Presented by:

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Objectives

- **Understand** why bias matters
- **Recognize** the sources of unconscious bias
- **Identify** bias in our organization
- **Develop** strategies to combat bias
Activity

As a demonstration of our commitment to D&I, the leadership of UConn is allowing each team to add one additional resource.

Pick one of the given the candidates
Diversity Iceberg

- Language
- Race
- Gender
- Age
- Actions
- Wealth
- Culture
- Religion
- Personality
- Sexual Orientation
- Skills
- Education
- Experiences
- Values
“How can I address my biases if I don’t know that I have them?”

UNPACKING UNCONSCIOUS BIAS
WHAT IS BIAS?

- **Explicit Bias** is attitudes and beliefs we have about a person or group on a conscious level.

- **Unconscious/Implicit Bias** is unintended, subtle, and subconscious thoughts that happen to all of us, all of the time.

“We’d like to believe we are open-minded, fair, and without bias, but research shows otherwise. This is an important, even if uncomfortable, realization for most of us.”

— MAHZARIN BANAJI
Author, *Blind Spots: Hidden Biases of Good People*
SYSTEM 1
Intuitive Thinking
Unconscious, automatic, emotional, fast and effortless

SYSTEM 2
Rational Thinking
Conscious, deliberate, systematic, slow and effortful
EMPLOYEES WHO PERCEIVE BIAS ARE...

**BURNING OUT**
- 75% not proud to work for their company
- 33% regularly feel alienated at work

**BUSTING OUT**
- 31% plan to leave their current employer within one year

**BLOWING OUT**
- 9% purposely failed to follow through on an important assignment in the last 6 months
- 5% made negative comments about their employer on social media

EMOTIONAL SAFETY

- **Emotional safety** is the extent to which people feel comfortable bringing their whole self to work

- 6 out of 10 employees say lack of emotional safety at work would make them quit a job immediately

— Center for Generational Kinetics
National Study on Workforce Satisfaction, 2016
“To cover is to downplay a disfavored trait in order to blend into the mainstream. Because all of us possess stigmatized attributes, we all encounter pressure to cover.”

-Kenji Yoshino
Kenji Yoshino
Chief Justice Earl Warren Professor of Constitutional Law,
NYU School of Law
Spotlight Bias

Categories of emotional safety at work

**RED** – Aspects that are NOT safe to reveal at work

**YELLOW** - Aspects that SOMEWHAT safe

**GREEN** - Aspects that VERY safe
Unconscious Bias

Affinity Bias

Confirmation Bias
Microaggressions are subtle slights and snubs that devalue people

Microaffirmations are small, intentional acts that occur when people show they want another person to succeed
Microaggressions

- Everyday verbal, nonverbal, and environmental slights, snubs, or insults

- Intentional or unintentional

- Hidden messages may
  - Invalidate the group identity or experiential reality of the target persons
  - Demean on a personal or group level
  - Threaten, relegate or intimidate them to inferior status or treatment

- Communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership
Marginalized Groups

- People of color
- Women
- LGBTQ individuals
- Individuals with disabilities
- Religious minorities
- People with addictions
Where Else Do You See Microaggressions?
Microaffirmation Behaviors

- Greet others with sincerity
- Connect person-to-person
- Be present during interactions
- Respond to what is really being said
- Appreciate and praise strengths and contributions

Bias can exist when microaffirmations are only given to some people and not to others.
When Bias Breaks Out: Explaining Away

“They’re a good person—they didn’t mean anything by it.”

“What’s wrong, can’t you take a joke?”

“I’ve called lots of women that and they didn’t mind!”
HABITS THAT BREAK BIASES
Habits for Breaking Biases

**Intention**
Acknowledges biases and has motivation to change

**Attention**
Pays attention when stereotypical responses or assumptions are activated

**Time**
Practices new strategies designed to “break” the automatic associations

Dr. Patricia Devine, University of Wisconsin
Habits For Breaking Bias

- Take intentional steps to expose blind spots (take IAT test)
- Practice micro-affirmations
- Recognize hot buttons/micro-triggers and don’t jump to conclusions too quickly
- Build in accountability. Solicit feedback from peers, employees, etc.
- Step into the shoes of a stereotyped person and consider their view (perspective taking)
Habits For Breaking Bias

- Use your increased knowledge about cultural differences to anticipate how someone is likely to respond.
- Actively seek out situations where you are likely to be exposed to positive examples of other cultures that are subject to stereotypes.
- When a stereotypical response is detected, remind yourself of examples that prove the stereotype to be inaccurate.
THANK YOU!