stthomas.edu/workplaceforum/

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 Free monthly webinars

 Past webinars are archived
- Global Diversity & Inclusion Benchmarks, www.diversitycollegium.org