

Bias Awareness and Perceptions

Open Enrollment



Shani Barrax Moore, CCDP/AP
Director Diversity and Inclusion
Pronouns: She, her, hers



Mayra Stone
Administrative Coordinator
Pronouns: She, her, hers

ZOOM GUIDELINES

PLEASE

- Rename yourself
- Turn on your camera (if possible)
- Mute your microphone unless actively speaking

PARTICIPATE!

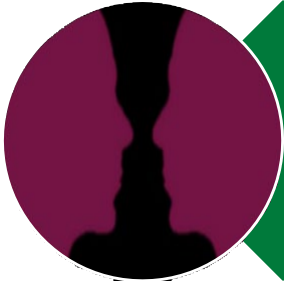
- Chat (Introduce Yourself!)
- Reactions
- Raise your hand
- Polls
- Breakout Rooms

Alex is here for support as needed!

Today we will:



Consider our own identities and perspectives through the lens of cultural humility



Explore how biases and stereotypes may impact how we perceive each other



Reflect upon how we may be socialized to have certain biases and perceptions

We will send the slides after! The post-training email will address any unanswered chat questions.

PRINCIPLES OF ENGAGEMENT

SUSPEND

- Judgement
- Denial
- Guilt
- Assumptions
- Distractions
- Interruptions
- Side conversations
- Titles

EMBRACE

- Awareness towards **understanding**
- Leaning into discomfort
- Critical **self-reflection**
- Opportunities for cognitive dissonance
- Helping to create a **safe & brave space**
- Opportunity to **learn** about identities & biases
- **Vulnerability**, willingness to "catch" each other
- Speak from 'I' perspective (not for an entire group); Allow others to tell their own stories (check first)
- **Share air time** - if you've spoken twice in a row, allow others to speak first
- Staying in the moment

WHAT'S SAID IN HERE, STAYS HERE {BUT *THE LEARNING LEAVES!*}

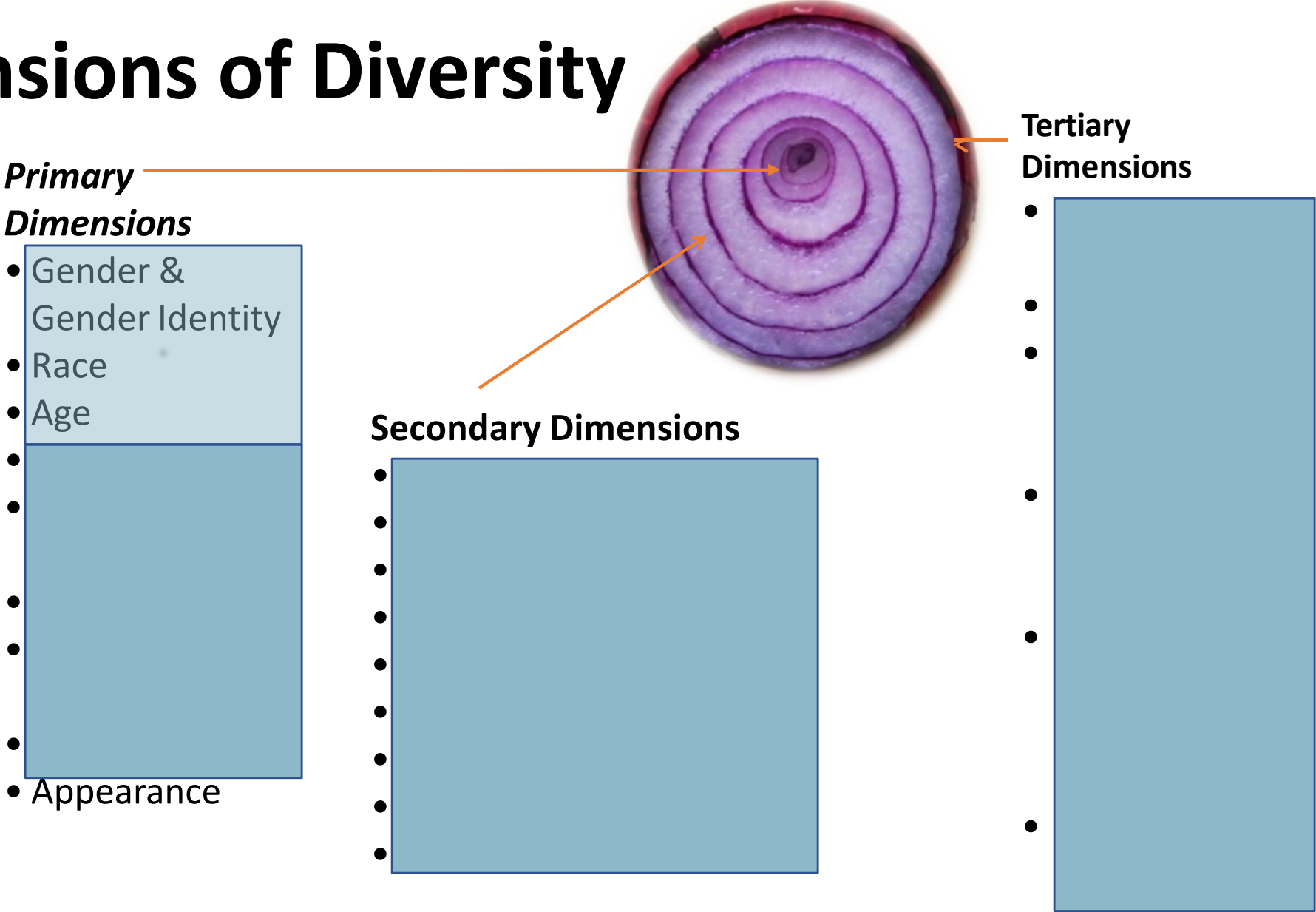
We are ALL Student Success Facilitators



UNT's Mission:

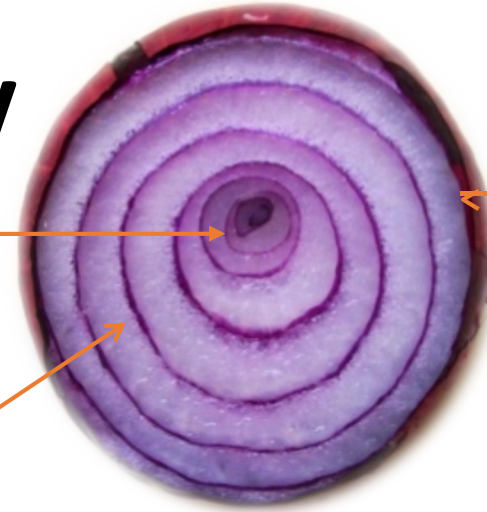
At the University of North Texas, our **CARING** and creative community prepares students for careers in a **RAPIDLY CHANGING** world.

Dimensions of Diversity



Poll (1 min): What percentage of these are hidden (i.e. can't tell from simply observing someone)?

Dimensions of Diversity



Primary Dimensions

- Gender & Gender Identity
- Race
- Age
- Religion
- Sexual orientation
- Ethnicity
- Physical or other ability
- National Origin
- Appearance

Secondary Dimensions

- Socioeconomic status
- Veteran status
- Education
- Marital status
- Geographic location
- Parental status
- Personality
- Belief systems and values
- Attitudes, habits

Tertiary Dimensions

- Hobbies and interests
- Job or career
- Nonprofit or volunteer involvement
- Political or social cause involvement
- Life experiences (ex. Abuse or illness survivor)
- Talents

Dimensions of Diversity

Inclusion:
How do these
groups (and their
intersections)
EXPERIENCE
UNT?

Primary Dimensions

- Gender & Gender Identity
- Race
- Age
- Religion
- Sexual orientation
- Ethnicity
- Physical or other ability
- National Origin
- Appearance

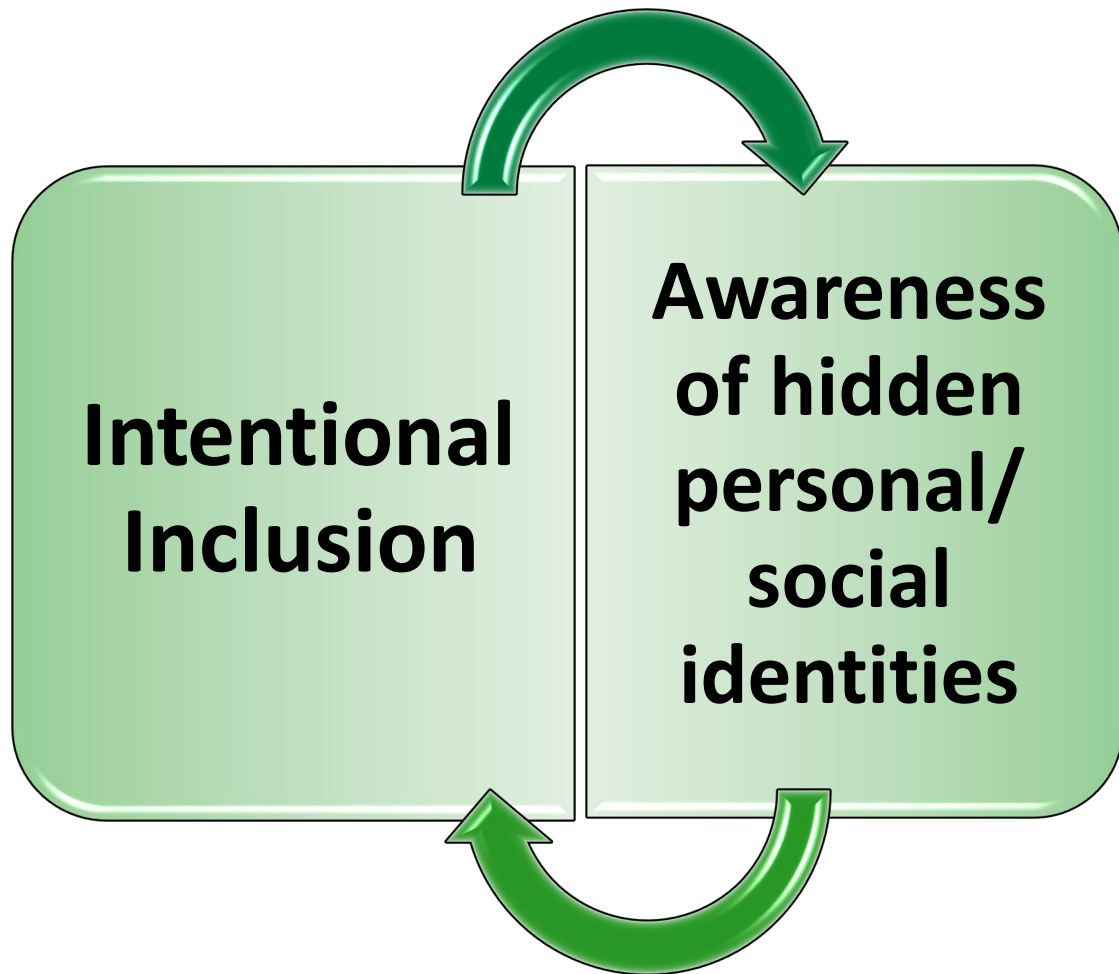
Secondary Dimensions

- Socioeconomic status
- Veteran status
- Education
- Marital status
- Geographic location
- Parental status
- Personality
- Belief systems and values
- Attitudes, habits

Tertiary Dimensions

- Hobbies and interests
- Job or career
- Nonprofit or volunteer involvement
- Political or social cause involvement
- Life experiences (ex. Abuse or illness survivor)
- Talents





Culture inherent in each identity

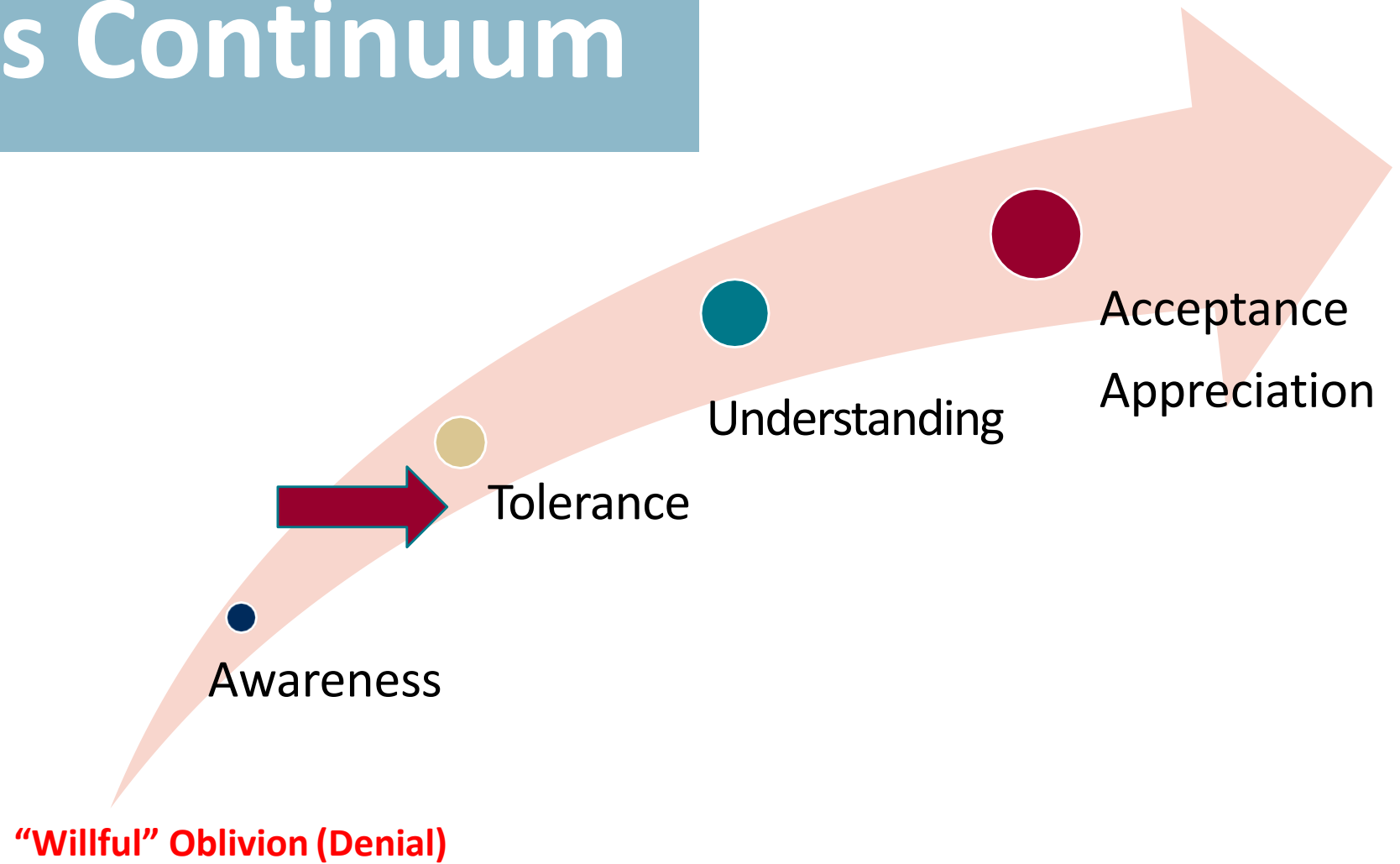
Cultural Humility

Allows **culturally competent individuals** to identify the **presence** and **importance** of differences between **their orientation and that of each person they interact with** and to explore **compromises** that would be **acceptable** to **both**.

A **lifelong process** of **self-reflection** and **self-critique**.

***Acknowledging differences without judgment,
awareness of biases and assumptions,
and self-assessment***

Awareness Continuum



*Ignorance/
Oblivion*

Activity #1: Knowing Ourselves to Know Others

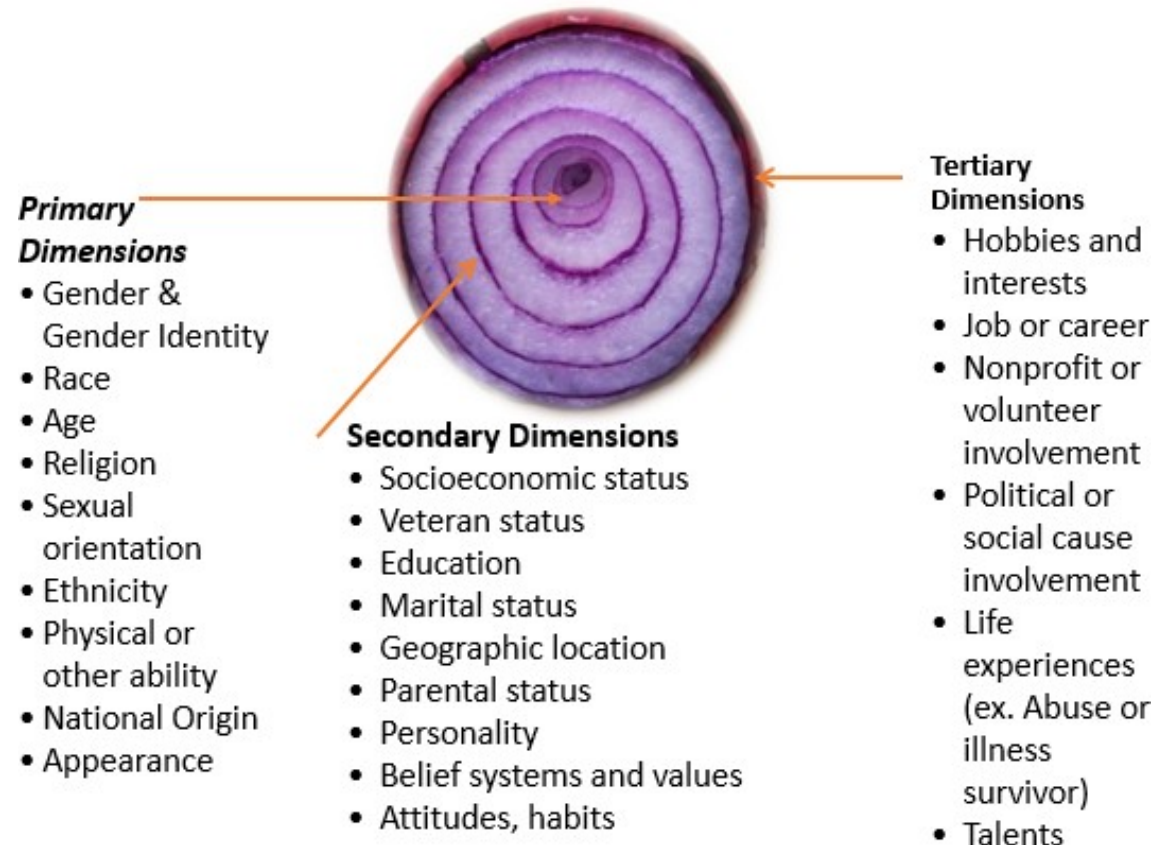
- Please find your Participant Guide (emailed to you)
- We have sent the file in the chat if you need to download it now

Activity #1: Knowing Ourselves to Know Others

- Using Page 3 of your Participant Guide or a piece of paper, write the top three identities that have the most impact on your perspectives, experiences, and interactions.
 - Example: Age, Gender, Race/Ethnicity
- For each identity, consider the following questions:
 - How do they **inform** or **impact** your perspectives when engaging with others? In an academic or work setting?
 - How might they **limit** your perspectives when interacting with *those who are different*?
- You have 5 minutes to complete this activity individually.
- Please note you will be sharing these with a partner afterwards.

Activity #1: Knowing Ourselves to Know Others

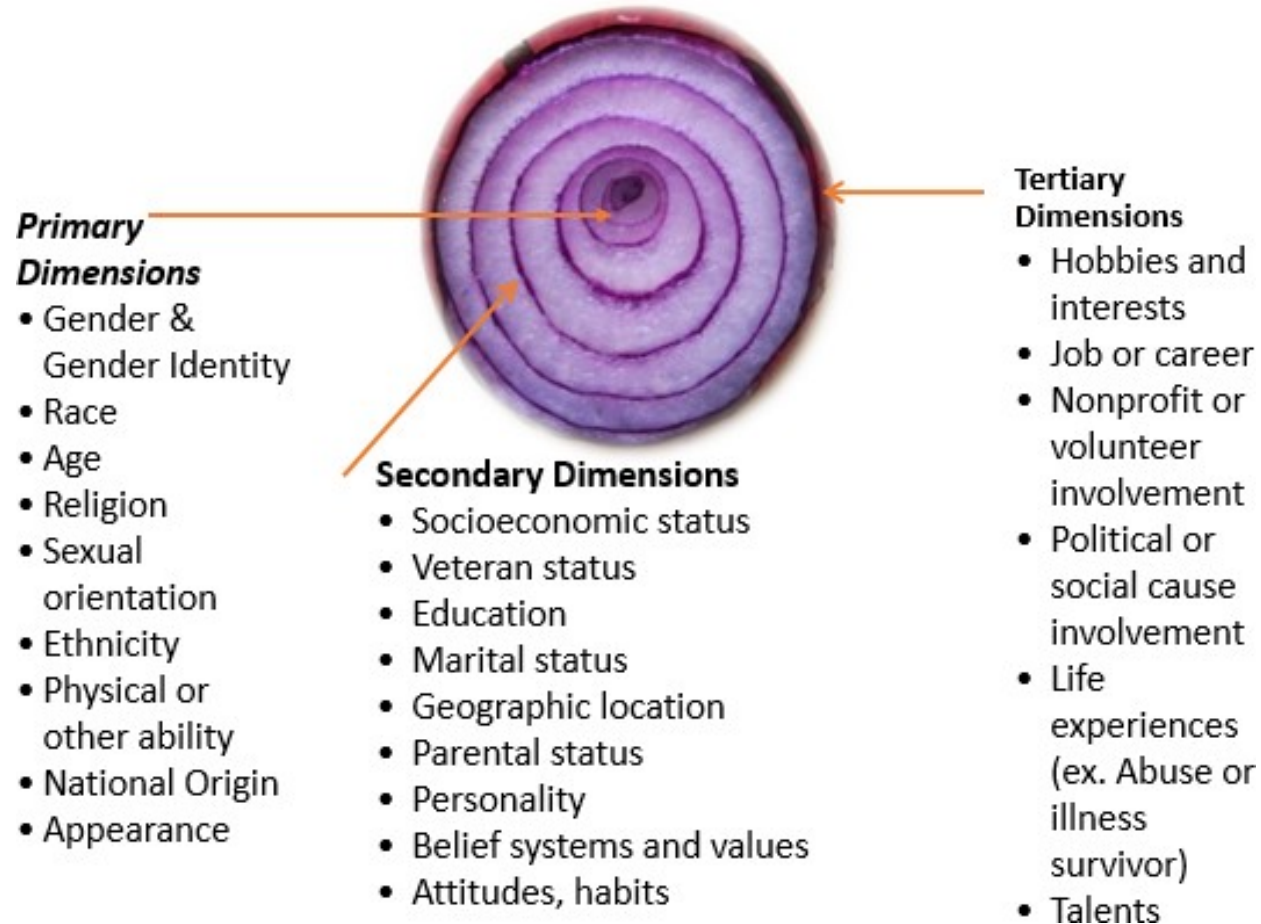
Dimensions of Diversity



Breakout Room Activity #1: Knowing Ourselves to Know Others

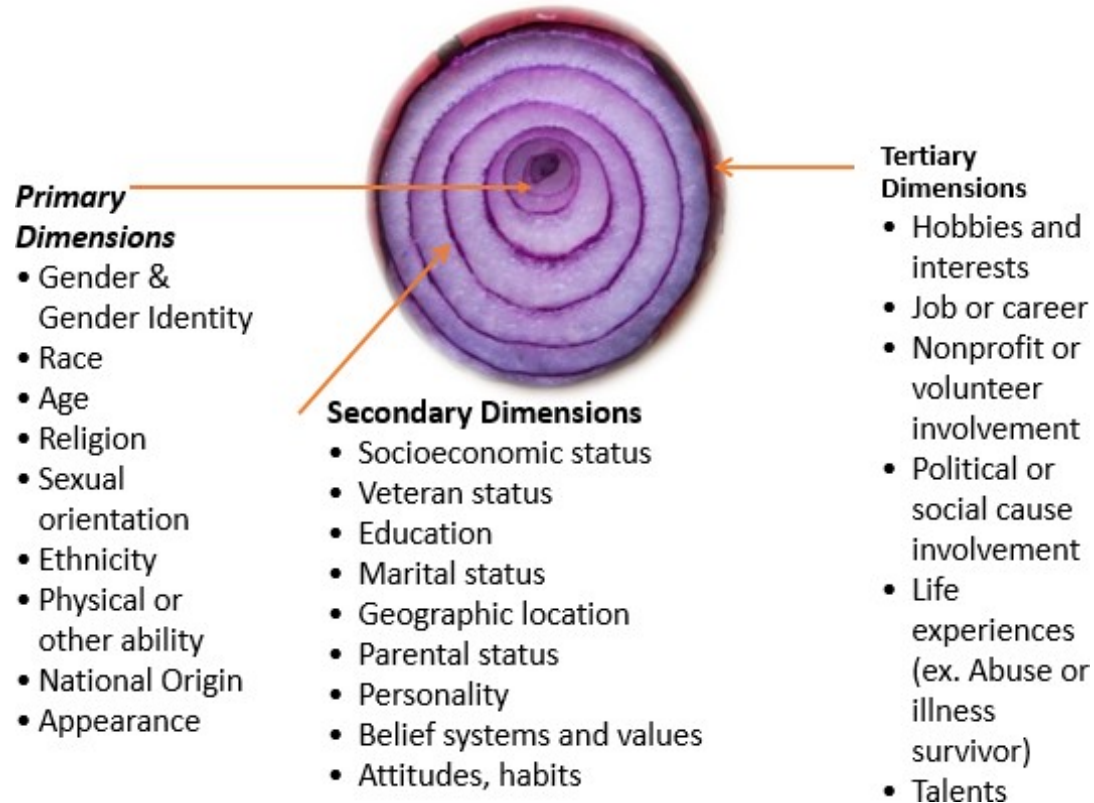
- You will now move to a randomly assigned Breakout Room to pair share your identities and their impact.
- We will open the Breakout Rooms and you will be prompted to click “Join.”
- Each participant should share for **3 minutes**.
- There will be a timer visible at the top of your Zoom window.
- We will send a message halfway through when you should switch sharing.

Dimensions of Diversity



Poll: How many of your top three identities were hidden?

Dimensions of Diversity



What did you learn about yourself?

What did you learn by hearing other's perspectives?

Volunteers to share your identities and their impact?

Raise hand and unmute to share

5 Minute Break!

*Please mute and turn off your camera
(do not exit the Zoom meeting)*

When and how do biases begin?



Racial bias may begin in babies at six months, U of T research reveals

Professor Kang Lee says lack of exposure to other races may be the cause of racial bias in babies (photo from Shutterstock)

April 11, 2017

Explicit vs. Implicit Bias

Bias: an unfair preference for or dislike of something

Explicit: clear and obvious

Implicit: implied; not stated, but understood in what is expressed

Explicit bias is:

Conscious

Deliberate

Conspicuous

Identifiable

Implicit bias is:

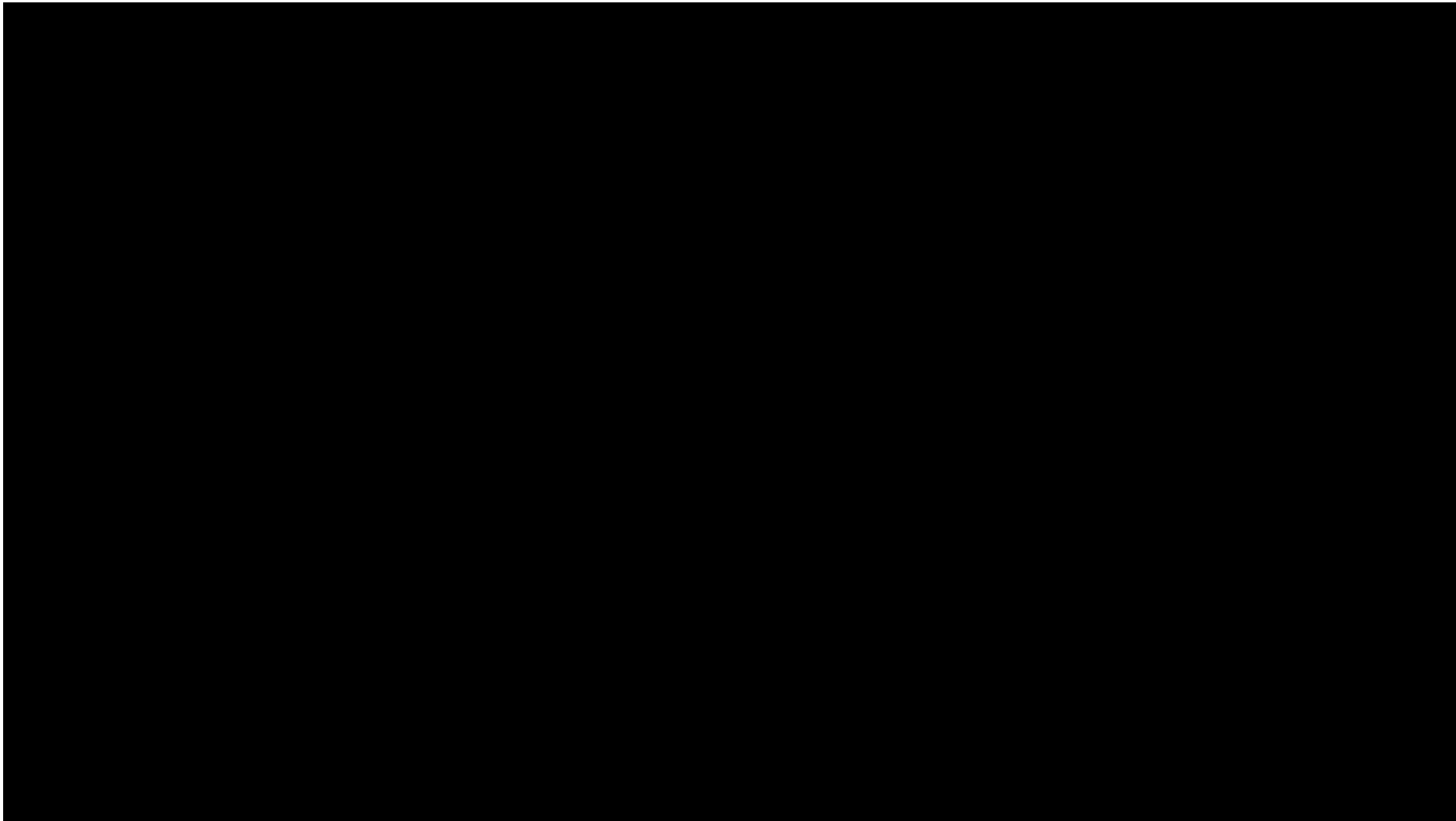
Unconscious

Denied

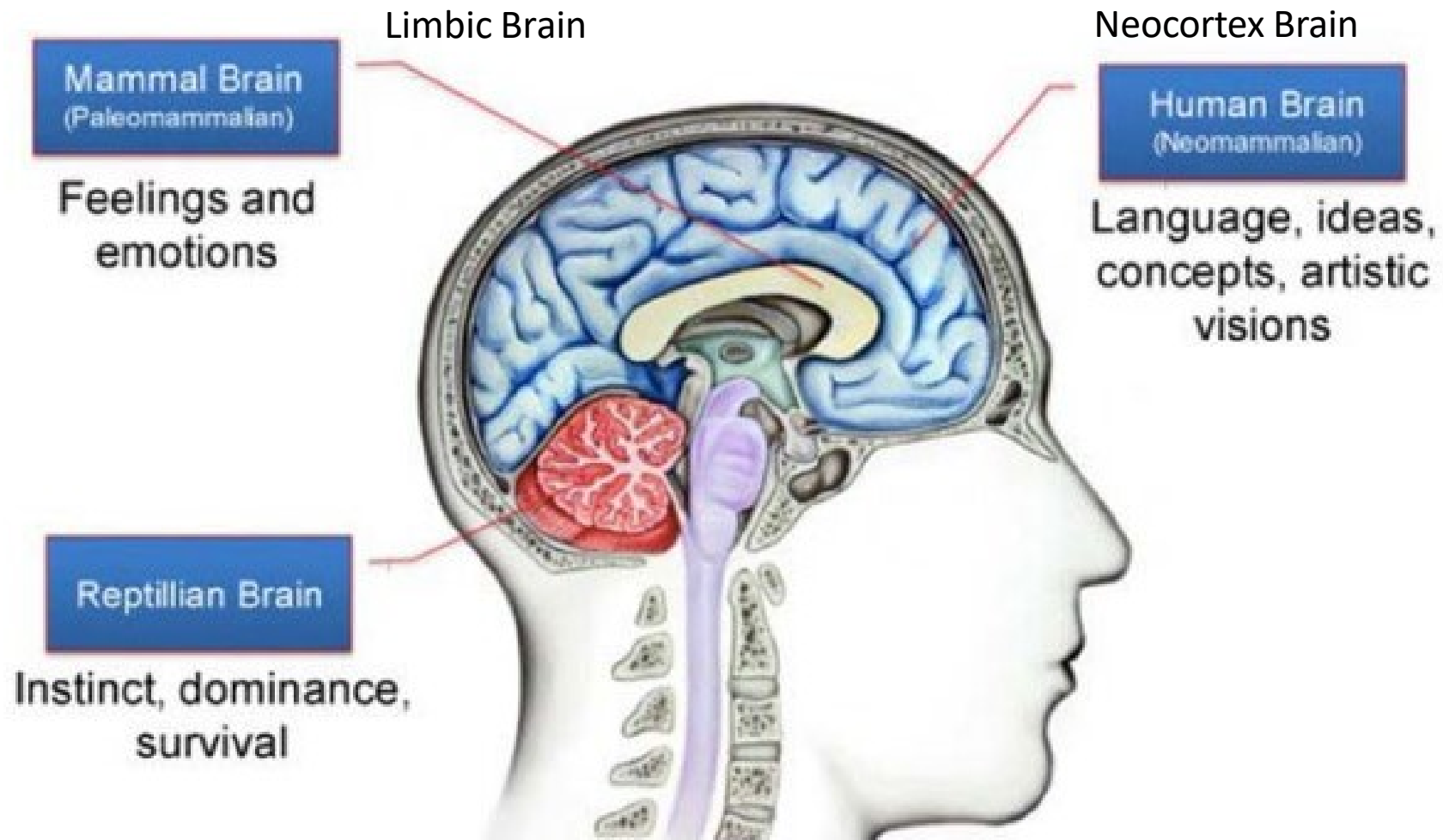
Hidden

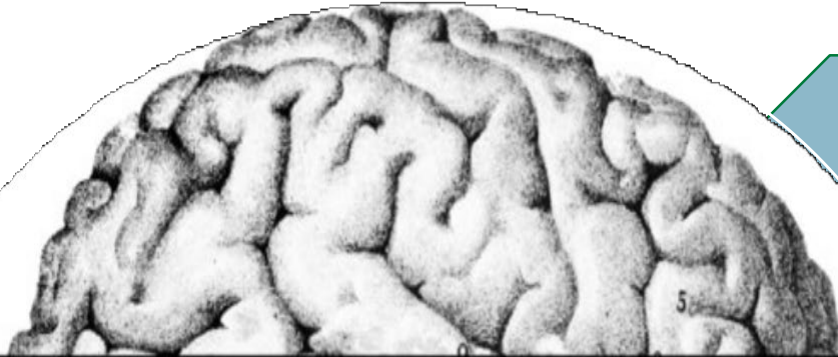
Insidious

Are you biased? I am | Kristen Pressner



THIS IS YOUR BRAIN...





Our brains play tricks on us.

We make snap judgments about the world around us.
These snap judgments are the result of unconscious bias.



The human tendency to judge a book by its cover has become a source of extensive psychological study. The science of snap judgments is more than just figuring out what we can tell by looking at each other. Knowing how people size each other up from day to day has significant implications for identifying and subduing implicit bias, discrimination, and stereotyping.

Activity #2: What's Their Story?

- Number a piece of paper 1-5 (or use your Participant Guide Page 5).
- We will show you 5 photos.
- For each photo, write down at least 3 characteristics of that person/group based upon your initial perceptions/snap judgements.
 - Example: Gender, Race, Occupation, Personality, Etc.
- Each photo will only be available for 30 seconds.
- Participants will share their perceived characteristics in Breakout Rooms afterwards.



Photo 1: What's their story?

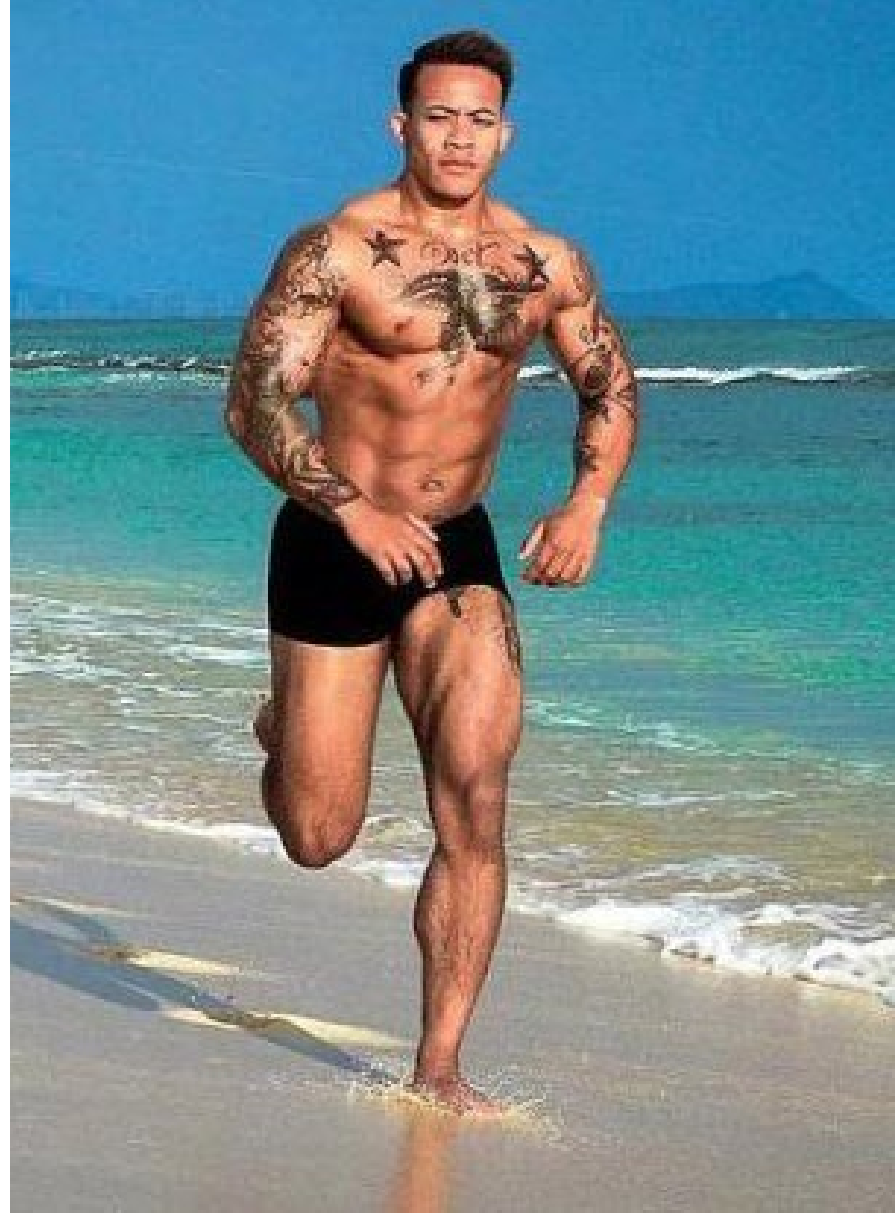


Photo 2: What's their story?



Photo 3: What's their story?

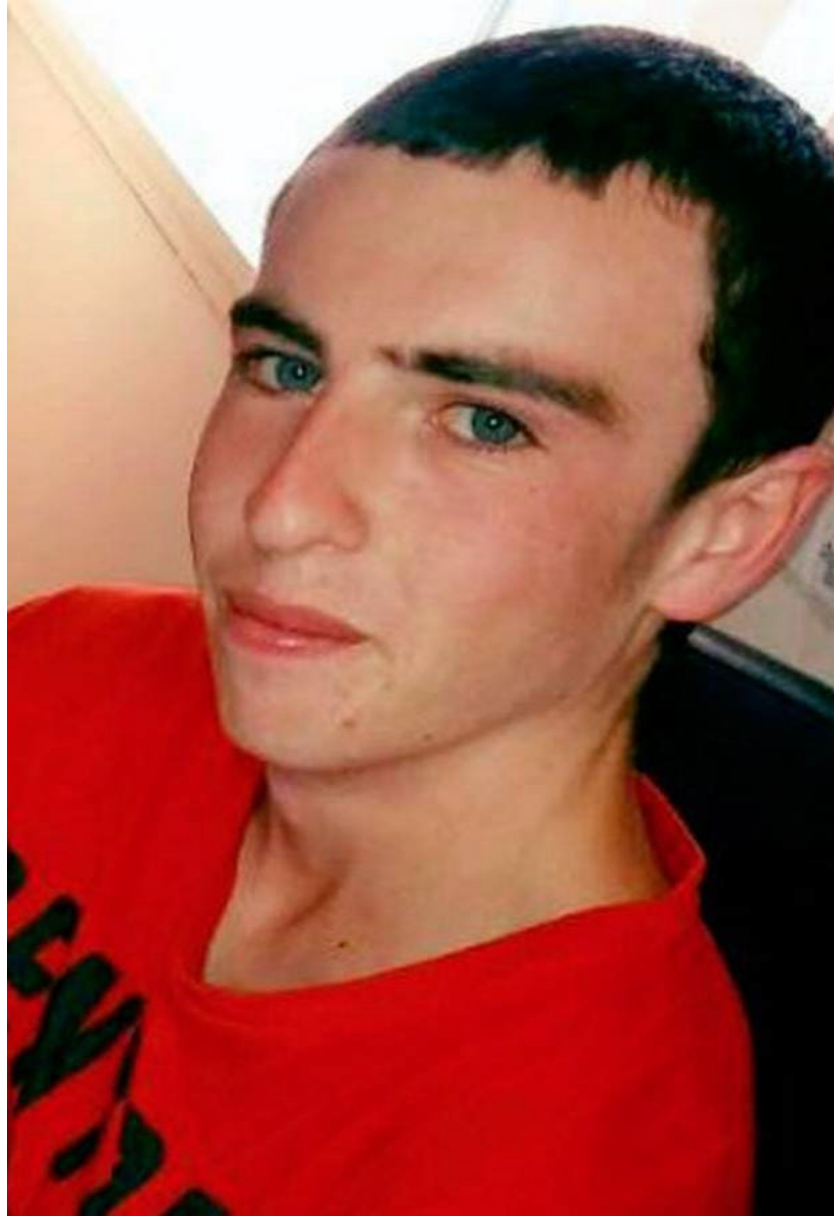


Photo 4: What's their story?



Photo 5: What's their story?

Breakout Room Activity #2: What's Their Story?

- You will now move to a Breakout Room to share your characteristics.
- Each Breakout Room will be assigned 1 photo to discuss.
- The name of your Breakout Room is the photo you are assigned.
- We will open the Breakout Rooms and you will be prompted to click “Join.”
- Share your characteristics with the group.
- Come to a group consensus and decide the top 3 characteristics for the photo.
- Choose a group member to share your group results.
- Groups will meet for **3 minutes**. There will be a timer visible at the top of your Zoom window.
- *If you finish early, you can return to the main room.*



Photo 1: What's their story?

Bikers Against Child Abuse (BACA)

BACA exists with the intent to create a safer environment for children in protective care. BACA shields these children from further abuse by watching their home and attending court hearings with them when they testify against their abuser. They do not condone the use of violence or physical force in any manner, however, if circumstances arise such that they are the only obstacle preventing a child from further abuse, they stand ready to be that obstacle.



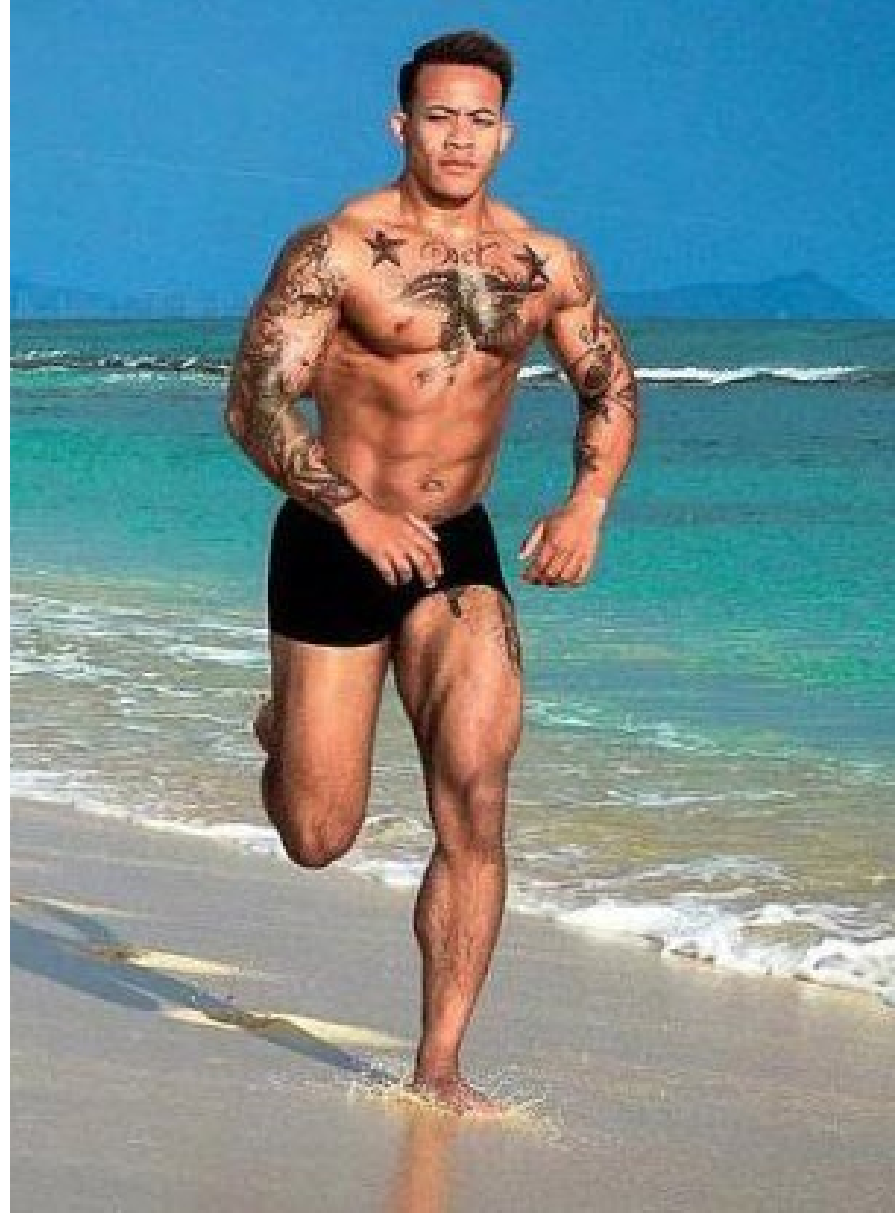


Photo 2: What's their story?



Shane Ortega

Shane Ortega is an Indigenous former American soldier who served in the U.S. Army as an aviation flight engineer and executed over 400 combat tours. He competed in his first physique competition in 2015 where he qualified for junior nationals. Shane also knew he was not female when he was very young, “I’ve known since I was a child.”



Photo 3: What's their story?

Anousheh Ansari

On September 18, 2006, a few days after her 40th birthday, Ansari became the first Iranian in space.

Ansari was the fourth overall self-funded space traveler, and the first self-funded woman to fly to the International Space Station. She is Muslim.



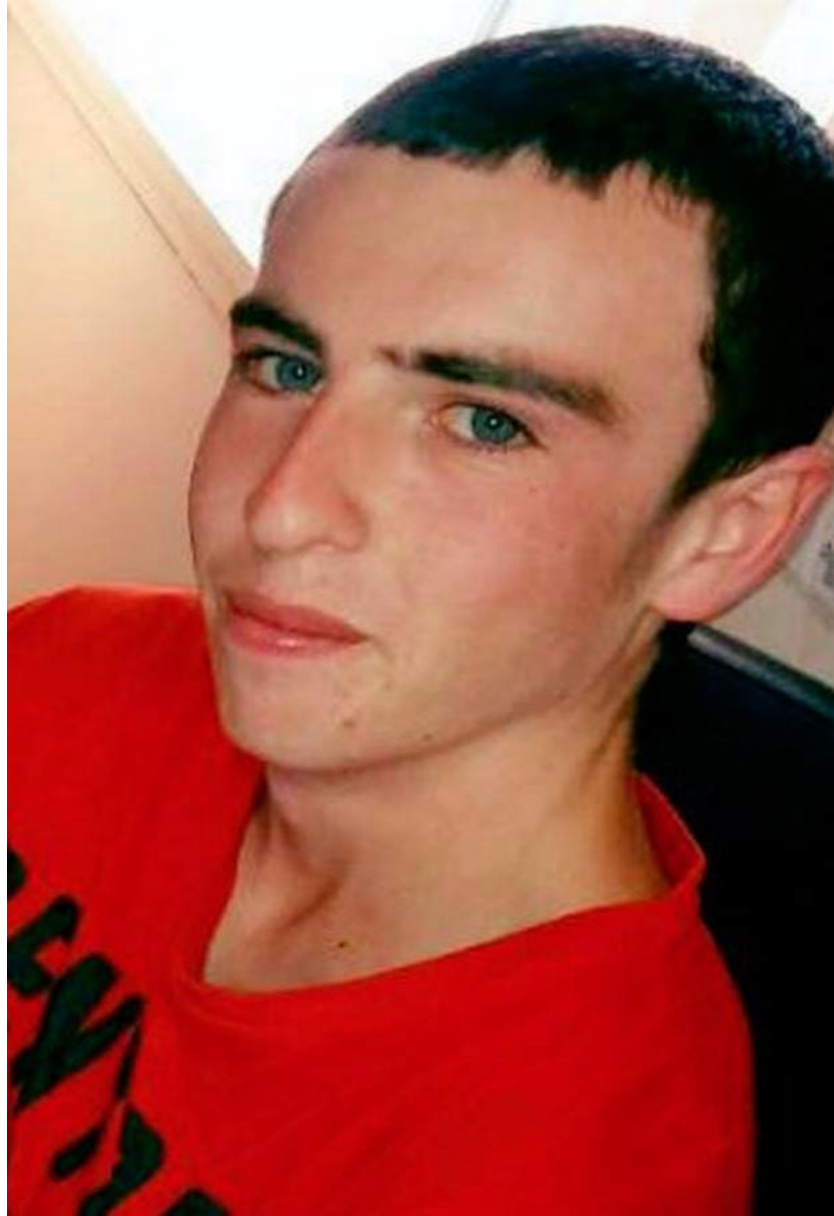


Photo 4: What's their story?

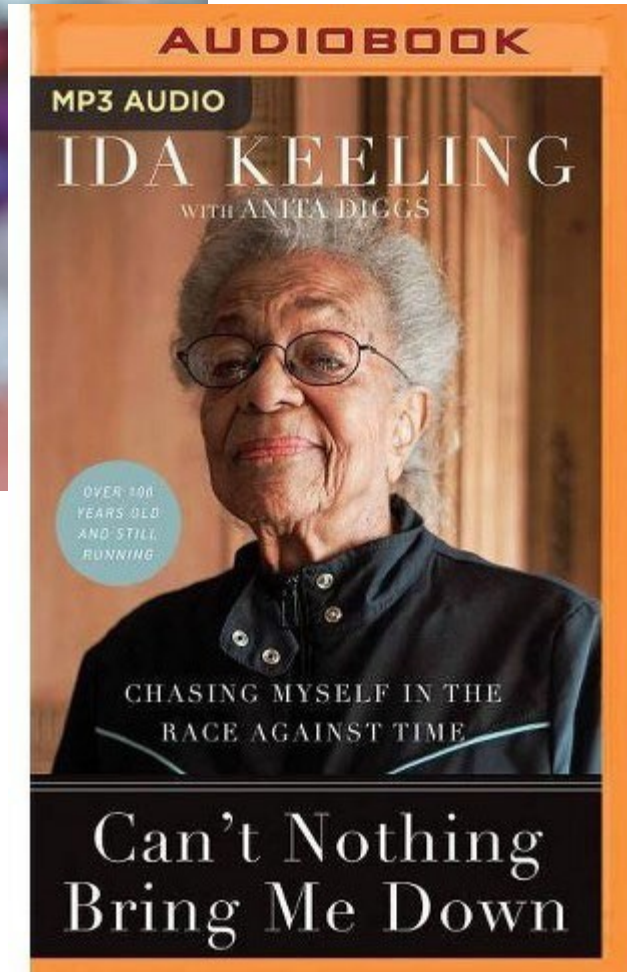
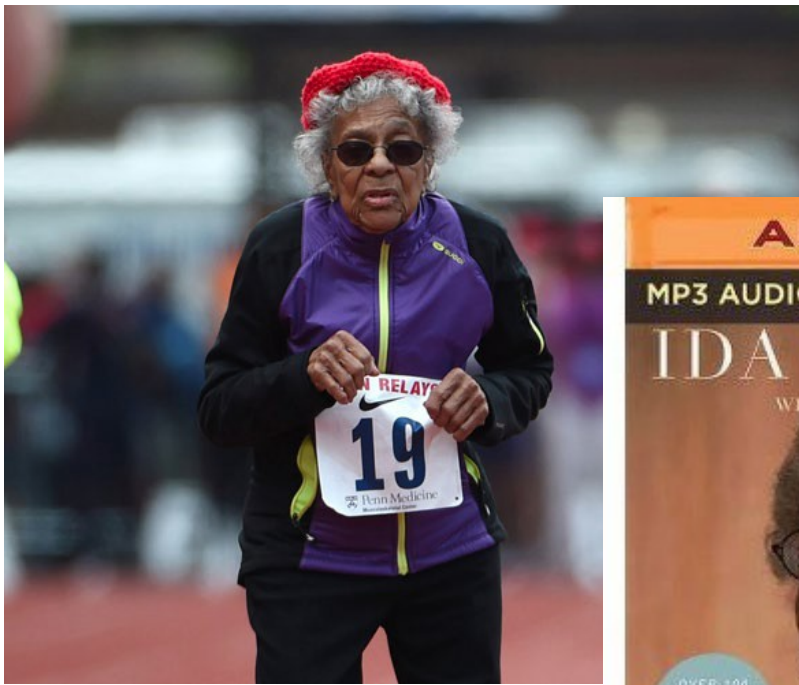


Dylan O'Riordan

Dylan was born in Galway, Ireland and came to Boston on a visa waiver when he was 12 with his parents, who had green cards. When he was 19, he was deported by ICE. He said of his experience, "There's a lot of people from El Salvador, a lot of Guatemalans, couple of Haitian people, and I'm the only Irish in the whole facility." Dylan says the others in the facility were surprised he was there saying "you look American, you sound American."



Photo 5: What's their story?



Ida Keeling

What a race! 100-year-old Caribbean American, Ida Keeling, sets the record as the oldest woman to dash through the 100-meter run with the time of 1:17.33 at the 2016 Penn Relays. The New York woman celebrating her centennial milestone has been competing in track and field races breaking records since her late 60's.

Ida is currently 105 years old!

What emotions were you experiencing while you were participating in this activity?

Why do we have these biases, stereotypes, and perceptions?



Raise hand and unmute to share or add in chat

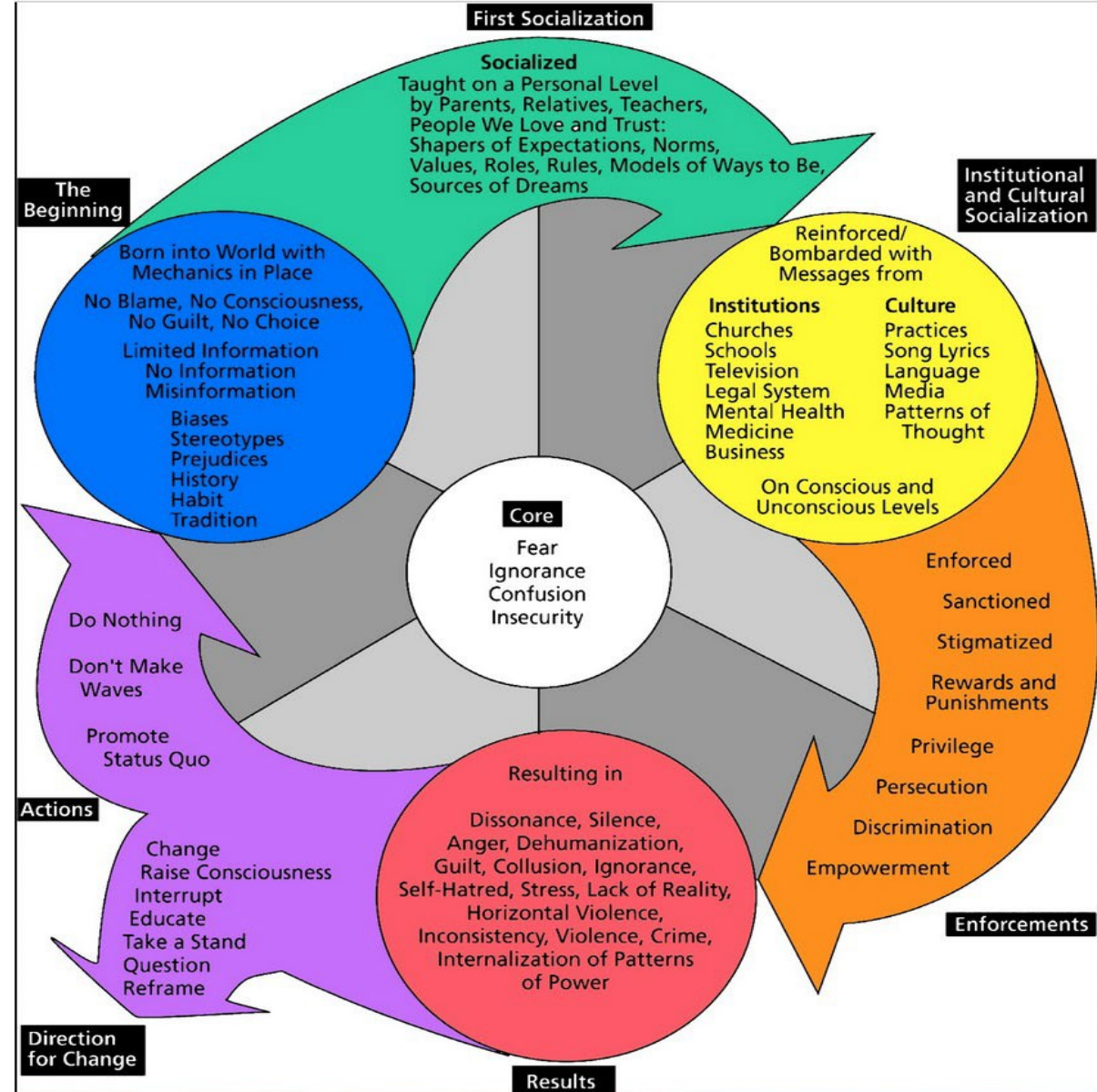
Socialization

Process of learning through interactions with individuals, institutions, and culture various societal norms; these include systems of oppression, privilege, and power dynamics.

This permeates through parents, peers, teachers, and other influential individuals in our lives.

Cycle of Socialization

Participant Guide Page 13



Source: Cycle of Socialization developed by Bobbie Harro (1982)

<http://depts.washington.edu/geograph/diversity/CofS.jpg>

<https://depts.washington.edu/geograph/diversity/HarroCofS.pdf>

The Beginning: First Socialization

First Socialization

Socialized

Taught on a Personal Level
by Parents, Relatives, Teachers,
People We Love and Trust:
Shapers of Expectations, Norms,
Values, Roles, Rules, Models of Ways to Be,
Sources of Dreams

The Beginning

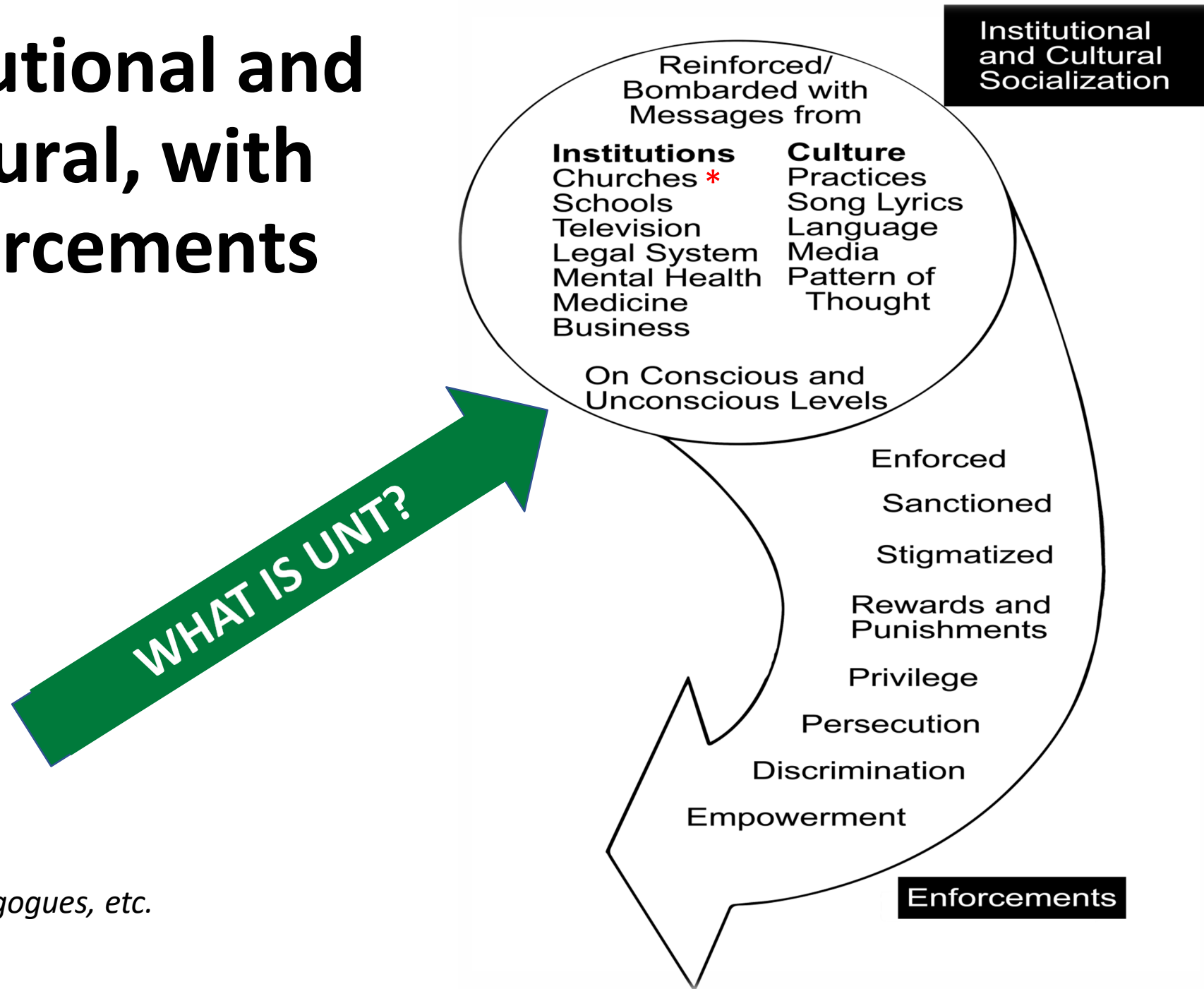
Born into World with
Mechanics in Place

No Blame, No Consciousness,
No Guilt, No Choice

Limited Information
No Information
Misinformation

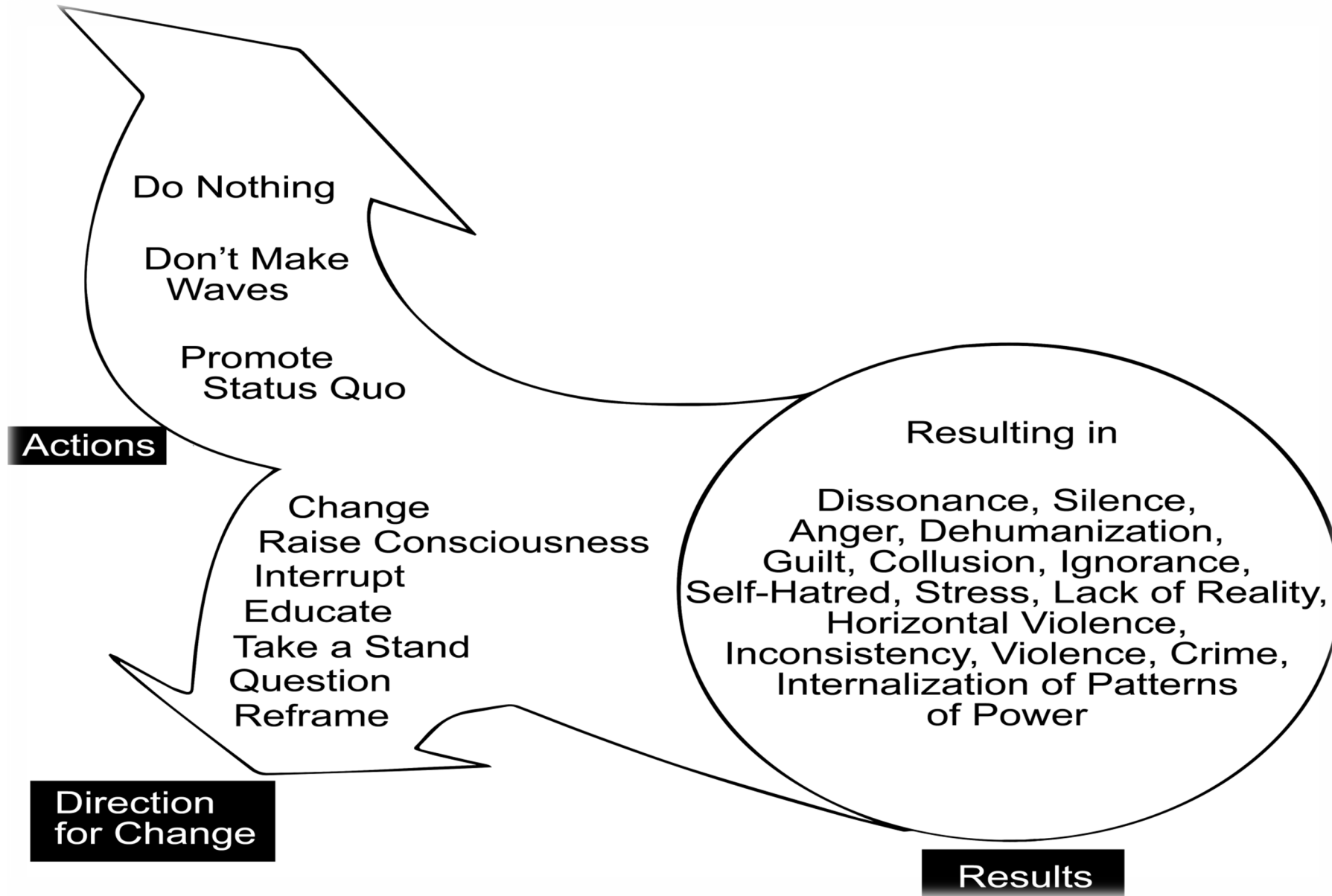
Biases
Stereotypes
Prejudices
History
Habit
Tradition

Institutional and Cultural, with Enforcements



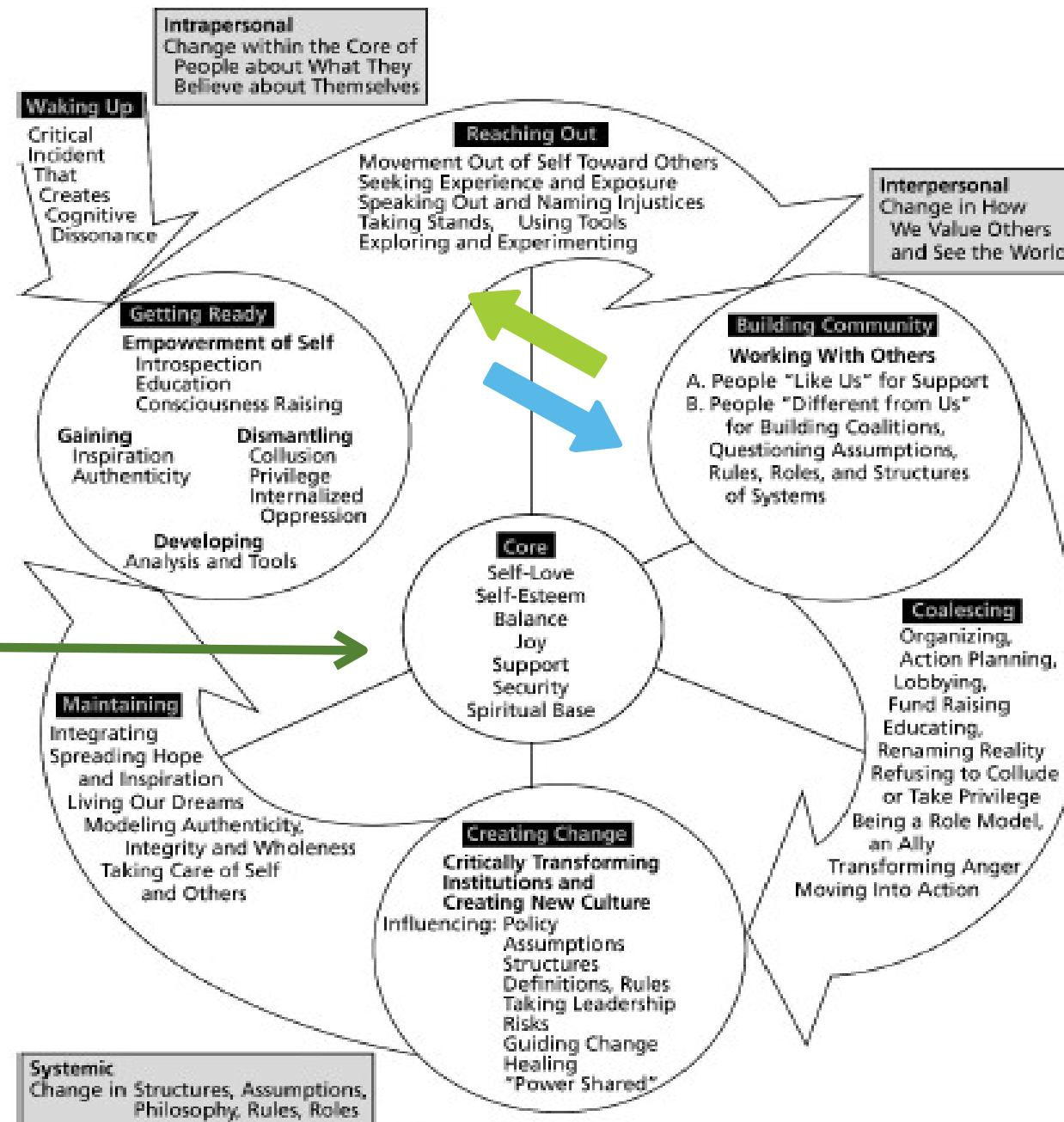
**or temples, synagogues, etc.*

Results, Actions, Directions for Change



Cycle of Liberation

Participant Guide Page 14



Source: Developed by Bobbie Harro

© Readings for Diversity and Social Justice, Routledge, 2000

<https://geography.washington.edu/sites/geography/files/documents/harro-cycle-of-liberation.pdf>

OF INSTITUTIONAL
DIVERSITY
Inclusion

For reflection as Student Success Facilitators...

How might these bias, assumptions, and perceptions **impact our students? You? Your colleagues?**

How might these bias, assumptions, and perceptions affect **how students/colleagues look at themselves?**

How does this **hinder** creating an **inclusive environment?**

What Will I Do Differently?



I know there is something I can do as a member of the UNT community to be aware of how my biases may affect inclusion.

That something is...

For Further Consideration: Bias Awareness

**Harvard Implicit Association
Test:**

<https://implicit.harvard.edu/implicit/>

Several tests available:
Featured Tasks (COVID-19),
Project Implicit Social
Attitudes, Health

Diversity & Inclusion Resources

- [Subscribe to our e-newsletter Culture Connection!](#)
- [Harvard Implicit Association Test \(IAT\)](#)
- [Developing Inclusive Communities Begins with Inclusive Supervision](#)
- [Report: Day-to-Day Experiences of Emotional Tax Among Women and Men of Color in the Workplace](#)
- [UNT Libraries Digital Resources for the Division of Institutional Equity & Diversity](#)
- [Employee Resource Groups \(ERGs\)](#)
- [Unlikely Allies in the Academy Series](#)
- [Virtual Diversity & Inclusion Training](#)



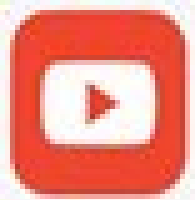
@DiversityUNT



@UNTDiversityInclusion



@untdiversity



**Division of Institutional
Equity and Diversity**



Diversity & Inclusion

Diversity.Inclusion@unt.edu

940-565-3119

ied.unt.edu/diversity-inclusion

Thank you for your time!

Please complete your evaluation via Qualtrics link.