Presented by:
Jonelle A. Reynolds, Ph.D.,
Director of Diversity & Inclusion Initiatives
University of Connecticut
Learning Outcomes

- Increase awareness of your own identities
- Understand the sources of unconscious bias and how bias can influence your interactions with others
- Examine the presence and impact that microaggressions can have on our communication
- Develop strategies to combat bias
My Background

• Education
  • BA in Business Journalism and Communications [NYC]
  • MS in Marriage and Family Therapy [OKC]
  • PhD in Human Development & Family Sciences [CT]
    • parenthood and parent-child relationships
Jonelle’s Cultural/Social Identity

My Perception
- Christian
- Guyanese
- MFT

Others’ Perception
- Black
- PhD
- Woman
- Foreigner
Pick any one of the pie charts that you are most willing to talk about today and identify the one aspect in that chart that you feel is most important to your identity (in theory, this is your largest slice).

1. How does this aspect of your identity impact how you speak with your children about diversity and inclusion?

2. How does this aspect of your identity in form:
   • whether you feel included in this community [with the school and PTO] or not?
   • how included others with different identities than yours feel?
Culture

A shared pattern of beliefs, values, assumptions and behaviors that distinguishes one group from another.
Cultural Values

- Reveal your personal orientation to life, work and relationships. This is how you prefer to go about life and work.
- May reveal biases you have toward those who have values different than yours.
- Don’t predict your ability to work across cultures.
- Provide insights about how to effectively work and lead across cultures.
### Cultural Values Report

#### Individualism
- Emphasis on individual goals and individual rights

#### Collectivism
- Emphasis on group goals and personal relationships

#### Low Power Distance
- Emphasis on equality; shared decision-making

#### High Power Distance
- Emphasis on differences in status; superiors make decisions
Cultural Values Report

LOW UNCERTAINTY AVOIDANCE
Emphasis on flexibility and adaptability

HIGH UNCERTAINTY AVOIDANCE
Emphasis on planning and predictability

COOPERATIVE
Emphasis on collaboration, nurturing, and family

COMPETITIVE
Emphasis on competition, assertiveness, and achievement

SHORT TERM
Emphasis on immediate outcomes (success now)

LONG TERM
Emphasis on long-term planning (success later)

LOW CONTEXT / DIRECT
Emphasis on explicit communication (words)

HIGH CONTEXT / INDIRECT
Emphasis on indirect communication (tone, context)
<table>
<thead>
<tr>
<th><strong>BEING</strong></th>
<th><strong>DOING</strong></th>
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<tbody>
<tr>
<td>Emphasis on quality of life</td>
<td>Emphasis on being busy and meeting goals</td>
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<thead>
<tr>
<th><strong>UNIVERSALISM</strong></th>
<th><strong>PARTICULARISM</strong></th>
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<tbody>
<tr>
<td>Emphasis on rules: standards that apply to everyone</td>
<td>Emphasis on specifics: unique standards based on relationships</td>
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<thead>
<tr>
<th><strong>NEUTRAL / NON-EXPRESSIVE</strong></th>
<th><strong>AFFECTIVE / EXPRESSIVE</strong></th>
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<tbody>
<tr>
<td>Emphasis on non-emotional communication; hiding feelings</td>
<td>Emphasis on expressive communication; sharing feelings</td>
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<thead>
<tr>
<th><strong>MONOCHRONIC / LINEAR</strong></th>
<th><strong>POLYCHRONIC / NON-LINEAR</strong></th>
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<tbody>
<tr>
<td>Emphasis on one thing at a time: punctuality; work and personal life separate</td>
<td>Emphasis on multitasking; interruptions ok; work and personal life combined</td>
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Cultural Differences in Parenting

- Japan & Norway – focus on cultivating independence
- In Scandinavia – democratic relationship between parent and child
- In Korea- obedience is emphasized
- In Jewish tradition- focus on developing resourcefulness and resilience
- In Holland – emphasis on regularly scheduled rest, food and a pleasant environment
- In Spain- focus on social and interpersonal aspects of child development
- In America – focused on grooming their children for success and the need to be happy all the time
- Polynesian Islands– common for toddlers & preschoolers to take care of younger children, including those who are not family
The Art of Choosing

Dr. SHEENA IYENGAR
TED TALK
UNPACKING UNCONSCIOUS BIAS

“How can I address my biases if I don’t know that I have them?”
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
Unconscious Bias

Affinity Bias

Confirmation Bias
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?
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 BIOASES
Habits for Breaking Biases

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

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

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

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

- Take intentional steps to expose blind spots (take IAT test)
- 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